



## **Juanchella Grooms Francis, PhD**

Senior Lecturer: Spelman College

Psychology Department

Conflict Mediator

Motivational Speaker

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### **EDUCATION**

Doctor of Philosophy degree (Organizational Psychology): Walden University

Master of Public Administration degree: Atlanta University

Bachelor of Science degree: Howard University

Management Development Levels 1 – 3: University of Georgia Carl Vinson Institute of Government

Theology & Ministry Certificate: Princeton Theological Seminary-Princeton University

### **CAREER SPECIFICS**

Dr. Francis has worked with Spelman College since January 2005. She is passionate about teaching and serves as a Senior Lecturer in the Psychology Department. Her unique instructional pedagogy creates a classroom environment that allows ease of student interaction and engagement. She enjoys teaching students how to apply psychological theories, concepts and principles to everyday life experiences. Dr. Francis currently teaches Industrial Organizational Psychology, Senior Seminar, General Psychology for Non-majors and First Year Experience. She has also taught Community Psychology, Supervised Fieldwork and Introduction to Psychological Sciences for Majors 201 and 202. In 2012, she served as Atlanta University Psychology Research Day Event Chairperson.

In March 2017, Dr. Francis was invited to serve as consultant/instructor with the Spelman College Enrollment Management Summer Programs: College Prep Institute and Early College Program. These summer programs serve 9<sup>th</sup> through 12<sup>th</sup> grade students.

Dr. Francis is an instructor, trainer, facilitator, consultant, conflict mediator, motivational speaker and mentor. Prior to working with Spelman College, she worked in management for the City of Atlanta Mayor's Office of Education under the leadership of former and late Mayor Maynard Jackson. In August 1994, she joined the City of Decatur Police Department as its first civilian Community Relations Specialist. For 16 years, she managed a one-woman division by serving as liaison for the police department and the Decatur community. As conflict mediator, crime prevention and intervention trainer, Dr. Francis collaborated with the City of Decatur Court System, Decatur Housing Authority, City Schools of Decatur and the Decatur Business community. She also worked with neighborhood, civic and faith-based organizations in the City of Decatur.

### **RESEARCH INTERESTS- AREAS OF EXPERTISE-PROFESSIONAL/PERSONAL INTERESTS**

**Research Interests/Areas of Expertise:** Conflict Mediation & Resolution in the Workplace; Employee & Organizational Benefits of Telecommuting; Workplace Stress; Job Satisfaction; Employee Motivation; Employee Morale; Organizational Development; Leadership Development; Organizational Culture

**Personal Interests:** Dr. Francis is an expert at facilitating positive transformation in individuals, small groups and organizations. She is most fulfilled when teaching and offering hope to people who believe they have no hope.

### **MEMBERSHIPS-HONORS-AWARDS-ACTIVITIES**

Post-Doctoral Faculty Mentor; National Society of Collegiate Scholars; Psychology National Honor Society (Psi Chi); Southeastern Psychological Association; American Psychological Association; Difficult Dialogues Facilitator; Society for the Teaching of Psychology; Book Co-Editor; Co-facilitator of Elite 31 (college section): 9 month mentoring program: Word of Faith Family Worship Cathedral; Axam Dance Theatre Experience Board Member; 1998 Leadership DeKalb graduate; National Forum for Black Public Administrators Fellowship recipient; Housing and Urban Development Fellowship recipient