

# MARCIA DICKERSON, PH.D.

*Consultant, Educator, Researcher*

## CONTACT INFORMATION

233 Loring Bend, Choudrant, LA 71227  
(318) 278-0097  
marcia@marciadickersonconsulting.com  
www.marciadickersonconsulting.com

## EDUCATION

B.B.A., Human Resources, University of Iowa,  
May 1994  
Ph.D., Management, Michigan State University,  
August 1999

## CERTIFICATIONS

Society for Human Resources Management  
Senior Certified Professional (SHRM-SCP)  
Senior Professional in Human Resources (HRCI)  
certification  
Certified Executive Business Coach, IAP Career  
College (BBB Accredited)

## TEACHING EXPERIENCE

Professor of Management, Louisiana Tech  
University, 2003 - present  
Assistant Professor of Management,  
Louisiana State University, 1999 - 2003

Undergraduate Classes Taught:  
First Year Experience; Career Preparation  
Seminar; Management of Organizations;  
Organizational Behavior; Personnel Law; Human  
Resource Management, Staffing; Small Business  
Management & Entrepreneurship; Compensation  
Systems; Training, Development, and Coaching  
Graduate and Executive Classes Taught:  
Human Resource Management, Principled  
Business Leadership, Research Methods

## RESEARCH EXPERIENCE

30+ published articles and 50+ national  
conference presentations on these topics

- Compensation system design
- Training design and implementation  
(motivation to learn and e-learning)
- Performance coaching (organizational  
communication and feedback)
- Employee-manager relationships
- Survey design and analysis for data quality

## CONSULTING EXPERIENCE

CEO, Dickerson Management and  
Career Consulting  
www.marciadickersonconsulting.com

Clients include:

- BRF: Building Our  
Region's Future
- Business Alliance  
Financial Services
- Centurynext Bank
- Citizens National  
Bank
- City Bank & Trust
- City of West  
Monroe
- Cyber Innovation  
Center
- Jannus
- Johnny's Pizza  
House, Inc.
- LaSalle  
Management
- Louisiana United  
Methodist Children  
& Family Services
- Martin, Wise, & Cole  
CPAs
- McKenzie's Barbeque  
and Burgers
- Montessori School of  
Ruston
- New Beginnings  
Wellness Center & Spa
- Professional Home  
Therapy
- The Rare Barrel
- Rock Island Physical  
Therapy
- Ruston Animal Clinic
- Second Use
- TBA Studio
- United Way of  
Northwest Louisiana
- Voith

## CONSULTING EXPERTISE

- Employee development (leadership  
workshops and coaching)
- Sexual harassment prevention training
- Human Resources Audit
- Human resources: revising job descriptions,  
training design, creating performance  
appraisals, writing policies
- Employee survey design and analysis
- Coaching and mentoring

# MARCIA DICKERSON, PH.D.

## *Biography*

Marcia Dickerson is a consultant and university professor specializing in human resources and leadership development. She holds a B.B.A. in Human Resources from the University of Iowa and a Ph.D. in Management from Michigan State University. Marcia is SHRM-SCP certified, has the Senior in Human Resources Professional certification from HRCI, and has an accredited Executive Business Coach certificate. She is a member of Northeast Louisiana SHRM and the Southern Management Association.

Marcia Dickerson is CEO of Dickerson Management and Career Consulting, founded in 2018 and based in Choudrant, Louisiana. Her clients include Voith, City of West Monroe, CenturyNext Bank, Louisiana United Methodist Children and Family Services, Citizens National Bank, City Bank and Trust, and Johnny's Pizza House, Inc.

As a Professor of Management, Marcia has taught a wide variety of HR, management, and leadership courses. She has published more than 25 refereed journal articles and presented 50 conference papers. She has been given teaching, research, and advising awards.

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