

## **Dr. Kristin J. (Young) Tardif, PhD**

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I am a passionate scholar and educator who has been teaching in higher education since 2010, and publishing peer-reviewed work since 2015. In addition, I have had an extensive career with Nestle Foods where I held several positions in corporate communications and marketing, natural resources, quality control and plant management. I managed several projects including developing and building spring sites, one of three project managers building smart LEED certified manufacturing facilities, restored and developed a historical bottled water and spring house, museum, and preservation park with ten miles of trails. In addition, created many marketing projects and programs.

### **EDUCATION**

#### **Ph.D. Organizational Leadership 2015**

Chicago School of Professional Psychology, Chicago, Illinois

#### **MLS Organizational Leadership 2010**

Fort Hays State University, Hays, Kansas

Culminating Experience: Instructor for Seven Revolutions Maxwell College Partnership and National Assistant for the Seven Revolutions National Program

Graduate Teaching Assistant: Seven Revolutions Program Coordinator, Assistant for National Global Challenges program, Assistant Instructor for on-campus Seven Revolutions class, and Instructor for Seven Revolutions Maxwell College.

#### **BGS History 2009 and BGS Geosciences 1997**

Certificate in Leadership

Two Certificates with ESRI, Geographic Information Systems

Fort Hays State University, Hays, Kansas

### **COURSES TAUGHT**

#### **University of Arkansas Fort Smith (Associate Professor)**

- **Dimensions of Leadership (Capstone)**
- **Global Complexities**
- **Community Leadership**

- **Collaborative Capstone**
- **Contemporary Influences of Leadership**
- **Leadership Systems**
- **Professional Communication**

#### **University of Arkansas Fort Smith (Assistant Professor)**

- Foundations of Leadership
- Group Dynamics
- Organizational Ethics
- Organizational Theory
- Creative Leadership
- Dimensions of Leadership (Capstone Class)
- Global Complexities
- Disruptive Creativity
- Leadership Theory
- Consensus Building
- Collaborative Capstone
- Contemporary Influences on Leadership
- Multi-Cultural Leadership
- Leadership Systems
- Global Leadership
- Professional Communications
- Community Leadership

#### **Central Maine Community College (Adjunct Faculty)**

- Business Communication
- Personal Communication
- Global Challenges
- Macroeconomics
- Ethics

#### **Fort Hays State University Courses**

- LDRS 300 Introduction to Leadership
- Organizational Behavior
- LDRS 600: Global Leadership
- IDS 111: Sustainability and the Future: The Seven Revolutions
- Wrote the curriculum for Seven Revolutions/Global Challenges National Program
- Taught in China, Malaysia, and California

#### **Lewiston High School and St. Dominic Academy (Substitute Teacher)**

- Earth Science
- Physical Science
- English Composition
- History

#### **Androscoggin Country Adult Education**

- Introduction to Geology (Guest Lecturer)

- Long-term monitoring of natural resources (Guest Lecturer)
- The history of Poland Spring Maine (Guest Lecturer)
- Introduction to Business Concepts (Guest Lecturer)

## **EMPLOYMENT EXPERIENCE**

### **University of Arkansas Fort Smith, College of Business, and Industry**

#### **Department Head, Associate Professor**

**Department Head of Industry** (July 1, 2023, to Present)

#### **Lead Faculty for Organizational Leadership** (January 2015 to Present)

- Department Head over Industry with 23 faculty
  - Lead the academic programs (Welding, Auto, CAD, Electronic Technology, Robotics, CIM, Networking, Organizational Leadership), manage faculty, manage accreditation and curriculum
  - In charge of the Baldor building
- Lead Faculty over Organizational Leadership and Office Management Technology
  - Built the Organizational Leadership program, created the curriculum, courses, recruited students from industry and the military. This is one of the top five programs at UAFS

### **Central Maine Community College, Adjunct Faculty** (Jan. 2012 to Dec. 2014)

- Adjunct Faculty while completing my doctoral studies
- Taught Leadership, Business Comm, macroeconomic, ethics

### **Fort Hays State University, Adjunct Faculty** (Aug. 2011 to June 2012)

- TA for the Leadership Studies master's program
- Wrote curriculum for the Seven Revolutions Program which became Promise and Peril in the 21<sup>st</sup> Century. Created the Global Complexities curriculum
- Instructor for Leadership Studies program in China and Malaysia

### **Jack Timothy Consulting Inc. (Wallerstedt Publishing), Principle** (Aug. 2004 to Dec. 2021)

#### **Independent Consulting Projects**

Regional Transportation Program

- Established the board of directors, development office, and grant program
- Branded the organization

#### Maine Coast Memorial Hospital

- Hired to re-brand the hospital and raised brand awareness by 27% and funding by 10% in a recession.
- Branded and created a development newsletter
- Successful in obtaining several large grants totaling \$500,000
- Branded a leadership program called “True Colors”

#### Androscoggin Bank

Hired to re-brand the Bank, Trust Department, and Financial Service, Division

- Managed and developed a large campaign that raised brand awareness by 88%
- Created a Financial Education program called “Financial Camp”
- Raised brand Equity significantly in the current market

#### Union Trust Bank

- Hire to re-brand the bank for sale. The branding was so successful the stock price went from \$38 a share to \$64 a share and the bank sold
- The branding campaign raised the bank’s awareness in a new market which increased deposits by \$28,000,000

**Nestle Foods**, National External Communication, Natural Resource Manager, Division Quality Manager (Nov. 1990 to Aug. 2004)

**Perrier Group**, Division Quality Manager, purchased by Nestle (Mar 1986 to Oct 1990)

**Nestle Waters NA** (November 19 to August 2004) *Presidents Award 1996*

External Relations Manager (1999 to 2004)

Northeast Natural Resource Manager and National Communications Manager (1992 to 1999)

Northeast and Texas Quality Control Manager (1990 to 1992)

- Developed and managed Poland Spring Preservation Park and Museum (\$5 million capital project)
- Created the Good Neighbor Program
- Professionally trained in media and crisis management
- Developed and managed a partnership with Project WET (Water Education for Teachers). Created “Make a Splash” water festivals nationally. Yearly festivals are still practiced in every state with a total of 75 festivals reaching 150,000 students annually (\$650,000 expense budget)

- Maine State point person for the largest class action lawsuit brought against the company and the Poland Spring brand. The company kept a 95% approval rating and the lawsuit ended favorably for the company.
- Created long-term monitoring programs for the Natural Resource department
- Wrote the manual for the Natural Resource department and won awards for quality.
- Project Manager – Large and small projects ranging from \$5 million to \$50 million (Poland Spring, ME, Hollis, ME, Breinigsville, PA, manufacturing plants and springs (equipment and building projects)
- In charge of permitting the New England and Canada manufacturing plants and spring sources.

Perrier Group of America (Mar 1986 to November 1990) Perrier was purchased by Nestle.

Division Quality Manager

- Wrote the quality manuals for the division.
- Oversaw the East Texas spring issue.

**Southland Corporation** (7-Eleven, Circle K, Hinckley Schmidt), (Jan. 1981 to Mar 1986)

Plant Manager and Market Manager

- Built Kansas Ice and developed the brand Coldies.
- Developed the brand Shadow Springs in AZ

## **Publications**

### **Academic Publishing:**

#### **Books:**

Tardif, K.J. (under contract) *Sustaining the Common Law through the Creative and Experience Economies*, IGI Global Publishing, Hershey, PA, print.

Tardif, K.J. (2022) *Doubled Peer-Reviewed*, Book Contract, Leadership Approaches to the Science of Water and Sustainability, *IGI Global*, print. <https://www.igi-global.com/book/leadership-approaches-science-water-sustainability/280574>

Tardif, K.J. (2022) *Peer-Reviewed*, Book, Leadership Languages in the Workplace, Kendall Hunt, print.

Tardif, K.J. (2020). *Doubled Peer-Reviewed*, *Developing the Creative Economy Through*

Disruptive Leadership, IGI Global Publishing: Emerging Research and Opportunities, *Advances in Business Strategy and Competitive Advantage (ABSCA) book series*, IGI Global Publishers. [https://www.igi-global.com/book/developing-creative-economy-through-disruptive/242280?utm\\_source=m&utm\\_medium=ac&utm\\_campaign=bec\\_to\\_prod&utm\\_content=02.25.2020](https://www.igi-global.com/book/developing-creative-economy-through-disruptive/242280?utm_source=m&utm_medium=ac&utm_campaign=bec_to_prod&utm_content=02.25.2020)

### **Journals:**

Tardif, K.J. and Buck, J.V. (2024) (submitted) Working and Living in Isolation, Sage Sociology Open Access journal.

Tardif, K.J., Buck, J.V. and Foss, E. (2024). (submitted) Living on the Edge of Mars, ATMAE Journal, JTMAE.

Tardif, K.J. (Jan. 2023 *Peer-Reviewed*, Dark Leadership: Is the Media ending Intellectualism and creativity in America, *Journal of Ethical Leadership and Decision Making*, IGI Global.

Tardif, K.J. (2021). *Peer-Reviewed*, Micropolitan Areas Leading the New Economy, *Journal of Ethical Leadership and Decision Making*, IGI Global.  
[Academic%20publishing/Article%20%20micropolitan%20areas/Brochure.pdf](#)

Tardif, K.J. and Gordon, K.G. (2016). *Peer-Reviewed*, Global Citizen Leader: Successful Leaders Engaging in International Trade and Global Assignments, *The Encyclopedia of Strategic Leadership and Management*, Chapters 23, [https://www.igi-global.com/book/encyclopedia-strategic-leadership-management/157252?utm\\_campaign=shareaholic&utm\\_medium=email\\_this&utm\\_source=email](https://www.igi-global.com/book/encyclopedia-strategic-leadership-management/157252?utm_campaign=shareaholic&utm_medium=email_this&utm_source=email)

Gordon, K.G. and Tardif, K.J. (2016). *Peer-Reviewed*, Organizational Commitment: A Qualitative Assessment of Training Programs, *The Encyclopedia of Strategic Leadership and Management*, Chapters 83, [https://www.igi-global.com/book/encyclopedia-strategic-leadership-management/157252?utm\\_campaign=shareaholic&utm\\_medium=email\\_this&utm\\_source=email](https://www.igi-global.com/book/encyclopedia-strategic-leadership-management/157252?utm_campaign=shareaholic&utm_medium=email_this&utm_source=email)

Tardif, K.J. (2015). Global Citizen Leader, Dissertation, The Chicago School of Professional Psychology, *ProQuest*.

Tardif, K.J. (2011) *Peer-Reviewed*, Assessment of Seven Revolutions/Global Challenges, *Fort Hays State University*, and *CSIS, Center for Strategic and International Study*.

### **Creative Writing:**

Tardif, Kristin J. (pending). *Jack*, self-published children's book, *Mecklems*, print.

Tardif, Kristin J. (pending) *The Secret Keeper*, Red Engine Press, print.

Tardif, Kristin J. (In Process) Indian Territory, Red Engine Press.

Tardif, Kristin J. (2008). Financial Camp: Financial Education for Everyday Citizens, *Androscoggin Bancshares*, print.

Tardif, Kristin J. (2001). Poland Spring Museum Guide, Nestle Waters NA, Greenwich, C.T., print.

## **Grants:**

ARDOT Transportation-Related Research & Workforce Development Grant Program.  
(Completed May 31, 2024)

## **Awards**

Malcolm Knowles Award for Outstanding Leadership of an Adult Education Program – AAACE  
2021

Service Award, UAFS, 2021

President's Award, Nestle, 1996

## **Conference Presentations**

SOBIE (2024) The Case Studies for Regional Transportation – Tardif and Lee

ATMAE – (2024) Don't Gamble with Chance: Proactive Approaches to Program Viability, Las Vegas, NV – Tardif, Bracken, Hann

ILA (2023) Ottawa, Public Leadership presentation and meeting, Chair of the Public Leadership Community

CED Talk (2023) Disruptive Creative Igniting the Creative Economy – Tardif

ATMAE (2022) Presentation, Importance of Good Leadership when Living in Isolation, Louisville, KY – Tardif

ATMAE (2022) Workshop, Difference between Leadership and Management, West Palm Beach – Tardif, Buck, Bracken, Nichols

ATMAE (2021) Workshop, Reshaping the Leadership Discipline to Include Senior Citizens and Kindle the Fire of College Students, Orlando, FL - Tardif, Buck, Bracken

ATMAE (2021) Presentation, Reshaping the Leadership Discipline as a Prominent Program on University Campus, Orlando, FL – Tardif, Buck, Bracken

ILA (2021) (virtual) Micro-Memoirs, Switzerland - Drs Julie Benesh, Kristin Tardif

Pride or Prejudice? Courageous Inquiry for Organizational and Community Engagement,

International Leadership Association Global Conference, Ottawa, Canada, *peer-reviewed* (2020)

Courageous Use of Self: Leaders Getting Personal (and “Weird”) at Work Works, International Leadership Global Conference, Ottawa, Canada, *peer-reviewed* (2020)

Disruptive Leadership in Higher Education: Changing Culture for the Modern World, Northern University of Ireland, Galway, Ireland, *peer-reviewed* (2019)

Where are the Emerging Fairytales, International Leadership Conference, West Palm Beach, FL, *peer-reviewed* (2018)

Disruptive Leadership and Turbulence, Global Human Resource Conference, Keynote Speaker, and Workshop, Mumbai, India, *peer-reviewed* (2017)

Inclusive Dynamics and Ethical Perspectives, International Leadership Conference, Atlanta, GA, *peer-reviewed* (2016)

Global Citizenship, Global Leadership Conference, The Chicago School of Professional Psychology, *peer-reviewed* (2016)

Evolution of Globalization, Arkansas Human Resource Managers, *peer-reviewed* (2015)  
The New Global Citizen Leader, CMCC *peer-reviewed* (2014)

Water Footprints, American Democracy Project, Times Talk, Fort Hays State University, *peer-reviewed* (2011)

### **Poster Presentations**

ATMAE (2023) Poster, Living on the Edge of Mars, Atlanta, GA – Tardif and Buck

DOT (2024) Hot Spring, AR – Grant research Three Case Studies for Regional Transportation.

### **Community and University Presentations**

Mini Conference (2023) Understanding Our Veteran Population – Cunard and Tardif

Mini Conference (2022) Secret Societies: Faculty and Staff Committees You May Not Know About & How to Get Involved, Buck and Tardif

Leadership Crawford County Arts in the Creative Economy (2020)

Women in Business, Woman’s Network, Maine (2011)

Financial Education: A New Way to Education Everyday Citizens (2009)

Marketing Small Business, SCORE, Maine (2008)

Developing Small Business, SCORE, Maine (2007)

Branding a Small Business, SCORE, Maine (2006)  
Geology of Maine, Maine Geologic Survey (2004)  
Water festivals, Maine Education Foundation (2004)  
Poland Spring Development, Maine Geologic Survey (2003)  
The Water Cycle, Maine Elementary Educators (2003)  
Corporate: Life in Corporate America, Androscoggin County Chamber, Maine (2002)  
LEED and Environment Development, Maine Business for Social Responsibility (2002)  
The History of Poland Spring, Maine Historical Commission (2001)

### **Certifications, Professional Membership, Organizations, and Committees**

Chair of the Faculty Equity Pay Committee (2023)  
Chair of the Textbook Committee (2022)  
Member of the Bookstore Committee (2023)  
College of Business and Industry Strategic Committee (current)  
Past Chair, Public Leadership Committee, International Leadership Association (2015 to 2022)  
Leadership Educators Association (2015)  
NTOP (National Institute on the Teaching Psychology, 2016)  
Curriculum Committee, UAFS (2017 to current)  
Graduate Council, UAFS (2020 to current)  
CALO Committee, UAFS (2015, 2017, current)  
Awards Committee, UAFS (2015, 2016)  
Faculty Advisor for the Student Veterans Organization  
AAUW - A member of the American University Women's campus organization,  
Committee head for mentoring and leadership (2012)  
Global Challenges and Seven Revolutions - Assistant for the National Program Seven  
Revolution and Global Challenges: Promise and Peril in the 21<sup>st</sup> Century (2011)  
Leadership Certificate, Fort Hays State University  
ESRI Certificates in Geographic Information Systems and Cartography

### **Community Service**

The Writers Guild, (board member) (2023 – current)

The Center for Performing Arts, Technology and Creativity, Historical Theater (Current)  
Development for 64.6 Downtown (2017 - 2020)  
Faculty Advisor for Leadership Human Resource Student Association (2018)  
Faculty Advisor for Salute Honor Society (2015 to current)  
Faculty Advisor for Student Veterans (2015 to 2020)  
Creative Economy Committee, Committee Chair (2016)  
CASA Volunteer, Court Appointed Special Advocate for Children (2015, 2016)  
United Way, Director for Androscoggin County, Maine (2007 – 2010)  
Delta Dental, Trustee, New England (2005 – 2007)  
The Maine Chapter of The Nature Conservancy (1999 – 2005)  
The Nature Conservancy of Maine, Chair, Corporate Conservation Council (1999 – 2001)  
The National Office of The Nature Conservancy, Marketing Committee (2000- 2005)  
Sister of Charity and St. Mary's Hospital, Lewiston, ME (1996 – 2000)  
Margaret Chase Smith Quality Center, Maine (1993 – 1997)  
Poland Spring Preservation Society (1992 – 2004)