

TIMOTHY M. FRANZ, PH.D.
PERSONAL PROFILE

Dr. Franz is an Industrial and Organizational Psychologist at St. John Fisher College. He is currently an Associate Professor of Psychology and was recently the Program Director and Chair of the Organizational Learning and Human Resource Development Department. In addition to his academic work, he also works as an organizational consultant through his independent consulting organization, Franz Consulting.

His topical areas of expertise include individual and small team decision making, improving team performance, and using teams to drive organizational change. He is an experienced applied researcher, specializing in conducting focus groups and individual interviews, designing custom surveys, analyzing employee and workplace data, and evaluating the effectiveness of training programs.

Prior to working full time as a college professor, Dr. Franz worked as a Survey Consultant for the Wyatt Company in Fort Lee, NJ (now Watson-Wyatt, Paramus, NJ). He also worked as a Compensation Consultant for Buck Consultants in Stamford, CT and Chicago, IL. In these roles, he designed and conducted custom compensation surveys and salary administration projects for clients in the Northeast and Midwest. In addition, he has designed selection tests, employee development instruments, and custom organizational surveys as a contract consultant for Custom Solutions, A London House Consulting Group in Rosemont, IL (now NCS/London House Workforce Development Group).

Dr. Franz is a member of the Society for Industrial and Organizational Psychology, the American Psychological Society, and the American Society for Training and Development. His scientific research has been published in premier journals such as the Journal of the American Medical Association, the Journal of Applied Psychology, and the Journal of Personality and Social Psychology. He received his Doctorate in Social/Organizational Psychology from the University of Illinois at Chicago and his Master's degree in Psychology from the University at Buffalo.