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## SCOTT CARLSON HAMMOND, PHD

Clinical Professor of Management  
Jon M. Huntsman School of Business, Utah State University

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**Teacher-** Teaching graduate and undergraduate organizational behavior and leadership in a distance education environment. Teaching evaluations are significantly above the university and national average for similar classes. Sample Teaching:

<https://vimeo.com/mynewenterprise/review/539259623/abac7970ef>

<https://www.youtube.com/watch?v=Pnds0-X2u8s>

**Scholar-** Ongoing research activity, studying highly reliable teams, with recent “Best Article” award from the *Journal of Management Inquiry* (2016). Sample Article:

<http://journals.sagepub.com/doi/abs/10.1177/1056492615578915>

**Media-** “The Management Minute,” a radio informational campaign aired on KSL and regional radio reaching 20-25 thousand listeners daily. Consultant for PBS Utah and Pacific Mountain Network production of *Search and Rescue* (2017). Sample Media:

<http://www.kued.org/video/search-rescue>

[https://www.dropbox.com/s/gogxa73zw195obf/MM%20Whiteboard%201\\_rough%20cut.mp4?dl=0](https://www.dropbox.com/s/gogxa73zw195obf/MM%20Whiteboard%201_rough%20cut.mp4?dl=0)

**Speaker-** Over 200 public presentations in four years, including invited presentations at Oxford and Nottingham-Trent University (UK), University of Timisoara (Romania) appeared on national media outlets, including *Fast Company*, *U.S. News and World Report*, and *Fortune*. Sample:

<https://www.fastcompany.com/3032669/how-resilient-people-stand-back-up-when-life-knocks-them-down>

**Author-** *Lessons of the Lost* was nominated for Independent Book of the Year in 2017, with a Five Star Amazon book rating. Sample Text:

<https://www.amazon.com/Lessons-Lost-Scott-C-Hammond/dp/1532004001>

**Journals-** Co-editor of the *Journal of Search and Rescue* and board member for *SquareTwo*.

## POSITIONS

**Clinical Professor of Management, Jon M. Huntsman School of Business, Utah State University (2013-Current)** Teaching courses in leadership, human resource management and diversity and inclusion to graduates and undergraduates. Researching highly reliable teams and crisis leadership. Serving as a faculty senator and Chair of the Faculty Diversity and Development Committee, and developing a university faculty mentoring program.

**Professor, Business Management, Woodbury School of Business, Utah Valley University (UVU) (2002-2013)** Teaching specialty included organizational behavior, international management, and ethics, with special emphasis on engaged learning and distance education.

**Department Head, Business Management, Woodbury School of Business, UVU (2008-2011)** Overseeing a department of 23 faculty with budget, program review, accreditation, and faculty development.

**Special Assistant to the Academic Vice President, UVU (2008-2010)** Handling special projects for the Academic Vice President, including Leadership Academy for department chairs, deans, and other academic leaders.

**Assistant Academic Vice President, UVU (2005 to 2008)** Projects included writing the Case Statement for University Status, the academic self-study for the NCAA, reorganization of Academic Affairs, writing and managing the process for the Carnegie Foundation Community Engaged Institution status, administrative and budget responsibility for the Woodbury Museum of Art, The Faculty Center for Teaching Excellence, Honors, and other programs.

**Director of Communication Studies – Brigham Young University (1996-2001)** As assistant professor, taught graduate and undergraduate courses in communication theory and social implications of new technology, management, and other topics. Directed Communication Studies program for approximately 120 undergraduate students from 1999-2001.

**Director of Internships, Department of Communications, University of Utah (1990-1994).** Supervised internships for over 400 undergraduate students over a four-year period while studying as a doctoral student. Taught course in organizational theory.

**Adjunct Professor, Gore School of Business, Westminster College (1987-1994).** Taught organizational behavior and international business courses to MBA students.

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## EDUCATION

Doctor of Philosophy, Organizational Communication, College of Humanities and Social Sciences, University of Utah, 1997.

Master of Organizational Behavior, Marriott School of Business, Brigham Young University, 1987. (Graduated with Highest Distinction)

Bachelor of Arts, Political Science, Brigham Young University, 1984.

**Languages:** French and Japanese

## **COMMUNITY**

Sargent, Search Strategy Skills Training- Utah County Sheriff's Search and Rescue. K-9 handler and mountain rescue volunteer. Member- Mountain Rescue Association. 50+ missions per year.

## **CONSULTANCY**

**Principal, Hammond Associates, Inc.** (1987- Present): A consulting practice, managing organizational learning towards large system change in high tech and life science corporations, education, and government agencies. Specific projects focus on diversity and inclusion in a global work environment and scenario planning. Clients include: Medical Technology Inc., Instructure, Ute Indian Tribe, Ashley Regional Medical Center, Monsanto (Searle), University of San Francisco, Johnson & Johnson Corporate, Pfizer, Amway, KBYU Television, KSL Television, Equis (Reuters), Exxon, The Los Alamos National Laboratory, The Idaho National Engineering Lab, Intermountain Health Care, The National Park Service, General Electric, Visteon, Boart-Longyear and others. Currently providing courses to the National Association for Search and Rescue.

## **PEER REVIEWED JOURNAL ARTICLES**

Hammond, S.C. & Taylor, J. (2019) Highly reliable teams in search and rescue: Seven characteristics of excellence, *Journal of Search and Rescue*, Vol. 4, Issue 1.

Hammond, S.C, and Rhea, I. (2019) Regulation and Recovery, *Journal of Search and Rescue*, Vol. 4, Issue 1.

Edgeman, R., Hammond, S., Keller, C., & McGraw, J. (May 2018) Virtuous cycles: organizational dynamics of innovation and excellence. *Total Quality Management and Business Excellence*.

Christensen, L. & Hammond, S.C. (2015). Lost (but not missing) at Work: Organizational Lostness as an employee response to change, *Journal of Management Inquiry* (Winner of the 2015 Western Academy of Management Best Paper Award.)

Ritchie, J.B. & Hammond, S.C. (2011). Five steps towards peace making: Using Positive organizational scholarship to build a better world, in K. Cameron, G. Spietzer (eds) *The Handbook on Positive Organizational Studies*. London: Oxford University Press.

McArthur, D.N. & Hammond, S. (2008). Network rules in international technology transfers

within multinational enterprises: Limitations on the power of strange attractors, in K. Richardson, L. Dennard, G. Morcol, (eds) *Complexity and Policy Analysis: Decision Making in an Interconnected World*, Boston, MA: Information Age Publishing.

Hoyt, J. E., Madsen, S. R., Hammond, S.C., & Fenton, J. W. (2007). Tracking faculty research productivity: Analysis of a survey instrument. *International Journal of Applied Management Education and Development*.

Nielson, T.R., Madsen, S.R. & Hammond, S.C. (2007). Worldviews of Adult Learning through a Mormonism Lens." *Advances in Developing Human Resources*, 8, 3.

Madsen, S. R., & Hammond, S. C. (2007). "The complexification of work-family conflict theory: A critical analysis." *TAMARA: Journal of Critical Postmodern Organization Science*.

Hammond, S.C. & Peterson, D. (2006). Religious links to organizational communication, *Encyclopedia of Religion and Communication*, Dan Stout, Ed., Berkshire publishing.

Ritchie, J.B. & Hammond, S.C. (March 2005). We still need a nation of scholar leaders: 25 years later, *Journal of Management Inquiry*.

Madsen, S. R. & Hammond, S. C. (March 2005). Where have all the leaders gone? An interview with Margaret J. Wheatley about life-affirming leadership. *Journal of Management Inquiry*.

Hammond, S. C, Madsen, S. R., & Fenton, J. (2005). Strategically increasing faculty productivity. *Academic Exchange Quarterly*, 8(4).

Hammond, S.C. & Glenn, L. (2004). Social Network Theory and the Chinese concept of Guanxi, *Emergence* (6, 2).

Hammond, S.C., Cissna, K. & Anderson, R. (2003). The problematics of dialogue as empowerment, *Communication Yearbook*, (27).

Hammond, S.C., & Sanders, Matthew L. (2003). Dialogue as social self-organization: An introduction. *Emergence*, 4(4).

Hammond, S.C. (2003). Finding a Common Future with Dialogue: Content, Process, and Transcendence, *Business Journal*, (1).

Hammond, S.C. & Houston, R. (2001). Prison with symbolic walls: Complexity and Structuration in Havel's *Power of the Powerless*, *TAMARA: Journal of Critical Post-Modern Organizational Science*.

Hammond, S.C., Baker, S. & Farah, K. (2001). Beyond the margins of the western media research paradigm: An analysis of the media coverage of the NATO bombing of the Chinese embassy. *Research Matters: 2001 Manchester Broadcast Symposium, Volume 9*, University of Luton Press, United Kingdom.

Baker, S., Hammond, S.C., Lee, J. & Gao, H. (2001). The changing shape of Chinese broadcast journalism in the market economy: Practitioners' perspectives. *Research Matters: 2001*

Manchester Broadcast Symposium Volume 9, University of Luton, United Kingdom.

Hammond, S.C., Petersen, D. & Thomsen, S. (2000, Summer). Print, broadcast, and online convergence in the newsroom. *Journalism and Mass Communication Educator*, 55 (2): 16-26.

Hammond, S.C. & Yeo K. M. (1999). Dialogic problem solving in culturally complex groups. *SIETAR International Journal*, 1 (1) 55-70.

Egan, K.S. & Hammond, S.C. (1997). What about the worker? The search for identity in the converged newsroom. What Price Creativity? Manchester Broadcast Symposium Volume 7, University of Luton Press, United Kingdom.

Hammond, S. C., & Porter, W. (1997). The coming of the new media organization: Organizational convergence and news content in integrated newsroom in the United States. What Price Creativity? Manchester Broadcast Symposium Volume 7, University of Luton Press, United Kingdom.

Cohen, R., Hammond, S.C. & Ehin, C., (1991). Enhancing skill development in an executive MBA course. *Management Education and Development*, 22 (1) 122-130.  
<https://www.youtube.com/watch?v=Pnds0-X2u8s>

## **ESSAYS AND REVIEWS IN ACADEMIC PUBLICATIONS**

Hammond, S.C. (2021) "Will We Survive Surviving?" *SquareTwo*, Vol. 14 No. 1 (Spring 2021), <http://squaretwo.org/Sq2ArticleHammondSurviving.html>, accessed 1 June 2021.

Hammond, S.C. (2019) "Teaching Peace Makes Any Subject Sacred," *SquareTwo*, Vol. 12 No. 2 (Summer 2019), <http://squaretwo.org/Sq2ArticleHammondPeace.html>, accessed 1 June 2021.

Hammond, S.C. (2018) "Lost," *SquareTwo*, Vol. 11 No. 1 (Spring 2018), <http://squaretwo.org/Sq2ArticleHammondLost.html>, accessed 1 June 2021.

Hammond, S.C. (2001, Winter). An auto mechanic's guide to newswriting NOT! *Journalism and Mass Communication Educator*, 55 (2): 70-77.

Hammond, S.C. & Ritchie, J.B. (1993). Models of Learning, Models of Life: A Review of Herbert A. Simon's Autobiography. *Journal of Management Inquiry*, (2 (4)):326-330.

## **BOOKS**

Hammond, S.C. (2022). *The Management Minutes: A Team Leaders Guide to Success*. (In Progress).

Hammond, S.C., Jones Christensen, L. (2022) *The Purpose of Business: Balancing Profit, Society and the Environment*. Zovio, New York. (In Press).

Hammond, S.C., Liechty, C. and Damron, D. (2018) *The Peach and the Coconut: A Leader's Guide to Cultural Difference*, Archway, New York.

Hammond, S.C., Jones Christensen, L. (2016) *Corporate Social Responsibility: Roadmap for a Sustainable Future*, Bridgepoint, New York.

Hammond, S.C., and Jones-Christensen, L. & and Senior, J. (2015) *Finding the Lost Freshman*, Bloomington, Indiana: iUniverse.

Hammond, S.C. (2014) *Lessons of the lost: Finding hope and resilience in work, life, and the wilderness*. San Jose: Audible.com. (Narration by author).

Hammond, S.C. (2013). *Lessons of the lost: Finding hope and resilience in work, life, and the wilderness*. San Francisco: Open Books.

## **BOOK CHAPTERS**

Christensen, L.J., Hammond, S.C. & Larsen, M. (2020) Lost person behavior as an antecedent to resilience. Edward Powley et al eds. *Research Handbook on Organizational Resilience*, Edward Elgar Publishing, Cheltenham, UK.

Hammond, S.C. (2004). Paradigms as conceptual self-organizing systems. George Barnett & Renee Houston (eds.) *Advances in Self-Organizing Systems*, New York: Hampton Press.

Hammond, S.C. (2003). *Negotiating Power Relations in a Post-Modern World*. David Keller and Brian Birch (eds.) *What is Post Modernism?* Orem, UT, Center for the Study of Ethics.

Hammond, S.C. & Sanders, M. (2002). *Transcending linear concepts of dialogue*. Angela Schorr and David Campbell (eds.) *100 Years of European Social Theory*, Luton, Manchester, UK.

Hammond, S.C. & Gao H. (2001). Pan Gu's paradigm: A critical comparison of Chinese and Western concepts of holistic dialogic learning. In Lucy Lui, Wensha Jia, and Ray Heisey (eds.) *Chinese Communication Studies, Contexts and Comparisons*. New York: Greenwood.

Hammond, S.C. & Fearon, R. (2000). The globalization of techno med. Gary Peterson (ed.) *Communicating in Organizations: A Case Book* (2<sup>nd</sup> edition), Boston: Allyn and Bacon.

Hammond, S.C. (2000). KCCB's missing masterpiece. Gary Peterson (ed.) *Communicating in Organizations: A Case Book* (Edition 2<sup>nd</sup>), Boston: Allyn and Bacon.

Hammond, S.C. (2000). Satellite systems. Gary Peterson (ed.) *Communicating in Organizations: A Case Book* (2<sup>nd</sup> edition), Boston: Allyn and Bacon.

Hammond, S.C. (2000). Star Wars Inc. Gary L. Peterson (ed.) *Communicating in Organizations: A Case Book* (2<sup>nd</sup> edition), Boston: Allyn and Bacon.

Hammond, S.C. (1993). The legend of regional hospital. Gary L. Peterson (ed.) *Communicating*

in Organizations: A Case Book. Mesa, AZ: Gorsuch Scarisbrick.

Hammond, S.C. (1993). The Daily Post. Gary L. Peterson (ed.) Communicating in Organizations: A Case Book. Mesa, AZ: Gorsuch Scarisbrick.

Hammond, S.C., Baker, R.Z. & Ulrich, D. (1988) People and Organization: An Instructor's Guide, West Publishing, Chicago IL.

## **SELECT PEER REVIEWED PRESENTATIONS**

Hammond, S.C. & Taylor, J. (2019) Highly reliable teams in search and rescue: Seven characteristics of excellence, Syrotuk Symposium for Search and Rescue, Reykjavik, Iceland.

Hammond, S.C, and Rhea, I. (2019) Regulation and Recovery, Syrotuk Symposium for Search and Rescue, Reykjavik, Iceland.

Goryunova, E. & Hammond, S.C. (2014). The Peach and the coconut collide: A leadership metaphor to transcend Russian "Blat" and American Universalism, Conference on Cross Cultural Research. Moscow, Russia.

Hammond, S.C., Jones, L. & Winn, B. (2014). Shades of gray: The changing ethics in resource scarce environment. Western Case Writers Association. Napa, CA.

Christensen, L. & Hammond, S.C. (2014). Lost (but not missing) at Work: Organizational Lostness as an employee response to change, Academy of Management, Philadelphia, PA.

Fisher, T., and Hammond S.C. (March 2011). "Putting one foot in the real world: Consulting skills for academics to engage and enhance your teaching and research." Western Academy of Management: Victoria, BC.

Hammond, S. C. (March 2010). "Lost Person Behavior in Organizations." Western Academy of Management: Kona, HI.

Hammond, S. C. and Madsen, S. (July 2010). "Beyond Feminism: How Three Women Idea Leaders Framed our Discipline." Western Academy of Management: Kona, HI. (Best paper nomination.)

Hammond, S. C. (March 2010). "Fantasy or Fad: How Engaged Learning Could Bless a New Generation of Learners," Lilly Conference on Teaching, Pomona, CA.

Hammond, S. C. (July 2007). "One Size Fits None: Identity, Turning Points and Student Retention." International Conference on the First Year Experience, Kona, HI.

Madsen, S. R., Davis, J. H., Hammond, S. C., Ritchie, J. B., Williams, O. F., & Keele, R. (March 2007). We teach it, but do we practice it? Challenging our own ethics in higher education [Innovative Session: Panel]. Western Academy of Management Conference, Missoula, MT.

McArthur, D. N. and Hammond, S. C., 2005. Presentation of “Policy versus network rules: Power in the networked organization,” at the 1st International Workshop on Complexity and Policy Analysis, Cork, Ireland, 22-24 June.

Hammond, S. C., Madsen, S. R., & Fenton, J. W. (2004). Going from zero to ninety in faculty research productivity: Strategies for change towards accreditation. Western Academy of Management Conference. Anchorage, AK.

Hammond, S.C. (2004) Five Ideas about Dialogic Self-Organization. A paper presented to the Western Academy of Management in Alyeska, AK.

Hammond, S. C. (2002). Dialogue as Social Self-Organization. A paper present to the International Society for Emergence and Coherence in Fort Myers. FL, December.

Hammond, S. C. (2000). Taking stock of dialogue: Its past, present, and future as a method. A panel International Communication Association, Acapulco, Mexico.

Hammond, S. C. & Gao, H. (1999). A comparative study of Chinese and Western dialogic learning paradigms: The ancient and modern. A paper presented to the International Communication Association, San Francisco, CA.

## **SELECT INVITED ACADEMIC PRESENTATIONS**

Hammond, S.C. (2017) Strategic Job Creation in West Africa, Business Fights Poverty, Oxford University Saidi School of Business.

Hammond, S.C. (2016) The Ethics of Lean, Business Fights Poverty, Oxford University Saidi School of Business.

Hammond, S. C. (2014) The decisions of lost people. Humanities Conference, University of Utah, Salt Lake City, UT.

Hitch, E. Worthington, K. Parker, B. Palmer, L. & Hammond, S. C. (2008). Getting the Right Stuff: Critical Steps to University Status, American Association of State Colleges and Universities, Tempe, AZ.

Hammond, S. C. & Madsen, S. R. (2005). Strategic faculty development: Real help for deans and department chairs. Presented to the Academy of Management, HI.

Hammond, S. C., Madsen, S. R., & Fenton, J. (2004, June). Strategic faculty development. Organizational Behavior Teachers Conference: Redlands, CA.

Hammond, S. C. (2000). Pre-conflict and peacemaking: The use of dialogue in community building. A presentation the National Security Study Group (Hart-Rudman Commission), Pentagon City, VA.

Hammond, S. C. (2000). Transcending technology: The simplicity of dialogue. A keynote address



to the Organizational Systems Research Association, Toronto, CA.

Hammond, S. C. and Gao, H. (2000). Dialogic problem-solving traditions in ancient China and implications for Chinese educational reform. A presentation to the staff of the Chinese Embassy, Washington, D.C.

Hammond, S. C. (2000). Pre-conflict dialogic resolution orientations in peacemaking. A presentation to the National Security Study Group (Hart-Rudman Commission), Pentagon City, VA.

Hammond, S. C. (1999). Complex problem solving in culturally complex groups. A presentation to the students and faculty of the School of Business, University of Science and Technology, China.

## **SELECT INVITED COMMUNITY PRESENTATIONS**

*In 2013-2021, gave over 200 invited presentations to educational, corporate, and public service groups on lost person behavior, including the Utah Critical Incident Stress Management Team, The Utah K-16 Alliance, Utah Emergency Services, The Washington State SARCON, The Mountain Rescue Association, and others.*

Hammond, S.C. (2022, April 8) Bias 5.0: A History of Discrimination, 7<sup>th</sup> annual USU Eastern Diversity Conference.

Hammond, S.C. (2022, March 16) Resilience is a Team Sport, Resilience for First Responders Conference, Utah Valley University.

Hammond, S.C. (2021) If you are not lost, you will be, A keynote address on June 8th to the USU student leadership conference, Logan, UT.

Hammond, S.C. and Roundy, S. (2021) Highly reliable SAR teams. An address to the Utah Sheriff's Search and Rescue Association Conference at Fish Lake, Utah on June 6<sup>th</sup>.

Hammond, S.C. (2017) Lost Person Behavior and Suicide, A Keynote address to the Davis County School District Leadership Conference, Ogden, UT.

Hammond, S.C. (2017) Lost Person Behavior, A Keynote Address to SAR Con, Northwest Search and Rescue Association, Bend, OR.

Hammond, S.C. (2016) Finding the Lost Freshmen, A keynote address to the Utah State University College of Humanities, Logan, UT.

Hitch, E. Worthington, K. Parker, B. Palmer, L. & Hammond, S.C. (2008). *Getting the Right Stuff: Critical Steps to University Status*. American Association of State Colleges and Universities. Tempe, AZ.

Hammond, S. C. & Madsen, S.R. (2005). *Strategic faculty development: Real help for deans and*

*department chairs*. Presented to the Academy of Management. HI.

Hammond, S. C., Madsen, S. R., & Fenton, J. (2004, June). *Strategic faculty development*. Organizational Behavior Teachers Conference. Redlands, CA.

Hammond, S. C. (2000). *Pre-conflict and peacemaking: The use of dialogue in community building*. A presentation to the National Security Study Group (Hart-Rudman Commission). Pentagon City, VA.

Hammond, S. C. (2000). *Transcending technology: The simplicity of dialogue*. A keynote address to the Organizational Systems Research Association. Toronto, CA.

Hammond, S. C. and Gao, H. (2000). *Dialogic problem-solving traditions in ancient China and implications for Chinese educational reform*. A presentation to the staff of the Chinese Embassy. Washington D.C.

Hammond, S. C. (2000). *Pre-conflict dialogic resolution orientations in peacemaking*. A presentation to the National Security Study Group (Hart-Rudman Commission). Pentagon City, VA.

Hammond, S. C. (1999). *Complex problem solving in culturally complex groups*. A presentation to the students and faculty of the School of Business, University of Science and Technology. China.

Hammond, S. C. (2001). *Dialogue and environmental issues: Self-implication and problem solving*. A presentation to the National Park Service Leadership Council. Washington, D.C.

Hammond, S. C. (1997). *The dialogue of Canadian unity*. A presentation to Citizens for a Unified Canada (Canadian Unity Project). Vancouver, BC.

## **AWARDS AND HONORS**

**Presidential Award for Community Engagement-** (2019) Utah State University

**Nomination, Independent Book of the Year,** (2017). Independent Book Association of America, self-help category.

**Breaking the Frame Award-** (2015). Western Academy of Management

**Best Paper Nomination-** (2014). Academy of Management.

**Best Paper Nomination-** (2010). Western Academy of Management.

**Editors Choice Award/Rising Star Award** (2012). for “Lessons of the Lost: Finding Hope and Resilience in Work, Life, and the Wilderness” by iUniverse.

**Trustee Award of Excellence – Utah Valley University** (2009). Recipient of the highest award

given to faculty and staff at Utah Valley University, for work in helping to gain university status and the Carnegie Foundation designation as a community engaged institution.

**National Telly Award – Producer/Host – Utah Business Boardroom (2004, 2005).**

The premiere award honoring outstanding local, regional, and cable TV commercials and programs.

**SERVICE AS A REFEREE, REVIEWER, AND EDITOR**

Reviewer Journal of Management Inquiry, 2021.

Editorial Board, Square Two, 2017, 2019, 2020, 2021, 2022.

Reviewer, Western Academy of Management, 2018.

Reviewer Organizational Behavior Teachers Conference, 2017.

Reviewer International Association for Business and Society, 2016, 2017.

Reviewer Western Case Writers, 2014.

Reviewer, Journal of Business Inquiry, 2013.

Reviewer, Western Academy of Management, 2010, 2011, 2014.

Reviewer, Journal of Business Inquiry, 2008, 2010, 2012.

Best Paper Committee, Western Academy of Management, 2005.

Reviewer, Human Relations, 2005.

Reviewer, Western Journal of Communications, 2005.

Text Reviewer, McGraw-Hill. 2005.

Committee Member, Journal of Business Inquiry, 2003.

Reviewer, Southern Journal of Communications Special issue on Dialogue, 2000.

Reviewer, Communication Quarterly, 1999.

Abstracts Editor, International Communication Association Organizational Communication Division, 1999.

Co-organizer, Alta Conference on Communication: Dialogue and identity, 1997. Co-organizer, Alta Conference on Communication: Self-organizing systems, 1998.

## ACADEMIC ORGANIZATIONS

Academy of Management

Beta Gamma Sigma Honor Society

Phi Kappa Phi Honor Society

Western Academy of Management

## SELECT RECENT QUOTES IN MEDIA

[https://kslnnewsradio.com/category/podcast\\_results/?sid=2126&n=The%20Home%20Team%20Podcast](https://kslnnewsradio.com/category/podcast_results/?sid=2126&n=The%20Home%20Team%20Podcast)

<http://www.deseretnews.com/article/865611610/?user=app>

[http://www.jewishworldreview.com/0314/keep\\_your\\_job.php3#.U89Hq2K9KSN](http://www.jewishworldreview.com/0314/keep_your_job.php3#.U89Hq2K9KSN)

<http://thenextweb.com/socialmedia/2014/07/23/get-lost-reliance-digital-maps-lead-us-mentally-astray>

<http://www.mbaprograms.org/news/effectively-mentor-women-business-140708.html>

<http://www.fastcompany.com/3032669/work-smart/how-resilient-people-stand-back-up-when-life-knocks-them-down>

<http://www.nerdwallet.com/blog/nerdscholar/2014/8-tips-mentor/>

<http://career-advice.monster.com/in-the-office/workplace-issues/things-that-will-blacklist-you-from-job/article.aspx>

[http://journalstar.com/jobs/job-seeker-tips/vital-career-skills-you-won-t-learn-in-college/article\\_7c41953e-11b3-11e4-907e-0019bb2963f4.html](http://journalstar.com/jobs/job-seeker-tips/vital-career-skills-you-won-t-learn-in-college/article_7c41953e-11b3-11e4-907e-0019bb2963f4.html)

[http://host.madison.com/jobs/seekers/vital-career-skills-you-won-t-learn-in-college/article\\_8b58c7c8-11d5-11e4-946b-001a4bcf887a.html](http://host.madison.com/jobs/seekers/vital-career-skills-you-won-t-learn-in-college/article_8b58c7c8-11d5-11e4-946b-001a4bcf887a.html)

[http://www.buckscountycouriertimes.com/jobs/jobs-now/vital-career-skills-you-won-t-learn-in-college/article\\_f3f8eab0-d4ae-5983-b022-76d42fa2a501.html](http://www.buckscountycouriertimes.com/jobs/jobs-now/vital-career-skills-you-won-t-learn-in-college/article_f3f8eab0-d4ae-5983-b022-76d42fa2a501.html)

[http://trib.com/jobs/four-vital-career-skills-you-won-t-learn-in-college/article\\_9e2afdd0-11b2-11e4-bdda-001a4bcf887a.html](http://trib.com/jobs/four-vital-career-skills-you-won-t-learn-in-college/article_9e2afdd0-11b2-11e4-bdda-001a4bcf887a.html)

## **SELECT RECENT POPULAR PRESS ARTICLES**

<http://www.deseretnews.com/article/865588573/Finding-your-way-out-of-the-unemployment-wilderness.html?pg=all>

<http://huntsmanschool.blogspot.com/2014/02/lost-in-wilderness-of-unemployment.html>

<http://deseretnews.com/dn/print/1,1442,640198451,00.html>

<http://deseretnews.com/dn/print/1,1442,645194012,00.html>

<http://www.heraldextra.com/content/view/189692>