



**CLAREMONT MANAGEMENT GROUP, Inc.**

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## David D. Schein

Dr. David Schein provides that special mixture of important subject matter presented in an entertaining fashion. Comfortable in front of large groups or in boardrooms, he speaks about improving business productivity by understanding the human side of business. His topics cover a wide range of employment related topics, including sexual harassment, Americans with Disabilities Act, substance abuse in the workplace, better hiring practices, weapons in the workplace, development of an ethics program, and dispute resolution approaches.

**Background:** Dr. Schein is a consultant and trainer on employment and dispute resolution issues. Through Claremont Management Group, Inc. he provides consulting and training on business and employment matters to many businesses and entrepreneurs from his office in Texas and a satellite office in Virginia. His expert analysis and counsel in employment and dispute resolution matters is based on over thirty-five years of practical experience, including a decade with Fortune 50 companies. Dr. Schein has done numerous seminars and training sessions from coast to coast. He is presently Director of Graduate Programs and Associate Professor, Cameron School of Business, University of St. Thomas, as a member of the Management and Marketing faculty. He previously served as an Assistant Professor for Virginia State University's Reginald F. Lewis College of Business and as an Adjunct Associate Professor for the University of Maryland University College's Master of Science in Human Resource program. He has served as an adjunct faculty member at the University of Richmond, McIntire School of Commerce of the University of Virginia, the University of Mary Washington, and other prestigious universities.

**Author:** He has numerous peer-reviewed publications in academic journals. His published articles for general distribution include: "Independent Contractors", July 1995, "Sexual Harassment in the Fitness Industry", Spring 1995, "Family & Medical Leave Act", January 1994, and "Impact of The Civil Rights Act of 1991 on Health/Fitness Facilities", September 1992, which were published in *The Exercise Standards and Malpractice Reporter*; "Americans with Disability Act", *Leaps Newsletter*, October 1990; "Facing the Drug-Test Challenge", *Sam's Buy-Line*, Spring 1989; "Should Employers Restrict Smoking in the Workplace", *Labor Law Journal*, March 1987; and "How to Prepare a Company Policy on Substance Abuse Control", *Personnel Journal*, July 1986.

Dr. Schein has four articles in the *Encyclopedia of Business Ethics and Society* published by Sage Publishers in 2007. He has seven articles for the 2016 2<sup>nd</sup> Edition of that Encyclopedia. He also has two articles in the *Encyclopedia of Security Management*, published by Butterworth, 1993.

**Quoted:** He has been interviewed on Houston TV Channel 13, ABC, and quoted in many publications including: *Occupational Health & Safety; Convenience Store Management; Communication World; Houston Chronicle; The Houston Post; Lawrence (KS) Journal-World and American Society of Association Executives Newsletter*. Dr. Schein has been named to *Who's Who in American Law*.

**Community:** Dr. Schein has served as Director and *Director Emeritus* of The Asian Chamber of Commerce, Houston, Texas and served as Executive Director of the Asian Chamber's 1997 and 1998 Annual Charity Galas. He is a former director of Health Access Texas and the Houston Wellness Council. He is a Life Member of the Houston Livestock Show & Rodeo.

**Appearances:** Annual Meeting of the Electrical Apparatus Service Association; Annual Meeting and Chapter Meetings of the Plumbing, Heating and Cooling Contractors Association; Annual Meeting of the Virginia SHRM; Heights Chamber of Commerce; Gulf Coast Safety & Training Group; Air Conditioning Council of Greater Houston; Drywall & Interior Systems Contractors Association; Houston Industrial Relations Group; Chesterfield, VA, Bar Association; Houston Business Advisory Council; Houston Personnel Association; Rice University Management Program; Clear Lake Personnel Association; Petroleum EEO Group; Spencer-Stuart Quarterly Meeting; Annual Meeting in New York City of the American Society of Association Executives; National Meetings in Tampa and San Diego and the Houston Chapter of the American Society for Industrial Security; The Association of Human Resources Systems Professionals; Risk & Insurance Management Society; Annual EEO Seminars of the Texas Commission on Human Rights; Annual Meeting of Materials Marketing Associates; Southwestern Paint Convention; National Association of Credit Management; Case Management Society of America and various chapters of Rotary, Optimist and other business and service organizations.

**Nickname:** Dr. Schein's clients and friends began calling him "The Employment Guru" many years ago since it is rare to find an employment-related question that he cannot answer.

**Radio:** Dr. Schein hosted the daily radio program, *Its Your Job!* In Richmond, VA during 2008 and 2009 to great reviews. He recently appeared every Wednesday afternoon during afternoon drive time on KSEV 700 AM Houston speaking about current employment matters.

**Education:** Ph.D. - University of Virginia, JD - University of Houston, MBA - University of Virginia, BA - University of Pennsylvania.

See him in action: <http://www.youtube.com/user/ClaremontManagement>