

Dr. Robin R. Goins
PhD - Industrial and Organizational Psychology
14080 Palm Drive, Suite D442, Desert Hot Springs, CA 92240
info@drrobingoins.com, robinrgoins@yahoo.com, www.drrobingoins.com

TEACHING PHILOSOPHY

I believe that my role as an instructor / professor is to be able to successfully reach diverse groups by instructing in a manner that facilitates in depth discussion as well as bringing together the varying experiences and knowledge bases of the students. In addition, I view my job as an instructor to offer guidance and direction and helping them reach their potential both personally and academically through not only teaching, but through advising, mentoring and coaching. The distance learning medium has created an opportunity to serve students like never before, and on a global scale, which also requires instructors today to be even more diverse in their understanding and pedagogy. This requires instructors to be flexible and able to reach these diverse populations and, on many levels, specifically in the understanding that cultural diversity is not geographically based only, but also stems from diverse thought processes as well. Although I employ various teaching styles, I lean more toward a demonstrator / personal model, which encourages student participation within the class. I find that the best results come when I model what is expected within the course, which enables me to coach and lead them in a specific direction. By doing so, I find that I can guide and assist the students in applying what they learn in a meaningful and practical way, which they then can put into practice in their education, lives and careers. I understand that my role as a model for my students I can be a part of helping them achieve their goals and move them toward their successes. To me that is one of the greatest privileges I can think of and one that inspires me everyday.

HIGHLIGHTS

- Non-Profit Development & Sustainability
- Professor and Instructor
- Leadership & Team Development
- Project Management
- Speaker and Presenter
- Capacity Building and Fundraising
- Mentor Youth Career and Educational
- Grant Research, Writing and Development
- Budget Control & Analysis
- Strategic Planning & Consulting
- Forecasting & Project Management
- Curriculum & Accreditation Specialist
- Career Coaching and Development
- Award Winning Trainer and Mentor
- Board Development & Training
- Educational and Public Speaking

EDUCATION

- Capella University, Harold Able School of Psychology,
Graduate – November 2012
PhD, Industrial and Organizational Psychology
- Capella University, Harold Able School of Psychology,
Graduate – March 2006
Masters Degree, Industrial and Organizational Psychology
- Golden Gate University, Edward S. Angeno School of Business
Graduate - April 2004
Bachelors Degree in Business Administration

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ADULT LEARNING EXPERIENCE

- Completed entirely online - BA in Business Administration, MS in Industrial Organizational Psychology, and current PhD learner in Industrial and Organizational Psychology. Thus, possess a strong online background and understanding of the online media and what makes it successful for both the student and the instructor. I also possess strong computer skills in business suites and online learning platforms.
- Have attended track I -III one-week residential colloquia as part of Capella I/O Psychology PhD program and begin comprehensive exams January 2009. As a result, I am currently working on a dissertation topic and developing a research methodology for upcoming research.
- Attended 3-day grant writing and grant management seminar, April 2009 & June 2010
- Blackboard, eCollege, Moodle and Canvas Certified

TEACHING EXPERIENCE

- Teaching Assistant, Humanities 3 – Introduction Into Issues in Philosophy, Psychology and Religion. Long Beach City College online – Blackboard. Instructor L. Tharp. Perform administrative duties within the class as well as assist in online discussions, assignments and student interactions within the class.
- DeVry University / Chamberlain School of Nursing / Keller Graduate School of Management– Adjunct Faculty on Campus and online teaching psychology, sociology and business courses:
 - Psych - Motivation and Leadership
 - Psych - Organizational Behavior
 - Socio - Cultural Diversity in the Workplace
 - Socio - Culture in Organizations
 - HR - Managing Organizational Change
 - Psych – Career Development
 - Psych – Critical Thinking
 - Eng – Business Writing
- Barstow Community College, Adjunct Faculty Online teaching:
 - Introduction to Psychology
 - Developmental Psychology
 - Career and Life Planning
- Kaplan College, Adjunct Psychology for Criminal Justice / HIT Program
 - Introduction to Psychology
 - Interpersonal Communication
 - Career Development
 - Academic Strategies
 - Advisory Board Member HIT and Criminal Justice Programs

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- University of Phoenix, Adjunct Psychology Professor
Leadership and Management / Team Dynamics
Industrial and Organizational Psychology
- Chaffey Community College
Biopsychology
Developmental Psychology
- Community Action Partnership – Training Faculty
Faculty Development Training
Grant Writing & Budgeting
Non-Profit Development Courses
- Western Education Institute – Instructor, Trainer, Researcher, Dean Curriculum & Program Development
Faculty Development Training
Career Development and Life Skills
Financial Literacy
Parenting
Communication and Leadership
Leadership Training
Conflict Resolution
Child Development
Business Core Development
- Global Franchise Training Group – International Corporate Consultant and Trainer
- Regularly design and develop online courses for both the university and professional level per WASC accreditation requirements
- Riverside County – regular trainer and curriculum developer

PROFESSIONAL TRAINING AND DEVELOPMENT

- The Executive Professionals – consultant and trainer for executives in the workplace focusing on career development. Teach interviewing skills, networking skills, professional development. Perform assessments using an online platform, in office advising session and day long group seminars. Also conduct research on industries and industry trends as well as train clients to conduct similar research as part of their career development plan.
- Pulte Homes– trainer for adults in Six Sigma and Process Improvement. As a nominated member of the Pulte Process Improvement Team (PIT Crew), worked with fellow teammates to address problems, and using the Six Sigma method, developed solutions to the problems. Presented these findings to the Operations Team for the division as well as trained staff on how to apply the solutions.
- Pulte Homes Top Gun Mentor Program – Nominated by the division to be a mentor, train and advise adult staff. Worked one on one with assigned mentees in relation to performance improvement, conflict resolution, and personal career development plans. Also scored the performance and measured the outcomes of mentees and staff and transferred those measurements into pay and bonus structure.
- Completed three-day seminar of The 7 Habits of Highly Effective People training.

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- Completed the seminar on online teaching, presented by Dr. Danielle Babb, PhD.
- Storm Water Pollution Prevention Program, Pulte Homes, Inc. – Certified
- Brainfuse online tutor training
- Microsoft Office 2000, Outlook Office Suite – Certified
- eCollege, Blackboard and WebCT – Certified 2007/2008
- Society of Industrial and Organizational Psychology convention – 1 week of intensive continued education credit training focusing on organizational development, assessment, research techniques, global issues, diversity and leadership development and other I/O related topics
- Society of Industrial and Organizational Psychology New Faculty Consortium focusing on teaching techniques and opportunities in the field of I/O psychology
- Society of Industrial and Organizational Psychology – 1 day seminar “Doing Diversity Right”
- State of California Western Association of Schools and Colleges (WASC) and Accreditation Commission for Community Colleges and Junior Colleges (ACCJC) Student Learning Outcomes (SLO) training – Barstow Community College October 2008.
- DeVry University TEC Plus Training December 2008. Focusing on Design, Implementation and Delivery of WebCT and Blackboard online courses to ensure student learning outcomes.
- DeVry University Generations Course – Teaching students from diverse generational backgrounds (Boomers, Gen X, Y & Millennials). February 2009.
- OLS – University of Phoenix online learning application system training – March 2009
- Smooth Transition Inc, 3-day grant writing seminar presented by Grant Writing USA, June 2010
- Leveraging in-kind and non-profit sustainability certification– Community Action Partnership – Riverside, CA 2010
- 2016-2017 – Moodle and Canvas Certified

AWARDS AND HONORS

- Helium.com Online Magazine – received the “Premiere Writer Award” 2008- ongoing
- Gerson Lehrman Group – Top 20% of Producers
- Riverside County Mentorship Collaborative Senatorial and Congressional Youth Mentorship Appreciation Award 2010
- US Corporation for National and Community Service President Obama – Presidential Volunteer Service Award 2010
- Nominated Member for the Riverside County Workforce Investment Board Strategic Planning Committee 2010
- Kaplan College – Advisory Board HIT & Criminal Justice Program
- 2011 Non-Profit Innovation Award – Riverside County Community Connect
- 2011 Best of Riverside Award for Non-Profit – US Commerce Association
- 2012 Inland Empire Trailblazer Award – B Ready Products
- Member TAY (Transitional Age Youth) Program Committee Coachella Valley

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- Vice Chair – Riverside County Workforce Investment Board Council for Youth Development 2012 – 2016
- 2014 – National Association of Women Business Owners. Community Bridge Builder Award.
- Riverside County Office of Education Foster Youth & CET Advisory Board member
- 2015 County of Riverside Volunteer Appreciation Award
- 2012 Riverside County Department of Social Services Service Award Education
- 2011 Riverside County Community Action Partnership Mentor Recognition Award
- 2014 California State Assembly 60th Assembly Certificate of Recognition
- 2014 City of Riverside Certificate of Recognition
- 2014 City of Corona Certificate of Recognition
- 2014 Certificate of Special Congressional Recognition 35th District
- 2014 Certificate of Special State Senate Recognition 35th District Amazing Women of Inland Empire Award Mike Morrel 23rd District
- 2014 Certificate of Special State Senate Recognition 35th District Amazing Women of Inland Empire Award Richard Roth 31st District
- 2014 Certificate of Special State Assembly Recognition Amazing Women of Inland Empire Award Jose Medina 61st District
- 2014 Certificate of Special State Assembly Recognition Amazing Women of Inland Empire Award Cheryl R. Brown 47th District
- 2014 Certificate of Special Congressional Recognition Ken Calvert / Community Action Partnership

RESEARCH

- 2014 - Inland Empire employer needs assessment. Developed and administered an employer assessment tool designed to assess employer needs and employment gaps in Riverside County for the Department of Social Services. Statistically analyzed those gaps as a means to better determine the job training needs in the County of Riverside.
- 2012 – Current. Federal Workforce Innovation Grant, Riverside, San Bernardino and Imperial County Workforce Investment Board. Developed and administered 675 assessments (pretest and posttest) for extremely displaced youth ages 16-24 for career development self-efficacy levels, perceived self-value and perceived barriers to achievement upon receipt of life coaching. View video at <http://atlike4u.com/Resources/Videos.aspx>
- 2009 – Current. Smooth Transition Inc, - Acting president and researcher for program development and grant writing for non-profit operations.
- Goins, R. – An Examination of Guided Imagery and Its Relationship to Self-Efficacy and the Implications for Employability In College Graduates Seeking Employment. Capella University Dissertation.
- 2007 – Ongoing: Gerson Lehrman Realty Group – Conduct regular research for the building and construction industry. Also a consultant for their education and scholar tier councils.

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- 2007 – Ongoing: McGraw Hill Vista Society of Industry Leaders – acting consultant and conducting research on various topics.
- Goins, R. (2006). Research Proposal to Discredit the Validity and Reliability of Psychological Testing and Assessment in Employment Placement and Job Performance Appraisal Across All Populations. Capella University Master's Thesis.

CONSULTING EXPERIENCE

- The Executive Professionals – consult with clients regarding career coaching and programs offered. Administer initial online portal homework and personality assessments to determine the best program for that client based on the results. Present findings to clients and board and complete sign up process for the program.
- Gerson Lehrman Realty Group – consult with members on various topics related to the building and investment industries. As a top member, also conduct research for other consultants and reports those findings to the various hiring inquiring consultants. Rated in the top 20% of their consultants, and a member of their real estate, construction, education and scholar tier councils.
- Mc Graw-Hill Companies – Vista / Society of Industry Leaders - consult with a network of industry professionals who collectively represent an expansive and deep body of intellectual capital. SIL Members are invited to participate in expert panels and phone consultations, educating money managers on topics such as industry trends, competitive landscape, and product positioning within their expertise.
- Robin Goins Professional Consulting– work with clients on various levels in career, professional and individual development. Conduct psychological and vocational assessments and develop curriculum and treatment plans. Also teach seminars on career development, organizational culture, business ethics, critical thinking and basic psychology. Specialize in non-profit development, grant procurement and grant performance. See www.robinrgoins.com for more information.
- Orange County Health Care Agency (HCA) 2009 – served on committee to select providers for the Substance Abuse and Crime Prevention Act (SACPA) Services, in compliance with the State of California Proposition 36.
- President & Executive Director – Smooth Transition, Inc. – providing educational and vocational training to underprivileged teens leaving the foster care system or in need to direction and support. Teach career development, conduct career and psychological assessments and oversee operations. Visit www.smoothtransitioninc.com
- Subject matter expert in Industrial and Organizational Psychology – Wiley Blackwell Publishers
- Non-profit organization development, management and sustainability consultant US & American Samoa
- Invited Member Workforce Investment Board (WIB) Regional Strategic Planning Team (2010-current)
- Nominated member of the WIB Council for Youth Development – Riverside County
- Speaker and Workshop Presenter Riverside City College – CDC Works
- Speaker and Workshop Presenter Riverside County Mentorship Collaborative

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- Speaker and Workshop Presenter Riverside County Superintendent of Schools – Foster Care Division
- Speaker and Workshop Presenter Riverside County Child Care Consortium
- Speaker and Workshop Presenter County of Riverside Department of Mental Health
- Speaker Riverside County Office of Education
- Speaker City of Corona Chamber of Commerce and Women’s Leadership Council
- Grant Peer Reviewer U.S. Department of Education & Community Economic Development Department and US Department of Health and Family Services Administration for Children and Families
- Committee Member Starr Behavioral Health Transition Youth Convention (TAY) Planning Committee and Convention Speaker 2012, 2013
- Speaker and Executive CEO Panel Member for the 2012 Riverside County Non-Profit Resource Center Annual Conference. Presented - Developing Innovative and Relevant Programs to Serve Your Community
- Consultant – Expert Connect
- International Organizational Trainer and Coach – Global Franchise Training Group, Kuwait. Client – Kuwait National Petroleum Company and Ministry of Transportation.
- Riverside County Department of Social Services. Consultant in the assessment of employer needs and gaps for job training and development for welfare recipients and the development of a county wide job training curriculum and county curriculum development training with accompanied statistical outcomes report.
- Board President – Western Education Institute
- Board Secretary – Southern California Cannabis Council
- Board Member United Way of the Desert

ARTICLES AND PUBLICATIONS

- Goins, R. (2007, July). Empowering and valuing employees; the role of industrial and organizational psychology in the workplace. Helium Online. www.helium.com. <http://www.helium.com/items/436422-change-and-how-people-deal-with-it>
- Goins, R. (2008). Cognitive Psychology – The brain and it’s role in memory. Helium Online magazine. <http://www.helium.com/items/1108333-cognitive-psychology-memory-neuroscience-memory-theory-cognitive-theory-jury>
- Goins, R. (2008). Men and women are wired differently – current research on brain function and gender. Helium Online. <http://www.helium.com/items/1108371-gender-brain-structures-male-female-brain-brain-wiring-between-genders-brain>
- Goins, R. (2008). The integration of the field of social psychology within executive coaching as it pertains to client self-perception. Helium Online. <http://www.helium.com/items/1108409-executive-coaching-sociology-coaching-psychology-coaching-coaching-and-self>
- Smooth Transition monthly publication distributed quarterly.
- Goins, R., Killidar A. (2014). HIRE ME (Hope In Reaching Employment Mastery Educational) Curriculum. Riverside County Department of Social Services job retraining curriculum.

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- Goins, R., Fitzgerald, E. (2014). Employer Needs Assessment Report. Riverside County Department of Social Services.
- Goins, R (2014). Accredited Curriculum Development Techniques. Smooth Transition, Inc.
- Goins, R. (2013) – An Examination of Guided Imagery and Its Relationship to Self-Efficacy and the Implications for Employability In College Graduates Seeking Employment.
- CV Independent – Columnist
- Consultant - Microsoft

PROFESSIONAL ACCOMPLISHMENTS

- Proven business management history creating processes saving 80% in efficiency rates, budget control resulting in average 30% - 50% cost savings.
- Developed staff training processes that resulted in process efficiency rate of increase of 40%.
- Increased industry networking 80% as a board member of the Southern California Purchasing Council.
- Ongoing industry researcher and consultant for the home building industry, and as a board member for the Southern California Purchasing Council.
- Director of Smooth Transition, Inc., a nonprofit organization providing vocational and educational programs for underprivileged and foster care teens.
- Founder, program developer, executive director and researcher for award willing non-profit focusing on educational and vocational training for at risk populations in Inland Empire area. Singlehandedly developed the program curriculum and designed the program. Lead the effort of building the organization from scratch into a viable non-profit well respected in the community. Work directly with public and political entities developing programs and implementing change strategies. Successful fundraiser and grant writer / researcher. Lead project manager for the organization obtaining its WASC accreditation 2012.
- Highly regarded speaker and presenter in career development, team dynamics, communication, goal achievement and business and non-profit development throughout the Inland Empire.
- Curriculum and training consultant for Riverside County Department of Social Services.
- Founded, implemented and manage a non-profit postsecondary school focused on providing vocational education to low income and at-risk populations.

PROFESSIONAL SUMMARY

Over 30 years' experience in corporate America and within the construction and home building industry, supervising staff of seven and working trades and government officials while developing strong business relationships to meet and maintain company goals and objectives. Recognized for an ability to organize and motivate team members and systems. In combination with a strong educational background, my exceptional communication and problem solving skills has produced strong industry relationships. Accomplished director, executive coach, consultant,

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mentor, trainer, consultant and instructor for executive management in the areas of career advancement. Possess a strong work ethic, tenacity, and driven to see a task through to completion.

PROFESSIONAL EMPLOYMENT HISTORY

- | | |
|---|----------------|
| Robin Goins Professional Consulting | 2007 - Current |
| <ul style="list-style-type: none">• Owner - Operator / Consultant / Advisor / Executive Coach / Psychological Coach
Advise clients in career development and psychological coaching. Work with organizations and groups in professional advancement and cultural challenges through training, personality and vocational assessments and group dynamics analysis. | |
| Western Education Institute, Inc Non-Profit | 2009 - Current |
| <ul style="list-style-type: none">• Founder, President and Executive Director• Perform duties, in accordance with Board approval, associated with running a non-profit including policy and procedure design and implementation, board development, capacity building, create and validate program curriculum, budgeting, grant writing and philanthropy, intake and exit procedures, mentorship screening and development programs, oversee all employees and instructors, work with city and county agencies, perform training for mentees as well as develop, deliver and perform statistical analysis of program assessment and testing tools. Oversee WASC accreditation processes, assessments and program research. | |
| Chaffey Community College | 2016 – Current |
| <ul style="list-style-type: none">• Various psychology courses | |
| College of the Desert | 2017 – Current |
| <ul style="list-style-type: none">• Various psychology courses | |
| Community Action Partnership – Riverside California | 2010 - Current |
| <ul style="list-style-type: none">• Staff Trainer• Non-Profit Training and Development Faculty | |
| Kaplan College | 2009 - 2010 |
| <ul style="list-style-type: none">• Professor of Psychology in Criminal Justice & HIT• Serve as on-site student mentor and counselor | |
| University of Phoenix | 2009 - Current |
| <ul style="list-style-type: none">• Professor Psychology | |
| DeVry University / Chamberlain College of Nursing / Keller
Graduate School of Business - Pomona and Online Campuses | 2007 – Current |
| <ul style="list-style-type: none">• Professor of Psychology and Business teaching motivation and leadership, organizational behavior, career development, life planning, critical thinking, sociology (cultural diversity in the professions), business and basic psychology courses, HR and Speech• Design and develop courses for on campus, hybrid and accelerated online formats | |
| Barstow Community College | 2006 - Current |

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- Professor of Psychology and Business teaching Intro to Psychology, Career Development and Developmental Psychology
 - Design and develop courses for on online formats
- The Executive Professionals
- Coached out of work professionals on job skills, personal and professional training, development, personality job fit 2007 – 2009
- Pulte Homes / Del Webb, Corona, CA 2005 - 2007
- Purchasing Manager
 - Responsible for managing the offsite purchasing department. This included developing and implementing bidding and purchasing procedures, budget control and forecasting, project management, trade networking and relations, negotiation of contracts, working directly with Project Managers and Directors and managing the contract staff.
- Ryland Homes, Sacramento, CA 2004 - 2005
- Purchasing Agent
 - Responsible for managing up to seven projects at one time. Performed purchasing tasks from the beginning of the projects to closeout, which included bidding procedures, budget management, options coordination, trade relations, contract administration and closeout procedures.
- Beazer Homes, Sacramento, CA 2003 - 2004
- Purchasing Agent
 - Responsible for managing up to seven projects at one time. Performed purchasing tasks from the beginning of the projects to closeout, which included bidding procedures, budget management, options coordination, trade relations, contract administration and closeout procedures.
- William Lyon Companies 2001 - 2003
- Construction Coordinator
 - Worked as assistant to the VP of Construction. Prepared trade contracts, performed budget control tasks, administered all bidding procedures, prepared closeout documents and approved all vendor payments.
- The Spink Corporation / Stantec 1999 - 2001
- Director of Office Services / Executive Secretary
 - Directed office construction for internal company facilities, ensured that all internal office functions ran smoothly. Oversaw all employee entrance, exit and relocation procedures. Assisted President and Vice President in administrative and management tasks.
- Goins Construction / Pacific Engineering, Sacramento, CA 1991 - 1999
- Owner / Operator
- Performed all tasks associated with running a construction firm. This included managing a staff of 12, working with clients in bidding and contract negotiations, performed all marketing and internal office procedures, performed all accounts

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receivable and accounts payable functions.

***** References Supplied Upon Request *****