

**Dee Giffin Flaherty**  
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### **Education**

Post-doctorate	Antioch University	2006-2008
Ph.D.	Leadership and Change in the Professions Antioch University Yellow Springs, OH	2006
M.S.	Professional Leadership--Training and Development Carlow College Pittsburgh, PA	1996
M.S.W.	University of Pittsburgh, PA Pittsburgh, PA	1978
B.A.	Major: Sociology and Secondary Education Wittenberg University Springfield, OH	1973

### **Teaching Experience**

#### **Antioch University**

Affiliate Faculty—PhD in Leadership and Change 2017--present

#### **Yorkville University**

Adjunct Faculty--Master's in Adult Education 2013—present

Adjunct Faculty—Master's in Educational Leadership 2015--present

#### **Carlow University**

Adjunct Faculty—Master's Programs 1990--present

Nursing Leadership and Education

Family Nurse Practitioner

Professional Leadership

Business Administration

Management and Technology

Professional Counseling

<b>Duquesne University</b> Adjunct Faculty—Master’s in Leadership	2014--2018
<b>LaRoche College</b> Adjunct Faculty—Undergraduate Program Sociology of Aging Social Change Future Social Trends Sociology of Gender Roles Social Problems Introductory Sociology	1981--1990
<b>College of St. Francis</b> Adjunct Faculty—Undergraduate Programs Sociology of Aging Interpersonal Communications	1991--1993
<b>Peters Township High School</b> Secondary Teacher Sociology Consumer Economics International Relations	1973--1978

### **Writing and Design of Courses and Training**

Family Resources One Kind Word Train-the-Trainer for child abuse prevention program	present
Yorkville University Master’s in Adult Education Course: Evaluation for Adult Educators	2016
Duquesne University Graduate Leadership Program Course: Valuing a Diverse Workforce	2015
Life Solutions UPMC Training: Coaching Skills for Managers	2012
Carlow University Graduate Nursing Course: Leadership Skills for Nurses	2005

## **Training and Facilitating Experience**

Dee Giffin Flaherty and Associates 2003—present  
Consulting Business  
Training, Counseling, Leadership Development

**Leading UP: Leading for Unlimited Potential** 2016--present  
Online coaching and training process for Authentic Leadership Practice and  
Managing Organizational Change

### **Sampling of training topics includes:**

#### **Leadership Development**

- Authentic Leadership
- Women's Leadership
- Critical Thinking
- Managing Change
- Change Management
- The Effective Use of Humor
- Team building

#### **Communication Skills**

- Customer Service
- Teambuilding Across Generations
- Public Speaking
- Positive Assertiveness

#### **Work Skills**

- Time management
- Stress Management
- Work life balance

### **Sampling of companies and organizations includes:**

- Oncology Nurses Society
- Women Attorney Mentoring Group
- Carnegie Mellon University
- Butler County Children's Center
- Women's Energy Network
- Jewish Family and Community Services
- Aker Solutions
- Howard Hanna Real Estate
- Semester at Sea
- Chatham College
- American Institute of Chemical Engineers
- Sisters Place

## **Clinical Experience**

<b>Therapist, private psychotherapy practice</b>	1986--present
Individual therapy for adults, adolescents, college students	
Executive Coaching	
Marital therapy	
Career Counseling	
<b>Carlow College</b>	1991--2000
<b>Director of Career Services</b>	
Career counseling	
Certified to interpret Myers-Briggs Type Indicator	
Certified to interpret Strong Interest Indicator	
Supervision of graduate student interns	
<b>Chartiers Mental Health/Mental Retardation Clinic</b>	1978--1980
<b>Host Home Coordinator</b>	
Assessment of birth families	
Group therapy for foster adolescents	
Recruitment and training of foster families	
Group support for birth children of foster families	
Case management with school districts, support agencies	
<b>Washington County Mental Health/Mental Retardation Clinic</b>	1978
<b>Social Work Graduate Field Placement</b>	
Individual therapy using Transactional Analysis	
Group therapy for adult women	
<b>Allegheny County Intermediate Unit</b>	1977--1978
<b>Social Work Graduate Field Placement</b>	
Group therapy for truant adolescents	
Home visits with families in crisis	

## **Research Experience**

Antioch University	
Phenomenology	
Dissertation and continuing research	2006--2010
<i>A Phenomenological Study of the Leader's Gendered Experience of Self-Disclosing</i>	
Western Psychiatric Institute and Clinic	1985—1988
Senior Research Assistant	
Maternal Health Project	
Interviewed mothers to establish drug and alcohol history	

## Publications

- American Journal of Drug and Alcohol Abuse*  
V 20, No 1, 1994, Nadine Robles, Dee Giffin Flaherty, Nancy Day.  
“Retention of Resistant Subjects in Longitudinal Studies: Description and Procedures”
- Colleges and Careers*  
Fall 2007, “Glitch Happens,” Co-authored with Philip D. Flaherty  
December, 2006 “Cultural Confidence: Preparing for your Job Interview”  
Co-authored with Philip D. Flaherty
- Pittsburgh Post-Gazette*  
August 21, 2004, First Person: “The End of the Lectures”  
August 11, 2004, Life Support: “Calmed By the Spin Cycle”  
February 25, 2004, Life Support: “Mirror, Mirror”
- Off to College: A Guide for College Bound Students*  
2002, 2003, 2004 Editions, “Begin With Balance”
- Pittsburgh Boomers*  
November 2001, “Lecture Free Zone”  
October 2000, “Sweet Baby James”
- Pittsburgh Parent*  
October 1998, “Parenting: Who Has the Lesson Plans?”
- Pittsburgh Child*  
September 1995, “Double Duty: Parenting and Home-based Businesses”  
February 1995, “Beyond the Sports Arena: Helping Your Child to Choose”  
May 1994, “Adolescent Self-Esteem”  
April 1994, “Take Your Daughter to Work”  
March 1994, “D-----!!!”  
December 1993, “Parenting With a Sense of Humor”

## Administrative Experience

<b>Carlow University</b> <b>Interim Dean of Students</b>	2010--2011
<b>Carlow College</b> <b>Dean of Integrated Programs for Student Success</b>	2000-2003
<b>Carlow College</b> <b>Director of Career Services</b>	1991--2000

**Carlow College** 1988--1991  
**Director of Student Development**

**Western Psychiatric Institute and Clinic** 1985--1988  
**Senior Research Assistant**

**Chartiers Mental Health/Mental Retardation Clinic** 1978--1980  
**Host Home Coordinator**

### **Employment History**

Therapist/Trainer/Consultant/Coach 2003--present  
Dee Giffin Flaherty and Associates  
Pittsburgh, PA

Interim Dean of Students 2010-2011

Dean of Integrated Programs for Student Success 2000-2003

Director of Career Services 1991--2000

Director of Student Development 1991--1988  
Carlow College, Pittsburgh, PA

#### **Adjunct Faculty**

Yorkville University, New Brunswick, Ontario 2013--present

Antioch University, Yellow Springs, OH 2007--present

Carlow University, Pittsburgh, PA 1990--present

Duquesne University, Pittsburgh, PA 1992—present

College of St. Francis, Joliet, IL 1991--1993

LaRoche College, Pittsburgh, PA 1981--1990

Senior Research Assistant 1985--1988  
Western Psychiatric Institute and Clinic  
Pittsburgh, PA

Foster Home Coordinator 1978--1980  
Chartiers MH/MR Center  
Bridgeville, PA

High School Teacher 1973--1977  
Peters Township High School  
McMurray, PA

### **Licensure**

Licensed Social Worker, State of Pennsylvania (#SW 005575 E)