

MITCH GURICK

Phone: (630) 319-9500
Email: mitchellgurick@gmail.com

LinkedIn: [linkedin.com/in/mitchellgurick](https://www.linkedin.com/in/mitchellgurick)
San Francisco Bay Area, CA

EDUCATION

- PhD** Pepperdine University, Graduate School of Education and Psychology May 2024
Global Leadership and Change
- Dissertation (working title): “Global Higher Education Grant Model Incorporating the Triumvirate of Education, Business, and Government”
Chair: Dr. June Schmieder-Ramirez
- MS** University of San Francisco, School of Management May 2019
Organization Development
- Thesis: “Accelerating Organization Effectiveness by Aligning Culture with Strategy”
- BS** Eastern Illinois University, College of Business and Technology May 2015
Career and Technical Education, Business
- Graduated Summa Cum Laude

HONORS AND AWARDS

- GSEP Provost Grant Recipient, Pepperdine University 2020 & 2021
- Graduate Student Leadership Award, University of San Francisco 2019
- Pi Gamma Mu - International Honor Society 2019
- Student Laureate Award, The Lincoln Academy of Illinois 2014
- Charles “Tight” Carter Award for Outstanding Commitment to Student Government,
Interfraternity Council 2014

TEACHING EXPERIENCE

- San Diego Christian College**, San Diego, CA February 2021 – Present
Adjunct Faculty, Online Studies and Communications
- Equip students with the academic preparation and biblical worldview integration necessary to influence and impact the world for Christ.
 - Evoke the passion for learning and mentor students as they expand their education and instill lifelong learning.
 - Strive to be extraordinary when tackling new opportunities in life and teaching, especially because that is how society can collectively impact the world and allow it to move forward.

Courses Taught:

1. Organizational Communication and Leadership

- Taught students the study of leadership and applied approaches to organizational communication, emphasizing developing an understanding of leadership roles and communication strategies that maximize the speaker's effectiveness.
- Prepared students through formative discussion, critical thinking in a learning community, and applied assignments connecting them to a professional organization.

2. Adult Development and Life Planning

- Led this course based on the experiential nature of nontraditional education and adult development theory.
- Demonstrated various theories and instruments that provide a cognitive basis for personal analysis and understanding, promoting self-discovery and affirmation by examining one's strengths and subsequent adjustments for personal growth.

3. Media Literacy and Persuasion Theory

- Taught the analysis of the impact of the social context on the individual, examining the relationship of the individual to the family, the group, and the larger social sphere through the lens of media socialization.
- Assisted students in analyzing social behavior, including social cognition, attitude formation, media socialization, conformity, prejudice, and group processes.

4. Broadcast Journalism

- Introduced students to the evolving world of journalism through a grounding in different forms of media, including writing, videography, broadcasting, and public speaking.
- Assisted students in advancing their storytelling skills through multimedia and journalism, TV and audio reporting, and podcasting.

Pepperdine University, Malibu, CA

November 2022 – Present

Graduate Assistant, Graduate School of Education and Psychology

- Foster strategic partnerships between universities, government agencies, and the private sector to bring the alliance model to life in practical applications.
- Brainstorm and develop doctoral program activities to support learning objectives at the individual course level and advise the program chair(s) and associate dean on broader curriculum design.
- Motivate students through applied adult learning theory by focusing on changing the world through the doctoral program dissertation process.

Pepperdine University, Malibu, CA

November 2020 – November 2022

Teaching Assistant, Graduate School of Education and Psychology

- Assisted faculty with moderated classroom discussions, lecture preparation, assignment grading, and office hours.

PUBLICATIONS

1. Gurick, M., and Felger, S. (2022). "Organization and Community Intelligence in Smart City Leadership and Beyond," The Institution of Engineering and Technology
2. Axtell, K., Demaria, S.S., Gurick, M., and Nishizaki, S (2022). "Challenges and Strategies of Virtual Team Leaders: A Global Overview Part 2," The Scholarship Without Borders Journal
3. Gurick, M., Axtell, K., and Demaria, S.S. (2021). "Challenges and Strategies of Virtual Team Leaders: A Global Overview Part 1," Journal of Global Leadership
4. Gurick, M. (2015). "Increasing Undergraduate Professional Development Participation," Illinois Business Education Association
5. Gurick, M. (2015). "Putting Internships Into Action," Eastern Illinois University, Career Services

CONFERENCES, PRESENTATIONS, AND INVITED LECTURES

- "Research Prospectus: Higher Education Funding Model that Incorporates the Triumvirate of Education, Business, and Government supported by the Leadership-Followership Paradigm," American Education Research Association (AERA), *April 2023*
- "Digital Coalition Development & Online Social Media Engagement: Mastering student prevention efforts virtually," Higher Education Center for Alcohol, Other Drugs & Violence Prevention, *May 2022*
- "Organization and Community Intelligence in Smart City Leadership and Beyond," International Organization of Social Sciences and Behavioral Research (IOSSBR), *August 2021*
- "Online engagement: Mastering student prevention efforts and grasping concepts virtually," Higher Education Center for Alcohol, Other Drugs & Violence Prevention, *May 2021*
- "Social Media Training: Online Prevention," Higher Education Center for Alcohol, Other Drugs & Violence Prevention, *May 2019*
- "Creating, Utilizing LinkedIn & Twitter Professionally & Tips for Promoting CTE at YOUR School," Springfield Regional Office of Career and Technical Education, *May 2015*

PROFESSIONAL EXPERIENCE

Google, Mountain View, CA

May 2022 – Present

People Partner (HR Business Partner)

Overview: People Partners are an integral part of the Leadership team and understand every aspect of the business, acting as a thought leader regarding people and organizational topics. They solve complex global organizational challenges through people-related solutions and partner with leaders across the organization to create a people strategy. In addition, People

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Partners work with cross-functional groups of subject matter experts to design and execute the strategy for how Google hires, onboards, develops, motivates, retains, and organizes talent.

- Build relationships with executive business leaders to offer thought leadership on organizational and people-related strategy and execution.
- Consult with Google's leaders to create a comprehensive people plan to influence lasting change across large functions at Google.
- Solve problems and get to the root cause of any issue. Design and quickly implement solutions that cut across multiple disciplines, even those beyond people and organizational solutions.
- Provide expertise in the following areas: career planning, performance management, coaching, data analysis, compensation and rewards, employee relations, learning and development, recognition programs, and strategic development.
- Use and request data strategically. Identify and surface trends in qualitative and quantitative data to help improve organizational health, understand when data will assist in making smart, informed decisions, interpret complex analyses, and tie analyses back to business priorities.

Google, Mountain View, CA
HR Program Manager

April 2019 – May 2022

Overview: HR Program Managers oversee the fulfillment of larger organizational goals. They coordinate activities between multiple projects without directly managing them. Instead, they manage the main program, giving detailed attention to program strategy, project delegation, and program implementation.

- Developed close partnerships with People Operations central teams, People Consultants and Partners, and Project Management Office (PMO), working together to define and simplify processes for delivery of cyclical programs like Performance Management, Comp planning, Googlegeist, talent management, etc.
- Partnered with HR and business leaders on the “last mile” implementation of HR Programs to ensure program buy-in and support; provided input into People Operations program roadmaps based on visibility into the impact of various implementation plans.
- Identified process breakdowns in program delivery strategies, navigated through ambiguity, defined a program/process to address complex problems, and implemented solutions that improved the organization’s effectiveness.
- Enhanced, transformed, created, or deprecated practices and processes with the key objective of streamlining the implementation of people practices at Google.
- Leveraged insights and relationships from across the organization to identify and implement holistic solutions that boost people/business strategy and enhance support to the business.
- Consulted with customers within People Operations to define and organize requirements, managed the annual calendar of people programs, analyzed situations, and took action to remove strategic and cultural barriers or obstacles that could prevent smooth implementation and delivery.

Google, Mountain View, CA
People Consultant (HR Generalist)

September 2017- April 2019

Overview: The People Consultant team works directly with Googlers and People Partners to provide personalized guidance, support, and solutions on many People Operations-related

activities, requiring expertise and depth across multiple organizations and specialties. The team ensures Googlers experience the best Google HR offers, using client-facing, problem-solving, and analytical skills to ensure tasks are executed to the highest possible standard.

- Provided timely responses, shared knowledge and experiences with fellow team members, and balanced Googlers' individual needs with Google's philosophy, principles, and available resources.
- Coached and partnered with Googlers and managers, collaborating with People Partners on programs and projects and with other People Operations teams to simplify and improve processes.
- Provided HR support and consultation to the business, answering employee and manager questions about HR programs, policies, and other HR-related items (Performance, Compensation, career goals, etc.).
- Advised on performance management issues and led minor investigations and reorganizations.
- Assisted People Partners with planning and roll-out of HR programs and initiatives.
- Triageed Googler inquiries and connected queries to the appropriate subject matter expert when necessary.
- Identified opportunities to improve HR policies by connecting the dots across multiple experiences of Googlers and managers. Proposed solutions to correct inconsistent HR policies and gaps.

Google, Mountain View, CA
Operations Specialist, People Services

June 2015 – September 2017

Overview: Google People Services, Operations function is the services and program management group within People Operations that makes processes easy and intuitive for Googlers. The global operations team optimizes people processes from problem definition to execution.

- Partnered with teams across People Operations and Engineering to bring innovation and technology to how Google attracts, retains, and grows Googlers worldwide.
- Delivered operational excellence aligned to service goals and identified opportunities to improve/scale.
- Implemented and executed service delivery improvements and process/scope changes.
- Advocated for users and surfaced relevant user feedback. Partnered on initiatives to address user needs and consulted on content, process, and policy improvements.
- Developed knowledge in the systems supporting HR Operations service areas, troubleshooting issues, and consulting with partners on changes to systems infrastructure.
- Resolved and prioritized complex or sensitive user issues through consultation with vendors and cross-functional teams, where applicable.

JPMorgan Chase, Chicago, IL
Summer Analyst

June 2014 – August 2014

Overview: Contributed to strategic projects in areas such as analytics, marketing, product development, or risk management and benefited from the mentorship of senior managers.

- Excelled in a fast-paced and intellectually stimulating environment to deliver quality work with tight deadlines.
- Synthesized large amounts of information and data about implementation/end-to-end processes to develop innovative solutions.
- Managed projects independently and assumed responsibility as a team member.

Apple, Charleston, IL
Campus Rep

January 2014 – May 2014

Overview: A representative of Apple was on campus at Eastern Illinois University, which included strategic planning, presenting, networking, relationship management, and providing excellent customer service.

- Brainstormed tactical plans and assessed campus needs to establish long-term customer relationships.
- Contacted student organizations, faculty members, and departments to communicate the benefits of Apple.
- Partnered with the Campus Bookstore to organize workshops, demos, and promotional events to demonstrate Apple products and software.
- Trained customers through group and one-on-one sessions to increase customer loyalty.
- Communicated the strategic position of Apple with the campus community to leverage technology for students to do and create meaningful experiences.

CERTIFICATIONS, SKILLS, AND EXPERTISE

Certifications

- Professional Educator License – Business, Marketing, and Computer Secondary Education (California California Commission on Teacher Credentialing)
- Single Secondary Education Teaching Credential – Business (Illinois State Board of Education)
- Performance Improvement Projects for Management Consultants (Udemy)
- Introduction to Negotiation: A Strategic Playbook for Becoming a Principled and Persuasive Negotiator (Coursera)

Expertise

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| ● Effective Teaching | ● Communications Planning |
| ● Curriculum Development | ● Technical Writing & Research |
| ● Public Speaking | ● Program Management |
| ● Management Science | ● Recruiting & Staff Development |
| ● Business Analysis | ● Community Outreach |
| ● Strategic Leadership & Execution | ● Customer Service & Crisis Management |

PROFESSIONAL AFFILIATIONS

- American Educational Research Association
- American Management Association

BOARD AND COMMUNITY MEMBERSHIPS

- **Pepperdine University Graduate School of Education and Psychology** September 2020 – Present
Representative, PhD Advisory Committee
- **Global Glimpse** September 2016 – May 2019
Advisory Board Member
- **The University Club of San Francisco** September 2015 – August 2020
Resident Member
- **University of San Francisco** May 2018 – May 2019
President, Graduate Student Senate
- **University of San Francisco** August 2017 – May 2018
Vice President of Treasury, Graduate Student Senate
- **Citizen Schools** August 2015 – December 2015
Co-Instructor, Design Thinking
- **I Am We** January 2015 – June 2015
Associate Board Member

REFERENCES AVAILABLE UPON REQUEST
