

Tom Francis

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PERSONAL PROFILE

Dedicated, creative, and engaged psychology instructor with over 9 years teaching experience at both undergraduate and graduate levels. Certified professional coach with over 8 years coaching high functioning executives. Provide professional career counseling and guidance for both students and adults as well as personality, developmental growth, and 360-degree feedback assessments.

EDUCATION

2004 - 2011

University of the Rockies

Psy.D. Organizational Leadership (OL), awarded August, 2011.

M.A., Psychology (OL), awarded August, 2007.

Successfully defended dissertation project entitled: Best Practices of Executive Coaches working with C-Level Clients.

TEACHING EXPERIENCE

2014-present

Adjunct Faculty, Pikes Peak Community College

- Instructor for Psychology Department.
- Undergraduate classes as instructor of record: General Psychology I; General Psychology II, Human Growth and Development, Abnormal Psychology

2013-2015

Adjunct Faculty, CSU-Pueblo

- Instructor for Psychology Department.
- Undergraduate classes as instructor of record: Industrial/Organizational (I/O) Psychology

2012-2015

Adjunct Faculty, University of the Rockies

- Adjunct Professor for School of Organizational Leadership
- Graduate classes as instructor of record: Professional & Business Ethics, Leadership & Management, Fundamentals of Coaching, Leading Organizational Change

SPECIALIZED TEACHING SKILLS

- Provide student guidance and feedback; design class content and assignments; promote equity, inclusivity, and diversity; collaborate with faculty and campus leadership.
- Experience teaching online classes and proficient in the following alternative delivery systems: Desire to Learn (D2L), Blackboard, eCollege, and Launch Pad (McMillan).
- Proficient in presentation skills via PowerPoint, Office 360, and other use of multi-media.
- Intentional in addressing student accessibility needs in course syllabus, PowerPoint presentations, and working directly with student accommodations.

EXCEPTIONAL TEACHING EVIDENCE

- Consistently high evaluation scores in teaching assignments: 4.5/5 at <https://www.ratemyprofessors.com/ShowRatings.jsp?tid=1896871>
- Selected student comments from Rate My Professor:
 - Dr. T is one of the best teachers I have ever had. He definitely cares about his students.
 - Love him. Taken 3 of his classes now. Highly recommend. He is great and I've learned a lot. He does want/expect class participation (even if its laughing at his dad jokes).
 - He brings great energy to the classroom and is very eclectic with his teaching style. Recommended.
 - Professor Francis is an awesome teacher. I have never had much of an interest in psychology and was dreading this class which was a requirement for my degree. However, this teacher made it the most enjoyable of the semester.
- Selected student comments from Pikes Peak Community College course evaluations:
 - Professor Francis was absolutely wonderful! I liked how he showed videos very often and how he was very patient if we needed help. He took feedback very well and was also quite funny. He listened when we needed help and he also was very great with his methods.
 - This was my second class with Dr. Francis and there is a reason for that... He is an extraordinarily good teacher who is enthusiastic, knowledgeable, and engaged. The subject matter this semester could be emotionally difficult at times and he handled very delicate topics with a great deal of empathy and diplomacy. In addition, he goes out of his way to offer solid feedback on assignments.
 - Amazing teacher. Well prepared and has a unique way of engaging students. At the end of each class, he gave post-it notes to students to fill out with even one word of what they learned or what they would go home to do. Very respectful of students.
- Selected comments from Pikes Peak Community College supervisor evaluations:
 - Tom does an excellent job at engaging his students and appealing to a variety of learning styles. He uses a combination of videos and questions to engage his student.
 - It is clear that Tom spends a significant amount of time preparing for his presentations.
 - Tom is gifted at building relationships with his students and demonstrating he cares about them. He engages a conversational style of presenting material.
 - Comfortable and confident in presenting material.

OTHER TEACHING EXPERIENCE

1990-1996 *Video teacher at Colonel White High School for the Arts (Dayton, OH)*

- Worked as a private lesson teacher with art department.
- Classes as instructor of record: Video Production I and II

ADDITIONAL EMPLOYMENT EXPERIENCE

2013-present *Adjunct Faculty, Center for Creative Leadership*

- Certified Executive Coach providing feedback and reflective guidance to over 200 clients as part of world-class leadership development programs.
- Skills developed: assessments (360-degree feedback, FIRO-B, Myers-Briggs Type Indicator-MBTI), active listening, leading teams, and systemic approach to organizations.

2012-2013 *Career Counselor, Fort Carson Army ACAP Center*

- Counseled over 200 soldiers and officers transitioning from military to civilian life.
- Skills developed: career assessment, Holland occupational codes, resume consultation, collaboration with various organizations and programs.

2000-2012 *Director of Audio Visuals, Presentation Services (formerly Swank Audio Visuals)*

- Managed a satellite office of a national audio-visual (AV) company specializing in partnering with full-service hotels throughout the United States.
- Skills developed: Advanced AV and presentation abilities, use and operation of AV equipment, management of staff, financial budgets, and leadership experience.

PUBLICATIONS

- Co-author of White Papers: Center for Creative Leadership (CCL)
 - The Coach's View: Best Practices for Successful Coaching Engagements (2011)
 - The Coach's View: Coach and Coachee Characteristics Add Up to Successful Coaching Engagements (2012)

ADDITIONAL ACTIVITIES

- Studied film at award-winning Wright State Motion Picture Department. Directed and edited **Majestic Picture Show** shown at the Taos (New Mexico) Talking Picture Festival, Big Lens Film Festival (Dayton, Ohio) and on Ohio PBS-TV stations. YouTube link: <https://youtu.be/7B5AOJZo66E>
- Have led youth groups on several mission-related trips including to Pine Ridge, South Dakota; New York City; New Orleans; Chicago; Fresno, California; Edinburgh, Scotland; and Dominican Republic.
- Have coached youth baseball and adult baseball/softball teams for over 20 years.
- Since 2015 host a local weekly radio music program creating own play lists as well as volunteering for various duties at the public radio station.

PROFESSIONAL AFFILIATIONS

- Certified member of International Coaching Federation (Associate Certified Coach)
- Full membership with American Psychological Association (APA) and Society of Industrial/Organizational Psychologists (SIOP-Division 14)
- Member of APA Film and Other Media Committee for annual national conventions.

PROFESSIONAL REFERENCES

Dr. Susan Taylor
Phone: 719-331-8088
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Dr. Leigh Whittier Allen
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