

Marv Erisman, Ph.D.

346 Snapdragon Lane, CA 91741 (909) 464-9284

WORK HISTORY

Professor of Psychology, Director of Interdisciplinary Integration, Department of Graduate Psychology, 1995 to present. **Chair, Professor, Marital and Family Therapy**, 1991 -1995; **Associate Professor**, 1988 - 1991; **Adjunct Professor**, 1983 - 1988, **Azusa Pacific University**, Azusa, CA

President, Erisman Consultancy, P.O. Box 818, Glendora, CA, 2011 – to present

Marv Erisman & Associates, Consultants to Management, P.O.Box 818, Glendora, CA 1988 - 2011

Organizational Development Consultant, (full-time, internal), **Long Beach Memorial Medical Center**, Long Beach, CA 1986 - 1988

Executive Director, 1987 to 1999, **Co-Director**, 1983 - 1987, **Center for Ethics and Integrative Therapy (CEIT)**, Pasadena, CA

President, Marv Erisman & Associates, Inc., Management and Organizational Development, South Pasadena, CA 1979 - 1988

Program Director, 1984 - 1986; **Faculty Member**, 1979 - 1986, **Hospital Learning Centers**, North Hollywood, CA

Adjunct Professor, Fuller Theological Seminary, Pasadena, CA 1977 - 1980; 1990. **American Baptist Seminary of the West**, Southern California Extension Center, 1977, 1980, 1982

Associate Director, 1977 - 1979; **Coordinator of Program Development and Research**, 1973 - 1979, **Help Line Contact Clinic**, Los Angeles, CA

Co-Founder and Counselor, La Canada Counseling Center, La Canada, CA 1972 - 1973

TEACHING EXPERIENCE

Professor of Psychology, Department of Graduate Psychology, 1995 to present. **Professor, Marital and Family Therapy**, 1991 -1995; **Associate Professor**, 1988 - 1991; **Adjunct Professor**, 1983 - 1988, **Azusa Pacific University**, Azusa, CA

 Taught courses at the M.A. level entitled: "Ethical Foundations of Psychotherapy," "Philosophical Foundations of Psychotherapy," "Ethical Issues in Sexuality," and "Interdisciplinary Seminar."

 Courses taught at the Psy.D. level include: "Consultation II, III, IV, V," "Biblical Ethics and Psychotherapy," "Social Ethics and Psychotherapy," "Family Ethics and Psychotherapy," and "The Phenomenology of Presence."

Adjunct Professor, Fuller Theological Seminary, Pasadena, CA 1977 - 1980; 1991

 Taught course in the School of Theology entitled: "The Theology of Reinhold Niebuhr;" and co-taught a Ph.D. course in the School of Psychology, Division of Marital and Family Therapy, entitled: "Value Formation in the Family."

Adjunct Professor, American Baptist Seminary of the West, Southern California Extension Center, 1977, 1980, 1982.

Taught courses and sections of courses in ethics and psychology at the M.Div. level.

ADMINISTRATIVE EXPERIENCE

Director, Interdisciplinary Integration. Department of Graduate Psychology, School of Behavioral Arts and Sciences, Azusa Pacific University, 1995 to present.

Developed and coordinated the interdisciplinary integration coursework and programs for the M.A. and Psy.D. programs, hosted the semi-annual VOICES in Integration Conference.

Director, Consultation Specialty Track, Psy.D. Program, Department of Graduate Psychology, School of Behavioral Arts and Sciences, Azusa Pacific University, 2010 – to present

Administrative Director, Child and Family Development Center, Department of Graduate Psychology, Azusa Pacific University, 2006 - 2008.

A temporary administrative appointment to reorganize the center, develop strategies for satellite centers, and partner in the development of the Pediatric Neurodevelopment Center. Provided strategic and business leadership for the center.

Chair, Department of Marital and Family Therapy, 1991 -1995, Azusa Pacific University

Administered a program with 150 - 200 graduate students on four sites. Developed a Family Counseling Center as a training center and as a community service. Increased effectiveness of systems supporting department functions. Developed the foundational work for the Psy.D. degree.

Executive Director, 1987 - 1999, Co-Director, 1983 - 1987, Center for Ethics and Integrative Therapy (CEIT), Pasadena, CA.

Established a low-cost counseling center utilizing trainees and MFCC interns to serve the San Fernando Valley community. Implemented a clinical training program for trainees and interns using integrative therapy. Administered programs such as lay counseling training and community education seminars.

Associate Director, 1977 - 1979, Coordinator of Program Development and Research, 1973 - 1977, Help Line Contact Clinic, Los Angeles, CA

Developed a staff training program in crisis counseling for over 100 volunteers and paraprofessionals. Designed and implemented a statistical research methodology. Raised over \$300,000 through private and government grants.

Co-Founder, La Canada Counseling Center, La Canada, CA 1972 - 1973

Established referral networks and served as liaison to the community. Conducted group and individual counseling.

CONSULTANT EXPERIENCE

Erisman Consultancy, LLC; Marv Erisman & Associates, Consultants to Management, 1988 - present

Specialized in conflict resolution and team development with executive teams in hospitals and private practice physician groups.

Developed and implemented re-organizations of divisions of nursing and in specific departments within hospitals, e.g. emergency rooms, surgical services, pharmacies, child and family clinics, business services, laboratories.

Coached hospital industry executives and physician leaders in general leadership competencies, team leadership, culture change, and communication skills development.

Conducted seminars on a variety of management development topics: e.g. "Resolving Conflicts Professionally," "Increasing Professional Communication," "Becoming a High Performance Team," "Managing Change Effectively."

Conducted executive retreats related to the following: strategic planning, executive team development; conflict resolution, reorganization, process improvement.

Conducted Board retreats for hospital systems.

Organizational Development Consultant, 1986 -1988, (full-time, internal), Long Beach Memorial Medical Center, Long Beach, CA

Developed "Management by Design," a three-pronged approach to management selection, training, and leadership support for over 400 managers at this facility.

Designed a hospital-wide pay-for-performance program for 4600 employees, which included designing the evaluation tool, training the managers, consulting with departments, and quality control.

Initiated and conducted team-building and conflict resolution programs in the Division of Nursing and the Rehabilitation department.

Administered a hospital-wide productivity improvement program (Resources Management), utilizing teams of managers and employees, which resulted in approximately \$2 million in cost containment and revenue enhancement (based on internal audit of hard dollar savings).

Faculty Member, 1979 - 1986, Program Director, 1984 - 1986, Hospital Learning Centers, Van Nuys, CA

Conducted over 350 national seminars for hospital managers. Topics included, "Communicating for Results," "Managing Time," "Managing the Marginal Employee," "The Effective Supervisor," "Advanced Supervision," and "Performance Counseling."

Developed and managed all in-house accounts, aided internal hospital training and education departments to plan and implement management development programs.

President, Marv Erisman & Associates, Inc., Management Consultants, 1979 - 1988, South Pasadena, CA

Designed and delivered more than 100 seminars on the burn-out syndrome, stress management, team-building, effective leadership, and crisis counseling to the health-care industry.

Conducted retreats for hospital management teams over a five year period.

Recent Major Consultancies

- 2017 Clinical Leadership Team Development, John Muir Medical Center, Concord, CA
- 2016 Board Assessment and Change Facilitation, Peace Health, Ketchikan, AK
- 2016 Executive Team Development, Dignity Health, Bay Area, San Francisco, CA
- 2016 Physician and CHOC Leadership Culture Initiative, CHOC/PSF, Orange, CA
- 2015 Board Assessment and Change Facilitation, Peace Health, Vancouver, WA
- 2015 Physician Leadership Coaching, CHOC, Orange, CA
- 2014 Senior Leadership Team Development and Clinical Leadership Team Development, Hospice of the East Bay, Pleasant Hill, CA
- 2014 Executive Team Development, Pathways Home and Hospice, Sunnyvale, CA
- 2013 Executive Team Development, Little Company of Mary Medical Center, Torrance, CA
- 2013 Management Team Development, Surgical Services, Rady Children's Hospital and Health Center, San Diego, CA
- 2012 Board and Executive Development, Wrangell Medical Center, Wrangell, AK
- 2012 Reorganization, Women's and Children's Division, Little Company of Mary Medical Center, Torrance, CA
- 2012 Culture Change/Leadership Team Development, Emergency Department, Hoag Hospital Presbyterian, Newport Beach, CA
- 2011 Culture Change Initiative, Corona Regional Medical Center, Corona, CA
- 2011 Workplace Culture Initiative, Supportive Care Medicine, City of Hope, Duarte, CA
- 2011 NICU Reorganization, Rady Children's Hospital and Healthcare Center, San Diego, CA
- 2011 Management Team Development, Huntington Hospital, Pasadena, CA
- 2010 Executive Team Development, Northern Arizona Healthcare, Flagstaff, AZ
- 2010 Re-organization of Emergency Department, Verde Valley Medical Center, Cottonwood, AZ
- 2010 Organizational and Team Development, Intensivists, Hoag Memorial Hospital Presbyterian, Newport Beach, CA
- 2009 Re-organization, Patient Care Division/Executive Team Development, St. Anthony Central Hospital, Denver, CO
- 2009 Executive Team Development and Executive Coaching, Peace Health, Bellevue, WA
- 2008 Surgical Services Process Improvement, Ketchikan General Hospital, Ketchikan, AK
- 2008 Executive Team Development and Executive Coaching, Rady Children's Hospital, San Diego
- 2008 Development of Team-Based Delivery Model, Pathways Home Health and Hospice, Sunnyvale, CA
- 2008 Executive Coaching, City of Hope, Duarte, CA
- 2007 Cultural Change Project, Barlow Hospital, Los Angeles, CA
- 2007 Reorganization of Intensivist Group, Hoag Hospital, Newport Beach, CA
- 2007 Cardiovascular Surgery Reorganization and Team Development, OVHI, Eugene, OR
- 2007 Development of Board Relations, CVHP, Covina, CA
- 2007 Executive Coaching, Pella Architectural, Brea, CA
- 2007 Executive Team Development, Ketchikan General Hospital, Ketchikan, AK
- 2006 Executive Coaching, CHOC at Mission, Mission Viejo, CA
- 2006 Executive Team Development, Physician Associates, Pasadena, CA
- 2006 Reorganization of Surgical Services, Anaheim Memorial Medical Center, Anaheim, CA
- 2006 Medical Practice Reorganization, OCCVG, Orange, CA

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- 2006 Surgical Services Team Development, Long Beach Memorial Medical Center, Long Beach, CA
- 2005 Reorganization of Surgical Services, Orange Coast Memorial Medical Center, Fountain Valley, CA
- 2005 Reorganization and Team Development, Northwest Cardiology Medical Group, Bellingham, WA
- 2005 Cardiology/Cardiac Surgery Organizational Development, Mt. Diablo Medical Center, Concord, CA
- 2005 Executive Coaching, St. Joseph Hospital, Orange, CA
- 2004 Cardiovascular Services, St. Joseph Hospital, Bellingham, WA.
- 2004 Reorganization, St. Joseph Heritage Medical Group, Orange, CA
- 2004 Reorganization, Outpatient Surgical Center, Palomar Pomerado Health, San Diego, CA
- 2004 Executive Leadership Coaching, St. Joseph Hospital, Orange, CA
- 2003 Emergency Department, Hoag Memorial Hospital, Presbyterian, Newport Beach, CA
- 2003 Executive Leadership Development, CHOC, Orange, CA
- 2003 NICU, Good Samaritan Hospital, Los Angeles, CA
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- 2003 Executive Leadership Development, Mt. Diablo Medical Center, Concord, CA
- 2003 Pathology Department, Citrus Valley Health Partners, Covina, CA
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PROFESSIONAL PRESENTATIONS

Erisman, M. Lee, Michael. (2017, March). *Cultivating Competency Through Critical Reflexivity: The Value of Promoting Philosophical Awareness and Rigor Within Clinical Education*. Paper presented at the Society of Theoretical and Philosophical Psychology, Division 24, APA, Mid-Winter Conference, Richmond, VA.

Erisman, M., Lee, Michael. (2016, March). *Restoring Values Within the Climate of Evidence-Based Practice*. Paper presented at the Society of Theoretical and Philosophical Psychology, Division 24, APA, Mid-Winter Conference, Salt Lake City, UT.

Erisman, M., Kao, Irene, Lee, Michael, Nunez, Daniel, Roberts, Noel. (2015, February). *Consulting Education From the Inside Out: An Inductive and Experiential Process toward Gaining Applied Skill and Forming a Consultative Identity*. Paper presented at the Society of Consulting Psychology, Division 13, APA, Mid-Winter Conference, San Diego, CA.

Lee, Y.S., Erisman, M. (2013, August). *Asian American Individuals with Schizophrenia: A Phenomenological Study*. Poster presentation. APA National Convention, Hawaii.

Erisman, M., Kuhn, L. (2013, August), *From Conflict to Engagement: Lessons Learned in Healthcare*. Paper presented at the APA National Convention, Hawaii.

Erisman, M., (2011, March). *Interactional Consciousness and Transformational Change*. Paper presented at the Society for the Study of Psychology and Wesleyan Theology, Annual Conference, Dallas, TX.

Lee, Y.S., Erisman, M. (2009, August). *Asian American Individuals with Schizophrenia: A Phenomenological Study*. Poster presentation. International Conference on Asia Pacific Psychology, Seoul, Korea.

Erisman, M.(2007, May). *Professional Identity Formation: Reflecting on the Spiritual Journey*. Paper presented at the School of Behavioral and Applied Sciences Faith Integration Conference, Azusa Pacific University, CA.

Erisman, M. (2007, April). *Forgiveness: Psychological Perspectives in Organizational Life*. Panel *Symposium*. Communications Ethics Conference, Azusa Pacific University, Azusa, CA.

Erisman, M. (2006, May). *Moral and Spiritual Identity Formation Across the Disciplines*. Paper presented at the Symposium on Faith Integration, Azusa Pacific University, Azusa, CA

Houskamp, Beth, Erisman, M. (2006, August). *Critical Psychology – Training Family Psychologists in a Diverse Urban Environment*. Symposium. APA National Convention, New Orleans, LA.

Clevenger, Jeanne K., Tavegia, Bethany, Erisman, Marv, and Huff-Musgrove, Robbin. (2006, August). *Ethnic Minority Psychology Graduate Students' Perception of an Involvement with the American Psychological Association*. Poster presentation. APA National Convention, New Orleans, LA.

De Loach, Chante, Erisman, M. and Matthews, Linda. (2004, July). *Feelings of Exclusion: Impact on Help-Seeking Behaviors of African American Women with HIV*. Poster presentation. APA National Conference, Honolulu, HA.

Erisman, M. (2003, June). *Deep Metaphors, Meaning and the Integrative Task*. Paper presented at the Christian Association for Psychological Studies (CAPS), International Conference, Anaheim, CA..

Tisdale, Theresa, Matthews, Linda, Erisman, Marv, Sorenson, Randall, and David Brokaw (2003, June). *Teaching Integration in Three Radically Different Environments*. Panel presentation presented at the Christian Association for Psychological Studies (CAPS), International Conference, Anaheim, California.

Erisman, M. (2001, June). *The Role of the Psychotherapist in Moral Identity Formation*. Paper presented at the Christian Association for Psychological Studies (CAPS), West Regional Conference, San Diego, California.

Bigham, Rhonda, Stanton, Mark & Erisman, M. (2001, June). *The Role of Religion for Persons Diagnosed with Schizophrenia*. Paper presented at the Christian Association for Psychological Studies (CAPS), West Regional Conference, San Diego, California

Erisman, M. (1998, June) *Cognitive Structure, Affective Influence, and the Witness of the Spirit*. Paper presented at the Christian Association for Psychological Studies (CAPS), West Regional Conference, La Mirada, California.

Stanton, M. & Erisman, M. (1998, January). *Moral Responsibility in the Education of Psychologists at Azusa Pacific University*. Poster session at the National Council of Schools and Programs of Professional Psychology, Santa Fe, New Mexico.

Erisman, M. (1997, September) *Moral and Spiritual Issues in MFT Training*. Roundtable presentation and discussion presented at the American Association of Marital and Family Therapy National Conference, Atlanta, Georgia.

Erisman, M. (1997, March) *Reorganization, Consolidation and Downsizing*. Workshop presented at the Annual Conference and Retreat of the Nursing Executive Council of Southern California, Pasadena,

Needham, T. & Erisman, M. (1996, October) *Moral and Spiritual Issues in MFT Training*. Roundtable presentation and discussion presented at the American Association of Marital and Family Therapy National Conference, Toronto, Ontario, Canada.

Erisman, M. (1996, October) *The Leading Edge of Change*. Seminar presented for the Healthcare Human Resources Management Association of California, Board of Directors, Annual State Conference, Newport Beach, California.

PUBLICATIONS

Erisman, Marv. (Fall, 2007). Invited Response to Ray Anderson's article, *Toward a Holistic Psychology*, Edification, Fall, 2007.

Erisman, Marv. (Spring 2004). Spiritual and moral identity formation within the family. *The Family Psychologist*, Vol. 20, No. 2, 9 – 12.

Erisman, M. *Managing Change as it Occurs*. HHRMAC News (the monthly newsletter for the Healthcare Human Resources Management Association of California, June 1995.

Erisman, M. *The Moral Self in the Thought of Reinhold Niebuhr*. *Studia Biblica et Theologica*, Vol. VI, no. 2, October 1976, pp. 41 - 61.

TEACHING MANUALS

Erisman, M. *Integrative Therapy, Moral Maturity, and Clinical Process: An Interactive Teaching Manual*. INCEIT Publications, 1996.

Erisman, M. *Philosophical Foundations of Psychotherapy: An Interactive Teaching Manual*. INCEIT Publications, 1995.

Erisman, M. *Ethical Foundations of Psychotherapy: An Interactive Teaching Manual*. INCEIT Publications, 1994.

PROFESSIONAL MEMBERSHIPS

American Baptist Churches, USA (ordination)
American Academy of Religion
American Psychological Association
International Positive Psychology Association
Society for Christian Ethics

PROFESSIONAL CONTRIBUTIONS

1999 – Present Board Chair, The Center for Integrated Family Health Services
1987-1999 Co-Director, Center for Ethics and Integrative Therapy

EDUCATION

Ph.D. Social Ethics, University of Southern California, Los Angeles, CA, 1981.
Dissertation: "The Concept Care: An Ethical Analysis."
M.A. Social Ethics, University of Southern California, Los Angeles, CA, 1975
M.Div. Fuller Theological Seminary, Pasadena, CA , 1971
B.S. Bethany College, Santa Cruz, CA, 1968

MISCELLANEOUS

Fluent in German

REFERENCES

Available upon request.
