

# CHRISTINE M. SOPA, PH.D.

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Peoria, AZ 85382

## EDUCATION

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- PhD** Psychology  
Specialization: **Industrial/Organizational Psychology** 2018  
Capella University, Minneapolis, Minnesota  
Dissertation Title: The Experiences and Perceptions of Women Entrepreneurs
- MS** Psychology  
Specialization: **Industrial/Organizational Psychology** 2005  
Capella University, Minneapolis, Minnesota  
Thesis: A Preventative Approach to Stress-Free Living at Work
- BS** Biological Sciences/Minor in Chemistry 1992  
Bowling Green State University, Bowling Green, OH

## TEACHING EXPERIENCE

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- Adjunct Faculty** 2020-2022  
Purdue University Global  
Graduate Psychology Department
- Online instruction for core and specialty courses for the graduate Industrial Organizational Psychology program.
  - Comprehensive exam instructor and reader.
  - Course lead for PS542 Human Resource Management course.
  - Faculty Curriculum Committee member reviewing and advising on course updates and revisions.
- Senior Adjunct Dissertation Chair** 2020-2022  
Grand Canyon University  
College of Doctoral Studies
- Managed dissertation committee members and methodologists.
  - Provided oversight to the doctoral learner and the required dissertation processes and procedures.
  - Supported processes and procedures for providing quality dissertations.
  - Facilitated the IRB process supporting doctoral learner research.
  - Maintained records and updates as required by the college for each learner, including the dissertation management system.
  - Instructor for various graduate level PhD dissertation courses.

**Adjunct Faculty**

2020-2021

Walden University

Behavioral Health Leadership PsyD Program

- On-line instruction for core and specialty courses for the PsyD graduate Behavioral Health Leadership program and Industrial Organizational Graduate Psychology program.
- Serve as a Dissertation Chair, Committee Member and Mentor, and University Research Reviewer to students as they navigate the completion of their doctoral dissertations.
- Facilitate on-line and in-person residency courses.
- Mentor other faculty members on the dissertation process and methodology support.

**Adjunct Faculty**

2008-2009

Goldey-Beacom College, Wilmington, DE

- Adjunct instructor for undergraduate Human Resource Management and Organizational Behavior courses.
- Developed quizzes, exams, homework and case studies that were used extensively throughout the course to reinforce the application of course concepts.
- Revised the syllabus continuously to meet accreditation standards.
- Met with students during office hours as a mentor for the course and business application.
- Leveraged Blackboard learning system to supplement classroom material.

**HONORS AND AWARDS**

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**ATHENA International Women's Leadership Top 10 Nominee**

2011

The ATHENA Leadership Award is presented to a woman, or man, who is honored for attaining professional excellence, community service, and for actively assisting women in their achievement of professional excellence and leadership skills.

**RESEARCH EXPERIENCE**

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**Capella University, Minneapolis, MN**

2018

**Dissertation Mentor:** Dr. Paula Fremont

- Studied the experiences and perceptions of women entrepreneurs using a heuristic research method. Findings were presented in final dissertation.

**Bowling Green State University:** Bowling Green, OH

1989-1991

**Position,** Research Assistant to Dr. Ronald Woodruff

- Research that explored the P DNA elements in somatic cells and their reduction of the lifespan of *Drosophila melanogaster*

## PUBLICATIONS

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### Books

Sopa, C.M. (2020). *Women of Courage*. Prospect, KY. Professional Woman Publishing.

Sopa, C.M. (2013). *Breaking free: Overcoming self-sabotage*. Prospect, KY. Professional Woman Publishing.

Sopa, C.M. (2012). *Choosing the life you were born to live: How changing your thoughts changes your life*. Bloomington, IN: Balboa Press.

### Journal Publications

Woodruff, R.C. & Morth, C.M. (1991). Transposition of P DNA elements in somatic cells reduces the lifespan of *Drosophila melanogaster*. *Proceedings of the 8<sup>th</sup> International Congress of Human Genetics*, 49 (4), 494.

## PRESENTATIONS AND INVITED LECTURES

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**Virtual Psychology Research Conference**, “Experiences and Perceptions of Women Entrepreneurs,” Capella University, April 2018.

**Keynote Addresses** – Presented numerous keynote addresses (50+) at conferences nationally and internationally on change management, stress in the workplace, work/life balance, corporate culture, effective sales techniques, and the psychological and physical benefits of positive thinking.

**Workshops** – Conducted numerous workshops (300+), live and virtual, at national and international conferences and organizations on burnout, stress management, work/life balance, emotional intelligence, empathetic leadership, effectively managing change, and organizational culture transformation.

## PROFESSIONAL TRAINING

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**The Wayfarer Group, LLC**, Founder and CEO, 2003-Present

- Conduct ground-breaking research on the experiences and perceptions of women in the workforce.
- Author a self-development blog that maintains over 5,000 followers.
- Administer and debrief assessments to hundreds of clients for consulting, coaching, and job placement purposes.
- Facilitate workshops and keynotes on change management, behavior change, emotional intelligence, empowering women in the workforce, and overcoming adversity.

- Consult with top executives of Fortune 100 and 500 companies on performance enhancement, behavior modification, leadership development during times of change, resulting in an increase of business results and an improved corporate culture.
- Design and deliver customized leadership and coaching programs, conduct extensive needs analysis, and administer assessments to increase personal productivity and well-being for top executives.
- Act as a trusted adviser and mentor to key executives in multiple organizations consulting with them on hiring decisions, change management strategies, strategic execution, and succession planning initiatives.
- Created a sales certification program for the Association of Donor Relations Professionals (ADRP) that has to date certified over 1000 blood bank employees.
- Sought after keynote speaker, workshop presenter, and published author at conferences and events across the globe.

**Network of Executive Women, Director of Learning and Development, 2018-2020.**

- Responsible for the learning and development strategy for the organization, 22 regions, and 135 business partners.
- Create new learning programs and resources as needed that support our vision, mission, and the needs of our business partners and regions.
- Actively initiate, publish, and do research with consulting organizations on topics including Gender Equality, Latinas in the Workplace, Generation Z, Diversity & Inclusion Best Practices, How Women of Color Experience the Workplace, and The Female Leadership Crisis.
- Develop, manage, and execute the organizations signature learning programs including leadership development programs for all levels of leadership, on-line learning, and customized workshop offerings.
- Increased enrollment in our signature Rising Stars leadership program 40% from the previous year.
- Facilitate workshops for our business partners on a variety of topics including leadership development, change management, team effectiveness, gender parity, women in the workforce, and diversity and inclusion.
- Introduce key assessments to the organization to use for further fact-finding to support our research as well as for additional learning tools for our business partners and regions.
- Deliver keynote addresses at conferences and business partner events.
- Partner with key external vendors, contractors, and executive coaches to support our learning programs and conferences.
- Currently conducting research on the gender gap in communication in the post #Metoo era.

**Nationwide Insurance, Learning and Development Consultant, 2014-2018.**

- Developed customized leadership development programs for executives and upper-level management in alignment with the organizational strategic initiatives that has, to-date, advanced over 200+ leaders in their careers.

- Moved over 200+ leaders forward in their career with the transformative leadership development programs I helped create and deliver.
- Partnered with our home office in implementing and facilitating a company-wide culture and diversity enhancement initiative that developed over 34,000 Nationwide leaders and associates.
- Created a weekly employee engagement session called “*Wisdom Wednesday’s*” to help inspire associates on a personal and professional level, discussing topics such as happiness in the workplace, energy for performance, communications skills, and many others.
- Facilitated the *Corporate Athlete* program to over 100 Nationwide associates, aiding them in how to maximize their energy for performance through movement, nutrition, and identifying their “why” in life.
- Managed and improved the company mentor program, which allowed over 150 Nationwide associates to get mentored by a hand-picked mentor that met their professional and personal developmental needs.
- Optimized gap/needs and data analysis strategies to create an on-going succession plan and knowledge transfer process for key positions in the organization as part of the on-going change management initiative.
- Utilized assessments to support and measure on-going strategic initiatives in the organization including talent planning, leadership effectiveness, change management, coaching, and team-building.
- Collaborated with key external vendors to create and sustain over a dozen leadership and business expertise programs throughout the organization that have helped retain key talent in the organization.
- Acted as an informal leader, mentor and coach to organizational leaders of all levels consulting with them on management, challenges, employee relations, and leadership competency development.
- Facilitated face-to-face and virtual workshops on leadership development, change management, team effectiveness, diversity and inclusion, innovation, and communication skills.

## **CERTIFICATIONS**

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- **ADVanced Insights**, 2008
- **Corporate Athlete**, Human Performance Institute, 2015
- **Workplace Big 5**, 2016
- **Orange Frog**, iThought Leaders, 2016
- **DISC and Values**, February 2018
- **Leader as Coach**, Bluepoint Leadership, February 2018
- **Situational Leadership**, April 2018
- **Emotional Intelligence 2.0**, December 2018
- **Center for Creative Leadership 360**, January 2019
- **Birkman**, January 2020

## PROFESSIONAL AFFILIATIONS

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**Society for Industrial Organizational Psychology**, 2017-present  
**American Psychological Association**, 2018-present

## COMMUNITY SERVICE

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**Ronald McDonald House of Phoenix**, Executive Board of Directors, Phoenix, AZ, 2014-2018

Ronald McDonald House Charities of Central and Northern Arizona is a welcoming “home-away-from-home” for families with children facing medical challenges, providing an atmosphere of comfort, hope and courage.

I served on the Board of Directors for 3 years and during that time was also the Secretary for the Executive Board and the Co-Chair for the McKnight Gala in 2017, which raised \$486,000 for the house.

**Blood Bank of Delmarva**, Vice Chair, Wilmington, DE, 2010-2012.

The Blood Bank of Delmarva, a member of America's Blood Centers, provides blood and blood products to 19 hospitals on the Delmarva Peninsula.

**Habitat for Humanity**, Board of Directors, Baltimore, MD, 2010-2012.

Habitat for Humanity Susquehanna creates affordable housing opportunities throughout Harford and Cecil Counties by building, renovating and repairing homes in partnership with the community.

**Member of Manchester’s Who’s Who of Executives and Professionals**, 2008

**Cecil County Board of Education**, President, Elkton, MD, 2006-2010

The mission of Cecil County Public Schools is to provide an excellent prekindergarten through graduation learning experience that enables ALL students to demonstrate the skills, knowledge, and attitudes required for lifelong learning and productive citizenship in an ever-changing global society.

After being elected to the Board in 2006, I spent the first 2 years as Vice President and the last two years as President of the Board. During this time, we revised the math curriculum, opened the renovated Elkton High School and hired a new superintendent.

I also served all 4 years on the Maryland Association of Boards of Education representing Cecil County.

**Maryland Association of Boards of Education**, Board of Directors, Annapolis, MD, 2006-2010.

## LANGUAGES

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**English:** Native Language

**Spanish:** Intermediate Listener, Novice Speaker, Advanced Reading and Writing

## **COMPUTER SKILLS**

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Proficient in Microsoft Office, SPSS, Microsoft Teams, Zoom, Adobe, Google Meet, Blackboard, Brightspace

## **REFERENCES**

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Available upon request