

Michael Cauley

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Education

DOCTOR OF PHILOSOPHY | 2023 | CASE WESTERN RESERVE UNIVERSITY

- Concentration: Designing Sustainable Systems

MASTER OF SCIENCE | 2018 | BENEDICTINE UNIVERSITY

- Concentration: Management and Organizational Behavior

DOCTOR OF MINISTRY | 2010 | ANDREWS UNIVERSITY

- Concentration: Mission

MASTER OF DIVINITY | 2002 | ANDREWS UNIVERSITY

- Major: Divinity

BACHELOR OF ARTS | 2000 | SOUTHERN ADVENTIST UNIVERSITY

- Major: Theology
- Minor(s): Hebrew, Greek, Practical Theology

Publications

- Cauley, M. R. (2021). In Sonia Taneja (Ed.), *Person in process of practice: Between helping and managing helping*. Online: Academy of Management.
- Cauley, M.R. & Cauley, A.M. (2021). *Coaching Toward the Culture of Psychological Safety*. International Coaching Psychology Review. (Forthcoming).
- Weatherhead 2020 PRME SIP Report. (2020). M. R. Cauley, *Research Highlights from Doctoral Degree Programs*. (p. 45). Fowler Center for Business as an Agent of World Benefit.

Conference Papers and Presentations

- Cauley, M. R. Engaged Management Scholarship (EMS) 2021 Doctoral Consortium (Invited and Accepted), "Mediation of Electronic Medical Record and Practitioner Turnover and Stress", The Executive DBA Council, Miami, Florida. (2021).
- Cauley, M. R. 81st Annual Academy of Management Conference (Accepted), "Person in Process of Practice: Between helping and managing helping", Academy of Management, Convened Virtually. (2021).
- Maltbia, T. E., Cauley, M. R., Tordini, C. E. GSAEC 2021 Bonfire Virtual Summit, "Igniting the Possible: Where are we going?", Graduate School Alliance for Education in Coaching, Convened Virtually. (2021).
- Cauley, M. R. (2020). "Frontline Healthcare Professionals and Inquiry," Association for Research on Nonprofit Organizations and Voluntary Action, November 2020.
- Cauley, M. R. and Cauley, A. M. (2019). "Creating a Coaching Culture for Meaningful Work," Lipscomb University Engage Employee Development Series, November 2019.
- Cauley, M. R. and Gilbert, D. B. (2019). "Coaching ROI: A Path for Creating High-Performing Teams," Association for Financial Professionals, October 2019.
- Cauley, M. R. and Cauley, A. M. (2019). "You at Work: Bringing Who You Are To What You Do," Greater Nashville IT Summit, October 2019.
- Cauley, M. R. (2019). "Book Pitch: You at Work," Harvard Medical School Writer's Conference, June 2019.
- Cauley, M. R. (2018). "Organizational BE: Development of Self and Systems Together," Harvard University Institute of Coaching Conference, September 2018.

Book

- You at Work: Bringing Who You Are to What You Do (Forthcoming)

Grants, Fellowships, and Awards

ARNOVA | 2020 | EMERGING SCHOLAR AWARD

- Award designed to support the efforts of emerging scholars toward dissemination of research into practice.

DM FOWLER CENTER FELLOW | 2020 – PRESENT | WEATHERHEAD SCHOOL OF MANAGEMENT

- Fellowship for research, presentation, and publication in business for the triple bottom line.

DM NONPROFIT MANAGEMENT FELLOW | 2019 – PRESENT | WEATHERHEAD SCHOOL OF MANAGEMENT

- Award for research, presentation, and publication in nonprofit and public policy.

Academic Experience

➤ **FACULTY | 2018 – PRESENT**

LIPSCOMB UNIVERSITY

- Associate Professor of Professional Studies
- Lead Faculty, Coaching Programs

➤ **ADJUNCT FACULTY | 2010 – 2018**

LIPSCOMB UNIVERSITY | 2016 – 2018 | NASHVILLE, TN

- Courses taught in 2016, 2017, 2018.
- Foundations of Ethical Coaching; Coaching Mentorship and Practicum; Advanced Global Skills; Advanced Mission Focus; Leadership Seminar; Talent Development and Coaching.

ANDREWS UNIVERSITY | 2010 – 2018 | BERRIEN SPRINGS, MI

- Courses taught in 2011, 2013, 2015, 2017, 2018.
- Transformational Leadership and Organic Systems Thinking; Incarnational Missional Church; Discipling Leaders for Mission.

COLUMBIA STATE COMMUNITY COLLEGE | 2014 – 2016 | COLUMBIA, TN

- Courses taught in 2014, 2015, 2016.
- Philosophy of World Religions.

Certifications

AQM | 2021 | FRANCES PAYNE BOLTON SCHOOL OF NURSING & WEATHERHEAD SCHOOL OF MANAGEMENT

- Concentration: Certificate of Achievement in Research Skills for Advanced Quantitative Methodologies (Dec 2021)

ADVANCED PD FOR UNIVERSITY TEACHING PROGRAM | 2020 | CASE WESTERN RESERVE UNIVERSITY

- Concentration: Higher Education Instruction

PROFESSIONAL COACH | 2015 | HUDSON INSTITUTE OF COACHING

- Concentration: Individual and Organizational Systems

PCC | 2017 | INTERNATIONAL COACH FEDERATION

- Concentration: Professional Certified Coach

LEADERSHIP ARCHITECT | 2015 | KORN FERRY

- Concentration: Leadership Competencies

VOICES 360 | 2015 | KORN FERRY

- Concentration: 360 Assessment

CERTIFIED GOVERNMENT COACH | 2018 | UNIVERSITY OF GOVERNMENT COACHING

- Concentration: Federal and State Government Certification in Washington, D. C.

IRONMAN CERTIFIED COACH | 2015 | IRONMAN UNIVERSITY

- Concentration: Triathlon

Skills & Abilities

ANALYTICS & QUANTITATIVE METHODOLOGIES

- My current research in the decision making of health care providers between the logic of intimacy and the logic of standardization in the electronic medical record addresses a human component of big data for the health care provider's well-being. This research is being conducted using quantitative analytic approaches. Proficient in Amos. Proficient in Mplus. Proficient in SPSS.

BUSINESS DEVELOPMENT

- As Director of Lipscomb's Performance Coaching Program, I have built the program from three students with revenue of \$43,000 to 40 students in 2019 with revenue of \$640,000. During that time, I have trained senior leaders across multiple industries and trained coaches in health care, entertainment, government, military, higher education, and Fortune 50 companies.

HUMAN & ORGANIZATIONAL DEVELOPMENT

- My work in human and organizational development guides leaders and organizations toward change at the intersection of self as leader and organizational systems. This work has resulted in congregational engagement in local communities through diversity and inclusivity, start-ups, HR/Talent Management turn-around, and multiple projects through doctoral and graduate students I have taught at Andrews University and Lipscomb University.

Military Experience

➤ UNITED STATES AIR FORCE | 2021 – PRESENT

IMA CHAPLAIN

- Captain
- Air Education and Training Command

Practitioner Experience

➤ EXECUTIVE COACH | 2015 – PRESENT

COHORT4CARE, LLC | 2020 – PRESENT

- Chief Research Officer
- Coaching, Consulting, and Learning for Healthcare Organizations and Healthcare Professionals to Address Burnout and Compassion Fatigue.

INTERNATIONAL COACH FEDERATION (ICF) | 2018 – PRESENT | LEXINGTON, KY

- PCC Assessor

TED | 2017 – PRESENT | VANCOUVER, BC, CANADA

- TED Fellows Coach

GOAL DESIGN, LLC | 2015 – 2020 | FRANKLIN, TN

- Executive Coach and Organizational Behavior Consulting

➤ **CLERGY | 2003 – 2017**

FRANKLIN, TENNESSEE

- Senior Pastor
- Created inclusive faith community.
- Developed multi-cultural partnership in an historically underserved neighborhood of Franklin, Tennessee.

FORT WORTH, TEXAS

- Senior Pastor.
- Founded coffee shop, Tikva: A Gathering Place, where people were taught to pray through artistic expression.
- Led non-profit community to join the local merchant's association for purpose of revitalizing local businesses.

SHELTON, WASHINGTON

- Senior Pastor.
- Developed ecumenical partnerships with other clergy to provide common ground for mission.

KIRKLAND, WASHINGTON

- Associate Pastor.

Professional Societies

- Academy of Management
- American Medical Informatics Association
- Association for Research on Nonprofit Organizations and Voluntary Action
- Graduate School Alliance for Education in Coaching
- Harvard Institute of Coaching

Service

- Board Member, Graduate School Alliance for Executive Coaching, 2018-Present.
- Reviewer, Academy of Management, 2021-Present.
- Reviewer, Coaching: An International Journal of Theory, Research and Practice, 2021-Present.
- Reviewer, Information and Organization, 2021-Present.

Interests

- IRONMAN Triathlon | Chattanooga 2014 Finisher | Florida 2017 Finisher.