

JEREMY M. PAYNE, Ed.D.

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CURRENT ROLE

Senior Lecturer, Vanderbilt University, Peabody College, Dept. of Human & Organizational Development
Associate Director of Undergraduate Studies in Human & Organizational Development

AREAS OF SPECIALIZATION

Systemic approach to the design and implementation of integrated people and organizational programs and systems including individual and small group development, organizational design and development, talent acquisition, remote workforce engagement, performance management, career development, leadership development and succession management; strategic workforce planning with a special emphasis on skill inventories, competency model development and culture change initiatives; instructional design, program and product management; coach-approach in advising and facilitating initiatives, workshops, and design sessions; multicultural awareness and international scope of responsibilities across diverse sectors: membership associations, finance, healthcare and education.

PROFESSIONAL COMPETENCIES

- Leadership and management program analysis, design, delivery and evaluation
- Instructional systems design at course, program and curricular levels
- Business acumen of small to large organizations including social enterprise, for-profit and non-profit
- Systems thinking and analysis of I/O and subsystems to enhance workplace performance
- Needs assessment including identification of root cause, qualitative inquiry and quantitative analysis
- Strategic planning consultation, workshop design, and workshop facilitation
- Project, program and portfolio management; new product development life-cycle management
- Design thinking and problem-solving using structured ideation and application methodologies

EDUCATION

- | | |
|-----------|--|
| 2002-2007 | Vanderbilt University, Peabody College
Nashville, Tennessee
Ed.D. Higher Education Administration
Dissertation Defense Date: April 6, 2007
<i>Topic: The Bonds of Identification Revisited - Exploring the Impact of Organizational Identity on Volunteer Behavior in Not-for-Profit Organizations</i> |
| 2000-2002 | Vanderbilt University, Peabody College
Nashville, Tennessee
M.Ed. Higher Education Administration |
| 1996-2000 | Vanderbilt University, College of Arts and Sciences
Nashville, Tennessee
B.S. Biology and Secondary Education |

ACADEMIC PROFESSIONAL APPOINTMENTS

Fall 2023	Senior Lecturer, Human and Organizational Development - Peabody College
Fall 2020	Senior Lecturer, Human and Organizational Development - Peabody College
Summer 2020	Lecturer, Human and Organizational Development - Peabody College
Fall 2019	Lecturer, Human and Organizational Development - Peabody College
Fall 2018	Lecturer, Human and Organizational Development - Peabody College
Spring 2018	Adjunct Assistant Professor, Human and Organizational Development - Peabody College
Fall 2017	Adjunct Assistant Professor, Human and Organizational Development - Peabody College
Spring 2014	Adjunct Professor of Management, Vanderbilt, Owen Graduate School of Management
Fall 2013	Adjunct Professor of Management, Vanderbilt, Owen Graduate School of Management; Adjunct Faculty, Human and Organizational Development - Peabody College
Spring 2013	Adjunct Faculty, Human and Organizational Development - Peabody College
Spring 2010	Adjunct Faculty, Human and Organizational Development - Peabody College
2002-2004	Graduate Assistant, Department of Student Life, Vanderbilt University
2000-2002	Teaching Assistant, Human and Organizational Development - Peabody College; Graduate Assistant, Student Life - Office of Auxiliary Services, Vanderbilt University

SELECTED PRESENTATIONS AND WORKSHOPS

Invited Lecture, Life Story Interview, Human and Organizational Development, Peabody, Vanderbilt University, Nashville, Tennessee, March 2024.

Invited Panel Moderation, HOD Capstone Panel at Parents Weekend, Vanderbilt University, Nashville, Tennessee, October 2023.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2023.

Invited Lecture, Small Group Development, Human and Organizational Development, Peabody, Vanderbilt University, Nashville, Tennessee, September 2023.

Invited Panel Discussion, Anchor Day, HOD Overview, Peabody College, Vanderbilt University, Nashville, Tennessee, April 2023.

Invited Lecture, Life Story Interview, Human and Organizational Development, Peabody, Vanderbilt University, Nashville, Tennessee, March 2023.

Invited Panel Discussion, Next Steps College Night, Next Steps Program, Vanderbilt University, Nashville, Tennessee, October 2022.

Accepted Proposal, Poster Session, 2023 AAC&U Conference on General Education, Pedagogy, and Assessment. New Orleans, October 2022.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2022.

Invited Lecture, Life Story Interview, Human and Organizational Development, Peabody, Vanderbilt University, Nashville, Tennessee, February 2022.

Invited Panel Discussion, Change Leadership, Young Leaders Council (YLC), Nashville, Tennessee, February 2022.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2021.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2020.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2019.

Invited Presentation, How to Land the Job: Interviewing Skills for Success, Vanderbilt University Career Center, Nashville, Tennessee, March 2019.

Invited Workshop, Small Group Dynamics, Senior Design Lectures, School of Engineering, Vanderbilt University, Nashville, Tennessee, September 2018.

Invited Workshop, *Active Learning: Why Engagement Matters*, Vanderbilt University, Nashville, Tennessee, July 2018.

Invited Presentation (Panel), *Mastering the Millennial Mindset*, Future of Work Summit, Austin, Texas, March 2017.

Invited Presentation, *Location Independent Productivity*, Vanderbilt University Career Center, Nashville, Tennessee, October 2017.

Invited Presentation, Time Management and Productivity, Vanderbilt University Career Center, Nashville, Tennessee, April 2015.

Invited Workshop, *Open Space Technology Session: Building our Community*, Young Presidents Organization Certified Forum Facilitator Annual Meeting, Cape Town, South Africa, December 2013.

Invited Workshop, *DISC and Team Role Building*, Young Presidents Organization Forum Team Retreat, Miami, Florida, November 2013.

Invited Presentation, Healthcare Industry Exploration in Management Consulting, Vanderbilt University Career Center, Nashville, Tennessee, March 2013.

Invited Presentation, *Your Role as a Forum Facilitator*, Young Presidents Organization Certified Forum Facilitator Certification Workshop, London, England, October 2012.

Invited Workshop, *Open Space Technology Session: Best Practices in Forum Facilitation*, Young Presidents Organization Certified Forum Facilitator Annual Meeting, San Juan, Puerto Rico, December 2012.

Invited Presentation, *Utilizing ADDIE in Program Development*, Young Presidents Organization Forum Committee Annual Meeting, , Dallas, Texas, September 2012.

Invited Presentation, *Facilitating in the Forum Environment*, Young Presidents Organization Certified Forum Facilitator Certification Workshop, Los Angeles, California, October 2012.

Invited Presentation, *Coaching, Neuroscience and Talent Management*, American Society of Training and Development of Middle Tennessee, June 2012.

Invited Presentation, *Facilitating in the Forum Environment*, Young Presidents Organization Certified Forum Facilitator Certification Workshop, October 2012.

Invited Presentation, *MyPath Talent Management Program Overview*, Vanderbilt University, Nashville, TN, December 2011.

Invited Workshop, *Striving for Personal Performance*, Project Management Institute Global Conference, Anaheim, California, October 2004.

Invited Workshop, *Collaborating Across Organizations*, Vanderbilt University Student Affairs, Nashville, Tennessee. September 2001.

TEACHING

University Teaching

HOD 1020: Principles of Civic Engagement. Utilize service-learning methodology to connect students to their Nashville community through strategic alliances with area not-for-profit organizations.

HOD 1250: Applied Human Development. Introduction to the processes of human development and how such development can be influenced in both personal and professional contexts.

HOD 1100/1300: Small Group Behavior. Improve student's ability to analyze behavioral patterns in groups such as leadership, conflict, and decision making.

HOD 1300: Small Group Behavior (First Year Lecture). HOD 1300 adapted to include full first-year class of ~100 students. Maintains course objectives while building first-year cohort culture.

HOD 1300 (Social Innovation Modified Section): Small Group Behavior. This variation combines core objectives from HOD 1300 with program expectations from the Peabody Social Innovation & Entrepreneurship program for one section within the larger first year course.

HOD 1200/2100: Understanding Organizations. Introduction to theory and research on human behavior in organizations. Aimed at providing a framework for understanding the dynamics of organizations around the basic issues that confront all organizations.

HOD 2900: Human Development Internship. An intensive work experience which involves working four days a week for one semester. the internship includes completion of a specific project for the organization.

HOD 2910: Advanced Seminar in Human and Organizational Development. Provides an opportunity to integrate human development theory, knowledge, and skills by applying them to the solution of problems in internship settings.

HOD 2920: Theoretical Applications of Human and Organizational Development. Creates structured activities that demonstrate student ability to apply theories and skills acquired in the six Human development program core courses.

HOD 2930: Senior Project. Project or portfolio creation that demonstrates students' professional competence in their area of specialization.

HOD 2989: Directed Research. Programming and research in collaboration with the Creating Homes Initiative in partnership with the Tennessee Department of Health and Human Services.

HODC 3262: Social Entrepreneurship. Introduction to the activity and key issues in the social enterprise sector through hands-on learning including projects, business planning and case studies.

HOD 3850: Independent Study in Human and Organizational Development. Individual programs of reading or the conduct of research studies in human and organizational development.

HODL 3850: Independent Study in Leadership and Organizational Effectiveness. Individual programs of reading or the conduct of research studies in human and organizational development.

HOD 3870: Practicum in Human and Organizational Development. An intensive practicum experience requiring 3 hours of contact hours per week for 1 hour of academic credit.

PINX 3885: Peabody Summer Internship Experience. Course associated with Peabody's Summer Subsidy Internship offered in conjunction with Vanderbilt Center for Student Professional Development.

MGT 445: Talent Sourcing and Acquisition. Develops a practical understanding of employment law, job and competency analysis, labor market segmentation, employment branding, internal and external recruitment, and talent assessment methods.

MGT 442: Strategic Talent Management. This class will allow current and future entrepreneurs, general managers, and human resource professionals to design and implement effective, cutting-edge talent management systems.

Professional Design and Facilitation

Peabody Social Innovation and Entrepreneurship Program

The Peabody Social Innovation and Entrepreneurship Program (SIEP) is the interdisciplinary program for forward-thinking innovators. Delivered through the Department of Human and Organizational Development (HOD), this program is crafted to draw visionary and social-mission driven undergraduates in the HOD department.

WAVU 2023 Academic Experience in Social Entrepreneurship

Created and delivered to WAVU 10th-12th grade participants, this full day course helps students identify significant challenges and envision solutions for communities using the principles of Social Entrepreneurship.

Hawaii Career Development and Advising Handbook for Educators (Cobb, N. & Payne, J. (2022))

Commissioned by the Hawaii Department of Education, this project created training materials for advising K-12 educators in the career development profess for students.

Innovating HOD

This program is designed to allow HOD to address current and future challenges by realigning program goals, core course structures, and program support elements through analysis of data captured through key stakeholder voices via a series of focus groups and online program evaluation surveys.

Leadership Institute (144 hours over 6 days)

The Leadership Institute equips volunteer leaders the ability to both expand their networks and develop leadership skills though live workshops, virtual seminars and online education.

Organizational Project Management Maturity Model (2 hours)

Drive process improvement and measure your organization's maturity against a comprehensive set of best practices in organizational project, program and portfolio management.

Let's Build Something Together (12 hours over 1.5 days)

A strong start is key to any position, and this orientation program equips corporate employees with those tools needed for rapid on boarding and job success. Topics covered include history of the organization, strategic and operational overviews of the company, benefits, and role-specific on boarding plans.

New Manager Training Program (36 hours over 5 days)

Your success has risen you through the ranks of the organization, and you find yourself in your first people-leader role in the organization. This course will provide you with basic management techniques and support to help you guide your team to success.

Regional Manager Training Program (24 hours over 3 days)

Field leadership roles bring unique challenges. This workshop will help you understand how to balance the various stakeholders that depend on your operational knowledge while also helping you plan your own management development for the upcoming year.

Leading and Developing Your Team (8 hours)

This instructor-led course provides you with an overview of popular leadership and management models so you can begin to develop your own leadership philosophy. Special emphasis is given to those models that encourage a developmental mindset for self and others.

Conflict and Negotiations (8 hours)

Every role and every job relies on successful negotiations to spark innovation and progress. This course is structured on a negotiation simulation where you will work as a team to collaborate on the best possible solution to a given challenge. Conflict style inventories and negotiation tips and resources round out this one-day workshop.

Presentation Techniques for New Presenters (8 hours)

The #1 fear of adult learners has been shown to be public speaking. This one day workshop will equip you with tools and practice to overcome common public-speaking barriers so you can share your story with clarity in a business environment.

Employee Engagement Action Planning (3 hours)

Building off the results of popular engagement survey tools, your team will be guided through the creation of an action plan to put in motion processes to increase engagement among your team.

Introduction to Project Management (8 hours)

Targeting associates who wish to utilize project management tools in their everyday work, this introductory workshop provides basic overviews of core project management skills including project phases, milestone identification, and visual reporting.

Advanced Project Management (8 hours)

Built around Microsoft Project, this advanced course digs deeper into the project management toolkit. Program and Portfolio management concepts are introduced, and advanced software tool functionality is discussed and practiced.

Performance and Development Planning Workshop (3 hours)

Performance management is often full of anxiety, dread and fear from the perspective of the associate. Learn how to utilize your existing performance management process to change these interactions from sticks to carrots while also equipping yourself and your team with goal setting and career tools.

Developing Competencies (8 hours)

Competency development can be a long and expensive endeavor. Learn how to build a competency model quickly and efficiently during a one-day workshop focused on a highly interactive card sort experience.

Coaching for Development (2 hours)

Discover the power of great questions and active listening during this two hour workshop targeting managers who wish to begin their journey of using a business coach approach in their management.

Career Development: The Role of the Manager (2 hours)

You have built your team and are well on your way to high-performance. If you are looking for ways to break through your current team barriers, learn how career development can help build closer ties with your team members while also increasing engagement and performance on your current projects.

ADVISING AND MENTORING STUDENTS

- Fall 2018 - Present Academic Advisor for Undergraduate Students
I currently advise 30+ undergraduate students.
- Summer 2019 - Present Summer Advisor for Incoming HOD Students
I act as summer advisor to support incoming HOD first year students.
- Fall 2019 - Present Mentoring Graduate Students in Teaching Roles
I work with the ~15 teaching assistants each academic year with an emphasis on creating a professional development opportunity for our graduate students to further classroom teaching and instructional design capabilities.

EXTERNAL PROFESSIONAL EXPERIENCE

REMOTE YEAR Chicago, IL 2016–2018

Vice President, Head of People Operations

Remote Year is a US\$50M series B start-up that brings together inspiring communities of 50-80 professionals for a three-month and year-long journey to work, travel, and live across the globe

- Direct a team of 3 business partners and 3 recruiting professionals in service to a global workforce of 150+ fully distributed team members
- Coach and develop new managers and leaders, onboard and train staff

YOUNG PRESIDENTS ORGANIZATION Dallas, TX 2012–2017

Director, Forum Resources

YPO connects 21k+ CEOs leading companies generating US\$6T and employing 15 million people in 125+ countries

- Execute certification process to identify top 100 global forum facilitators that serve membership through 2000+ annual leadership development initiatives
- Utilize voice of the customer data to address key challenges in the facilitator community by delivering innovative solutions including an annual international gathering of facilitators for best practice sharing
- Direct quality of content delivery, resources and training procedures in the development of global Forum activities

BROOKDALE SENIOR LIVING Nashville, TN 2010–2012

Director of Leadership Performance

Brookdale (NYSE: BKD) is a US\$1B, 30k+ employee provider of senior living solutions

- Installed career management process for 3800 associates, increasing internal promotion in key roles by 20% over 2 years
- Led team of 7 managers responsible for enterprise career development, performance management, succession planning, and leadership development
- Moved organization to competency-based assessments resulting in 30+ annual talent review meetings for the organization's top 2600 leaders across 36 states

HEALTHTEACHER, INC. Nashville, TN

2008-2009

Product Manager, HealthTeacher Product Line

HealthTeacher (GoNoodle) is an entrepreneurial venture partnering hospitals with over 12k schools and 7 million students in the EdTech space

- Led marketing, account management, and product development teams through a user-base expansion of 150% in 15 months
- Provided product support in client presentations to C-Suite healthcare executives, district and state school administrators, and association leaders
- Identified multiple venues for operational efficiencies in product development resulting in 25% savings in year-over-year costs

THE ADVISORY BOARD COMPANY

Washington, DC

2007-2008

Associate Director, Marketing and Business Development

The Advisory Board Company (NYSE: ABCO) is a US\$2.2B global research, consulting and technology firm with 2200 associates partnering with 3,600 health care organizations

- Built relationships with 100+ hospitals through in-person meetings with senior executives (CEO, CMO, CNO, CHO) to discuss strategic challenges, present best practices and sell the vision of these capabilities
- Utilized data analytics including regression analysis to identify top potential prospects and to meet quarterly sales and marketing goals

BANK OF AMERICA

Charlotte, NC

2006-2007

Vice President, Performance Consultant for Global Commercial and Investment Banking

Bank of America is a US\$275B Fortune 50 financial services corporation with ~220k employees

- Reduced Global Learning project delivery time by 50% through redesign of performance consulting group processes, procedures and tools
- Elevated internal Voice of the Client scores 2% by cultivating relationships with stakeholders including HR partners, business executives, and SMEs

LOWE'S HOME IMPROVEMENT Charlotte, NC

2005-2006

Corporate Development Instructional Designer

Lowe's is a US\$123B Fortune 50 home improvement company with over 300k+ employees

- Developed database for Corporate Training to track project status, to identify opportunities for load-leveling across resources, & to facilitate ease of project reporting
- Designed enterprise-wide New Leader Training to drive organizational strategy & to build bench-strength
- Created & delivered computer-based, web-based, & instructor-led courses including Performance Development Planning, LIFO, Situational Leadership, Seven Habits, 4 Roles & Project Management

PROJECT MANAGEMENT INSTITUTE

Philadelphia, PA

2004-2005

Leadership Program Developer

PMI is a US\$250M membership association for project managers with 680k+ global members

- Planned, implemented and managed global Leadership Institute for 2,000+ international leaders
- Coordinated on-site logistics for Global Congresses held annually in key regions including Asia-Pacific, Europe-Middle East-Africa, and the Americas

AFFILIATIONS, CERTIFICATIONS & TOOLS

- Transformative Learning PLC for EDI - Office of EDI at Peabody
- Foundations of User Experience (UX) Design - Google
- Sociomapping Certification – QED Group
- Development Dimensions International - Success Profiles Certification
- Center for Creative Leadership – Multirater Assessment Certification
- 7 Habits of Highly Effective People Certification - FranklinCovey
- 4 Roles of Leadership Certification - FranklinCovey
- Coaching Certificate - American Society for Training and Development
- Coaching Core Essentials Certificate - CoachU
- MRA (Selection Tool) Certification
- CoStarters Facilitator Certification

SERVICE

Community

Miracle Family Participants, Anchorthon, Dance Marathon Program with Vanderbilt Children's Hospital Alumni, Board of Directors, Hands on Nashville

Alumni, Leadership Lake Norman, Lake Norman Chamber of Commerce, North Carolina

Alumni, Charlotte Arts and Science Council, North Carolina

Vanderbilt University

HOD Core Course Review and Development Committee, HOD, 2023-Present

Faculty Advisor, Vanderbilt Business Exploration Club, 2023-Present

Faculty Senate Ad Hoc Committee, Liberal Arts at Vanderbilt Across Schools (LAVAS), 2023-Present

Endowed Chairs for Social Innovation Search Committee Member, HOD, 2023-Present

Pathways Lead, Undergraduate Curriculum Redesign, 2022-2023

Promotion Committee, Practice and Lecture Lines, 2022-2023

Faculty Senate, 2021-2022

Student Life Committee Member, Faculty Senate, 2021-2022

Executive Committee, HOD, Faculty Representative, 2019-2023

Undergraduate Faculty Committee, 2018-Present

Associate Director of Undergraduate Studies, HOD, 2019-Present

Mentoring Committee, HOD, Faculty Representative, 2018-2019

Business of VU, Faculty Participant, Fall 2019

Magnolia Awards, Department of Student Life - Staff Advisor, 2002-2004

Leadership Odyssey, Department of Leadership Development - Staff Advisor, 2002-2004

Leadership Hall Residential Program, Department of Leader Development - Staff Advisor, 2002-2004

Variations A cappella Group - Staff Advisor, 2000-2002

Tongue-n-cheek Improvisational Comedy Group - Staff Advisor, 2000-2002

VUcept New Student Orientation and PreOrientation - Staff Advisor and Staff VUceptor, 2000-2002

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Portable Group Challenge Course, Outdoor Recreation Center - Staff Advisor, 2000-2002

Homecoming/Accolade, Department of Student Life - Staff Advisor, 2000-2002

Freshman Family Weekend, Department of Student Life - Staff Advisor, 2000-2002

Staff Development Committee - Department of Student Affairs - Staff Representative, 2000