

Dr. Christopher D. Brooks

Florida State University
Management
(850) 644-2162

Education

PhD, Florida State University, 2009.

Major: Instructional Systems and Learning Technologies

Supporting Areas of Emphasis: Training and Development, Learning Systems, Human Performance, Organizational Behavior, and HR Management

Dissertation Title: Effects of process-oriented and product-oriented worked examples and prior knowledge on learner problem solving and attitude: A study in the domain of microeconomics.

MS, Florida State University, 2002.

Major: Instructional Systems and Learning Technologies

Supporting Areas of Emphasis: Human Performance, Organizational Behavior, and HR Management

BS, Florida State University, 1992.

Major: Psychology

Supporting Areas of Emphasis: Neuroscience and Psychobiology

Work History

Government

Deputy Secretary - Workforce Operations, Department of Management Services. (November 2012 - July 2016).

Director, Human Resource Shared Services, Department of Children and Families. (September 2011 - October 2012).

Director, Administrative Services, Information Technology, Department of Children and Families. (February 2009 - August 2011).

Director, Human Resources, Department of Children and Families. (September 2007 - January 2009).

Professional

Chief Information Officer/Application Director, Department of Children and Families. (July 2016 - December 2016).

Learning Design Manager and Performance Consultant, AON Hewitt. (November 2005 - August 2007).

Vice President, Senior Learning Manager, Wachovia Corporation (N.K.A. Wells Fargo). (2003 - 2005).

Vice President, Senior Recruiting Director, Wachovia Corporation (N.K.A. Wells Fargo). (1998 - 2003).

Licensures and Certifications

Center for the Application of Psychological Type. (July 2010 - Present).

Professional Memberships

Florida Association of Colleges and Employers. (November 2017 - Present).

Association for Talent Development. (March 2017 - Present).

Society for Human Resources Management. (March 2017 - Present).

Development Activities Attended

Nondegree Education and Training, "Faculty Promotion Workshop," Florida State University. (September 2018).

Nondegree Education and Training, "New Faculty Orientation," Florida State University. (August 2017).

TEACHING

Teaching Experience

Florida State University

ADE 5083, Human Resource Development, 2 courses.

EME 6631, Managing Instructional Development, 14 courses.

EME 6635, Seminar in Advanced Instructional Systems Problems, 3 courses.

EME 6636, A Systems Approach to the Management of Change, 18 courses.

EME 6691, Performance Systems Analysis, 18 courses.

MAN 4301, Human Resource Management, 3 courses.

MAN 4320, Staffing, 1 course.

MAN 4330, Compensation, 5 courses.

MAN 4350, Training and Development, 11 courses.

MAN 4441, Negotiation and Conflict Management, 16 courses.

MAN 4905, TOPICS IN STAFFING, 7 courses.

MAN 5037, Fundamentals of Management, 4 courses.

MAN 5245, Organizational Behavior, 4 courses.

MAN 5331, Compensation Management, 3 courses.

MAN 5351, Training and Development, 2 courses.

MAN 5365, Staffing, 1 course.

MAN 5907, SHRM Certification Study, 2 courses.

MAN 5935, Training and Development, 2 courses.

Non-Credit Instruction

Continuing Education, Society for Human Resource Management, 30 participants. (December 2019).

Management/Executive Development, Florida Senate and Office of Legislative Services, 13 participants. (December 2019).

Management/Executive Development, Danfoss Turbocorp, 35 participants. (May 2019).

Certification, Society for Human Resource Management, 3 participants. (January 2019 - May 2019).

Management/Executive Development, SAIA, 200 participants. (February 2019).

Management/Executive Development, Office of Legislative Services, 13 participants. (December 2018).

Certification, Society for Human Resources Management, 1 participant. (September 2018 - December 2018).

Seminar, College of Business/Doctoral Student Professional Development Seminar Series, 20 participants. (November 2018).

Design and development of management development workshop, Cinepolis Theater Company, 60 participants. (October 2018 - November 2018).

Certification, Society for Human Resources Management, 5 participants. (January 2018 - May 2018).

Seminar, College of Business/Department of Management, 8 participants. (November 2017).

Seminar, College of Business/Doctoral Student Professional Development Seminar Series, 20 participants. (November 2017).

Management/Executive Development, Department of Children and Families, 30 participants. (January 2017).

Certification, Society for Human Resources Management, 1 participant. (August 2016 - November 2016).

Directed Student Learning

Doctoral Dissertation Committee Member, "Analyzing Change Management Models, Change Competencies, and Change Philosophies Used in Organizations." (November 2019 - Present).

Advised: Jeffrey Phillips

Bachelor's Honors Committee, "Outcomes of Negotiations Today: An Analysis of Gender Differences and Overall Success." (December 2020).

Advised: Katherine Newcomb

Bachelor's Thesis Committee Member, "Factors that Influence Successful Sales People." (December 2020).

Advised: Trevor Wilpon

Doctoral Dissertation Committee Member, "What Does Behavioral Consistency Mean? A Meta-Analysis of Method Factors and Outcomes in Employee Selection." (April 2019 - March 2020).

Advised: John Arnold

Bachelor's Honors Committee, "The Effect of Gender in Negotiation." (August 2017 - December 2017).

Advised: Mia Thomas

Awards and Honors

Nominated for: Undergraduate Teaching Award - Specialized Faculty, College of Business. (January 2020).

Nominated for: University Teaching Award, Florida State University. (January 2020).

Distinguished Graduate Teaching Award, College of Business. (April 2019).

Graduate Teaching Award, Florida State University. (April 2019).

Nominated for: Undergraduate Teaching Award, Florida State University. (February 2019).

Nominated for: Graduate Teaching Award, College of Business. (February 2018).

Nominated for: Undergraduate Teaching Award - Specialized Faculty, College of Business. (February 2018).

Nominated for: Undergraduate Teaching Award - Specialized Faculty, College of Business. (March 2017).

RESEARCH

Published Intellectual Contributions

Refereed Journal Articles

Brooks, C. D., Ling, J. (2020). "Are we doing enough": An evaluation of the utilization of employee assistance programs to support the mental health needs of employees during the COVID-19 pandemic. *Journal of Insurance Regulation*, 39(8), 1-34.

Frieder, R. E., Ferris, G. R., Perrewé, P. L., Andreas, W., Brooks, C. D. (2019). Extending the meta-theoretical framework of social/political influence to leadership: Political skill effects on situational appraisals, responses, and evaluations by others. *Personnel Psychology*, 72(4), 543-569.

Martinez, A. D., Kane, R. E., Ferris, G. R., Brooks, C. D. (2012). Power in leader–follower work relationships. *Journal of Leadership and Organizational Studies*, 19(2), 142–151.

Brooks, C. D., Jeong, A. (2006). The effects of pre-structuring discussion threads on group interaction and group performance in computer-supported collaborative argumentation. *Distance Education*, 27(3), 367-377.

Journal Articles

McAllister, C., Steffensen, D., Perrewé, P. L., Brooks, C. D., Wang, G. (2020). How to Cope with That “Always-On” Feeling. *Harvard Business Review*.

Brooks, C. D. (2011). Enhancing your interviewing skills: Using the employment interview triangle. *Career Convergence*.

Other

Cole, C. R., Brooks, C. D., McChristian, L. P., Massey, A. (2018). Interested in Internships? *Resources: The National Alliance for Insurance Education and Research* (Fall 2018 ed., pp. 28-31). Austin, Texas: The National Alliance for Insurance Education and Research.

Presentations Given

Brooks, C. D., Clemson University Center for Workforce Development (CUCWD) Workshop Series focusing on Online Learning, "Enhancing Learner Engagement through the Use of Immersive Learning Strategies," Clemson University Center for Workforce Development (CUCWD). (January 26, 2021).

Brooks, C. D., R.I.S.E Program for Veteran Small Business Owners, "Talent Assembly: Building a High Performing Workforce," Jim Moran Institute. (October 5, 2020).

Cole, C. R., Brooks, C. D., McChristian, L. P., Massey, A., James K. Ruble MEGA Seminar, "The Insurance Industry and the Value of Internships," The National Alliance for Insurance Education and Research. (June 6, 2018).

Brooks, C. D., International Sign Association Conference - Executive Bootcamp, "Leading Change," International Sign Association. (March 21, 2018).

Brooks, C. D. (Presenter), Women in Leadership, "Building Organizational Capacity for Diversity," Florida State University. (February 2018).

Brooks, C. D., Florida Association of Colleges and Employers Conference, "Building Strategic Employer Connections," Florida Association of Colleges and Employers. (November 3, 2017).

Media Appearances and Interviews

Internet

"Job Market in 2021: Examining Job Market Opportunities for Upcoming Graduates," Zippia. (2021).

"Best Cities for Jobs - Predictions for the 2021 Job Market," WalletHub. (January 2021).

"Best Places for Student Summer Jobs," WalletHub. (May 2017).

Newspaper

"Graduates were set to enter rosy job market. After coronavirus downturn, they face 'tragic moment' to start careers," Orlando Sentinel. (April 2020).

Contracts, Grants and Sponsored Research

Grant

Brooks, C. D. (PI), "Teaching Innovation Grant - HRM Innovation and Technology," Sponsored by Florida State University, Florida State University, \$10,000.00. (June 2019 - May 2020).

Intellectual Contributions in Submission

Other

Maher, L., Kapoutsis, I., Yang, J., Brooks, C. D., Ferris, G. R. *Political Will Hunting: Antecedents and Outcomes of Political Will.*

SERVICE

University Service

Selection Committee Member, Real Estate Center. (August 2020 - Present).

Admission Committee Member, MBA Admissions Committee. (January 2020 - Present).

Member, FSU Innovation Hub Steering Committee. (January 2019 - Present).

Member, COB Building Committee. (January 2018 - Present).

Member, Online Learning Task Force. (October 2017 - Present).

Chair, Graduate Education Committee. (January 2017 - Present).

Faculty Advisor, FSU-Society for Human Resource Management Chapter. (January 2017 - Present).

Faculty Senate - Alternate, Faculty Senate. (April 2021 - April 2023).

Chair - Selection Committee - Visiting Faculty, Department of Management. (November 2020 - March 2021).

Faculty Advisor, FSU Gymnastics Club. (August 2018 - December 2020).

User Testing Team Member, Florida State University Human Resources. (May 2020 - June 2020).

Professional Service

Reviewer, Chicago Business Press. (September 2020 - October 2020).

Reviewer, Pearson. (October 2019 - November 2019).

Reviewer. (November 2018 - December 2018).

Consulting

For Profit Organization, A-lign. (August 2020).

Non-Governmental Organization (NGO), One More Child. (June 2020 - August 2020).

Non-Governmental Organization (NGO), State Board of Administration. (June 2020 - August 2020).

For Profit Organization, Danfoss Turbocor. (February 2020 - May 2020).

For Profit Organization, SAIA LTL Freight. (June 2019 - December 2019).

Government, Senate and Office of Legislative Services. (June 2019 - December 2019).

Government, Department of Environmental Protection. (November 2019).

For Profit Organization, Danfoss Turbocorp. (June 2019).

For Profit Organization, SAIA LTL Freight. (December 2018 - May 2019).

Government, Florida Senate and Office of Legislative Services. (October 2018 - December 2018).

For Profit Organization, Cinepolis Theater Management Company. (September 2018 - October 2018).

Government, Local municipality in the mid-atlantic region. (June 2018 - August 2018).