

Curriculum Vitae

CRISTINA G. BANKS, PH.D.
cbanks@berkeley.edu (510) 207-7480

EDUCATION

Ph.D. University of Minnesota, Industrial/Organizational Psychology, 1979

B.A. University of California, Berkeley, Psychology (Highest Distinction), 1974

PRESENT EMPLOYMENT

Director, INTERDISCIPLINARY CENTER FOR HEALTHY WORKPLACES, University of California, Berkeley. Lead a consortium of researchers and professionals in the development of a national depository of research findings and state-of-the-art applications of proven factors that promote employee health and well-being. 2012 – Present

Senior Lecturer, HAAS SCHOOL OF BUSINESS, University of California, Berkeley. Courses taught: Human Resource Management, Organizational Behavior, Leadership & Management, and Personnel Psychology, 1992 – Present

President and Founder, LAMORINDA CONSULTING LLC, Moraga, CA. Provide advice/counsel and consulting services to private and public companies regarding organizational strategy, employment and wage/hour litigation, and human resource management. 2004 – Present

IC Managing Director, BERKELEY RESEARCH GROUP (BRG), Emeryville, CA. Provide expert testimony and consulting services to companies in the areas of wage/hour law, employment discrimination, test development and validation, and human resource management. 2014 – Present

PREVIOUS POSITIONS

Senior Vice President, RIGHT MANAGEMENT CONSULTANTS, Oakland, CA. Led strategic business development for North America. Served as expert in consulting projects and in employment and wage/hour litigation. 2004

Senior Vice President, THE EMPOWER GROUP, Oakland, CA. Develop client solutions and coordinate delivery of consulting services for the Americas. Led consulting projects nationally. Lead litigation support projects. 2002 -2004

Managing Director, THE EMPOWER GROUP dba Terranova Consulting Group. Led the organization in practice and business development. Led consulting business in performance management/assessment, organizational development, organizational change, human resource strategy, and litigation support. Served as the testifying expert in employment and wage/hour cases. 2001 - 2002

Principal and Co-Owner, TERRANOVA CONSULTING GROUP (formerly Human Resource Solutions), Orinda, CA. Led the consulting business, including projects focused on human performance and organizational strategy, articulation of mission and values, business planning, and culture change. Developed and validated employment tests. Consulted and testified in employment

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and wage/hour cases. 1997 - 2001

President and Founder, HUMAN RESOURCE SOLUTIONS. Consulted in human performance and organizational strategy, job re-engineering, organizational restructuring, and performance improvement. Served as testifying expert in employment cases. 1977 - 1996

Research Associate, Institute of Industrial Relations, University of California at Berkeley. Organized conferences, conducted research on performance management. 1985 –1991.

Executive Consultant, STATE FARM INSURANCE COMPANIES, North Coast Region, Rohnert Park, CA. Chosen as leader in the field on the west coast. Joined a national cohort of experts advising executives of the company. Advised regional executives on performance enhancement strategies and organizational change. Provided management development programs. Created performance management processes for tracking performance effectiveness. 1997 – 2000

Program Director, Center for Organization and Human Resource Effectiveness (COHRE), UNIVERSITY OF CALIFORNIA, Berkeley. Designed and delivered state-of-the-art conferences on emerging trends and issues affecting organizational performance effectiveness. Recruited faculty and business experts for membership and attendance at conferences, selected speakers. Conducted research on conference topics and potential impacts. Facilitated conference proceedings. Wrote reports on conference learning and recommendations for future action. 1997- 2001

Corporate Board of Directors, WHOLE FOODS MARKET, Inc. (WFMI) Nominating and Compensation Committees. 1992 – 1999

Corporate Board of Directors, CHALONE WINE GROUP, Inc. (CHLN) Audit and Compensation Committees. 1999 – 2003

Research Associate, PERSONNEL DECISIONS RESEARCH INSTITUTE (PDRI), a research and consulting firm. Minneapolis, MN 1975-1977

PREVIOUS ACADEMIC EMPLOYMENT

Director of Undergraduate Programs, Walter A. Haas School of Business, UNIVERSITY OF CALIFORNIA, Berkeley. Oversight of student admissions, set educational policy, hired and managed faculty and office staff. 1987 - 1992

Lecturer, Walter A. Haas School of Business, and Department of Psychology, UNIVERSITY OF CALIFORNIA, Berkeley. Courses taught: Human Resource Management, Organizational Behavior. 1985 - 1992

Assistant Professor, Department of Management, Graduate School of Business, THE UNIVERSITY OF TEXAS AT AUSTIN. Courses taught: Personnel Management, Organizational Behavior, Interpersonal Dynamics, and Personnel Assessment. 1979 - 1984

Instructor, Department of Management, College of Business Administration, THE UNIVERSITY OF TEXAS AT AUSTIN. Courses taught: Interpersonal Dynamics, Organizational Behavior. 1977 - 1979

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PROFESSIONAL AWARDS

- 2015 Distinguished Speaker Award, CoreNet Global
- 2010 Fellow, Society for Industrial/Organizational Psychology
- 2010 Fellow, American Psychological Association
- 2009 American Psychological Association Presidential Citation for Innovative Practice
- 2004 Leadership California Service Award
- 1988 Women Health Care Executives "Woman of the Year"

GRANTS

- 2017 Transamerica Center for Health Studies Grant, \$155,000
- 2017 Office Ergonomics Research Council, \$25,000
- 2018 Peder Sather Foundation Grant, \$40,000.
- 2018 Plantronics, \$50,000
- 2018 DLR, \$25,000
- 2018 PATH to Care, \$15,000

EXECUTIVE EDUCATION

In the United States:

- National Council on Teacher Retirement Systems (NCTRS)
- Strategic HR Executive Program, UC Berkeley CED
- HR University, Northern California Human Resource Association
- Sybase Executive Leadership Program
- Berkeley Executive Program
- California State Court Program: Application of Business to the Courts
- Global Manager Program: Human Resource Management
- TAG Aviation Base Managers Program: Leadership and Management
- Pacific Bell High Performance Program
- Robertson and Stephens, Inc., Venture Capital CEO Conference
- Alaska Public Radio Network Advanced Strategic Management
- Exxon Corporation
- Shell Oil
- National Network of Hispanic Women
- Colorado Home Economics Association and Home Economists in Business
- Advanced Cardiovascular Systems Management Training
- Texas Instruments Management Development Program
- Institute of Industrial Relations, University of California, HR Conferences
- The University of Texas Management Development Program
- Chugai Pharmaceuticals: Human Resource Management for R&D
- Bank of Thailand: Human Behavior and Leadership
- Federation of Korean Industries Top Management Program
- Kirin International Management Program
- Japan Productivity Center Management Consultant Program_

Outside United States:

- Infotec Human Resource Managers Program, Mexico City

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- Times Conferences Global Executive Program, Singapore
- Prosvi Management Program, Sicily
- Seminarium: Update in Human Resource Management
 - Ecuador
 - Bolivia
 - Uruguay
 - Mexico
 - Chile
 - Argentina
 - Peru
 - Columbia

PROFESSIONAL AFFILIATIONS

Executive Advisory Board, Leadership California
Board of Directors, Northern California Human Resource Association (formerly)
Advisory Board, HR Advisor (formerly)
Editorial Board, Human Performance (formerly)
Board of Directors, San Francisco Playhouse (formerly)

Advisory Board Member for the UNIVERSITY OF CALIFORNIA, Berkeley:
Certificate Program in Training and Human Resource Development
Certificate Program in Human Resource Management

Society for Industrial/Organizational Psychology (SIOP):
Professional Practice Officer, Executive Board
Committee Member, APA Testing Standards Review
Taskforce Chair, Healthiest Workplace Initiative
Delegate, The Future of Psychology Practice Summit
Committee Member, M. Scott Myers Award for Applied Research in the Workplace SIOP
Program Committee (Reviewer) and Program Subcommittee (Final Program)

Treasurer and Trustee, GOGGIO FAMILY FOUNDATION. A non-profit private foundation supporting education, health, ecological and technological innovations.

Founder, Past President and Board Member, Foundation for LEADERSHIP CALIFORNIA.
A non-profit public charity that delivers public policy educational programs to selected women leaders across industry sectors (1989 – 1996)

Ad hoc Reviewer for:
Journal of Applied Psychology
Journal of Industrial Relations
Social Science Quarterly
Personnel Psychology
California Management Review

Faculty Sponsor:
Student Human Resources Association (1985 - Present) OBIR
Club (1987 - 1994)
American Society for Personnel Administration (1981 - 1984)
Graduate Business Women's Network (1980 - 1983)

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PUBLICATIONS

ARTICLES AND PUBLISHED REPORTS

- (1) Banks, C.G. (2018) Health, Safety, Well-Being and Economic Security Implications of Gig Work: An Interdisciplinary Perspective. "Think Piece" for ILO World Day for Safety and Health at Work, in press.
- (2) Banks, C.G. (2018). Why design for wellness? *The Leader*, June, pp. 22-24.
- (3) Banks, C.G., Winslow, C., and Thibau, I. (2018) Finding Fit: Implementing Wellness Programs Successfully. *2018 Employer Guide*, Interdisciplinary Center for Healthy Workplaces and Transamerica Center for Health Studies.
- (4) C. Banks & C. Hanvey. 2016. On the legal front: Wage and hour litigation developments and trends. *The Industrial-Organizational Psychologist*, 53 (3), 80-87.
- (5) Banks, C.G. and Arnold, E. California employers get a break with Brinker but what does it really mean? *HR Advisor*, Nov-Dec, 2008.
- (6) Banks, C.G. How to comply with meal and rest break law and policy. *HR Advisor*, May-June, 2006.
- (7) Banks, C.G. and Aubry, L. W. How to conduct a wage and hour audit. *HR Advisor*, Mar-April, 2005. Reprinted in *Bender's Labor and Employment Bulletin*, Vol. 5, No. 6 at 292-302, June, 2005.
- (8) Banks, C.G. Keeping exempt jobs exempt: How to avoid wage and hour litigation. *HR Advisor*, Mar-April, 2004.
- (9) Banks, C.G. and Murphy, K.R. Narrowing the research-practice gap in performance appraisal. *Personnel Psychology*, 1985, 38, 335-345. Reprinted in: *Readings in Industrial and Organizational Psychology*, Dorsey Press, 1986. *Activities in Personnel and Human Resource Management: Readings, Cases, and Exercises*, Houghton Mifflin Co., 1988. *Performance*, KEND Publishing, 1988.
- (10) Banks, C.G. and Roberson, L. Performance appraisers as test developers. *Academy of Management Review*, 1985, 10, 128-142.

BOOKS, CHAPTERS AND OTHER ARTICLES:

- (11) Banks, C.G. (in press). What it takes to be creative and innovative: An organizational perspective. In *Spaces for Creativity + Innovation*: DLR Group.
- (12) Banks, C.G., DeClercq, C., and Thibau, I.J.C. (2019) *Built to Thrive: How to Build the Best Workplaces for Health, Well-Being, and Productivity*. Interdisciplinary Center for Healthy Workplaces, UC Berkeley.
- (13) Maslach, C., and Banks, C.G. (2017). Psychological connections with work. In C. Cooper & M. P. Leiter (Eds.), *Routledge Companion to Wellbeing and Work*. NY: Routledge.
- (14) Hanvey, C.M., and Banks, C.G. Wage and hour litigation. In C. Hanvey and K. Sady (Eds.) *Practitioners' Guide to Legal Issues in Organizations*. Springer, 2015.

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- (15) Banks, C.G. Going global or staying local. In J. Hedge and W. Borman (Eds.) *The I/O Consultant's Handbook*. APA Books, March, 2008.
- (16) Banks, C.G. An on demand world requires on demand people: Talent, not title or affiliation, is the new corporate currency. IBM Corporation, *InsideOut Series*, December, 2005.
- (17) Banks, C.G. and Cohen, L. Wage and hour litigation: I-O psychology's new frontier. In F. J. Landy (Ed), *Employment Discrimination Litigation*. Jossey-Bass/Pfeiffer, 2005.
- (18) Banks, C.G. Managing the extended enterprise: An organizational view. *IBM Summit Conference Proceedings*, New York, October 2004.
- (19) Banks, C.G., and May, K.E. Performance management: The real glue in organizations. In A.I. Kraut and A. K. Korman (Eds), *Evolving Practices in Human Resource Management: Responses to a Changing World of Work*. Jossey-Bass Inc., 1999.

PAPERS AND REPORTS:

- (20) Augustin, S., DeClercq, C., Pittman, M., and Banks, C.G. (in progress) The Relationship between Environmental Design Factors and Organizational Outcomes.
- (21) Lee, H., Banks, C.G., and Lindeman, D. (in progress) A Review of Health Technology Efficacy in Promoting Health and Well-Being in Workplaces.
- (22) Banks, C.G. (in progress) Criterion Measures to Use in Human Factors/Ergonomics Research for Demonstrating Business Value.
- (23) Innstrand, S.T., Banks, C.G., Maslach, C., and Lowenstein, C. (in progress) Healthy Universities: Exploring Basic Psychological Needs and Health among Faculty Members.
- (24) Banks, C. G. Creating Healthy Workplaces. ICHW White Paper, 2014.
- (25) Banks, C. G. The New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being. Interdisciplinary Center for Healthy Workplaces, August, 2013.
- (26) Banks, C.G. Job Analysis for Assessing Time Spent Performing Exempt Work. Annual Society for Industrial-Organizational Psychology Conference, Houston, TX, 2013.
- (27) Banks, C.G. Issues and methodologies in wage and hour cases: Choosing the right methodology. Annual Society for Industrial-Organizational Psychology Conference, San Diego, CA, 2012.
- (28) Banks, C.G. Providing the right data to address certification and merits issues in wage & hour cases. ABA Section of Labor and Employment Law, 5th Annual Labor and Employment Law Conference, Seattle, Washington, 2011.
- (29) Banks, C.G. Creating opportunities for women pharmacists. Proceedings of the American Pharmacy Association Conference, Austin, Texas, 1984.
- (30) Banks, C.G. and Williams, L.L. Career antecedents, work styles, family situation, decision-making, and perceptions of women leaders: A descriptive study of Leadership Texas women. Texas Foundation for

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Women's Resources, Austin, Texas, 1984.

- (31) Banks, C.G., Ostroff, C., and Souter, E. Motivations, aspirations, perceptions, and work styles of Leadership Texas women. Texas Foundation for Women's Resources, Austin, Texas, 1983.
- (32) Banks, C.G. and Toquam, J. Validation of the IRJ technique for analyzing the rating process. Proceedings of the Military Testing Association, San Antonio, Texas, 1982.
- (33) Labig, C.E., and Banks, C.G. Attitudes Toward Unions. Proceedings of the Academy of Management, Southwest Division, Dallas, 1982.

ACADEMIC PRESENTATIONS

Society for Industrial/Organizational Psychology:

- (34) Panel Discussion: "Occupational Health, Safety, and Well-Being: Helping Promote Evidence-Based Practice." Society for Industrial/Organizational Psychology Annual Meeting, Anaheim, CA, 2016.
- (35) Panel Discussion: "Implications of Revisions to FLSA Exemptions for Organizations and Employees." Society for Industrial/Organizational Psychology Annual Meeting, Anaheim, CA, 2016.
- (36) Panel Discussion: "Competencies and Content Expertise for I/O Psychology Expert Witnesses." Society for Industrial/Organizational Psychology Annual Meeting, Anaheim, CA, 2016.
- (37) Panel Discussion: "Get Smart About Occupational Health and Well-Being." Society for Industrial /Organizational Psychology Annual Meeting, Anaheim, CA, 2016.
- (38) Symposium: "Program Evaluation: A Growing Interest in Evidence-Based Decision Making." Society for Industrial /Organizational Psychology Annual Meeting, Philadelphia, PA, 2015.
- (39) Symposium: "Working Longer: The Changing Nature of the Retirement Landscape (Discussant)." Society for Industrial /Organizational Psychology Annual Meeting, Honolulu HI, 2014.
- (40) Symposium: "How Psychologists Can Help Create Healthy Workplaces." Society for Industrial /Organizational Psychology Annual Meeting, Honolulu HI, 2014.
- (41) Workshop: "Building a Compelling Brand: Guidebook for I-O's." (with W. Casio). Society for Industrial-Organizational Psychology Annual Meeting, Houston, TX, 2013.
- (42) Symposium: "Innovations in I/O Psychology Science and Practice: Pushing the Envelope." Society for Industrial /Organizational Psychology Annual Meeting, Houston, TX, 2013.
- (43) Symposium: "Issues and Methodologies in Wage and Hour Cases: Choosing the Right Methodology." Society for Industrial /Organizational Psychology Annual Meeting, San Diego, 2012.
- (44) Panel Discussion: "Job Analysis in a Legal Environment." Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 2012.
- (45) Symposium: "SIOP 2035—The Next 25 Years: Visions for the Future." Society for Industrial/Organizational Psychology Annual Meeting, Atlanta, 2010.

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- (46) Symposium: "Methodological Approaches to Wage and Hour Cases." Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, 2009.
- (47) Master Tutorial: "Update in Wage & Hour Litigation: New Opportunities for I-O Psychologists" (with L. Aubry). Society for Industrial/Organizational Psychology Annual Meeting, San Francisco, 2008.
- (48) Master Tutorial: "I-O Psychology's New Frontier: Wage and Hour Litigation." (with F. Leffler). Society for Industrial/Organizational Psychology Annual Meeting, New York, 2007.
- (49) "Work/Life Balance in High Tech" (with M. Donovan). Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 2001.
- (50) "Retention of 'Welfare to Work' Employees" (with K. Jung). Society for Industrial/Organizational Psychology Annual Meeting, New Orleans, 2000.
- (51) "HR Audit: The Procedural Perspective: Helping Small Businesses Make Smart Human Resource Practice Choices" (with K. May). Society for Industrial/Organizational Psychology Annual Meeting, St. Louis, 1997.
- (52) "Affirmative Action: Equal Opportunity or Equal Results?" Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 1996.
- (53) "Downsizing and Other Organizational Transformations in the Public Sector." Society for Industrial/Organizational Psychology Annual Meeting, San Diego, 1996.
- (54) "Narrowing the Gap between I/O's and CEO's: What CEO's Need to Understand About I/O Psychology and What I/O Psychologists Need to Understand About CEO's." Society for Industrial/Organizational Psychology Annual Meeting, Orlando, 1995.
- (55) "Development and Content Validation of Multiple-Test Selection Procedures" (with K. May and K. Mosier). Society for Industrial and Organizational Psychology Annual Conference, Miami, 1989.
- (56) Roundtable Discussion: "The Impact of Changing Workforce Demographics on Selection and Training in Organizations." Society for Industrial and Organizational Psychology Annual Conference, Dallas, 1990.
- (57) Symposium: "Making Sense and Making Progress: The Performance Judgment Process," "The Contribution of Rater Training to Performance Measurement," and "The Usefulness of Academic Research." Society for Industrial and Organizational Psychology Annual Conference, Atlanta, 1987.

American Psychological Association:

- (58) "An Integrated Approach to Healthy Workplace Design." American Psychological Association Convention, Washington DC, 2017.
- (59) "Designing to Optimize Organizational and Individual Performance." American Psychological Association Convention, Toronto, 2015.
- (60) "How Psychologists Can Help Create Healthy Workplaces." American Psychological Association Convention, Washington DC, 2014.
- (61) "Innovation in Job Analysis: Creating Solutions to Unique Challenges." (Symposium Discussant)

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American Psychological Association Conference, Orlando, FL, 2012.

- (62) "Implications of Workforce 2000: Selection and Training." American Psychological Association Convention, San Francisco, CA, 1991.
- (63) "Beyond Job Knowledge: Increasing Performance Appraisal Accuracy through Assessment Skills." American Psychological Association Convention, Washington, D.C., August 1986.
- (64) "The Appraisal Task and the Role of Observation." American Psychological Association Convention, Anaheim, 1983.
- (65) "Relationship between Cognitive Schema and Rating Accuracy" (with L. Roberson and C.A. Paradise). American Psychological Association, Anaheim, 1983.
- (66) "Behavior Indices of Raters' Cognitive Processing." American Psychological Association, Washington, D.C., 1982.
- (67) "Analyzing the Rating Process: A Content Analysis Approach." American Psychological Association, New York, 1979.

Other Professional Societies and Organizations:

- (68) "The Interdisciplinary Center for Healthy Workplaces: A Different Approach?" Total Worker Health Conference, NIOSH, Washington DC, 2018.
- (69) "Development of a Healthy Workplace Assessment" with C. Maslach, S.T. Innstrand, M. Christensen, and R. Wiik. Work, Stress & Health Conference, Philadelphia PA, 2019.
- (70) "It Takes Partners to Create Solutions Management Wants" with K. Mosier, K.J. Kennedy, C. Miller, and A.S. Imada. Human Factors/Ergonomics Annual Conference, Seattle WA, 2019.
- (71) "Successful Implementation of Wellness Programs in Small and Medium-Sized Organizations." Taft-Hartley Benefits Annual Conference, Las Vegas NV, 2019.
- (72) "The Future is Gen Z" with M. Jancourt. CoreNet Global Summit, Anaheim CA, 2019.
- (73) "Our Next Now: Work Experiences for Continuous Learning" with M. Jancourt. EMEA CoreNet Global Summit, Amsterdam, 2019.
- (74) "An Integrated, Multi-Level Model of Employee Health and Well-Being. Wellness at Work Conference, Paris, 2019.
- (75) "Application of a Needs-Based Model of healthy Workplaces to Wellness Program Design and Participation" with I.J.C Thibau and C. Winslow. Wellness at Work Conference, Paris, 2019.
- (76) "A Qualitative Analysis of Organizational Antecedents of Workplace Sexual Harassment" with C. Winslow. Wellness at Work, Paris, 2019.
- (77) "The Future of Gen Z." with C. DeClercq & M. Jancourt. CoreNet Global Summit. Boston, 2018.
- (78) "Building a Culture of Health." Orange Telecom UC Berkeley Executive Education Program, 2018.

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- (79) Panel Chair: "Enhancing Worker Capability through HFE: Evidence Management Can Understand." Human Factors/Ergonomics Annual Conference, Philadelphia PA, 2018.
- (80) "Total Worker Health." California Industrial Hygiene Council/SVS-American Industrial Hygiene Association Summit, Sacramento, 2018.
- (81) "How Do You Design For Wellness?" Corporate Real Estate Forum, CoreNet Global Summit, Stanford University, 2018.
- (82) "Expanding the Options: Alternative Ways to Measure HF/E Effectiveness." Office Ergonomics Research Council Meeting, Chautauqua NY, 2018.
- (83) Panel Chair: "Enhancing Business Effectiveness and Worker Sustainability through HFE." Human Factors/Ergonomics Annual Conference, Austin TX, 2017.
- (84) "Worker Sustainability." Health and Employment COEH Webinar, May 2017.
- (85) Symposium: "An Integrated Approach to Healthy Universities." Work, Stress & Health Conference, Minneapolis, 2017.
- (86) "An Integrated Approach to Healthy Workplaces." Perkins & Will, 2017.
- (87) "An Integrated Approach to Healthy Workplaces." Herman Miller, 2017.
- (88) "Designing for Health, Well-Being, and Productivity." VMware Real Estate & Workplace Training Week, Palo Alto CA, 2017.
- (89) "The Role of Psychological States in Worker Well-Being." Well-Being at Work Conference, Amsterdam, NL, 2016.
- (90) "The Healthy Workplace." UC Berkeley Executive Education Program, National Council on Teacher Retirement Systems, 2016.
- (91) "Designing Environments for Well-Being: Science and Practice." National Business Group on Health Annual Conference, Washington DC, 2016.
- (92) "Healthy Workplaces: Designing for Engagement" (with G. Tompkin). CoreNet Global Summit Annual Conference, Philadelphia PA, 2016.
- (93) "Stress and Burnout in the Workplace" (with C. Maslach). CoreNet Regional Summit, Berkeley CA, 2016.
- (94) "Performance and Productivity." Office Ergonomics Research Council Regional Meeting, San Francisco CA, 2016.
- (95) "Healthy Workplaces." American Industrial Hygiene Association Conference, Sacramento CA, 2015.
- (96) "The Role of Physical and Psychological States in the Efficacy of Health and Wellness Interventions." Work, Stress & Health Conference, Atlanta GA, 2015.
- (97) "Building a Culture of Engagement." CoreNet Global Regional Conference, San Francisco CA, 2015.

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- (98) "Well-Being, Science and Design." CoreNet Global Summit Annual Conference, Los Angeles CA, 2015.
- (99) "Innovative Strategies for Defending Federal and State Claims Involving Independent Contractor Misclassification and Improper Labeling of Exempt/Non-Exempt Employees, and Preparing for Imminent FLSA White-Collar Exemption Regulations." American Conference Institute, 25th Annual National Forum on Wage and Hour Claims and Class Actions, San Francisco, California, 2015.
- (100) "How an Interdisciplinary View of Health and Well-Being is Greater Than the Sum of the Parts." California Industrial Hygiene Council Conference, San Diego, 2014.
- (101) "Extending CSR to Employee Health and Well-Being." CoreNet Global Summit Conference, Washington DC, 2014.
- (102) "Leveraging What We Know About Healthy Workplaces." University of Minnesota Department of Psychology, 2014.
- (103) Symposium: "Taking an Interdisciplinary View of Employee Health Protection and Promotion: A New Source of Traction." International Symposium to Advance Total Worker Health, Bethesda MD, 2014.
- (104) Symposium: "Creating a New Organizational Template for Healthy Workplaces: Combining Forces." University of Sheffield Institute of Work Psychology International Conference, Sheffield England, 2014.
- (105) "Applying What We Know to Create Healthy Workplaces." Well-Being at Work Conference, Copenhagen DK, 2014.
- (106) "Leveraging What We Know." New Ways of Working Conference, Palo Alto CA, 2014.
- (107) "A New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being." XLRI School of Management, Jamshedpur, Jharkhand (India), 2014.
- (108) "Why the Healthy Workplace Requires Going Beyond Ergonomics." ErgoExpo Conference, Las Vegas NV, 2013.
- (109) "Healthy Workplaces: The Office Can Transform Public Health While Contributing to the Bottom Line." CoreNet Global Summit, Las Vegas NV, 2013.
- (110) "Working with Experts in Wage and Hour Litigation." ABA Section of Labor and Employment Law, 5th Annual Labor and Employment Law Conference, Seattle, Washington, 2011.
- (111) "Cue Selection and Evaluation in Performance Appraisal." Academy of Management Association, Los Angeles, 1985.
- (112) "Performance Appraisers as Test Developers." Military Testing Association, San Antonio, Texas, 1982.
- (113) "Validation of IRJ as a Technique for Analyzing the Rating Process." Military Testing Association, San Antonio, Texas, 1982.
- (114) "IRJ: A New Technique for Measuring the Performance Rating Process." Military Testing Association, Toronto, 1980.

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(115) "An Experimental Study of Rating Process: Correlates of Rating Behavior." Western Psychological Association, San Diego, 1979.

MEMBERSHIPS (current and former)

Total Worker Health® Affiliate
American Psychological Association
Society for Industrial and Organizational Psychology Academy
of Management
Northern California Human Resources Association
Society for Human Resource Management
Human Resource Planning Society

INVITED ADDRESSES

- 2018 American Psychological Association Annual Convention: "Increasing Adoption Rates of and Participation in Company Wellness Programs." San Francisco, CA.
- 2017 Xavier University Masters' Program in Sustainability: "Worker Sustainability." Bhubaneswar, Orissa (India).
- 2013 Australian Psychological Society Conference Keynote Address: "The New Organizational Template: How to Design Work and Workplaces for Employee Health and Well-Being." Perth, Australia.
- 2013 Conference Workshop: "Applying What We Know to Create Healthy Workplaces." Australian Psychological Society Conference, Perth, Australia.
- 2010 2010 IO-OB Graduate Student Conference: "Making a Difference in People's Lives: Wage and Hour Job Studies." Houston, TX.
- 2004 IBM Faculty Summit: "Managing the Extended Enterprise: An Organizational View." New York, NY.
- 2000 iQuantic Annual Conference: Taking Stock: The Future of Stock Options Conference: "Equity Under a Microscope: Governance from Academic Perspectives." San Jose, CA
- 1997 The New Zealand Psychological Society Industrial/Organizational Psychology Conference: "Performance Management in the 21st Century."
- 1997 Workshop of the Academy of Social Sciences of Australia: "Issues in Training."
- 1995 Northern California Human Resources Council Annual Meeting: "Performance Management in the Next Century."
- 1995 "Complying with the ADA: Matching Workers' Physical Capabilities To Job Demands" (with K. May and K. DeStigter). Human Resource Planning Society Annual Meeting, Ithaca.
- 1994 Northern California Human Resources Council Annual Meeting: "Assigning Work to Disabled Workers at NUMMI."

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- 1994 South Bay Chapter on Diversity Programs: "Organizational Restructuring and Downsizing: Implications for Affirmative Action."
- 1994 South Bay Chapter of Cal Business Alumni: "Empowerment and Self-Directed Work Teams."
- 1993 Western College Placement Association, San Francisco: "Preparing for Jobs in the Year 2000."
- 1992 University of California Cooperative Extension, Davis, CA: "Empowerment."
- 1992 University of California Academic Business Officers Group Conference, Ventura: "Seven Important Trends in Workforce 2000." (Keynote Address)
- 1989 University of California System EX-L Conference, San Diego: "Empowering Potential Leaders."
- 1989 Sacramento-Sierra Women Health Care Executives: "Leadership."
- 1988 Women Health Care Executives; San Francisco: "Creating Your Best Image."
- 1988 North Central Convention Association of the Alberta Teachers' Association: Edmonton, Alberta: "Leadership of the 1990's: Identification and Development of Tomorrow's Leaders" and "Women Leaders: What the Future Can Bring."
- 1987 Western Canada Educational Administrators' Conference '87; Edmonton, Alberta: "Critical Steps in Building Leadership Success" and "Practicing Leadership Skills."
- 1987 Women '87 Conference; Honolulu, Hawaii" "Women Leaders: A New Beginning" and "Speak Up with Confidence."
- 1987 Women Health Care Executives; San Francisco: "Building Leadership Skills in Women."
- 1987 Calgary City Teachers' Convention; Calgary Alberta: "A Legacy of Leadership: Critical Steps in Building Leadership Success."
- 1985 Delta Kappa Gamma Regional Conferences Keynote Address, San Lorenzo, Bakersfield and Pasadena, CA: "Women Leaders: A Legacy of Leadership."

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CRISTINA G. BANKS, PH.D.

Expert Testimony

June 2019

- (1) ABURTO V. VERIZON CALIFORNIA INC., CV 11-03683-ODW (VBKx) U.S.D.C Central District of California, Western Division, Declaration: 2011, 2012.
- (2) AIRTOUCH CELLULAR WAGE AND HOUR CASES, (JCCP) No. 4693, Los Angeles Superior Court, Declaration: 2014.
- (3) ADAMS V. HOME DEPOT USA, JCCP 4229 Riverside County Superior Court, Declaration: 2004, Deposition: 2004.
- (4) AKAOSUKI ET AL V. BENINHANA, INC., C 11-01272 WHA U.S.D.C. Northern District of California, Declaration: 2012, Deposition: 2012, Trial Testimony: 2012.
- (5) ARCHILA V. KFC US PROPERTIES INC., 09-CV-0107 R (FMOx) U.S.D.C. Central District of California; United States Court of Appeal 9th Circuit, Declaration: 2009, Deposition: 2009.
- (6) ARENAS V. EL TORITO RESTAURANTS INC., BC352538 Los Angeles County Superior Court, Declaration: 2008.
- (7) BENSON V. U-HAUL INTERNATIONAL INC., Los Angeles County Superior Court, Declaration: 2003.
- (8) BRIGHT ET AL V. DENNIS GARBERG AND ASSOCIATES, INC., LACV 10-07933 AHM (JCx); LACV 10-09574 AHM (ICx) U.S.D.C Central District of California, Declaration: 2011, Deposition: 2011.
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