

Mary Catherine “Cathy” Hammon, PhD

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Education

PhD in Educational Psychology and Research, University of Tennessee - Knoxville

Research Interests

- Education public policymaking in the USA particularly as it relates to the teaching profession
- Politics of education
- Teacher voice in public policymaking process
- Teacher Political Self-Efficacy Scale
- PreK to 12 public learning systems
- Corporate learning systems

Higher Education Experience

Clinical Assistant Professor, University of Tennessee – Knoxville (2012 – Present)

- Serve as program co-coordinator for the Master’s Degree in Educational Psychology (*EdPsych Online*)
 - Respond to over 150 program inquiries annually
 - Serve as Academic Adviser to students
 - Chair student comprehensive exam committees
 - Plan and facilitate program faculty meetings (twice monthly)
 - Maintain all program metrics and respond to university/college/departments requests for information
- Serve on doctoral comprehensive exam and dissertation committees
- Teach graduate level courses in educational psychology
 - EDPY 507 Survey of Educational Psychology
 - EDPY 520 Survey of Adult Education
 - EDPY 574 Facilitating Group Change in Educational Settings
 - EDPY 524 Learning in the Workplace
 - EDPY 572 Theories of Learning

Adjunct Instructor, University of Tennessee – Chattanooga (2011)

- Taught graduate level course in *Collaboration and Consultation Skills* for teachers

Member of the *American Educational Research Association* and Affiliate Groups
 Member of the *American Association for Adult and Continuing Education*

Corporate Education Experience

General Manager, TVA University – Tennessee Valley Authority (1994-2004)

Responsible for TVA's education and training system including policies, practices, and outcomes. Led a multi-disciplined team responsible for meeting the initial, regulatory based, and continuing needs of all members of TVA's workforce. Led significant improvements in service delivery infrastructures such as facilities, IT, communication/marketing, and measurement/evaluation.

Characteristics of typical annual education and training load at TVA

- Thousands of course sessions of varying lengths (one hour to multi-day)
- Diverse content (e.g., Nuclear/Fossil/Hydro Plant training, Environmental & Health/Safety training, Information Technology training, Executive/Leadership/Supervisory Development, Craft Trainee Programs).
- Multiple delivery mechanisms (e.g., traditional classroom settings, labs, facilitated seminars, simultaneous broadcasts up to 25 sites, web-based online)
- When directed by TVA Board or the U.S. Government, produced learning materials in multiple languages and delivered instruction using simultaneous interpretative equipment and services (e.g., People's Republic of China).

Examples of significant accomplishments

- Pulled together numerous and sometimes redundant education/training functions into a collaborative and more efficient/effective organizational model.
- Increased access to services for 100 percent of the workforce despite geographic dispersion and multiple shifts.
- Increased the amount of annual education and training load delivered through some form of technology platform from less than 1 percent in 1998 to 32 percent in 2003.
- Reduced "cost per student participation" in courses by 60 percent between 1996 and 2002.
- Designed and implemented a comprehensive system of assessment and evaluation used to quality control the performance of curricula, courses, and faculty/instructors/facilitators.

- Over 80 different organizational teams representing a wide range of national/international business entities (e.g., utilities, federal agencies, healthcare systems, higher education groups) came to Knoxville to participate in a two day, semi-annual benchmarking seminar on TVA (1998-2003).

Administered two scholarship programs, TVA's Tuition Reimbursement Program, and TVA's Partners in Education Program (over 80 relationships with K-12 schools in seven states).

Helped develop Weekend Academy (1996), an initiative designed to focus on the social and educational enrichment of inner-city children. Converted organization into a 501c3 in 1999. Weekend Academy, Inc. served children in Knoxville, Chattanooga, Nashville, and Memphis.

Served as TVA's representative on the Sponsors Committee of Memphis Business Academy, an initiative designed to focus on the business education and skills development needs of small minority/female owned businesses poised to move to the next level of revenue generation.

Led a TVA wide initiative to "get our arms around" relationships with colleges and universities, to identify those of strategic value, and to improve our effectiveness in the relationships. Served on Endowment Fund Councils (University of Kentucky, Mississippi State University).

Other Corporate Experience

Human Resource Manager, Tennessee Valley Authority (1974-1994)

Served as a line organization HRM for TVA's Finance, Information Technology, and Nuclear business units. Worked directly with managers and employees as well as union representatives in meeting day-to-day HR related needs. Services included staff planning, employment, compensation, EEO/AE, performance appraising, organization/position design, labor relations, employee recognition, training and development, benefits administration, and succession planning.

- Served as a management representative in labor contract negotiations and on various labor/management joint committees.
- Managed the random drug screening program required by the Nuclear Regulatory Commission.
- Represented management in grievance hearings and EEO administrative law hearings; testified in judicial court hearings.

Led a corporate HR function responsible for policy and program development in the areas of performance evaluation, career assessment/development, and succession planning.

Additional Education & Certification

1980-1981	University of Tennessee	Knoxville, TN
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Post graduate studies toward Master Degree in Business Administration.

1979 University of Tennessee Knoxville, TN
Bachelor Degree in Business Administration (*Cum Laude*).

1974 Ferrum College Ferrum, VA
Associate Degree in Business (*Cum Laude*).

Graduate of the *Human Resource Executive Program*, University of Michigan (1995).

Additional coursework from the Wharton School, University of Pennsylvania and Vanderbilt University.

Maintain SPHR (Senior Professional in Human Resources) - highest professional certification in HR.

Awards & Recognition

Recipient of TVA's *Silver Honor Award* for "... outstanding contributions of unusual value" for the successful management of a large TVA wide training initiative (1987).

Recipient of TVA Nuclear *Power of Excellence Award* in recognition of leadership and management capabilities (1991).

Recipient of a TVA *Women of Distinction Award* in recognition of work associated with TVA University (1998).

TVA University

- Recipient of the 1998 DEMING Outstanding Federal Government Trainer Award.
- Two time winner of the International Corporate University "Best Practice" awards sponsored by Corporate University Xchange of New York and the Financial Times of London.
- Featured in Jeanne C. Meister's 1998 book, *Corporate Universities: Lessons in Building a World-Class Work Force* and in the 2000 book, *Learning from the CEO*, published by Forbes.
- Recipient in 1998 and 2000 of American Productivity and Quality Center's national "Best Practice" award in assessment and evaluation.

Professional Appointments

Served on the Editorial Advisory board, *Corporate University Review*.

Appointed to the Conference Board's National Council on Development, Education, and Training.

Publications, Speeches, & Presentations (A sample)

Hammon, M. C. (2010). *Teacher Political Self-Efficacy Scale: Construct Development and Validation*. Doctoral dissertation, The University of Tennessee, Knoxville.

Hammon, M. C. (2009, November). *Alternative teacher certification programs as policy response to teacher shortage: Foresight or folly?* Paper presented at the annual meeting of the Mid-South Educational Research Association, Baton Rouge, LA.

Hammon, M. C. (2009, November). *The impact of the National Council for Accreditation of Teacher Education on the teaching profession of the United States: A review of evidence and perspectives*. Paper presented at the annual meeting of the Mid-South Educational Research Association, Baton Rouge, LA.

Peters, J. M., & Hammon, M. C. (2009, July). *Action research studies of collaborative learning: A metasynthesis of findings*. Paper presented at the annual meeting of the Action Research in Education and Leadership Conference, San Diego, CA.

Hammon, M. C., & Franklin, K. A. (2008, November). *Classroom teachers (K-12) and value of voice in public policy process*. Paper presented at the annual meeting of the Mid-South Educational Research Association, Knoxville, TN.

Hammon, M. C. (2007, March). *The voices of teachers: Influencing public policy on public education*. Paper presented at the National Conference of the American Education Research Association, Chicago, IL.

Hammon, M. C. (2003, March). *TVA University's distance education strategy*. Presentation at the NETglobal National Conference, Nashville, TN.

Hammon, M. C., & Peters, D. (2002, November). *What you need to know about web-based training*. Presentation at the HRM Conference (TVPPA), Pigeon Forge, TN.

Hammon, M. C. (2002, June). *Measuring your investment in human capital*. Presentation/panel discussion at 18th Annual Training Directors' Forum, Las Vegas, NV.

Hammon, M. C. (2001, February). *TVA University's distance education strategy*. Keynote address at the National Conference on E-Learning, San Francisco, CA.

Hammon, M. C. (2001, January). *Real-world evaluation decision-making*. Keynote address at the Quality & Productivity Center's National Conference, Atlanta, GA.

Hammon, M. C. (1999, December). *Trends in social corporate responsibility*. Televised panel discussion produced by the Lufthansa School of Business, Frankfurt, Germany.

Hammon, M. C., & Elkins, S. (1999, October). *University/Corporate partnerships*. Presentation at the Southern Association for Institutional Research Conference, Chattanooga, TN.

Hammon, M. C. (1999, September). *Real-world evaluation decision making*. Presentation at the National Congress on Performance Measurement for Training, Chicago, IL.

Fitzgerald, L., & Hammon, M. C. (1999, May/June). *Assessment and Evaluation: TVA's Experience*. *The New Corporate Universities Review*, 7(3).

Hammon, M. C., & Turner, J. B. (1999, April). *Breaking the mold: The new providers of postsecondary education*. Presentation/panel discussion at the annual meeting of the American Council on Education, Washington D. C.

Hammon, M. C. (1998, August). *How to design and measure training and education*. Presentation made at the Federal Government Training and Education Summit sponsored by the Library of Congress.

Clement, W., & Hammon, M. C. (1998, May/June). TVAU Installs Smart Classrooms to Deliver High-Quality, Convenient Education. *Corporate Universities International*, 4(3).

Smith, D., Fitzgerald, L., & Hammon, M. C. (1998, January/February). Evaluating the Impact of Training at TVAU: A Multifaceted Approach. *Corporate Universities International*, 4(1).

Hammon, M. C. (1998, March). *How to design and measure the effectiveness of your corporate university*. Presentation made at the national conference of Building a Bridge between Business and Learning.

Community & Public Service

Appointed by the Blount County Board of Commissioners to the Board of Trustees, Blount County Public Library (2015 -). Am currently leading a team that is initiating action toward the design/fundraising of a multi-million dollar expansion/renovation project at the library.

Part of a small community group who initiated the development of the Blount Community Fund as a local affiliate fund of the East Tennessee Foundation. Served on the Advisory Council (2016-2018).

As part of the *blountAchieves/tnAchieves* program (Tennessee Promise), served as a mentor to Blount County high school female students many who plan to be first generation college attendees (2010 - 2017). Recognized as State of Tennessee's "Mentor of the Month" in December 2012. Also, serve on the program Advisory Council (2010 -).

United Way of Blount County, Board of Directors & Community Impact Committee, (2010 - 2018). Recipient of the "Outstanding Board Member" award in 2013. Member of the Executive Committee (2016-2018); Chair (2017), Immediate Past Chair (2018).

Appointed by the City of Alcoa Board of Commissioners (2009-2011) to the Advisory Board for the Clayton Center for the Arts (located on Maryville College campus) and to the Executive Committee (Chair).

Blount County Library Foundation - Board of Directors (2002-2008); President, 2005-2008.

Weekend Academy, Inc. – Ex Officio Board Member (1996-2004).

Leadership Blount - Board of Directors (1998-2004); Chair, 2001.

Nine Counties/One Vision –Steering Committee Member (1999-2004); member of original “Schools as Community Resources” Task Force.

Blount County Chapter, University of Tennessee Alumni Association – Board of Directors (1999-2003).

Young Life (a non-denominational Christian youth organization), Alcoa High School “Club”. My husband and I served as the hosts for this youth group every Monday evening during the years our children were in high school (1995-2002).