

Curriculum Vita

Gary D. Lemaster

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Educational Background

Doctor of Philosophy (Ph.D.)
Conferred May 2004

Organizational Leadership:

Cognate: Consulting

Regent University

Virginia Beach, Virginia

Master of Science (M.S.)
With Honors
1988

Human Resource Management and
Development, With Focus on:

Organizational Development

Chapman University, Orange California

Master of Education (M.Ed.)
1980

Specialization: Leadership

North Adams State College, North Adams

Massachusetts (Now Massachusetts

College of Liberal Arts)

Bachelor of Arts (B.A.)
1973

Major: Psychology

Pasadena College, Pasadena California

(Now Point Loma Nazarene University)

Professional Background

Vice-President for People
And Organizational Development

Appointed June 1, 2007. Responsible for
Strategic Human Resource and
Organizational Development matters and
functions for the university. Reports to the
Office of the President through the
Executive Vice President for Administration

Associate Provost

Appointed July, 2006. Responsible for
Academic Resources and Development.
(Faith Integration, Faculty Development,
Faculty Evaluation, Service Learning,
Adjunct Assimilation, University Assessment
and Program Review, Academic Liaison to
Student Life).

Elected Faculty Moderator

Presides over the faculty senate and
represents the APU faculty to the Board
of Trustees, and administration

Term: 2004-2006

Associate Professor

Promoted Fall 2002

Graduate Chair, Assistant Professor
School of Business and Management
Azusa Pacific University, Azusa,
California, June 1999 to 2002
(Grad Chair appointment-Fall 2001-
Fall 2002)

Responsible for Masters Degree
programs in The School of Business and
Management. Teaching load includes both
graduate and undergraduate courses in
Organizational Behavior, Organizational
Development and Change, Human
Resource Development, Organization and
Management, Ethics and Leadership

Director, Employee Development
And Worklife Programs,
Lockheed Martin Missiles and
Space, Sunnyvale, California
1998 (February)-1999 (April)

Responsible to Direct activities for the
Company to ensure that all training
requirements are met in support of
business objectives. Responsibility
includes Professional, Executive and
Management Development, Enterprise
Training and education Budget, oversight
for Tuition Assistance, Evening Institute
operations, and Distance Learning
Programs, Worklife Programs include the
Employee Recreation Association,
Workplace Diversity, Management
Association, and the Employee assistance
Program

Manager of Organization
Development, Lockheed Martin
Levels, Astronautics, Denver
1993-1998 (January)

Responsible to provide Organization
support for all Astronautics
Organizations and This included
Organization Assessments and Intervention,
Strategic Initiative Development,
Management Transition Activity, Change
Management Consultation, Team
Effectiveness Development, Management
and Leadership Consulting, Facilitation.

Manager of Human Resources
Martin Marietta Astronautics
Titan IV Program
1992-1993 (about 10 months)

Responsible for all Titan IV Human
Resources
Activities and Support.

Manager of Executive Development
Martin Marietta Astronautics
1991-1992

Responsible for Succession Planning
and Executive Development Activities
for Astronautics

<p>Manager of Training and Development <u>Martin Marietta Astronautics,</u> <u>Strategic Systems Company</u> 1990-1991</p>	<p>provided all Training and Development support to the organization. Promoted to Manager, January 1991. Focused on the implementation of High Performance Work Teams.</p>
<p>Organization Development Consultant, Various <u>Astronautics</u> Organizations 1988-1990</p>	<p>Provided Organization Development support for several Astronautics Organizations and initiatives including Project Challenge and the Annual Performance Improvement Program.</p>
<p>Staff Assistant to the Director, <u>Peacekeeper Flight Test Program</u> 1984-1988</p>	<p>Provided a variety of Human Resource, Training, Administrative, and Development Support to the Peacekeeper Program office and Organization at Vandenberg Air Force Base in California.</p>
<p>Systems Administrator, <u>Peacekeeper Flight Test Program</u></p>	<p>Managed the Administrative Computer support for The Peacekeeper Program.</p>
<p>Administrative Manager Aspect <u>Psych Assessment Center</u> Arcadia, California 1981</p>	<p>Managed the business, marketing and systems of the business. The company provided computerized Psychological Testing for Mental Health Professionals.</p>
<p>Administrator, Instructor Academic Dean, Stevens Christian Schools and Stevens School of Bible, Maine and Massachusetts Locations 1973-1981</p>	<p>Had a variety of responsibilities with regard to instruction and administrative/academic matters for these schools.</p>

Other Educational Programs Completed

Leadership Development Institute	Lockheed Martin	1999
Strategic Human Resource Planning	University of Michigan Executive Program	1995
Managing Conflict	National Training Labs (NTL)	1993
Program for Specialists in Organization Development	National Training Labs (NTL)	1989
Consulting for Organizational Effectiveness	Organizational Consultants	1989

Gaining Competitive Advantage Through Socio-Technical Systems Design	Organizational Consultants, Inc.	1989
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Other Academic Teaching Experience

Adjunct Faculty (Graduate Courses)	University of Denver, University College	1993-
	<u>Leading Organizational Change</u>	1997
	Effective Teams and Their Leaders	

Other Relevant Experience, Qualifications and Memberships

Qualified User	<u>Myers Briggs Type Indicator</u> for Organizational Applications
Member	The Academy of Management
Member	Association for Psychological Type

Selected Projects and Accomplishments

- Directed the efforts to establish an “Evening Institute” at Lockheed Martin Missiles and Space. This program provided after hours educational opportunities for employee on a variety of relevant topics.
- Directed the evaluation process to identify training and development needs for Lockheed Martin Missiles and Space resulting in an approximate \$ 10 Million budget (Including staff). Responsibility included the management of the budget.
- Project Manager responsible for the development of an Astronautics Five Year Strategic Training and Development Plan for all Organizations.
- Assisted with the implementation of High Performance Work Teams in the Astronautics environment.
- Facilitated the development of the 5-year Strategic Initiative development for Astronautics Human Resources.
- Recognized Organization Development expert within Lockheed Martin Corporation.
- Consulted on major organizational consolidations.
- Led the effort to bring Zenger Miller Leadership Training programs into Astronautics.
- Conducted various Transition/Assimilation activities with Government customer.
- Played a significant role in the implementation training of the Kepner Tregoe Problem Solving and Decision Making Processes.
- Involvement in Employee Survey activities and subsequent follow-up work.
- Conducted numerous teambuilding activities for a variety of organization. Of note is the work done with the Mars Global Surveyor Team and the STARDUST team which included Lockheed Martin management and JPL (customer) management.

Presentations, Papers, and Publications

- Lemaster, G., Wright, M., & McIntire, D. (2007). "Succession planning for effective leadership transition", (pp. 135-147), in, *Teamwork: Making the Dream Work*, Precedent Press, Indianapolis, Indiana.
- "Service Learning as a Teaching Method in Business Courses: Two Cases." Presentation co-authored with Stuart Strother, Ph. D., Judy Hutchinson, Ph. D., Adrienne Rouse, Business Student, Megan Klingensmith, Business Student. Christian Business Faculty Association Conference, October, 2006.
- "Publish or Perish; What About Transformational Scholarship." Co-authored paper with Dr. Ilene Bezjian and Dr. James Walz accepted for presentation at the 20th Annual Christian Business Faculty Association Conference, October, 2004.
- Dissertation topic, "An Investigation of the Relationship Between Individual Culture Congruence and Affective, Continuance, and Normative Commitment in Selected Christian Colleges and Universities in Southern California" (December 2003)
- "Service Learning as a Method of Teaching Organizational Behavior Concepts to Business Students." Presentation accepted for the ACBSP Annual Conference, June 2002.
- Panel Participation on Strategic Training and Development Planning at the Annual Training and Development Conference of Lockheed Martin Corporation, Denver, Colorado, 1997
- Presentation on Managing Change at the Annual Training and Development Conference of Lockheed Martin Corporation, Ft. Worth, Texas, 1996
- "Teams and Team Work, Some Learning from the Denver Experience" Presentation at the Annual Training and Development Conference of Lockheed Martin Corporation, Bethesda, Maryland, 1995
- Panel participant on the subject of effective teams, National Technological University, Live Broadcast, circa 1994
- "Teams or Team Work: What Should the Objective Be?" An article in the Technology Manager Newsletter, University of Denver, University College, April/May, 1994
- "The Effect of Human Relations Training on a Principal's Leadership Behavior as Perceived by His Staff" Master's Thesis, North Adams State College, 1980

Recognition

- 2003 Teaching Excellence and Campus Leadership Award from Azusa Pacific University
- 2001 Received the Outstanding Faculty Award from the Azusa Pacific University student body
- 2002 Named the School of Business and Management Professor of the Year

Confidential and Personal