

VITA

CYNTHIA V. FUKAMI

Department of Management
Daniels College of Business
University of Denver
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Denver, CO 80222
(303) 639-9622

Education

<u>Schools Attended</u>	<u>Dates</u>	<u>Degree</u>
Northwestern University Kellogg Graduate School of Management Major: Organizational Behavior Minor: Industrial Relations	1975-1978	Ph.D.
University of Illinois Institute of Labor & Industrial Relations Major: Organizational Behavior	1973-1975	M.A.
University of Illinois College of Liberal Arts & Sciences Major: Personnel Psychology Minor: Sociology/Political Science	1970-1973	B.A.

Academic Positions

Evelyn and Jay G. Piccinati Professor for Teaching Excellence

Daniels College of Business, University of Denver
September, 2000 - September, 2002

Professor of Management

Daniels College of Business, University of Denver
September, 1996 - present

Courses Taught: Principles of Management, undergraduate; Organizational Behavior, undergraduate; Leadership in Organizations, undergraduate; High Performance Management, Integrated MBA, Executive MBA; Organizational & Managerial Behavior, MBA; Human Resources Management, MBA; Performance & Rewards Systems, MBA.

Associate Professor of Management

College of Business Administration, University of Denver
September, 1986 - August, 1996

Chair, Department of Management

College of Business Administration, University of Denver
October, 1991 - July, 1995

Assistant Professor of Management

College of Business Administration, University of Denver
September, 1983 - September, 1986

Assistant Professor of Organizations

School of Management, State University of New York at Buffalo
August, 1978 - August, 1983

Staff Assistant

Office of the Assistant Vice Chancellor of Academic Affirmative Action, University of Illinois at Urbana-Champaign

August, 1974 - August, 1975

Duties included generation, analysis and interpretation of data related to hiring and promotion of targeted minorities and females in academic positions at the University.

University of Denver Institutional Service:

University:

	Member, Conflict Resolution Advisory Committee, GSIS	2004-present
	Member, Learning Task Force, UPAC	2002
	Member, Scholarship Task Force, UPAC	2002
	Team Leader, Ammi Hyde Interviews	2002-present
	Member, Planning Committee, Provost's Conference	2001
	Member, Curriculum Sub Committee, NCA Accreditation	1998-present
	Member, Post-tenure Review Task Force	1996
	Member, Affirmative Action Planning Committee	1995-1996
	Member, Faculty & Staff Wellness Task Force	1995-1997
	Member, Faculty Awards Subcommittee	1993
	Elected, CBA Dean Search Committee	1993-1994
	Elected, CBA Representative, Faculty Senate Appeals	1990-1991
	Member, TIAA-CREF Task Force	1990-1991
	Session Co-Leader, SOAR	1987
	Member, Outstanding Student Award Committee	1987
	Member, Foresight Forum Committee	1987
	Member, Affirmative Action Advisory Board	1986-1991
	Member, Professional Staff Evaluation Board	1986-1989
	Member, Search Committee for Assistant Dean	1885
	Member, Screening Committee for Study Abroad	1985-
1990		

Department:

	Acting Department Chair	Spring, 2003
	Chair, P&T Committee	2003
	Chair, Recruiting Committee	2001-2001
	Member, Recruiting Committee	2000-2001
	MSM Liaison, Education	1991-
1995		
	Chair, Recruiting Committee	1990-1991
	Advisor, Student SHRM Chapter	1986-
1992		

	Member, Recruiting Committees	1984-1990
	Chair, Tenure Goals and Objectives Committee	1984-1985
	Chair, Advisory Board Committee	1984-1986
College:		
	Member, Dean's Search Committee	2004
	Member, Faculty Performance Task Force	2003-2004
	Member, Strategic Plan Steering Committee	2001
	Member, Financial Aid Task Force	2000
	Chair, Discovery Scholarship Committee	1998-
2002		
	Chair, Scholarship Steering Committee	1998-2004
	Member, Scholarship Steering Committee	2004-present
	Chair, Faculty Development Committee	1996-1998
	Member, Appointments, Promotion, and Tenure Committee	1996-2002
	Member, Task Force on Scholarship/Strategic Planning	1996
	Coordinator, High Performance Management Teaching Team	1995-1998
	Member, Case Center Team	1995-1997
	Chair, Ethics Committee	1993-
1994		
	Member, High Performance Management Team	1993-2002
	Member, Ethics Committee	1992-1996
	Chair, Discussion Learning Enrichment Group	1992-1993
	Member, Values Team	1992-1993
	Member, Quality Team	1991-1992
	Member, Executive Committee (Management Team)	1991-1995
	Member, Strategic Planning Advisory Group	1989-1990
	Member, Faculty Development Committee	1989-1991
	Member, Committee on Instruction	1987-1989
	Member, Faculty Research Committee	1986-1989
	Member, Undergraduate Mission Committee	1985-1986
	Member, Undergraduate Affairs Subcommittee	1984-1986
	Member, Margolin Prize Committee	1984-1989
	Member, Undergraduate Program Committee	1983-1985

Research

Publications, Refereed:

"Colorado Benefits Management System: Decision Time," with D. McCubbrey, Communications of the Association for Information Sciences, 2005, 16, 34, 1-28.

"Lest We Forget: 9-11 and Management Education," Academy of Management Learning and Education, 2002, 1, Number 1, 13.

"9-11 Montage: Professors Remember," Academy of Management Learning and Education, 2002, 1, Number 1, 14-37.

"Teaching Effectiveness in the Organizational Sciences: Recognizing and Enhancing the Scholarship of Teaching," with P. Frost, Academy of Management Journal, 1997, 40, Number 6, 1271-1281.

"Market Value of Firm Reputation and Executive Compensation Structure," with F. Selto and H. Grove, Financial Accounting Abstracts, 1997, 1, Number 7, 128.

"The Road Less Traveled: The Joys and Sorrows of Transdisciplinary Team Teaching," with M. Clouse, C. T. Howard, R. McGowan, J. Mullins, W. Silver, J. Sorensen, T. Watkins, and D. Wittmer, Journal of Management Education, 1996, 20, Number 4, 409-410.

"Stage 4: The Raging Debates," with J. Mullins, Journal of Management Education, 1996, 20, Number 4, 446-461.

"XEL Communications, Inc.," with R. McGowan, Annual Meetings, North American Case Research Association, Orlando, FL, 1995.

"Benchmarking with ABCM," with S. Coburn and H. Grove, Management Accounting, 1995, LXXVI, No. 7 (January), 56-60.

"Western Publishing Company Case: Turnaround Management," with H. Grove, North American Case Research Association Annual Meetings, New Orleans, 1994.

"Improving the Productivity of the Accounting Function with Activity Based Cost Management and Benchmarking," with S. Coburn and H. Grove, 48th Annual Quality Congress Proceedings, 1994, 167-173.

"The Role of Situational Factors in Disciplinary Judgements," with D. Hopkins, Journal of Organizational Behavior, 1993, 14, 665-676.

"Using TQM to Increase Shareholder Value," with S. Coburn and H. Grove, Proceedings of the 1993 Rocky Mountain Quality Conference, 87-96.

"Analysis of Information System Effectiveness with Lisrel," with H. Grove and D. Bacon, Collected Papers and Abstracts of the 1993 Southwest Regional Meeting of the American Accounting Association, 9-16.

"Satisfaction with Union Representation," with J. Fiorito and D. Gallagher, Industrial and Labor Relations Review, 1988, 41, 294-307.

"A Comparative Study of Judgments Regarding Organizational Commitment," with K. Dhir, 1987 Decision Sciences Institute Proceedings.

"Multiple Commitments and Turnover Intentions: An Exploratory Study," with J. Meindl and D. Coleman, 1985 American Institute of Decision Sciences Proceedings, Abstract.

"Employee Absenteeism: The Role of Ease of Movement," with E. Larson, Academy of Management Journal, 1985, 28, 464-471.

"Women in Management: Separation or Integration?" in Women and Men In Organization Teaching Strategies, Dorothy M. Hai (ed.), Washington, DC: The Organizational Behavior Teaching Society, 1984, 8-12.

"Relationships Between Worker Behavior and Commitment to the Organization and Union," with E. Larson, 1984 Academy of Management Proceedings, 222-226.

"Commitment to Company and Union: Parallel Models," with E. Larson, Journal of Applied Psychology, 1984, 69, 367-371.

"The High Road and Low Road of Experiential Teaching," The Organizational Behavior Teaching Review, 1984, 9, 60-62.

"Continued Participation in Organizations: A Cross Validation Study of Turnover," with E. Larson and J. Alutto, 1983 Academy of Management Proceedings, 159-163.

"Using Speaker Panels in Career Courses," Exchange: The Organizational Behavior Teaching Conference, 1982, 7, 51.

"A Holistic, Experiential Course Design Suitable for Large MBA Classes," with J. Beyer, D. Simet, and A. Hageman, 1981 Proceedings of the Organizational Behavior Teaching Conference, 79-81.

"The Effect of Dual Career Marriages on Work Related Outcomes," 1981 Eastern Academy of Management Proceedings, 41-44.

"Organizational Design and Adult Development," with Douglas T. Hall, in Research in Organization Behavior, Barry M. Staw (ed.), 1979, 1, 125-167.

"The Effects of Socialization and Sex Roles on Changes in Attitudes Toward Women Managers," 1977 Academy of Management Proceedings, 276-280.

Publications, Invited:

"The Scholarship of Teaching and Learning: Putting Your Money Where Your Mouth is on Teaching Effectiveness," Decision Line, March, 2004, pp. 20-22, reprinted in Journal of Informatics Education Research, Vol. 6, no. 2, Fall, 2004.

"The Scholarship of Teaching and Learning in the Management Sciences: Disciplinary Style and Content," with D. Bilimoria, in Mary Huber and Sherwyn Morreale (eds.) Disciplinary Styles in the Scholarship of Teaching and Learning: A Conversation, American Association of Higher Education: Washington, D.C., 2002, pp. 125-142.

"Looking Through a Different Lens: Inquiry into a Team-Taught Course," in Pat Hutchings (ed.), Opening Lines: Approaches to the Scholarship of Teaching, The Carnegie Foundation for the Advancement of Teaching: Menlo Park, CA, 2000, pp. 33-39.

"XEL Communications, Inc. (C): Forming a Strategic Partnership," with R. McGowan, in Jeff Harrison and Caron St. John, Strategic Management of Organizations and Stakeholders (2nd ed.), South-Western College Publishing: Cincinnati, OH, 1998, pp. C97 - C102. Also in Peter Wright, Mark Kroll, and John Parnell, Strategic Management: Concepts and Cases (4th ed.), Prentice Hall: Englewood Cliffs, NJ, forthcoming, and in Managing Organizations: Cases in Management, Organizational Behavior, and Human Resource Management (6th ed.), South-Western College Publishing: Cincinnati, OH, 1999, pp. 69-77.

"Struggling with Balance," in Peter J. Frost and Rae Andre (eds.) Researchers Hooked on Teaching, Sage Publications: Thousand Oaks, CA, 1996, 3-13.

"XEL Communications, Inc. (A)," with R. McGowan, in Randall S. Schuler and Paul F. Buller, Case Problems in Management and Organizational Behavior (5th ed.), West Publishing: St. Paul, MN, 1996, 130-153, (6th ed.), pp. 49-68. Also in Peter Wright, Mark Kroll, and John Parnell, Strategic Management: Concepts and Cases (4th ed.), Prentice Hall: Englewood Cliffs, NJ, forthcoming, in Hitt, Ireland, and Hoskisson, Strategic Management, (2nd ed.), West Publishing: St. Paul, MN,

1997, 696-717, and in Jeff Harrison and Caron St. John, Strategic Management of Organizations and Stakeholders (2nd ed.), South-Western College Publishing: Cincinnati, OH, 1998, C-80 - C96.

"Herding Cats Part Deux: The Hygiene Factor," in Peter J. Frost and M. Susan Taylor (eds.), Rhythms of An Academic's Life, Sage Publications: Thousand Oaks, CA, 1996, 321-324.

"On Being An Irrational Manager, Or The Art of Herding Cats," Journal of Management Inquiry, 1993, 2, 305-306.

"A Critique on Comparable Worth," in John M. Champion and John James (eds.), Critical Incidents in Management, Fifth Edition, Homewood, IL: Richard D. Irwin, 1985, 101-103; revised and reprinted in Sixth Edition, 111-112, 1989.

"The Instructional Program at the University of Denver," in News and OBTS Commentary, Glenview, IL: Scott, Foresman and Company, 1989, Volume 6, Number 2, with Tom Howard and Joyce Frakes.

"Teaching Teachers at Georgia State," in News and OBTS Commentary, Glenview, IL: Scott, Foresman and Company, 1988, Volume 6, Number 1.

"Foreword," in Organizational Behavior: Contemporary Viewpoints, Santa Barbara, CA: ABC-CLIO Information Services, 1986, ix-x.

"The Use of Job Transfers in Career Development," Rocky Mountain Training News, September, 1985.

Reviews:

"The Human Side of Mergers and Acquisitions: Managing Collisions between People, Cultures, and Organizations, by Anthony F. Buono and James L. Bowditch, in Journal of Management, 16, 1990, 872-874.

"Women/Men/Management, by Ann Harriman," in Administrative Science Quarterly, 31, 1986, 499-501.

"Research in Organizational Behavior: An Annual Series of Analytical Essays and Critical Reviews," Vol. 3, L.L. Cummings and Barry M. Staw (eds.), in Contemporary Psychology, 27, 1982, 461-462.

Technical Reports:

"Pay for Performance: Choices, Challenges, and Competitive Advantage," commissioned by the American Animal Hospital Association, 1996.

"Choice 3: Continuation of Aggressive Affirmative Action Remedies," with K. Anderson, in Affirmative Action and the Search for Common Ground, College of Law and Daniels College of Business, University of Denver, 1996.

Work in Progress:

"Continuance Commitment and Job Performance: A Longitudinal Analysis," working paper.

"Organizational Commitment and Moral Development," with D. Nelson and D. Wittmer, working paper.

"Contextual Factors in Disciplinary Judgements: A Cross-Cultural Comparison," with D. Hopkins, data analysis stage.

Presentations

Refereed, not published in Proceedings:

"Interdisciplinary Exchange in the Scholarship of Teaching and Learning," Tenth Annual American Association of Higher Education Conference on Faculty Roles and Rewards, Phoenix, AZ, 2002.

"Getting SOTL Started: Building an Idea," Tenth Annual American Association of Higher Education Conference on Faculty Roles and Rewards, Phoenix, AZ, 2002.

"Disciplinary Styles in the Scholarship of Teaching and Learning: An Ongoing Conversation," Ninth Annual American Association of Higher Education Conference on Faculty Roles and Rewards, Tampa, FL, 2001.

"Linking Classroom Practice to Student Understanding: Documentation and Assessment in the Scholarship of Teaching and Learning," with D. Bernstein, D. Duffy, and J. Webster, Eighth Annual American Association of Higher Education Conference on Faculty Roles and Rewards, New Orleans, LA, 2000.

"Collaborative Learning in an MBA Program: Practicing What We Preach with Teamwork," Annual Meetings, Academy of Management, MED Division, Chicago, IL, 1999.

"Trans-disciplinary Case Teaching," with T. Cook, H. Grove, and B. Hutton, Annual Meetings, Western Casewriters Association, Banff, Alberta, Canada, 1996.

"Toward a Theory of Organizational Commitment and Moral Development," with D. Nelson and D. Wittmer, Annual Meeting, Academy of Management, PNP Division, Vancouver, BC, 1995.

"Improving Team Teaching: Lessons from Theatre, Music, Marriage, and Wrestling," with W. Silver, D. Allen, T. Watkins, and D. Wittmer, Annual Meeting, Organizational Behavior Teaching Society, Macomb, IL, 1995.

"Exploring the Boundaries Between Research and Teaching," Symposium Chair, Annual Meeting, Academy of Management, Atlanta, GA, 1993.

"Process Re-Engineering and Shareholder Value," with S. Coburn and H. Grove, Annual Meeting, American Accounting Association, San Francisco, CA, 1993.

"Confessions of a Theory X Teacher," Annual Meeting, Organizational Behavior Teaching Society, Lewisburg, PA, 1993.

"Moral Development and Organizational Commitment," with D. Nelson, Annual Meeting, American Business Law Association, Portland, ME, 1991.

"The Role of Contextual Factors in Disciplinary Judgements," with D. Hopkins, Annual Meeting, Academy of Management, PHR Division, San Francisco, CA, 1990.

"Exposing Yourself in the OB Classroom: Limits and Opportunities for the Vulnerable Teacher," with R. Marx, Annual Meeting, Organizational Behavior Teaching Society, Richmond, VA, 1990.

"Children at Work," with C. Enz, Annual Meeting, Organizational Behavior Teaching Society, Richmond, VA, 1990.

"An Effective Case on Effective Discipline," Annual Meeting, Organizational Behavior Teaching Society, Los Angeles, CA, 1988.

"Mediating Factors in Perceptions of Appropriate Employee Discipline," with D. Hopkins, Annual Meeting, Western Academy of Management, Big Sky, MT, 1988.

"Judgments Regarding Organizational Commitment: A Comparative Study of Accountants, General Managers, and Lawyers," with K. Dhir, Annual Meeting, Academy of Management, OB Division, New Orleans, LA, 1987.

"Teaching Ethically and Effectively: Dealing with Academic Dishonesty," Annual Meeting, Organizational Behavior Teaching Society, Boston, MA, 1987.

"Using Cases in Non-Traditional Ways," with E. Frederick and G. Lombardo, Annual Meeting, Organizational Behavior Teaching Society, Boston, MA 1987.

"Teaching O.B. to Executives," with N. Jacobs, Annual Meeting, Organizational Behavior Teaching Society, Charlottesville, VA, 1985.

"Internal Versus Extraorganizational Sources of Comparison: A Comparative Study of the Correlates of Comparison Level and Comparison Level of Alternatives," with E. Larson, Annual Meeting, Western Academy of Management, Santa Barbara, CA, 1983.

"The Relationship Between Union Commitment and Organizational Commitment: Dual Loyalty Reexamined, with E. Larson, Annual Meeting, Academy of Management, Personnel and Human Resources Division, New York, NY, 1982.

"An Exploratory Study of the Impact of Perceived Ease of Movement on Employee Absenteeism," with E. Larson and J. Alutto, Annual Meeting, Western Academy of Management, Colorado Springs, CO, 1982.

"Minimizing and Handling Plagiarism," Annual Meeting, Organizational Behavior Teaching Society, Los Angeles, CA, 1980.

"Women in Management: A Separate Course or Integration into the Required Course?" Annual Meetings, Organizational Behavior Teaching Society, Cincinnati, OH, 1979.

Invited:

"The Logistics of Using Teams in the Classroom," with Don Bacon and Jeff Ruttenbeck, Provost's Conference on Collaborative Learning, University of Denver, March, 2004.

"The Road Less Traveled," Invited Keynote Address, The Ph.D. Project Management Conference, Seattle, WA, August 2, 2003.

"Taking the Plunge: Getting Started in the Scholarship of Teaching and Learning," Center for Teaching and Learning, John Carroll University, May, 2002.

"Scholarship of Teaching," IACBE Annual Conference, San Diego, April, 2002.

"Collaborative Learning in an MBA Program," Preparing Future Faculty Seminar, University of Colorado at Boulder, April, 2002.

"Multiple Views of the Scholarship of Teaching and Learning: Examples from Participants in the Carnegie Academy for the Scholarship of Teaching and Learning (CASTL)," National Conference, American Association of Higher Education, Chicago, IL, 2002.

"Structures and Processes to Support the Scholarship of Teaching and Learning," with B. Coppola, P. Frakt, and C. Howery, National Conference, American Association of Higher Education, Chicago, IL, 2002.

"SOTL 101: Introduction to the Scholarship of Teaching and Learning," AACSB 2001 Continuous Improvement Symposium, St. Louis, October, 2001.

"Teaching Effectiveness," Junior Faculty Consortium, Human Resources Division, Academy of Management Annual Meetings, Washington, D.C., 2001.

"Collaborative Learning in an MBA Program," University of Wyoming, Laramie, WY, 2001.

"Lessons from my Project as a Carnegie Scholar," Advancing the Practice of Teaching Through Scholarship, OPID Conference, University of Wisconsin, Madison, WI, 2001.

"Implementing the Boyer Model," Advancing the Practice of Teaching Through Scholarship, OPID Conference, University of Wisconsin, Madison, WI, 2001.

"In Search of Deep Understanding: Why They Didn't Learn," with J. Benson and R. Corrada, Provost's Conference, University of Denver, 2001.

"Managing Curricular Change," Center for Excellence in Management Education, College of Business and Economics, Western Washington University, Bellingham, WA, 2000.

"Rewarding the Scholarship of Teaching: The Reward Structure at the University of Denver," Carnegie Campus Conversation, Western Washington University, Bellingham, WA, 2000.

"Teaching Human Resources Effectively," with B. Meglino, Doctoral Consortium, Human Resources Division, Academy of Management Annual Meetings, Chicago, IL, 1999.

"Collaborative Learning in an MBA Program," University Day, Montclair State University, Montclair, NJ, 1999.

"Reinforcing Boyer: Putting Your Money Where Your Mouth Is," Annual Meeting, American Association of Higher Education, Washington, DC, 1999.

"The Carnegie Teaching Academy: Overview, Updates, Resources, and Opportunities," Seventh Annual American Association of Higher Education Conference on Faculty Roles and Rewards, San Diego, CA 1999.

"Bargain Research," Not-so-junior Faculty Forum, Organizational Behavior Division, Academy of Management Annual Meetings, San Diego, CA, 1998.

"Re-entry into Research: Research without Resources," Pre-conference Workshop, Academy of Management Annual Meetings, Boston, MA, 1997.

"Getting to Yes with Service," Mid-career Consortium, Organizational Behavior Division, Academy of Management Annual Meetings, Boston, MA, 1997.

"Teaching Human Resources Effectively," with B. Meglino, Doctoral Consortium, Human Resource Division, Academy of Management Annual Meetings, Boston, MA, 1997.

"Improving Teaching Effectiveness," Doctoral/Junior Faculty Consortium, Western Academy of Management Annual Meetings, Squaw Valley, CA, 1997.

"Teaching Human Resources Effectively," with B. Meglino, Doctoral Consortium, Human Resource Division, Academy of Management Annual Meetings, Cincinnati, OH, 1996.

"Beyond Student Evaluations: Prototypes for Peer Review of Teaching," Session Chair, Pre-conference session, Academy of Management Annual Meetings, Cincinnati, OH, 1996.

"Research on a Shoestring," Doctoral Consortium, OB/OMT/ODC Divisions, Academy of Management Annual Meetings, Cincinnati, OH, 1996.

"Teaching Human Resources Effectively," with B. Meglino, Doctoral Consortium, Human Resource Division, Academy of Management Annual Meetings, Vancouver, BC, Canada, 1995.

"Brother Can You Spare A Dime? Cheap Research," Organization and Management Theory Division, Academy of Management Annual Meetings, Vancouver, BC, Canada, 1995.

"Teaching Human Resources Effectively," with B. Meglino, Doctoral Consortium, Human Resource Division, Academy of Management Annual Meetings, Dallas, TX, 1994.

"Beyond the Male Clone: The Growth Potential for Women in the Workforce," Women Uniting the World Conference, Baha'i National Committee on Women, Denver, CO, 1991.

"Factors Affecting Choice of Discipline: The Offender and the Context," University of Southern Colorado, Pueblo, CO, October, 1988.

"Understanding and Managing Corporate Culture," with J. Riley, May Meeting, Colorado Society for Personnel Administration, Denver, CO, 1988.

"New Trends in Employee Compensation," October Meeting, Colorado Society for Personnel Administration, Denver, CO, 1986.

"The Context for Careers Teaching - Present Practices," with T. Gutteridge, Annual meeting, Academy of Management, Careers Interest Group, New York, NY, 1982.

"Perspectives on Teaching Career Development," with T. Gutteridge, Annual meeting, Middle Atlantic Association of Colleges of Business, Syracuse, NY, 1980.

"Easing the School-to-Work Transition," American Power Conference, Chicago, IL, 1980.

Grants

"Overcoming Status Differences in Cooperative Learning Groups," The Carnegie Foundation for the Advancement of Teaching, \$6,000, 1998-99.

"XEL Communications, Inc. (C): Forming A Strategic Partnership," with R. McGowan, University of Denver Faculty Case Grant, \$1300, 1996.

"GlobalWest Publishing," with H. Grove, University of Denver Faculty Summer Research Grant, \$6,000, 1993.

"Assessment of Quality Control Goals and Performance: Costs, Benefits and Behavior," with H. Grove, U S WEST Willemssen Professorship, \$20,000, 1991-92.

"A Longitudinal Analysis of the Causes of Turnover," University of Denver Faculty Summer Research Grant, \$2500, 1985.

"An Exploratory Study of Turnover Among Nurses," Office for Research, SUNY at Buffalo, \$4,264, with J. Meindl, 1983.

"Understanding and Managing the Career Development Process," SUNY Conversations in the Disciplines Program, \$2,000, with T. Gutteridge, 1981.

Professional Activities

Professional Affiliations:

Academy of Management
(OB, OMT, HR Divisions; Western Region)
Organizational Behavior Teaching Society
Western Casewriters Association

Activities:

Track Chair, Organizational Behavior, Academy of Business Administration, 1993.
Discussant, Academy of Management Annual Meetings; 1979, 1981, 1985, 2000, 2001, 2003.
Session Chair, Academy of Management Annual Meetings; 1981, 1988, 1993, 1994, 2001, 2002.
Session Chair, Western Academy of Management Annual Meetings; 1984.
Symposium Chair, Academy of Management Annual Meetings; 1999.

Offices Held:

Member, Membership Committee, Organizational Behavior Division, Academy of Management; 1985-1987.
Representative at Large, Organizational Behavior Division, Academy of Management; 1985-1987.
Member, Board of Directors, Organizational Behavior Teaching Society; 1987-1990.
Chair, Board of Directors, Organizational Behavior Teaching Society; 1989-1992.
Member, Executive Director Search Committee, OBTS; 1992, 1995.
Member, Teaching Committee, Academy of Management; 1992-1995.
Chair, Teaching Committee, Academy of Management; 1995-1997.

Nominated, Program Chair, Organizational Behavior Division, Academy of Management, 1997.

Granting Agencies:

Proposal Reviewer, National Science Foundation, 1983, 1995.

Proposal Reviewer, Social Science Research Council of Canada, 1985, 1991.

Journals:

Associate Editor, Academy of Management Learning and Education, 2001-2004.

Member, Editorial Board, Academy of Management Learning and Education, 2004-present.

Associate Editor, Journal of Management Education, 1997-2000, and 2005-present.

Co-Editor, Special Issue, Academy of Management Journal, December, 1997.

Member, Editorial Board, Journal of Management Education, 1991-present.

Member, Editorial Board, Academy of Management Journal, 1985 - 1990.

Member, Editorial Board, Organizational Behavior Teaching Review, 1987 - 1990.

Member, Editorial Board, Southwest Business Review, 1990 - 1993.

Associate Editor, News and OBTS Commentary, 1987 - 1989.

Occasional Reviewer, Administrative Science Quarterly, 1982 - 1984.

Occasional Reviewer, Academy of Management Journal, 1984.

Occasional Reviewer, Canadian Journal of Administrative Science, 1985.

Occasional Reviewer, Human Relations, 1987, 1990, 1993, 1994, 1995.

Occasional Reviewer, Academy of Management Review, 1988.

Occasional Reviewer, Journal of Business and Psychology, 1990.

Occasional Reviewer, Journal of Contemporary Ethnography, 1991.

Occasional Reviewer, Organization Science, 1991, 1994.

Occasional Reviewer, Management Communication Quarterly, 1991.

Occasional Reviewer, Journal of Business Research, 1991.

Occasional Reviewer, Journal of Organizational Behavior, 1994.

Occasional Reviewer, Industrial and Labor Relations Review, 2000.

Paper Reviewer:

Eastern Academy of Management; 1981.

O B Division, Academy of Management; 1981, 1988, 1991-2006.

Human Resources Division, Academy of Management; 1981, 1983, 1985, 1987, 2000, 2001.

O M T Division, Academy of Management; 1984, 1985, 1987, 1990, 1991.

Western Academy of Management; 1983, 1984, 1997, 1998.

Organizational Behavior Teaching Conference; 1987-1994, 1996.

Organizational Theory, Decision Sciences Institute; 1987, 1991, 1994.

National Casewriters Association; 1995.

Western Casewriters Association; 1996.

Case Workshop, Academy of Management; 1995, 1996, 1997.

Publishers:

Member, Advisory Board, South-Western Publishing Co., 1988 - 1992.

Reviewer, Harper & Row Publishers, 1978 - 1983, 1986, 1989.

Reviewer, Business Publications, Inc., 1980, 1991.

Reviewer, Prentice-Hall, Inc., 1982, 1984, 1985, 1986, 1987.

Reviewer, John Wiley & Son, 1982 - 1983.

Reviewer, Kent Publishing, 1982 - 1983, 1991, 1992.

Reviewer, West Publishing, 1985, 1987, 1989, 1991, 1992, 1995.

Reviewer, Allyn-Bacon, 1985, 1989.

Reviewer, Dryden Press, 1988, 1997.

Reviewer, Addison-Wesley Publishing Co., 1989.
Reviewer, Scott Foresman Publishing Co., 1990.
Reviewer, Sage Publications, 1991.
Reviewer, Austin Press, 1992.
Reviewer, Irwin McGraw-Hill, 1997, 1998, 1999, 2000.
Reviewer, Leyh Publishing, 2001.

Honors

Fellow, The Carnegie Foundation for the Advancement of Teaching, 1999-present.

Carnegie Scholar, The Carnegie Teaching Academy, The Carnegie Foundation for the Advancement of Teaching, 1998-1999.

Recipient, Most Outstanding Faculty Member, Daniels College of Business, Graduate Student Advisory Council, 1996.

Co-recipient, Willemssen Distinguished Professorship, with H. Grove, 1991-92.

Recipient, University of Denver Distinguished Teaching Award, 1992.

Recipient, Graduate Business Student Association Award for Excellence in Teaching, 1991.

Recipient, College of Business Administration Faculty Research Award for Outstanding National Recognition, University of Denver, 1986 and 1995.

Nominated for SUNY Chancellor's Award for Teaching Excellence, 1982 and 1983.

Current Research Interests

Scholarship of Teaching and Learning
Performance, Turnover, and Absenteeism
Employee Commitment
Organizational Behavior and Labor Unions

Current Teaching Interests

Organizational Behavior
Human Resources Management
Compensation and Reward Systems

Consulting Activities

Survey Feedback/Attitude Assessments for clients including:

Jack Benny Center for the Performing Arts, Waukegon, IL
Westwood Pharmaceuticals, Buffalo, NY
The Courier-Express, Buffalo, NY
Roswell Park Memorial Institute, Buffalo, NY
Living the Good News, Denver, CO
City of Englewood, CO
U S WEST Direct, Denver, CO
First Data Corporation, Denver, CO

Expert Testimony for:

Jackson, Lewis, Schnitzler & Krupman, Atlanta, GA

Executive Training Sessions on topics including:

Stress Management, Conflict Management, Motivation, Leadership, Communication, Team Building, New Employee Socialization, First Line Supervision, Career Management, Recruitment & Selection, Performance Appraisal, Training & Development, Managing Performance Problems, Organizational Effectiveness, Reward Systems, Effective Discipline, Effective Use of Power, Motivating Volunteers, and Managing Organizational Culture.

for clients including:

- Public Sector (for example, Buffalo & Erie County Public Library, Buffalo, NY, Erie County CETA Program, Buffalo, NY, City of Englewood, CO)
- Not-for-Profit Sector (for example, The Junior League, Buffalo, NY and Denver, CO, Visiting Nurses Association, Buffalo, NY, Technical Assistance Center, Denver, CO, Opera Guilds International, Denver, CO)
- Private Sector (for example, Hooker Chemicals & Plastics Company, Niagara Falls, NY, The Carborundum Company, Niagara Falls, NY, Forest City Auto Parts, Cleveland, OH, AT&T, Denver, CO, Land Title Company, Denver, CO, Digital Equipment Corp., Colorado Springs, CO, ICG Communication, Inc., Denver, CO, Time Warner Telecom, Denver, CO)
- Professional Organizations (for example, Women in Cable Telecommunications, Chicago, IL, Wholesale Florists of America, Denver, CO, Midwest Circulation Managers, Denver, CO, American Animal Hospital Association, Denver, CO, Department of Family Medicine, University of Colorado Health Sciences Center, Denver, CO)
- Training Organizations (for example, Center for Management Development, Buffalo, NY and Denver, CO, Professional Education Systems, Denver, CO, Univentures, Denver, CO, and Executive Leadership Group, Denver, CO)

References

Available upon request

January, 2006