

SHARON A. JOYCE

14204 Caminito Vistana
San Diego, California 92130
858.775.1748

sjoyce@researchresults.org www.researchresults.org

EDUCATION: Ph.D., Higher Education, January, 2001
University of California, Los Angeles

M.A., Higher Education
University of California, Los Angeles

M.S., Industrial Relations
Loyola University Chicago, Illinois

B.A., Psychology
Knox College, Illinois

EXPERIENCE: **RESEARCH RESULTS, INC.** San Diego, CA **1995 TO PRESENT**

Human Resources

Provide HR consulting concerning employee relations, compensation and benefits, recruitment, and policies and procedures to meet federal and state employment laws

Employee Relations

- Draft and review progressive discipline correspondence and documentation
- Draft and review termination letters and provide guidance on termination exit meetings
- Workplace restructuring for “rightsizing” and company restructures
- Grievance reviews and investigations
- Guidance on ensuring California and federal protected classes (disability, gender, race, age etc.) regulations are met

Compensation and Benefits

- Review medical plan offerings, costs, and employee needs
- Recommend flexible benefit strategies that meet a diverse population
- Review executive compensation incentive plans and employment contracts
- Design performance reward systems that retain and motivate employees
- Guidance on wage and hour compliance, including meal periods and breaks

Recruitment

- Conduct employment searches and on-campus interviewing
- Guidance on EEOC and ADA compliance during recruitment process

Federal and State Employment Law

- Draft, review and update employee handbooks and human resource policies and procedures
- Ensure compliance with employment laws and company strategies
- Sexual harassment training and investigations
- Guidance on leaves of absences

Academic Research

Provide educational research consulting services to academic institutions

Accreditation

- Planning and execution of self-studies
- Data collection and analysis in support of evidence of student learning
- Interface with accrediting agencies
- Prepare documentation and presentations for faculty, students, administrators, and site visitors

Program Review

- Develop five-year inquire based self-study plan
- Data collection and analysis in support of direct and indirect evidence
- Prepare documentation of program review outcomes
- Write and communicate improvement plan agreements

Serving Safely Handbook

- Researched and analyzed issues associated with lessening the liability and risk in service learning courses.
- Researched legislation associated with fingerprinting volunteers, insurance coverages, liability and programmatic approaches to lessening the risk associated with college students volunteering off campus.
- Presented findings at the national Service-Learning Conference at UC Berkeley.
- Wrote a 60 page "Serving Safely Resource Handbook" for distribution to Presidents, Risk Managers, and Service-Learning Directors at California Colleges and Universities including all the University of California campuses, California State Universities, and California Community Colleges.

Representative Clients

Briles Rivet Corporation (Industrial Manufacturer); California Campus Compact - San Francisco State University (Academic Institution); Earnware Corporation (Communications Service); Rancho Del Sol Nursery Inc.(Agriculture); The Scripps Research Institute (Academic Institution); UCLA Higher Education Research Institute at UCLA (Academic Institution); Warren Properties (Real Estate Industry); Western Flight Inc.(Fixed Base Flight Operator); Westmont Living, Inc.(Retirement Communities); Wirtz Hellenkamp LLP (Law Firm)

UCLA HIGHER EDUCATION RESEARCH INSTITUTE Los Angeles, CA

1996 TO 1999

Educational Researcher***UCLA General Education Research Study***

- Conducted focus group sessions to assess students' satisfaction with UCLA's general education requirements and students' perceptions of the proposed general education curriculum changes
- Developed focus group interview protocols, prepared field notes and analyzed data
- Prepared and presented a report summarizing the findings to a UCLA faculty committee

Graduate Student Persistence in Science, Math and Engineering Study

- Conducted a research study funded by the Sloan Institute on gender differences in enrollment, persistence, and satisfaction in graduate education in science, math, and engineering programs with a team of three researchers
- Responsible for the creation of a new database merging faculty variables by discipline and from three national faculty databases spanning a six year period of time
- Conducted descriptive analysis, factor analysis, and multivariate analysis
- Responsible for the coordination of institutional site visits and the collection, analysis, and report summary of the site visits

DIRECTOR HUMAN RESOURCES

1986 TO 1995

ASSISTANT DEAN GRADUATE STUDIES

1989 TO 1995

The Scripps Research Institute La Jolla, CA

Director Human Resources

- Responsible for directing and managing the Institute's Human Resources department servicing more than 1,500 scientists, faculty, technicians, administrators and support personnel
- Responsible for the Institute's compensation and benefit programs, human resources information systems, recruitment, and training
- Managed the human resources staff and an operating budget in excess of \$1,000,000

Assistant Dean

- Responsible for developing and implementing the administrative structure associated with a new doctoral program in biology and chemistry
- Core areas of focus included: recruitment and admissions; curriculum development and academic progression guidelines; fellowship and stipend guidelines; development of student centered health and welfare benefits, computing facilities, library access, recreational facilities, counseling services, and academic progression committees; development of graduate program policies; and the establishment of a graduate office staff trained to service the ongoing needs of students and faculty

**ACADEMIC AND
PROFESSIONAL
PRESENTATIONS:*****Managing Liability and Risk in Your Service Learning Program***

Presentation to faculty service-learning directors within the western region of the United States.
The Fourth Annual Campus Compact Continuums of Service Conference.
Berkeley, CA April, 2001.

Publication

Joyce, Sharon Aline (2001). The relation between the differences in the production (throughput) of men and women doctorates in engineering and institutional, departmental, faculty, and student culture. Ph.D. dissertation, University of California, Los Angeles, United States -- California. (Publication No. AAT 9998991).

Student and Alumni Satisfaction with The Scripps Research Institute Graduate Program: A Quantitative and Qualitative Analysis

Presentation to faculty and students of The Scripps Research Institute
La Jolla, CA, February, 1999 and 1997.

The Ongoing Debate Regarding a National Accreditation System for Higher Education Institutions

Presentation to the Graduate Program Steering Committee at The Scripps Research Institute
La Jolla, CA, November, 1995

Sexual Harassment: An Understanding of Hostile Work Environments and Quid Pro Quo.

The Graduate Student Chapter of the San Diego Association for Women in Science
La Jolla, CA, March, 1994.

**ASSOCIATIONS AND
COMMUNITY
SERVICE:**

Society of Human Resources Management
Association Of Women in Science
Human Resource Committee of the Board, La Jolla Country Day School

**RESEARCH
METHODOLOGY
EXPERTISE:*****Quantitative Research:***

- Research experience in survey design, statistical computing, database management, and the design of multivariate statistical methodologies for national, multi-institutional databases as well as single institutional databases
- Extensive experience with both cross-sectional and longitudinal data analysis
- Knowledge and experience with descriptive statistics, analysis of variance, discriminant analysis, factor analysis and multiple regression

Qualitative Research:

- Research experience in designing interview protocols and conducting individual interviews and focus groups
- Knowledge and experience with field note preparation, coding, data analysis, and documentation and reporting of results