

Molly R. Shepard, Ph.D.

PROFILE

- Experienced business leader, trusted mentor, and thoughtful educator
- Extensive international business experience and global perspective knowledge as a student, researcher, and educator
- Intercultural competency development specialist and trained IDI Administrator
- Expertise in continuous improvement methodologies and tools
- Adept at program and process assessment and evaluation in support of strategic vision
- Positive psychology and human development researcher
- Strong aptitude for data analytics and quantitative research methods
- Narrative Big 5 Certified Professional

EDUCATION

Doctor of Philosophy in Education

Emphasis in Educational Leadership
Drake University, Des Moines, IA

Dissertation Title - Visual and Personal Narratives: Telling the Story of Holistic Global Perspective Development through a Short-term International Travel Experience

Master of Business Administration

Emphasis in International Business
Loyola University Chicago, Chicago, IL

Bachelor of Arts, International Business Management and French

Central College, Pella, IA

PROFESSIONAL EXPERIENCE

Assistant Professor of Practice in Leadership and Organizational Behavior

Co-Director of the Leadership Master of Science Program

2023 – Present

DRAKE UNIVERSITY, Des Moines, IA

Visiting Assistant Professor, Leadership Development

Interim Director of the Leadership Master of Science Program

2022 – 2023

DRAKE UNIVERSITY, Des Moines, IA

- **Program Director** – responsible for the curriculum, staffing, and student recruitment for the Master of Science in Leadership Development program.
- **Advisor** – support all degree seeking students by identifying and working toward their career goals, as well as mapping out their course of study.

Molly R. Shepard, Ph.D.

- **Educator** – teach courses in leadership development, research, and needs analysis/evaluation.

Data Manager and Marketing Coordinator, School of Education

2010 - 2022

DRAKE UNIVERSITY, Des Moines, IA

- **Data Manager** – Accumulate data regarding students, faculty, curriculum and learning outcomes from various sources. Evaluate qualitative and quantitative data and share results with government agencies, valued partners, and administration.
- **Project Manager** - create design solutions for digital and print applications; create and integrate copy and images for web interface and print pieces.
- **Strategic Planner** – point person for the development, collection, and reporting of strategic initiatives and measures.
- **Web Developer and Social Media Coordinator** – maintain the web site and administer the Facebook and Instagram accounts for the School of Education; write and publish articles regarding activities and accomplishments within the unit.

Independent Project Consultant

2002-2010

CONSONA ERP, Indianapolis, IN

- **Software Integration Project Leader** – coordinated and directed six software integration projects; project work encompassed risk assessments, data preparation, timeline creation, testing, budgeting, and benefits analysis.
- **Training Facilitator** – based on feedback from all faucets of the organization, created and implemented training workshops to ensure proper training of users and implementation of new work procedures.
- **Efficiency Coordinator** – utilizing six sigma and lean organization techniques, analyzed work procedures, identified and eliminated non-value-added activities, created and initiated new work procedures.

Commodity Specialist

2000-2002

FISHER CONTROLS, EMERSON, Marshalltown, IA

- **Supply Base Lean Champion** – created training programs and conducted supplier workshops to ensure that both domestic and international suppliers incorporated lean manufacturing techniques; oversaw the implementation of lean manufacturing principles at the supplier site.
- **Commodity Leader** – identified and pursued commodity projects that met quality, delivery and cost initiatives; negotiated contracts with suppliers, resolved quality control issues and ensured compliance with delivery targets.
- **Supplier Development Coordinator** – researched and identified new supplier opportunities, assessed supplier financial strength for participation in partnership programs, and conducted supplier quality audits in support of ISO 9000 standards.

Molly R. Shepard, Ph.D.

Materials Manager

1994-2000

DANAHER CONTROLS, Gurnee, IL

- **Materials Manager** – hired, trained and developed a staff of ten to achieve annual goals including cost savings, inventory reduction, quality improvements, and supplier development.
- **Purchasing Manager** – negotiated, administered and managed contracts with domestic and international suppliers.
- **Inventory Manager** – created and implemented inventory reduction measures and inventory pull systems with suppliers
- **Strategic Planner** – participated in corporate strategic planning activities and created departmental key performance indicators, tactical plans, and corrective action plans to support corporate goals.
- **Budget Coordinator** - established budgets for multiple inventory and expense accounts, created supporting procedures for effective ordering techniques, and ensured spending activities remained within identified limits.
- **Cost Analyst** – coordinated the completion of physical inventory, established standard cost for all purchased components, and analyzed purchase price variances.
- **Quality Controller** – analyzed and improved business processes utilizing lean manufacturing techniques including standard work and kaizen activities; created policies and procedures for efficient ordering and handling of material.

TEACHING

DRAKE UNIVERSITY, Des Moines, IA

Assistant Professor of Practice in Leadership and Organizational Behavior

Visiting Assistant Professor, Leadership Development

- Integrated Data Knowledge
- Insightful Leadership
- Strategic Planning and Continuous Improvement
- Needs Analysis and Evaluation
- Operations Management
- Global Ethical Leadership
- Globalization
- Learning and Technology
- Leadership Capstone
- International Travel Seminar 2025 - Madagascar: Conservation and Development on the Great Red Island
- International Travel Seminar 2026 – Crossroads of Globalizations: Exploring Malaysia and Singapore

Adjunct Instructor

- Perspectives in Educations from Finland – January, 2019

Molly R. Shepard, Ph.D.

- Research Methods – Fall, 2019; Summer, 2021; Summer, 2022
- Leadership at Sea, Bahamas – January, 2020; January, 2022
- Theory, Research, and Leadership – Spring, 2020
- First Year Seminar: Happiness 101 – Fall, 2020; Fall, 2021
- Leadership and the Psychology of Happiness - Fall, 2022
- Global Business – Fall, 2022, Spring, 2023

Doctoral Teaching Assistant

- Quantitative Research Methods – Fall, 2018
- Advanced Quantitative Research Methods – Spring, 2019

UNIVERSITY OF IOWA, College of Social Work, Des Moines, IA

Adjunct Assistant Professor

- Research Practice I – Fall, 2021
- Research Practice II: Program Evaluation – Spring, 2022

PROFESSIONAL PUBLICATIONS

Shepard, M.R., Servant Leadership: Stories from Campus. In Cranston, J., Karstens, R., Lange, P., & Schott, K. (2017). *Learning to Lead: A doctoral cohort's journey* (pp. 132 – 141). CreateSpace.

Article Under Review **Shepard, M.R.**, & Cooper, R. Visual and personal narratives: Telling the story of holistic global perspective development through a short-term international travel Experience. *Frontiers. The Interdisciplinary Journal of Study Abroad*.

Article in Progress Stensrud, R., & **Shepard. M.R.**, Satisfaction with Managed Care Organizations by Home and Community Based Services Providers. *Journal of Disability Policy Studies*.

PROFESSIONAL PRESENTATIONS

Shepard, M.R. (1995). *Just in Time: Creating Flow*. Electronics Commodity Summit, Danaher Controls, Gurnee, IL

Shepard, M.R. (1996). *What is Kanban and How Does it Work?* Supplier Workshop, Danaher Controls, Gurnee, IL

Shepard, M.R. (2000). *Just in Time Inventory Planning*. Supplier Workshop, Diversified Plastics, Minneapolis, MN

Shepard, M.R. (2001). *Lean Fundamentals: Putting the Pieces Together*. Emerson Process Supplier Development Conference, Dallas, TX

Molly R. Shepard, Ph.D.

Shepard, M.R. (2002). *Creating a Value Stream*. Emerson Process Supplier Training, Sussex, England

Shepard, M.R. (2002). *Linking our Value Streams: Lean Fundamentals for your Business*. Emerson Process Supplier Training, Keokuk, IA

Shepard, M.R. (2008-2010). *Supporting One Piece Flow*. Supplyworks Training for Suppliers, Indianapolis, IN

Shepard, M.R. (2018-2019). *How to Use NVivo Software to Facilitate Qualitative Data Analysis*. Drake University, Des Moines, IA.

Shepard, M.R. (2019, October). *Holistic Global Perspective Development through a Short-Term International Travel Experience* AACU Conference, San Antonio, TX.

Shepard, M.R. (2019, November) *Visual and Personal Narratives: Telling the Story of Holistic Global Perspective Development through a Short-Term International Travel Experience*, IEREA Annual Conference

Cardani-Trollinger, C., **Shepard, M.R.**, Widner, T., & Yates, M. (November, 2020) Getting There and Back: Designing leadership-based cultural development experiences, ILA Global Conference: Leadership at the Edge.

Shepard, M.R. (April, 2025) Together Against Burnout: Transformational Leadership Approaches for Building Sustainable Teams, Child Abuse Prevention Conference.

PROFESSIONAL ORGANIZATIONS AND CERTIFICATIONS

International Leadership Association (ILA)
Association for Talent Development (ATD) Central Iowa
Intercultural Development Inventory (IDI) **Certified Administrator**
Narrative Big Five Personality Profile, **Certified Professional**

LEADERSHIP AND SERVICE

University Leadership and Service

- All Staff Council, Events and Community Service Committee
- Member of search committee for Dean of the School of Education, Fall, 2019
- J-Term Oversight Committee
- Sustainability Committee
- University Marketing Committee

Unit Leadership and Service

- Continuous Improvement Team Leader
- Marketing and Communication Committee
- Diversity, Equity, and Inclusion Committee

Molly R. Shepard, Ph.D.

- Assessment Committee
- Culture and Climate Committee
- School of Education Council Member – Department Representative

Doctoral Student Advising - Dissertation Committee Member

- Heidi Bedier Dissertation: *Investigation of the congruence between the espoused and enacted employee value proposition*
- Kristin Sheffield Capstone: Improving teacher retention in the Earlham Community School District through active research
- Ngozi Igbokwe Dissertation: *Cultivating leadership: A phenomenological study examining women's experiences in a virtual high-potential leadership program*
- Joleen Henning Dissertation: *A Case Study: Investigating Preservice STEM Teacher Education in Iowa*
- Sara Kirk Dissertation: *Examining the Existence and Implementation of Racial Equity Initiatives and Policies in K-12 Urban Districts in Iowa*
- Jean Shelton Dissertation: *An Exploration of Identity Following Brain and Neurologic Injury*
- Andrew Vogel Dissertation: *Exploring Second Generation Technological Tools: International Student Service Providers Use of Technology to Support International Students*