



**PROFESSIONAL POSITIONS HELD (Continued)**

2000 to present ***Management Department & Business Honors Program***

Developed and taught a new course for all Freshmen entering the McCombs School (MAN101) which introduces students to the Business School, University and exposes them some of the core challenges that leaders face within organizations. Developed and taught a course (BA205) to teach undergraduate student assistants to lead discussion sections of MAN101. Teach undergraduate *Art and Science of Negotiation* course (MAN 337.21), which focuses on the theoretical underpinnings and practical application of negotiation strategies and techniques in business environments. Developed and taught *Consulting and Change Management* (MAN328), which focused on the practice of business consulting with an emphasis on the process of managing organizational change. Taught undergraduate *Honors Organizational Behavior* (MAN336H), co-taught this class in Buenos Aires, Argentina (3 times). Also taught *Organizational Behavior* (MAN336/320F), all of which focused on management issues and the interpersonal dynamics of work environments. Taught *Strategic Human Resource Management* (MAN325). Also serve as the ***Undergraduate Faculty Advisor*** for students in the Management Department.

2000-2002 ***Department of Educational Psychology***

Taught *Dynamics of Interpersonal Communication* (EDP363), an upper-division course focusing on the psychological aspects of interpersonal communication. Also taught *Foundations of Educational Psychology* (EDP332), upper-division course on psychology applied to learning environments.

1995-2003 ***The University of Texas at Austin Extension Program***

Taught *Organizational Behavior and Administration* course (MAN320F).

1992-1996 **Assistant Instructor  
Department of Educational Psychology  
The University of Texas at Austin**

Taught multiple sections of *Individual Learning Skills* (EDP 310), a course designed for students experiencing academic difficulty and focused on strategic learning.

1992-1993 **Graduate Research Assistant  
College of Electrical Engineering  
The University of Texas at Austin**

Assisted in program evaluation planning, data collection and data analysis of a minority student retention program.



### **AWARDS AND HONORS**

- **2019, 2010, Outstanding Professor Award**, Texas Evening MBA
- **2018, 2017, 2016, 2013, 2012, 2005 & 2004 McCombs Faculty Excellence Award**, McCombs Undergraduate Business Council
- **2019, 2018, 2017, 2016, 2015, 2013, 2012, 2011, 2010, 2007 & 2005 McCombs School of Business Faculty Honor Roll**, Texas Evening MBA, Houston MBA, Dallas MBA
- **2013, 2012, 2011, 2010, 2009, 2008 & 2007 McCombs School of Business Faculty Honor Roll**, Texas MBA Program
- **2014 Fawn & Vijay Mahajan Teaching Excellence Award**, Executive Education.
- **2007 Texas Blazers Faculty Excellence Award**
- **2006 Texas Exes Teaching Award**
- **2005 Lockheed Martin Aeronautics Company Excellence in Teaching Award**, (first recipient)
- **2005 Hank and Mary Harkins Foundation Award for Effective Teaching in Undergraduate Classes**
- **2004 Professor of the Year**, Honors Business Association
- First and second recipient of the **Weinstein Teaching Excellence Award**, Department of Educational Psychology, University of Texas at Austin, 1995-96
- Author on a paper selected as one of five “Best in Conference Papers” for the Annual Conference of the Academy of Human Resource Development, 1994
- Selected as a Master Teacher, Learning, Cognition and Instruction, Department of Educational Psychology, The University of Texas at Austin, 1993-1996
- Elected to Phi Kappa Phi (National Academic Honor Society), 1990

### **EXECUTIVE EDUCATION ACTIVITIES**

Developed and delivered *Virtual Teams* for Professional Convention Managers Association “Convening Leaders’ Conference, 2017

Developed and taught *Effective (Practical) Negotiation* course including co-development of a real estate negotiation simulation (Gassing Up) for **Visa**, 2019; **Samsung**, 2019; **TX Assoc of Family Physicians**, 2018-2017; **Alliance Berstein**, 2016; **CST Brands**, 2015

Taught the virtual component of the *Leveraging Influence Skills* courses for **Shell Project Academy**. Course taught 3-4 times each year, 2008 - 2019

Developed and delivered annually *Talent Management & Leadership Simulation* program for BBVA Compass Bank, 2010 - 2019

Developed and delivered *Creating and Managing Human Capital in the International Petroleum Industry*, *Managing Organizational Culture*, and *Managing Organizational Change* programs for the International Petroleum Management Institute, 2012-2017 (16 hour program taught annually)

**EXECUTIVE EDUCATION ACTIVITIES (Continued)**

Developed & delivered ***Building Employee Engagement***, Open Enrollment, twice each year 2010-2019 & Petrobras 2018, Samsung 2019, 2018, ISN 2018, NASA 2019

Developed & delivered course in ***Practical Negotiation*** for Construction Institute 2015-2019, Halliburton 2014-2016, LCRA 2013, Ericsson 2012, Petrobras 2011 – 2013, Polycom, 2010

Developed & delivered course in ***Leading Virtual Teams*** and ***Conflict Management*** for Ferrovia 2015, Ecopetrol 2012-2015 (2 classes of each topic annually); Mansarovar 2013

Developed & delivered ***The Theory and Practice of Negotiating Leases and Other Transactions*** for UT Center for Legal Education, Austin/Dallas (3 presentations), 2013, 2012

Developed & delivered ***Talent Management*** for Shandong, 2019, Sinopec, 2010 - 2015 / Pontifica Univ., 2011, 2010 / Turku Univ., 2009 - 2010 / Mainz Univ., 2009 - 2014.

Developed & delivered ***Effective Leadership*** and ***Managing Generational Differences***, Delta Kappa Gamma, 2016, 2014, 2012, 2010

Developed and taught ***Sustainable Leadership*** course for the Executive MBA in Management of Technology Program for ***Ecole Polytechnique Federale de Lausanne***, Lausanne, Switzerland, annually 2008 - 2019.

Developed and taught ***International Negotiation*** course for the Executive MBA in Management of Technology Program for ***Ecole Polytechnique Federale de Lausanne***, Lausanne, Switzerland, 2014 - 2015.

Developed & delivered course in ***Building Your Leadership Brand*** for IIPM, 2010.

Delivered ***Team Building*** program for BBVA Compass Bank, 2009

Founding member of the ***Project Management Consortium***, 2009.

Guest Speaker for EMBA Conference, ***“Here Come the Millennials”***, 2009

Participated in the development of three levels of coursework on ***Leading Project Teams*** for ***Shell Project Academy***. Delivered programs in England, Holland, Malaysia and United States; 2008, 2007 & 2006.

Developed and delivered course in ***Hiring, Training and Retaining Talent*** and a course in Implementing Change for ***Gulf States Toyota***, 2008.

Developed and delivered course in ***Recruiting, Retention and Performance Management*** for ***St. Jude Medical***, 2009 & 2008.

### **EXECUTIVE EDUCATION ACTIVITIES (Continued)**

Developed and delivered course in *Managing Across Generations* for open enrollment program of McCombs Executive Education, 2008 - 2011; Turku 2014; ISN 2014 - 2015.

Developed and taught courses *Leading Change in Organizations*, *Managing Human Resources*, and *The Art and Science of Negotiation* at Executive MBA Program for *IMADEC University*, Vienna, Austria, 2007 - 2008

### **COURSES DEVELOPED AND TAUGHT AT THE UNIVERSITY OF TEXAS**

- MAN 101 Leadership Challenges and Innovation
- BA 205 Leadership: Peer Mentors LCI
- MAN 283.22 Creating and Managing Human Capital (MBA)
- IB 391/  
MAN 385 Directed Studies in Global Management, South America, SE Asia, Eastern Europe Middle East, Russia, South Africa (MBA & Working Professionals MBA)
- MAN 385 Leading the Organization (Full-time and Evening MBA)
- MAN 385 Sustainable Leadership (Executive MBA)
- MAN 383.2/  
ENM 380 Art and Science of Negotiation (Full-Time, Executive, Evening, Houston, and Mexico City MBA programs and the Engineering Management Program)
- MAN (2)383.16 Leading People & Organizations (Executive, Full-time, Dallas & Evening MBA)
- MAN 353 Internship in Management
- MAN 337.21 Art and Science of Negotiation (Undergraduate)
- MAN 336/336H Organizational Behavior/Honors Organizational Behavior (Austin & Buenos Aires, Argentina)
- MAN 328 Consulting and Change Management
- MAN 325 Strategic Human Resource Management
- MAN 320F Foundations of Organizational Behavior
- MAN 320F On-line Foundations of Organizational Behavior
- EDP 363 Dynamics of Interpersonal Communications
- EDP 332 Foundations of Educational Psychology
- EDP 310 Individual Learning Skills

### **SERVICE ACTIVITY SUMMARY AT THE UNIVERSITY OF TEXAS AT AUSTIN**

Serve as **Assistant Department Chair** for Management Department, 2008 to present

Served on the McCombs School of Business **Dean's Search Consultative Committee**, 2015

Ex-Officio member of committee to create the **Undergraduate Minor in Entrepreneurship**, 2015-2017

**SERVICE ACTIVITY SUMMARY AT THE UNIVERSITY OF TEXAS (Cont.)**

Ex-Officio member of committee to create the **Global Leadership Certificate**, 2014

**Undergraduate Faculty Advisor** for Management Department, 2004 to present

Served on **Non-Tenure Track Performance Review Committee** for management faculty, annually 2010 to present. Promotions Subcommittee Chair, 2008, 2009 & 2012

**Judge** in Undergraduate and Graduate Business Case Competitions, annually 2005 to present

**Faculty Ambassador** for McCombs Alumni Relations Campaign, 2011 to 2014

**Undergraduate Internship Coordinator** for Management Department, 2004 to 2014

**Faculty Advisor** to McCombs chapter of Delta Sigma Pi Business Fraternity, 2005 to 2014

Facilitated focus groups for MBA/MPA Career Services, McCombs Staff & for Alumni Relations, 2011

Served on the **MBA Scholarship Committee**, 2006, 2008, 2009, 2010 & 2011

Faculty Advisor to the McCombs International Business Case Competition, 2008 & 2009

Participate in numerous MBA and Undergraduate recruiting, student/faculty and graduation events, annually 2000 to present

Served as Faculty Representative for Management Department for BA101, annually 2004 to present

**PUBLICATIONS**

Weinstein, C.E., Husman, J. & Dierking, D.R. (2000). Self-Regulation Interventions with a Focus on Learning Strategies. In M. Boekaerts, P. Pintrich and M. Zeidner (Eds.), Handbook of Self-Regulation. New York: Academic Press.

Weinstein, C.E. & Dierking, D.R. (2000). Strategic Learning for the New Millennium. In NgeeAnn Polytechnic 20<sup>th</sup> Anniversary Symposium Magazine, Polytechnic Education in the New Millennium. Singapore: NgeeAnn Polytechnic University.

Weinstein, C.E. & Dierking, D.R., Husman, J., Roska, L.A. & Powdrill, L. (1999). The Impact of a Course in Strategic Learning on the Long-Term Retention of College Students. In J.L. Higbee and P.L. Dwinell (Eds.), Developmental Education: Preparing Successful College Students (pp. 85-96). Columbia, SC: National Resource Center for the First-Year Experience and Students in Transition.

## **PUBLICATIONS (Cont.)**

Weinstein, C.E., Powdrill L., Husman, J., Roska, L. & Dierking, D.R. (1998). Strategic Learning: A Conceptual Model, Instruction, and Assessment. In S. Castaneda (Ed.), Evaluation and Fostering of the Teaching of Intellectual Development in the Sciences, Arts, and Techniques. An International Perspective on the XXI Century Threshold. Mexico City: Autonomous University of Mexico.

Weinstein, C.E., Palmer, D.R., Hanson, G.R., Powdrill L., Roska, L., Dierking, D.R., Husman, J. & McCann, E. (March 1997). The Design and Evaluation of a Course in Strategic Learning. In J. Higbee and P. Dwinell (Eds.) Developmental Education: Meeting Diverse Student Needs. Chicago, IL: National Assoc. of Developmental Ed.

Weinstein, C.E., Palmer, D.R., Hanson, G.R., Dierking, D.R., McCann, E., Soper, M. & Muddapu, I. (1994). Design and Development of an Assessment of Readiness for Training: The START. In The Proceedings of the Annual Conference of the Academy of Human Resource Development. Featured presentation selected as “Best in Conference” at the annual conference of the Academy of Human Resource Development, 1994.

Shermis, M. & Dierking, D.R. (1992). Evaluating the Pilot Project for the Introduction to Electrical and Computer Engineering. Report prepared for inclusion in College of Electrical and Computer Engineering report to the National Science Foundation.

Dierking, D.R. & Vexler, S.A. (1988). AIDS in the Workplace: A Handbook for Austin/Travis County Employers (commissioned paper). The Austin Community Foundation, AIDS Services of Austin and Austin-Travis County Health Department.

## **SPECIAL COMPETENCIES**

- Licensed Professional Counselor (L.P.C.), #671 (inactive status)
- Licensed Marriage and Family Therapist (L.M.F.T.), #062 (inactive status)
- Private Pilot (Single Engine, Land)

## **VOLUNTEER/COMMUNITY ACTIVITIES**

### **Any Baby Can, A Child and Family Resource Center**

|                                    |              |
|------------------------------------|--------------|
| Member, Advisory Board             | 2010 to 2018 |
| Board Member, Board of Directors   | 1999 to 2010 |
| Chair, Board Recruitment Committee | 2006 -2008   |
| President, Board of Directors      | 2002-2003    |
| Vice-President, Board of Directors | 2001-2002    |
| Chair, Facilities Committee        | 1999-2001    |

|   |              |
|---|--------------|
| Founding Member, <b>Central Texas<br/>Child and Adolescent Cancer Coalition</b> | 2006 to 2010 |
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**PERSONAL INTERESTS**

Flying, sailing, reading, home improvement and mechanical restoration.

**LETTERS OF RECOMMENDATION AVAILABLE UPON REQUEST.**