

RICHARD CHARLES NEMANICK, PHD
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PROFESSIONAL EXPERIENCE

Nemanick Leadership Consulting (2021-present)

Founded solo consulting practice focused on executive coaching, executive education, and mentoring programs. Significant clients include RGA Reinsurance, Build-A-Bear Workshop, Bayer, and Bunzl Distribution.

The Leadership Effect (2006-2021)

Co-founded The Leadership Effect, a consulting practice focused on leadership and organization development, serving clients of various sizes and in many industries. Significant clients included Monsanto, Mallinckrodt Pharmaceuticals, LMI Aerospace, and Peabody Energy.

Nemanick Consulting Group (1997-2006)

Founded first consulting practice while completing graduate degree. Consulting focused on organizational change management, leadership assessment, and mentoring programs. Significant clients included Boeing, Anheuser-Busch, Ralston-Purina, and Pfizer.

FACULTY POSITIONS

Adjunct Lecturer, Olin Executive Education, Washington University in St. Louis, 2019-present

Adjunct Instructor, Human Resources Management Program, University College, Washington University in St. Louis, 2002-2004, 2006, 2009-present.

Adjunct Assistant Professor, School for Professional Studies, Saint Louis University, Spring 2011, Spring 2012

Adjunct Assistant Professor, Department of Management, John Cook School of Business, Saint Louis University
January 2001 – May 2006

Instructor, Department of Management, John Cook School of Business, Saint Louis University
August 1997 – December 2000

UNIVERSITY COURSES TAUGHT

HR Metrics *Washington University*, Human Resources Management Program (Masters Level)

Organizational Behavior *Washington University*, Human Resources Management Program (Masters Level); *Saint Louis University*, Department of Management (MBA Level); College of Arts and Sciences, Evening Division (undergraduate); School for Professional Studies (undergraduate)

Strategic Management *Saint Louis University*, Department of Management (MBA Level)

Managing Organizational Change *Saint Louis University*, Department of Management (MBA Level)

Small Group Behavior *Saint Louis University*, School for Professional Studies (undergraduate)

Senior Research Methods and Practice *Saint Louis University*, Department of Occupational Therapy (undergraduate)

Introduction to Statistics and Research Methodology *Saint Louis University*, Department of Occupational Therapy;
Department of Psychology (undergraduate)

Building an Effective Mentoring Program *Washington University*, Human Resources Management Program (Masters Level)

Professional Leadership Development *Saint Louis University*, School for Professional Studies (Masters Level)

PUBLICATIONS

Book

Nemanick, R. (2017). *The mentor's way: Eight rules for bringing out the best in others*. Routledge.

Refereed Publications

Huelsman, T. J., Furr, R. M., & Nemanick, R. C., Jr. (2003). Measurement of dispositional affect: Construct validity and convergence with a circumplex model of affect. *Educational and Psychological Measurement*, 63, 655-673.

Nemanick, R. C., Jr., & Clark, E. M. (2002). The differential effects of extracurricular activities on attributions in résumé evaluation. *International Journal of Selection and Assessment*, 10, 206-217.

Huelsman, T. J., Nemanick, R. C., Jr., & Munz, D. C. (1998). Scales to measure four dimensions of dispositional mood: Positive energy, tiredness, negative activation, and relaxation. *Educational and Psychological Measurement*, 58, 804-819.

Nemanick, R. C., Jr., & Munz, D. C. (1997). Extraversion and Neuroticism, Trait Mood, and State Affect: A Hierarchical Relationship? *Journal of Social Behavior and Personality*, 12, 1079-1092.

Nemanick, R. C., Jr., & Munz, D. C. (1994). Measuring the poles of negative and positive mood using the Positive Affect Negative Affect Schedule and Activation Deactivation Adjective Check List. *Psychological Reports*, 74, 195-199.

Book Reviews

Nemanick, R. (forthcoming). The fearless organization: Creating psychological safety in the workplace for learning, innovation, and growth. *Personal Psychology*.

Nemanick, R. (2021). The new business of consulting: The basics and beyond. *Personnel Psychology*, 72, 377-379.

Nemanick, R. (2019). The Wiley Blackwell handbook of the psychology of coaching and mentoring. *Personnel Psychology*, 72, 175-177.

Nemanick, R. (2019). Mentoring executives and director. *Personnel Psychology*, 72, 482-484.

Other Publications

- Nemanick, R. (2016). Becoming a physician leader. St. Louis Metropolitan Medicine, 38 (6), pp. 12-13.
- Nemanick, R. C., Jr. (2013). Turning the mentoring equation upside down. Independent Banker Magazine, 64 (1), p. 58.
- Nemanick, R. C., Jr. (2005). Mentoring in the small business. St. Louis Small Business Monthly, 18 (2), p. 15.
- Staebler Tardino, V. M., & Nemanick, R. C., Jr. (2003). GIOP: St. Louis' Gateway to I/O Psychology. The Industrial-Organizational Psychologist, 40 (4), 96-100
- Nemanick, R. C., Jr. (2000). Comparing formal and informal mentors: Does type make a difference? Academy of Management Executive, 14 (3), 136-138.

Presentations

- Montag, T., Smit, B., Nemanick, R. C., & Sanborn, U. (2014) Looking Beyond Costs and Benefits: Mentoring as an Organizational Citizenship Behavior. Paper presented at the 74th Annual Conference of the Academy of Management, Philadelphia, PA.
- Nemanick, R. C., Jr., & Kramer, T. J. (2003, April). Effects of Question Format in Telephone Survey Research. Paper presented at the 46th Annual Conference of the Midwest Academy of Management, St. Louis, MO.
- Huelsman, T. J., Kennedy, C. A., & Nemanick, R. C., Jr. (1999, June). A multi-trait multi-method matrix analysis of dispositional mood. Paper presented at the Eleventh Annual Convention of the American Psychological Society, Denver, CO.
- Nemanick, R. C., Jr., Clark, E. M., & Novak, M. J. (1997, May). Extracurricular organization membership and résumé evaluation for sales positions. Paper presented at the Sixty-ninth Annual Convention of the Midwestern Psychological Association, Chicago, IL.
- Nemanick, R. C., Jr., Clark, E. M., & Silverstein, A. (1996, May). Impact of extracurricular organization membership on résumé evaluation. Paper presented at the Sixty-eighth Annual Convention of the Midwestern Psychological Association, Chicago, IL.
- Nemanick, R. C., Jr., & Huelsman, T. J. (1995, February). The development of a new measure of trait mood. Paper presented at the Second Annual Applied Psychology Conference at Southern Illinois University at Carbondale, Carbondale, IL.
- Nemanick, R. C., Jr., Munz, D. C., & Jones, O. D. (1995, September). The importance of post-stress management program behavior: Use it or lose it. Paper presented at Work, Stress and Health '95: Creating Healthier Workplaces, Washington, D.C., sponsored by the American Psychological Association and the National Institute of Occupational Stress and Health.
- Pollard, C. A., Carmin, C. N., & Nemanick, R. (1994, October). Is Obsessive Compulsive Disorder associated with growth deficiency? Paper presented at the annual meeting of the Association for the Advancement of Behavior Therapy, San Diego, CA.

EDUCATION

Doctor of Philosophy

Department of Psychology, Saint Louis University, St. Louis, MO, May 2000

Specialty Area: Organizational Psychology

Dissertation: Examining Organizational Citizenship Behavior from a Role Theory Perspective

Master of Science (Research)

Department of Psychology, Saint Louis University, St. Louis, MO, May 1996

Specialty Area: Organizational Psychology

Thesis: The Structure of Mood and Personality

Bachelor of Science in Business Administration

Drake University, Des Moines, IA, May 1991

Major: Marketing

Bachelor of Arts

Drake University, Des Moines, IA, May 1991

Major: Psychology

CERTIFICATIONS

Board Certified Coach, Center for Credentialing and Education, certification BCC-4482

HONORS

1996 John Napoli Award for Outstanding Teaching by a Psychology Graduate Student (Departmental Award)

1999 Marilyn K. Rigby Award for Outstanding Applied & Experimental Psychology Graduate Student (Departmental Award)

Masters Thesis – Passed with Distinction

Doctoral Oral Examination – Passed with Distinction

COMMUNITY SERVICE

St. Louis-Lambert International Airport Commission: Commissioner (2014-present)

Gateway Industrial/Organizational Psychologists: Treasurer (2014-2015), Executive Committee President (2001), Newsletter Editor (1999)

Saint Louis University Career Resources Center: Advisory Board Member (2014-present)

St. Louis Healthcare Businesswomen's Association: Advisory Board Member (2010-2016)

Chaminade College Preparatory: Member of Board of Trustees (2005-2011)

St. Margaret of Scotland School: Member of School Board (2008-2011, 2015-2016), President (2009-2010, 2010-2011, 2015-2016)

St. Louis Organization Development Network: Treasurer (2009-2011)

Human Resource Executive Network of St. Louis: Board Member (2021-present)