MARY A. MCKAY
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Degrees Earned

1990   Ed.D. University of San Diego (now PhD)
        Leadership Studies

        Dissertation title: *The Influence of the Strategic Planning Process on a Nonprofit Board and a Public Commission*

1986   M.Ed. University of San Diego
        Counseling

1982   BA. University of San Diego
        Psychology
        Business Administration (minor)

Books and Monographs

McKay, M. A. (2009). *Instructor's Manual Training in Interpersonal Skills* (5th ed.). Upper Saddle River, NJ: Pearson/Prentice Hall.

Honors and Awards

2015-2016 *Distinguished Teaching Award*, University of California San Diego, Office for Diversity, Equity and Inclusion (awarded May 2016)

Memberships and Civic Organizations

Prior Service
- Founding Board Member: Foundation for the Children of the Californias
- Founding Board Member: Malashock Dance and Company
- Board Member: Gaslamp Quarter Foundation

Invited Keynotes, Talks and Panels

2022   Automobile Club Enterprises of North America, Annual Executive Strategy Meeting Keynote, Las Vegas, NV*, Mastering the Art of Interruption: Leveraging Business Tools for DIB Impact at ACE* (9.27.2022)

2021   UCSD, Triton Celebration Weekend, Faculty Host, Take a Triton to Class: *MGT 164 Business and Organizational Leadership/Organizational Culture* (5.11.2021)

2021   UCSD, Triton Leaders Conference, Faculty Host, Take a Triton to Class: *MGT 164 Business and Organizational Leadership/Networks* (2.02.2021)

2020   UCSD, Educational Innovation Expo, Panelist, *Developing Engaging Remote Learning Experiences – Tales from the Field* (9.17.2020)

2020   Automobile Club Enterprises of North America, Annual Executive Strategy Meeting Keynote, Las Vegas, NV, *Diversity and Inclusion* (June 2020 – cancelled due to COVID-19)

2017   Automobile Club Enterprises of North America, Annual Executive Strategy Meeting Keynote, Las Vegas, NV, *Leading Across Generations* (6.7.2017)

2017   Shiley Eye Institute, UCSD, *Actionable Leadership* (1.23.2017)

2016   Shiley Eye Institute, UCSD, *Actionable Leadership* Panelist (11.14.2016)

2016   UCSD Rady School of Management, Center for Executive Development, AAA Life Operations, *Leading Across Generations* (2.3.2016)

2015   UCSD Rady School of Management, Summer Institute for Emerging Managers and Leaders, *Power and Leadership* (8.4.2015)

2015   U.S. Department of Energy, Leadership Development Series, *360 Degree Effectiveness,* Washington, DC (6.25.2015)

2014   U.S. Department of Energy, Leadership Development Series, *Power and Leadership,* Washington, DC (4.23.2014)

2014   IDEA Student Center, Jacobs School of Engineering, University of California San Diego, *Power and Leadership,* La Jolla, CA (4.16.2014)

2013   University of California EXCEL Leadership Conference, *Imagine Yourself Leading,* La Jolla, CA (2.10.2013)

2009   Society for Design Administration: Orange County Chapter, *The Multi-Generational Workplace: Challenging by Design,* Irvine, CA

2008   Family Business Council, *Understanding the Multigenerational Workplace,* California State University, Fullerton, CA

2008   Society for Design Administration: Western Regional Conference, *The Multi-Generational Workplace: Challenging by Design,* San Diego, CA

2008   Pacific Institute for Family Business, *Family Business: The Multi-Generational Workplace Amplified,* Stockton, CA

2008   Pacific Institute for Family Business, *Family Business: The Multi-Generational Workplace Amplified,* Santa Rosa, CA

2008   Society for Design Administration, *The Multi-Generational Workplace,* Cavignac & Associates, San Diego, CA

2007   University of the 3rd Age, *Generation Plugged-In: Can they hear me? Do they want to?* University of San Diego, San Diego, CA

2007   Family Business Forum, *Family Business: The Multi-Generational Workplace Amplified,* University of San Diego, San Diego, CA

2007   Society of Design Administrators, San Diego, *Building Organizational Strength and Capacity in 2007,* Architectural Concepts, San Diego, San Diego, CA

Executive Development

2023   UCSD Rady School of Management, UCSD Custom Courses: Instructor for *ACE Senior Leadership Program* (6-month program, 16.5 teaching hours)

2022   UCSD Rady School of Management, UCSD Custom Courses: Academic Program Director and Instructor for *ACE Senior Leadership Program* (15-month commitment for 6-month program, 20.5 teaching hours)

2022   UCSD Rady School of Management, UCSD Custom Courses: Micro-MBA *Power and Leadership* (1 course, 2.5 teaching hours)

2021   UCSD Rady School of Management, UCSD Custom Courses: Micro-MBA *Power and Leadership* (1 course, 2.5 teaching hours)

2020   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate course: *Power and Leadership* (1 course, 4 teaching hours)

2020   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: Micro-MBA *Power and Leadership* (1 course, 2 teaching hours)

2019   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (8 courses, 32 teaching hours)

2019   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (4 courses, 17.5 teaching hours)

2018   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (6 courses, 24 teaching hours)

2018   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (4 courses, 17.5 teaching hours)

2018   UCSD Rady School of Management, Center for Executive Development, Waseda University Micro-MBA Program, Tokyo, Japan (via VirBELA), *Power and Leadership* (2 courses, 8 teaching hours)

2017   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (7 courses, 28 teaching hours)

2017   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, Actionable Leadership, and Multiple Generations* (7 courses, 29.5 teaching hours)

2016   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (4 courses, 16 teaching hours)

2016   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (6 courses, 23.5 teaching hours)

2015   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (4 courses, 16 teaching hours)

2015   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (4 courses, 17.5 teaching hours)

2014   UCSD Rady School of Management, Center for Executive Development, UCSD Open Enrollment Leadership Certificate courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (4 courses, 16 teaching hours)

2014   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (3 courses, 12 teaching hours)

2013   UCSD Rady School of Management, Center for Executive Development, UCSD Custom Courses: *Power and Leadership*, *360 Degree Effectiveness, and Multiple Generations* (2 courses, 6 teaching hours)

Instructional Innovations, Curriculum, Cases, Courseware

2022   Development of curriculum and instructional support materials for *Stepping Up as a Change Agent* for Rady School of Management Executive Education Development. University of California San Diego

2022   Development of curriculum and instructional materials for *Leading Across Generations* for Rady School of Management Executive Development. University of California San Diego

2022   Development of curriculum and instructional materials for *Introduction to Leadership* course for Rady School of Management Executive Development. University of California San Diego

2022   Development of curriculum and instructional materials for *Leader Styles* for Rady School of Management Executive Development. University of California San Diego

2022   Development of curriculum and instructional materials for *Power and Influence* for Rady School of Management Executive Development. University of California San Diego

2018-19 Development of curriculum and instructional materials for *Ireland's Silicon Valley*, a 5-week undergraduate global education experience for University of California San Diego Global Seminar program (taught in Dublin and London)

2016   Development of curriculum and instructional materials for executive *Actionable Leadership* course for Rady School of Management Center for Executive Development. University of California San Diego

2016   Development of curriculum and instructional materials for *proposed* undergraduate *Leadership Development Lab* for Rady School of Management. University of California San Diego (in progress)

2014-15 Development of curriculum and instructional materials for executive *360 Degree Effectiveness* course for Rady School of Management, Center for Executive Development. University of California San Diego

2014-15 Development of curriculum and instructional materials for executive *Leading Multiple Generations* course for Rady School of Management, Center for Executive Development. University of California San Diego

2014-15 Development of curriculum and instructional materials for executive *Power and Leadership* course for Rady School of Management, Center for Executive Development, Micro-MBA Program. University of California San Diego

2014-15 Development of curriculum and instructional materials for executive *Personal Ethics in Business* course for Rady School of Management, Center for Executive Development, Micro-MBA Program. University of California San Diego

2013 Development of curriculum and instructional materials for executive *Social Intelligence* course for Rady School of Management, Center for Executive Development. University of California San Diego

2013 Development of curriculum and instructional materials for executive *Power and Leadership* course for Rady School of Management, Center for Executive Development. University of California San Diego

2013 Development of curriculum and instructional materials for undergraduate *Managing Diverse Teams* course for Rady School of Management. University of California San Diego (this course fulfills campus-wide graduation requirement for Diversity, Equity and Inclusion)

2012 Development of curriculum and instructional materials for undergraduate *Personal Ethics at Work* course for Rady School of Management. University of California San Diego

2011 Development of curriculum and instructional materials for undergraduate *Organizational Leadership* course for Rady School of Management. University of California San Diego.

2011 Development of curriculum and instructional materials for undergraduate *Industrial/Organizational Psychology* course for Department of Psychology, University of California San Diego.

2010 Development of curriculum, instructional materials and media for updated *Family Business* course, including a Family Business Mini-Conference covering professional, legal, succession and entrepreneurship presentations.

2007 Development of curriculum, instructional materials and media for new Management Academy for Small and Emerging Businesses. Introductory professional course: Small Business Management and Profitability

Consulting Engagements

2021 – 2023 SMB leadership development, organizational assessment and advising

2007 – 2011 Long and short-term management consulting relationships to owners of small and medium-sized businesses in the San Diego region

1998 – 2006 Interior Resource, Inc., long-term management consulting relationship to owners of Interior Architectural firm named Top 200 Design Giant 2000 to 2006

2004 – 2005	County of San Bernardino, Joint Venture Management Plan
1999 – 2003	USDA Forest Service, *Carbonate Habitat Management Strategy*, joint venture land use agreement brokered between the USDA Forest Service, US Bureau of Land Management, US Fish & Wildlife and various private interests
1992 – 2005	USDA Forest Service, long-term consulting relationship to agency leadership at local, regional and national level

University and School Committees, Task Forces, Membership on Board of Directors, Volunteer Work in the Community

2021 – 2023	Member, Rady School of Management Undergraduate Curriculum Committee (UCC)
2021 – 2023	Member, Rady School of Management Equity, Diversity, and Inclusion (EDI) Committee; Member, Ad-hoc committee for EDI course audit
2017	Search Committee member for Executive Director, Center for Executive Development, Rady School of Management
2015-2017	Member, Ad-hoc committee for development of new campus major: B.S. in Business Psychology
2015	Faculty Mentor, Marshall Mentor Program, UCSD
2013 – 2015	Member, Ad-hoc Committee for Assurances of Learning Assessment, undergraduate content in ethics, Rady School of Management, UCSD

Professional Employment, Teaching, and Advising

2017 – present   Continuing Lecturer, University of California San Diego

- Rady School of Management undergraduate courses MGT 164: *Business and Organizational Leadership* and MGT 18: *Managing Diverse Teams*

- Global Seminars Program: *Ireland's Silicon Valley* – including MGT 164GS: *Business and Organizational Leadership* and MGT 18GS: *Managing Diverse Teams*

- Rady School of Management, Center for Executive Development open enrollment and custom courses

2011– 2016   Lecturer, University of California San Diego

- Rady School of Management undergraduate courses MGT 164: *Business and Organizational Leadership*, MGT 16: *Personal Ethics at Work*, and MGT 18: *Managing Diverse Teams (DEI)*

- Rady School of Management, Center for Executive Development open enrollment and custom courses

- UCSD Academic Internship Program, Faculty Advisor

- UCSD Rady School of Management, Faculty Advisor for Independent Study

- Department of Psychology undergraduate course PSYC 178: *Industrial/Organizational Psychology* (2011-2012)

1988 – present   Founding Partner, McKay & McKay, Management Consulting

2008 – 2016   Co-Owner, CatholicQuiz.com

- Research, design, development and launch of membership-based educational website; institutional relationship development and management

1987 – 2012   Adjunct Faculty, University of San Diego

- School of Business Administration undergraduate courses: *Organizational Theory, Organizational Behavior, Interpersonal Communication, Leadership and Its Practice, Human Resource Management,* and *Family Business*

- School of Leadership and Education Sciences undergraduate courses: *Learning Development* and *Stress Management*

1987   Council Representative to William D. Jones, San Diego City Councilmember and Deputy Mayor, City of San Diego