

Patricia Bagsby, Ph.D.

Medart Endowed Clinical Professor in Family Business
Assistant Professor, Department of Management, Chaifetz School of Business, Saint Louis University
patricia.bagsby@slu.edu

Education and Certifications

PhD in Industrial-Organizational Psychology, Saint Louis University, 2012
MS(R) in Industrial-Organizational Psychology, Saint Louis University, 2009
Minor in Research Methodology and Statistics
B.A. in Psychology & Certificate in Human Resources Management, Saint Louis University, 2007

Advanced Certificate in Family Business Advising, Family Firm Institute, 2020

Hogan Certified Coach & Assessor, 2019

Courses Taught

Graduate Level

Family Business
New Venture Initiation
Innovation and Entrepreneurship
Organizational Psychology & Behavior

Undergraduate Level

Managing Ideas in Entrepreneurial Firms
Fundamentals of Leadership
Organization Development and Change
Organization Behavior
Organizational Psychology & Behavior
Training and Development
Groups and Individuals in Organizations
Management and Business Ethics
Introduction to Psychology
Applied Personality Psychology
Research Methods and Statistics

Key Competencies

Consulting/Applied

- Family Business
- Entrepreneurship
- Management Consulting
- Behavior Change
- Identity & Work
- Applied Research
- Program Design
- Executive Coaching & Assessment

Teaching

- Experiential Teaching
- Team-Based Teaching
- Undergraduate Instruction
- Graduate Instruction
- Classroom Teaching
- Corporate Training
- Facilitation
- Public Speaking

Education Technology

- Blackboard
- Schoology
- Portfolium
- Intrepid
- Microsoft Office Suite

Honors and Awards

- 2019 Top 40 Game Changers; *Workforce* magazine
- 2019 St. Louis Top Millennial; *St. Louis Small Business Monthly* magazine
- 2012 Marilyn K. Rigby Award for leadership and service to the Industrial-Organizational Psychology Department
- 2011 David C. Munz Award for excellence in the science and practice of Industrial-Organizational Psychology

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Community and Volunteer Experience

- Reviewer, *Chicago Business Press*, 2020
- Reviewer, *Journal of Happiness Studies (JOHS)*, 2019
- Abstract Reviewer, Psi Chi Submissions, *Midwestern Psychological Association*, 2017
- Programs Committee Member, *St. Louis Organization Development Network* – 2017, 2018, 2019
- Steering Committee Member - *District Comprehensive School Improvement Program – Pattonville School District* 2018 (Member since 2014)
- Selection Committee Member – *Pattonville District Teacher of the Year* 2016, 2017
- Member, *School Improvement Team – Pattonville Early Childhood Center* 2017, 2018, 2019
- Member, *School Improvement Team – Bridgeway Elementary School* 2017, 2018, 2019 (Member since 2014)
- Member, *District Comprehensive School Improvement Program – Pattonville School District* 2017, 2018, 2019 (Member since 2014)

Teaching and Academic Appointments

- Medart Endowed Clinical Professor in Family Business** 2020 - Present
Assistant Professor, Department of Management
Chaifetz School of Business, Saint Louis University, St. Louis
Courses Taught at Graduate Level
- Family Business, New Venture Initiation, Innovation and Entrepreneurship
- Courses Taught at Undergraduate Level
- Managing Ideas in Entrepreneurial Firms, Fundamentals of Leadership, Organization Behavior
- Adjunct Instructor, Fontbonne University, St. Louis** 2009 - Present
Courses Taught in Eckelkamp College for Global Business and Professional Studies
- Organizational Psychology and Behavior, Organization Behavior, Organization Development and Change, Training and Development, Groups and Individuals in Organizations
- Courses taught in the Behavioral Sciences Department
- Introduction to Psychology, Research Methodology
- Adjunct Instructor, Saint Louis University, St. Louis** 2017-2018
Courses taught in the Department of Psychology
- Research Methods and Statistics, General Psychology
- Courses taught in the School for Professional Studies
- Applied Personality Psychology
- Interim e-Learning Coordinator, Saint Louis University, St. Louis** 2010 - 2011
- Assistant Instructor, Saint Louis University, St. Louis** 2007 – 2009
Courses taught in the School for Professional Studies
- Contemporary Leadership, Introduction to Informatics, Health Care Informatics

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Professional Group Memberships

- Academy of Management (AoM)
- Family Firm Institute (FFI)
- Greater St. Louis Society Human Resources Management (SHRM)
- St. Louis Organization Development Network (STLODN)
- Society for Industrial Organization Psychology (SIOP)
- Midwestern Psychological Association (MPA)

Corporate Experience

Consultant, Sole Proprietor

Patricia Bagsby Consulting 2015 - Present

Vice President, Organizational Consulting

Psychological Associates 2018 - 2020

Organization Development Consultant

BJC HealthCare, St. Louis 2012 – 2015

Measurement Systems Manager

Department of Veteran Affairs, St. Louis 2010 – 2012

Organizational Assessment Consultant

Center for the Application of Behavioral Sciences, Saint Louis University 2008- 2009

Organization Development Intern

Nestle Purina, St. Louis 2005 – 2007

Publications

Referred Publications

Boyle, R. A., Katz, J. A., & **Bagsby, P. G.** (2021). Tiny Sips and Walmart—A Dream or a Curse? *Entrepreneurship Education and Pedagogy*. DOI: 10.1177/2515127421992523

Barber, L. K., Bailey, S. F., & **Bagsby, P. G.** (2015). Improving Research Participant Ethics The Utility of an Online Educational Module. *Teaching of Psychology, 42*(2), 143-148. DOI: 10.1177/0098628315573137

Barber, L. K., & **Bagsby, P. G.** (2012). Beyond Milgram: Expanding research ethics education to participant responsibilities. *Office of Teaching Resources in Psychology, 1*-33. DOI: 10.1207/s15328023top15022

Buerck, J.P., **Bagsby, P.G.**, Mooshegain, S., & Willoughby, L. (2011). Informatics in the classroom: An evaluation of innovative and effective use of technology in the online classroom. *Journal of Computing Sciences in Colleges, 26* (5), 225-232. DOI: 10.5555/1961574.1961623

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Barber, L. K., **Bagsby, P. G.**, Grawitch, M. J., & Buerck, J. P. (2011). Facilitating self-regulated learning with technology: Evidence for student motivation and exam improvement. *Teaching of Psychology, 38*(4), 303- 308. DOI: 10.1177/0098628311421337

Barber, L. K., **Bagsby, P.G.** & Munz, D. C. (2010). Affect regulation strategies for promoting (or preventing) flourishing emotional health. *Personality and Individual Differences, 49*(6), 663-666. DOI: 10.1016/j.paid.2010.06.002

Barber, L. K., Munz, D. C., **Bagsby, P. G.**, & Powell, E. D. (2010). Authors' response to Barber et al. commentaries: Exploring the self-regulatory strength model using sleep practices: Potentials and pitfalls for future research. *Stress and Health, 26*(3), 200-203. DOI: 10.1002/smi.1311

Barber, L. K., Munz, D. C., **Bagsby, P. G.**, & Powell, E. D. (2010). Sleep consistency and sufficiency: Are both necessary for less psychological strain? *Stress and Health, 26*(3), 186-193. DOI:10.1002/smi.1292

Smith, J.K., Buerck, J.P., McDurmont, L.L., & **Bagsby, P.G.** (2009). Multidisciplinary informatics: A primer for course development. *Journal of Computing Sciences in Colleges, 24* (5), 198- 203. DOI:10.5555/1516595.1516636

Barber, L. K., Munz, D. C., **Bagsby, P. G.**, & Grawitch, M. J. (2009). When does time perspective matter? Self-control as a moderator between time perspective and academic achievement. *Personality and Individual Differences, 46*(2), 250-253. DOI: 10.1016/j.paid.2008.10.007

Non-Peer Reviewed Publications

Wade, J., & **Bagsby, P.G.** (*submitted for review*). How to design a rally challenge to get your team out of Covid Brain. Submitted to Harvard Business Review.

Wade, J. & **Bagsby, P.G.** (*submitted for review*). Micromanaging remote work is a sure way to fail. Submitted to Harvard Business Review.

Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for clarity. In *The Human Team: So, You Created a Team but People Showed Up. Chapter 3: Clarity*. Forbesbooks.

Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for connection. In *The Human Team: So, You Created a Team but People Showed Up. Chapter 4: Connection*. Forbesbooks.

Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for contribution. In *The Human Team: So, You Created a Team but People Showed Up. Chapter 5: Contribution*. Forbesbooks.

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Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for challenge. *In The Human Team: So, You Created a Team but People Showed Up. Chapter 6: Challenge.* Forbesbooks.

Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for consideration. *In The Human Team: So, You Created a Team but People Showed Up. Chapter 7: Consideration.* Forbesbooks.

Bagsby, P.G., (2021). Bridging the gap between nature and nurture by understanding the need for confidence. *In The Human Team: So, You Created a Team but People Showed Up. Chapter 8: Confidence.* Forbesbooks.

Bagsby, P.G., & Grawitch, M.J. (December, 2010). The double-life of preretirement: Balancing work and planning for the transition. *Good Company Newsletter*. Retrieved from <http://www.phwa.org/resources/goodcompany/newsletter/article/230>.

Blog Posts

Bagsby, P.G., (2019, February 19). The love/hate relationship with feedback. [Blog post] Retrieved from <https://www.q4solutions.com/insights/love-hate-workplace-feedback/>

Bagsby, P.G., (2018, May 17). Why financial planning is not enough. [Blog post] Retrieved from <https://www.q4solutions.com/insights/employees-engaged-retirement/>

Bagsby, P.G., (2019, May 4). Four tips for keeping employees engaged prior to retirement. [Blog post] Retrieved from <https://www.q4solutions.com/insights/employees-engaged-retirement/>

Bagsby, P.G., (2018, April 20). Three tips for becoming the unicorn employee: Self awareness is key. [Blog post]. Retrieved from <https://www.q4solutions.com/insights/unicorn-employee/>

Selected Professional Presentations

Bagsby, P.G. (2019, March). Responsive accountability: The secret to motivating multiple generations in the workforce. CPEU qualifying presentation for the Gateway Satellite of CAAND Seminar, Maryville, IL.

Bagsby, P.G. (2019, January). Retirement and well-Being. Presentation to Cass Bank members group, St. Louis, MO.

Bagsby, P.G., (2018, April). Performance management. Presentation at Washington University for Healthcare Management, St. Louis, MO.

Bagsby, P.G. & Throngmorton, C. A. (2018, March). ROI of Organization Development. Presentation for STL Organization Development Network, St. Louis, MO.

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Barber, L.K., & **Bagsby, P.G.**, (2012, May). You are not a mouse. A learning module for participant rights and responsibilities. Poster accepted for the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Bagsby, P.G., Barber, L.K., Grawitch, M.J., & Bolton, L. (2011, May). Measuring role identification: Alternative methods and predictive validity. Poster accepted for the annual meeting of Work, Stress, and Health, Orlando, FL.

Bagsby, P.G., Bolton, L., Grawitch, M.J., Winton, S., & Barber, L.K. (2011, May). Role identification and resource allocation: Promoting positive and decreasing negative work outcomes. Paper accepted for the annual meeting of Work, Stress, and Health, Orlando, FL.

Bagsby, P.G., Grawitch, M.J., & Munz, D.C. (2011, May). Reconceptualizing preretirement planning: An application of the Personal Resource Allocation model. Paper accepted for the annual meeting of Work, Stress, and Health, Orlando, FL.

Grawitch, M.J., Barber, L.K., **Bagsby, P.G.**, & Rupprecht, E.A. (2011, May). Is multitasking worth it? Polychronicity buffers performance (but not affective) decrements. Poster accepted for the annual meeting of Work, Stress, and Health, Orlando, FL.

Bagsby, P.G., Munz, D.C., Rupprecht, E., & Montag, T. (2010, May). Retirement planning investment and anticipated changes in behavior at work. Poster accepted for the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Barber, L. K., **Bagsby, P. G.**, Grawitch, M. J., & Buerck, J. P. (2010, May). Facilitating self-regulated learning with technology: Evidence for student motivation and exam improvement. Poster accepted for the annual meeting of the Midwestern Psychological Association: Society for Teaching Psychology Program, Chicago, IL.

Barber, L. K., Grawitch, M. J., Munz, D. C., & **Bagsby, P. G.** (2009, November). Less resources or poor resource management? A self-regulatory approach to sleep irregularity and psychological strain. Paper accepted for Work, Stress, and Health 2009: Global Concerns and Approaches, Puerto Rico.

Grawitch, M. J., Barber, L. K., & **Bagsby, P. G.** (2009, November). Work flexibility versus support: Theoretical and empirical distinctions for employee well-being. Paper presented at Work, Stress, and Health 2009: Global Concerns and Approaches, Puerto Rico.

Bagsby, P.G., Munz, D. C., & Grawitch, M. J. (2009, May). Pre-retirees' evaluations of their financial and psychological retirement goals. Poster presented at the annual Midwestern Psychological Association Conference. Chicago, IL.

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Media Experience

Podcasts

- Guest on *MichMash Podcast*. April 2019. <https://www.michmash.life>
- Guest on *Lead Up for Women Podcast*. August 2019.
<https://podcasts.apple.com/us/podcast/lead-up-for-women-speak-up-to-lead-up/id1459685330>
- Guest on *Lead with Levity Podcast*. September 2019.
<https://podcasts.apple.com/us/podcast/lead-with-levity/id1479539272>
- Guest on *More Human*. Airing October 2019. (link forthcoming)

Documentary Film

- *Vote: Best Option*, November 2020. Amazon Prime.
https://www.amazon.com/gp/video/detail/B08MHY26TZ/ref=atv_dp_share_r_em_899ee97acb924

Television

- *Tips for Improving Emotional Intelligence in the Workplace*. STL Presents, January 2019.
<https://www.youtube.com/watch?v=w4MHkSpjFiM>
- *Retirement and Emotional Health*. Fox 2 STL, January 2019.
<https://www.youtube.com/watch?v=jC4FkCK2YcQ>

Radio

- *Planning for Well-Being in Retirement*. KMOX, January 2019.
https://content.streamhoster.com/file/pulse3/PsychologicalAssociates_KMOX012819_7AM.mp3?dl=1

Marketing

- *Overview of Psychological Associates*. Marketing video. February 2019.
https://www.youtube.com/watch?v=T7_d1uz1e9g
- *Lead Like a Boss*. Corporate training videos. July 2019.