

VITAE
LINSEY C. WILLIS, D.P.A., SPHR
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Dr. Willis is President of L.J. CRAIG & Associates Inc., a management and organizational consulting firm, which is the culmination of 44 years of Human Resources and management experience. The firm specializes in the design and delivery of “*People Management Systems*” including but not limited to employee training, the design and administration of assessment centers, structured-behavioral interviews, written exams, organizational development, performance management systems, coaching for promotional testing and job analysis. The custom designed products are tailored to each organization’s culture and adhere to legally defensible principles. Her firm’s clients represent a diverse mix from the public, private and not-for-profit sectors in the U.S., the Caribbean, Thailand and Dubai, U.A.E.

She is the author of *Mastering the Assessment Center Process. The Fast to Track to Promotion (2nd edition) (2021)* and *Developing Your Innate Abilities Experiencing Assessment Center Exercises (3rd edition) (2019) and (4th edition, January 2023 with title change....Harnessing Your.....)*.

Dr. Willis is a highly regarded expert witness (for the plaintiff or defendant) for attorneys in the employment law and personal industry disciplines in cases against city, county, state and federal governments, the private sector to include some multinational corporations and the Canadian federal government.

Linsey was a full-time instructor (2007 ret. February 28, 2023) for Florida Atlantic University at the Barry Kaye College of Business - Department of Management and taught a variety of management and HR undergraduate and graduate courses. She also taught for the Executive Education division of the College of Business (i.e., HR Certificate and Advanced HR Certificate programs) for well over 15 years and resumed teaching Executive Education in May 2024.

Prior to her full-time employment at F.A.U. Linsey was a highly regarded adjunct faculty member at the H. Wayne Huizenga School of Business & Entrepreneurship at Nova Southeastern University and taught a variety of graduate Human Resources and Management courses. She designed and regularly taught an eight (8) hour workshop, “Interviewing Skills” for all one (1) year M.B.A. students.

Linsey’s past experience teaching graduate students and conducting seminars took her to Thailand, Jamaica, the Bahamas, the U.A.E. (Dubai) as well as all over the United States.

Dr. Linsey Willis graduated with honors with a Doctorate in Public Administration from the H. Wayne Huizenga School of Business & Entrepreneurship of Nova Southeastern University. She holds an M.A. degree in Forensic Studies from Indiana University, and also graduated with honors from Florida Atlantic University with an M.P.A. degree. Linsey received her bachelor’s degree in political science from the University of Kentucky, Lexington, KY and her A.A. degree

from Colby-Sawyer College, New London, NH. The Human Resources Certification Institute of the Society of Human Resource Management certifies her as a Senior Human Resources Professional (SPHR).

Her 44-year career includes 3 years as a Director, Human Resources for the Clerk of the Circuit Court 15th Judicial Circuit in Palm Beach County, Florida and 8 years in the Palm Beach County Employee Relations & Personnel Department as Manager of Recruitment & Selection. She was instrumental in designing and implementing the Dade-Miami Criminal Justice Assessment Center at the School of Justice and Safety Administration in Miami, Florida from 1981-84.

EDUCATION

1998, *Nova Southeastern University*, H. Wayne Huizenga School of Business and Entrepreneurship, Ft. Lauderdale, Florida, Doctorate in Public Administration.

Dissertation: A cross-organizational and across-job analyses of the match/non-match concept of situational leadership in a metropolitan police department and a private security organization.

G.P.A. - 3.73

1990, *Florida Atlantic University*, Boca Raton, Florida, master's in public administration (M.P.A.) Elective Concentration: *Human Resource Management* **G.P.A. - 3.64**

1980 M.A., Forensic Studies, *Indiana University*, Bloomington, Indiana,
Master's Thesis: An empirical classification of the female offender - Cross validation of the Widom typology. **(Fellowship/Assistantship)**

1978 B.A., Political Science, *University of Kentucky*, Lexington, Kentucky
1976 A.A., Liberal Arts, *Colby-Sawyer College*, New London, New Hampshire

VISITING INSTRUCTOR EXPERIENCE

Florida Atlantic University (August 2004 - 2007 and 2007 - Full-time Visiting Instructor - College of Business - Department of Management, Entrepreneurship and International Business and Executive Education Department, Boca Raton, FL

ADJUNCT INSTRUCTOR EXPERIENCE

Nova Southeastern University (1998 - 2008 spring)

H. Wayne Huizenga School of Business & Entrepreneurship, Ft. Lauderdale, FL

Lynn University (1998 - 2005), College of Business & Management, Boca Raton, FL

Barry University (2001 - 2005), Adrian Dominicus School of Education, Miami Shores, FL

PROFESSIONAL EXPERIENCE

President and owner of management and organizational consulting business
L.J. Craig & Associates, Inc. (1997 - present), Boca Raton, FL

Director, Human Resources, Clerk of the Circuit Court (12/93 - 11/96)

15th Judicial Circuit, Palm Beach County, W.P.B., FL

Manager, Recruitment and Selection, Board of County Commissioners (08/85 - 12/93)
Employee Relations & Personnel Department, Palm Beach County, W.P.B., FL

Coordinator, Testing & Assessment, Board of County Commissioners (07/84 - 08/85)
Employee Relations & Personnel Department, Palm Beach County, W.P.B., FL

Senior Staff Associate, School of Justice and Safety Administration
Dade-Miami Criminal Justice Assessment Center (06/81 - 06/84)
Miami Dade Community College, Miami, FL

Security Management Trainee (Auditor/Investigator), Burdines and Burdines Service and
Distribution Center (06/80 - 06/81) Miami, FL

PUBLICATIONS

Author of *Critical Thinking Application 5-A: Freeman et al. v. The New Oxford Fire Department* in Human Resource Management an Experiential Approach, 6th Edition by H. John Bernardin and Joyce E.A. Russell (2013), pp. 561-565.

Author of *Strategies and Methods for Competency-Based Selection and Leadership Development: Four Case Studies*, in *Current Practices, Insights and Perspectives*, the 2006 Pfeiffer Annual Human Resource Management (editor, Robert C. Preziosi).

Author of *Recent Research on the Performance Management Process, Three Case Study Applications and Recommendations* in the 2007 Pfeiffer Annual Human Resource Management (editor, Robert C. Preziosi).

CERTIFICATIONS

Completed CEL 1001: eLearning Designer and Facilitator Certification Course, Florida Atlantic University, Center for eLearning, July 20, 2012.

Senior Professional in Human Resource Management (SPHR) - Human Resources Certification Institute. Recertified every three years.

Trained/Certified Assessor: Assessment Designs International & O'Leary, Brokaw & Associates. Received over 180 hours of training in assessment center techniques e.g., job analysis, data analysis, questionnaire design/administration, assessor training etc. Received 40 hrs. of advanced instructor training from F.B.I. Academy staff.