

VAN M. LATHAM, PH.D.
Clinical Professor, Executive Education
Jindal School of Management
Email: van.latham@utdallas.edu

EDUCATION:

Ph.D., Industrial and Organizational Psychology, Wayne State University, 1985
M.A., Industrial and Organizational Psychology, Wayne State University, 1983
B.A., Psychology, Baylor University, 1980

ACADEMIC EXPERIENCE, COURSES, AND AUDIENCE:

Clinical Professor, Executive Education, Univ. of Texas at Dallas (2017-Current)

- Motivational Leadership
- Consulting Certificate Program
- Fundamentals of Organizational Development
- Leading Organizational Change

Executive Coach, Executive Education, Harvard Business School (2015-2017)

- Advanced Management Program

Executive Faculty, World Wide Executive Leadership Development Program,
University of California, Berkeley (1999)

- HR in the Information Age

Assistant Professor of Management, Eugene C. Eppley College of Business
Administration, Creighton University, Omaha, NE (1985-1987)

- Principles of Management
- Organizational Behavior
- Statistics, Research Methodology and Design
- Organizational Change and Development
- Human Resources Management
- Organizational Theory and Design
- Seminar in Advanced Human Resources
- Group Dynamics

Lecturer in Psychology, College of Arts and Sciences, University of Detroit, Detroit, MI
(1984)

- Industrial/Organizational Psychology

Lecturer in Management, College of Business Administration, Oakland University,
Oakland, MI (1983-1984)

- Organizational Behavior

Graduate Teaching Assistant, Department of Psychology, Wayne State University,
Detroit, MI (1980/1983)

- Introduction to Psychology Lab
- Psychology of Personality

PROFESSIONAL EXPERIENCE:

Practice Leader, PathPoint Consulting Inc. (1999-Present)

Founder and practice leader of an HR and organizational development consulting firm. Provide consulting services and HR product development in the areas of strategic human resources, selection and assessment, succession and people planning, leadership development, performance management, human resources research, and executive coaching. Representative clients include: American Express, Lenovo, CDW, PepsiCo, Dell, Cardinal Health, CVS/Pharmacy, Banker's Life, Publicis Media Groupe, Travelers/St. Paul, Corning, Timberland, Campbell's, and KB Home.

Chief Human Resources Officer, Iron Mountain, Inc. (1997-1999)

Developed and implemented an overall HR strategy for \$900m company with 3 operating divisions and 7000 employees. Provide HR leadership for mergers and acquisitions, compensation, benefits, HRMS, staffing, training, communications, HR policy and employee relations. Reported to CEO and served as a member of company's senior leadership team.

Director, Human Resources, Pepsi Cola East (1995-1997)

Provide HR leadership for field employee relations, labor relations (22 collective bargaining agreements), and human resources planning and staffing for \$750mm operating division of Pepsi Cola. Provide HR support to 3300 union and non-union employees. Reported to business unit General Manager and served as member of division's operating committee.

Sr. Director, Human Resources, Pizza Hut Inc. (1991-1995)

Provide HR leadership for Pizza Hut Northeast including 1100 restaurants and delivery units and 30,000 full and part time employees.

Director, Management-Organizational Development, Pizza Hut Inc. (1989-1991)

Lead management development and training activities for 5500 units and 135,000 employees. Led management and executive development initiatives and the company's human resources planning process. Co-authored the company's annual culture survey. Conducted ad-hoc quantitative research studies in the area of organizational effectiveness.

Manager, Management and Executive Development, Pizza Hut, Inc. (1987-1991)

Launched, developed, and managed the company's leadership and management development curriculum (30 total courses). Representative courses included leadership, decision-making, project management, recruiting and selection, performance management, and college relations.

Research Consultant, Arthur Young and Company (1984-1987)

Conducted research in the areas of employee selection, employee attitudes, and organizational change and development.

CORPORATE AND EXECUTIVE TEACHING EXPERIENCE:

Project Management	Leadership
Interpersonal Relations and Social Styles	College Relations
Performance Feedback and Coaching	Interviewing and Selection
Time Management	Mentoring
Managing for Productivity	

CORPORATE COURSE DEVELOPMENT:

Marketing and Advertising	Finance for Non-Financial Managers
Diversity	Presentation Skills
Writing Skills	Strategic Business Planning

PROFESSIONAL CERTIFICATIONS:

Benchmarks (Center for Creative Leadership)
Predictive Index (Praendex)
Social Styles Inventory (TraCom)
Profiler (Personnel Decisions)

HONORS AND AWARDS:

Stephen A. Lewis Research Excellence Award, Wayne State University
Faculty Research Award, Creighton University
University Fellowship, Wayne State University

EDITORIAL BOARDS

Editorial Board, [EEO Insights](#)

PROFESSIONAL MEMBERSHIPS:

American Psychological Association
Society of Industrial and Organizational Psychology

UNIVERSITY AND PROFESSIONAL SERVICE

Faculty Advisor, Kappa Alpha Psi – Creighton University
Faculty Advisor, Sigma Alpha Epsilon Fraternity – Creighton University
Scholarship Committee – Creighton University
Academic Advisor – Creighton University
Partners in Excellence – Creighton University
Corporate Sponsor – Penn State MBA Research, Department of Marketing
College Relations Liaison – Widener, Penn State, and University of Virginia
Designer of Development Module – Friends University Executive MBA program
Paper/Submission Reviewer – Society of Industrial and Organizational Psychology
Editorial Board – EEO Insights

PUBLICATIONS AND CONFERENCE PAPERS:

Millard, M.M., Latham, V.M., Leddy, P.M., Rivers, C., Rucci, A. Sandifer, J., Scalia, C., and Winum, P.C. 2018. Engaging the Board: Driving Deep Talent Conversations at the Top. Panel discussion at the Society of Industrial and Organizational Psychology Conference. Chicago, Illinois.

Millard, M.M., Inks, L., Latham, V.M., Leddy, P.M., Rucci, A., and Sandifer, J. 2018. Unfamiliar Territory: I-O Psychologists as HR Business Partners. Panel discussion at the Society of Industrial and Organizational Psychology Conference. Chicago, Illinois.

Sullivan, M. and Latham, V.M. 2015. Human capital analytics "business-back" planning at McGraw Hill Financial. In A.S. Boyce (chair), Data science in human capital research and analytics. Symposium conducted at the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.

Latham, V.M. 2015. Video interviewing – New directions for research. In C.A. Handler (chair), Cutting edge technology – Disrupting the scientist practitioner model. Symposium conducted at the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.

Luman, C. and Latham, V.M. 2010. Video interviewing: Spearheading a fundamental shift in talent acquisition. *International Human Resources Information Management Journal*, 13, 15-25.

Latham, V.M., Martin, S.L., Ludwick, M.H., Allen, D.C., Hyde, B.G., and Kamen, S.B. 2010. Implementing HR Solutions – How can we Improve? Panel discussion at the Society of Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Martin, S.L. & Latham, V.M. 2010. Moving into an HR Generalist Role: A Good Career Move? *The Industrial-Organizational Psychologist*, 47, 29-37.

Martin, S.L. & Latham, V.M. 2009. Moving into an HR Generalist Role: A Good Career Move? Panel discussion at Society of Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Latham, V. M. 2007. Global Employee Surveys: Challenges and Solutions. Panel discussion at the Society for Industrial and Organizational Psychology, New York, New York.

Latham, V. M. 2007. Ph.D's at the Top of Human Resources: Perspectives and Insights:. Panel discussion at the Society for Industrial and Organizational Psychology, New York, New York.

Latham, V.M. & Deckinger, C.M. 2004. Leader-Led Executive Development: An Organizing Framework and Best Practice Design Principles. Practitioner Forum at the Society for Industrial and Organizational Psychology, Chicago, Illinois.

- Latham, V.M. 2003. Employment branding: Current initiatives and perspectives. Practitioner Forum at the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Latham, V. M. 2002. Employee Opinion Surveys Follow-up Strategies to Impact Change: Pitfalls and Best Practices. Panel discussion at the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Kelly, E. P. & Latham, V. M. 1988. Union penetration in nursing homes: An empirical analysis. *Southeastern Decisions Sciences Institute Proceedings*, 39-41.
- Latham, V. M. 1987. Interviewee training: A review of some empirical literature. *Journal of Career Development*, 14, 96-101.
- Latham, V. M. and Leddy, P.M. 1987. Source of recruitment and employee attitudes: An analysis of job involvement, org commitment, and job satisfaction. *Journal of Business and Psychology*, 1, 230-235.
- Latham, V. M. 1986. Task type and group motivation: Implications for a behavioral approach to leadership in small groups. *Small Group Behavior*, 18, 56-71.
- Latham, V. M. and Kelly, E.P. 1986. An empirical analysis of organizational information communicated through different recruiting methods. Paper presented at the National Academy of Management, Chicago, IL.
- Latham, V. M. 1986. Toward the development of job seeking typologies. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Callton, M.R., and Latham, V.M. 1986. The organizational recruiter: A profile of key background and attitudinal variables. Paper presented at the National Association of Human Resource Management and Organizational Behavior. New Orleans, LA.
- Latham, V. M., Callton M.R., and Muha R.G. 1985. How job applications view interviewers. *Journal of Career Planning and Employment*, 46, 57-59.
- Latham, V. M., and Lichtman, C.M. 1985. Social linkages and organizational commitment in voluntary organizations, *Social Behavior and Personality*, 12, 165-170.
- Latham, V. M. 1985. The role of the personality in the job search process. Paper presented at the Midwestern Psychological Association, Chicago, IL
- Latham, V.M., Lichtman, C.M., and Callton, M.R. 1984. Participation and commitment in voluntary organizations. Paper presented at the Midwestern Psychological Association, Chicago, IL.
- Callton, M.R. & Latham, V.M. 1984. Congruence between recruiter and applicant perceptions of the organizational recruitment process. Paper presented at the Wayne State University Research Symposium, Detroit, MI.

Latham, V. M. 1983. Charismatic leadership: A review and proposed model. Paper presented at the I-O and OB Graduate Student Convention, Chicago, IL.

Latham, V. M. 1982. Organizational commitment. Symposium presented at the I-O and OB Graduate Student Convention, College Park, MD.

BOOK REVIEWS:

Latham, V. M. 1987. Review of Designing career development systems. *Choice*, 24, 1442.

Latham, V. M. 1987. Review of Performance Assessment: Methods and Application. *Choice*, 24, 1589.

Latham, V. M. 1986. Review of Human resource development. *Choice*, 24, 916.

Latham, V. M. 1985. Review of Getting Absentee Workers back on the job. *Choice* 23, 1431.

Latham, V. M. 1985. Review of Black Managers: The case of the banking industry. *Choice*, 23, 640-641.

UNPUBLISHED TECHNICAL REPORTS:

Latham, V.M. 2004. *Identifying, Managing, and Developing High Potentials: Building the Next Generation of Leaders*. © PathPoint Consulting Incorporated.

Latham, V.M., and Miklas, L. M. *Impact and Influence*. © PathPoint Consulting Incorporated.

Latham, V. M., Gottschalk, R., and Wittry, E.B. 2003. *Optimizing Field Human Resources: A job analytic and HR customer perspective*. © PathPoint Consulting Incorporated.

Latham, V. M. 2003. *HR Effectiveness: Some Perspectives from HR's Internal Customers*. © PathPoint Consulting Incorporated.

Latham, V.M. and Wittry, E.B. 2003. *Global Performance Management: Tools and Users Guide*. © PathPoint Consulting Incorporated.

Latham, V.M. 2002. *Creating Value Through Leadership Selection*. © PathPoint Consulting Incorporated.

Latham, V. M. and Wittry, E. B. 2002. *Optimizing project management: A qualitative cultural investigation of the drivers and barriers to identifying, developing, and deploying business initiatives*. © PathPoint Consulting Incorporated.

Latham, V.M. 2002. *Developing high potential leadership: Lessons and best practices in executive development*. © PathPoint Consulting Incorporated.

Latham, V.M. and Wittry, E. B. 2001. *Alternative work arrangements: The impact of job attributes and organizational culture on flexible working environments.* © PathPoint Consulting Incorporated.

Latham, V.M and Wittry E. B. 2001. *The pathways of functional excellence: The identification, development, and validation of competency models for restaurant corporate support departments.* © PathPoint Consulting Incorporated.

Latham, V.M. 2001. *Attitudes toward and the perceived value of blue-collar front-line selection systems: A quantitative user reaction study.* © PathPoint Consulting Incorporated.

Latham, V. M. and Wittry E. B. 2001. *A benchmarking study of front line staffing in manufacturing and distribution businesses: Eight company's strategies for sourcing "customer visible" employees.* © PathPoint Consulting Incorporated.

Latham, V.M. 2001. *A comparative analysis of benefit programs in high-technology companies: Benchmarks, trends, and opportunities for differentiation.* © PathPoint Consulting Incorporated.

Latham, V.M. 2000. *A manager's guide to the employee separation: Tips and guidelines for managing reductions in force.* © PathPoint Consulting Incorporated.

Latham, V. M. 2000. *Toward the development of an internal customer service model: A competency-based approach for delivering satisfaction to HR's customers.* © PathPoint Consulting Incorporated.

Latham, V. M. 2000. *A comparative analysis of sales compensation in the beverage industry.* © PathPoint Consulting Incorporated.

Latham, V. M. 1999. *Preventative labor relations: Human resources outages predicting vulnerability to third party intervention.* © PathPoint Consulting Incorporated.

Latham, V. M. 1985. *The job search process: An attitudinal and behavioral analysis.* Unpublished Doctoral Dissertation: Wayne State University.

Latham, V. M. 1983. *Expresses beliefs, social linkages, and participation in voluntary organizations.* Unpublished Master's Thesis: Wayne State University, Detroit, MI.

HUMAN RESOURCES PRODUCTS:

Synergy™ – Team effectiveness product suite with survey, feedback report, action planning guide, facilitator's manual, and team effectiveness competency cards. © PathPoint Consulting Incorporated.

Footprints™ – 360° multi-rater leadership instrument with survey, feedback report and action planning guide. © *PathPoint Consulting Incorporated*.

Signposts™ – Competency inventory consisting of leadership, managerial and technical competencies, with competency definitions and behavioral descriptors tiered by skill level. © *PathPoint Consulting Incorporated*.

TBD – Employee opinion survey instrument with feedback report. © *PathPoint Consulting Incorporated*.

TBD – Union vulnerability assessment with survey, feedback report, and action planning guide. © *PathPoint Consulting Incorporated*.

TBD – Internal customers satisfaction assessment with survey, feedback report, and action planning guide. © *PathPoint Consulting Incorporated*.

TBD – Board of Director effectiveness assessment with survey, feedback report, and action planning guide. © *PathPoint Consulting Incorporated*.