

DENNIS P. WITTMER

*Professor
Department of Management
Daniels College of Business
University of Denver*

*8091 Grizzly Way
Evergreen, CO 80439
(303) 674-3016 (home)
(303) 941-1302 (cell)*

*Denver, Colorado 80208
Voice: (303) 871-2431
FAX: (303) 871-2294
Email: dwittmer@du.edu*

EDUCATION

- Ph.D. Department of Public Administration
Maxwell School of Citizenship and Public Affairs
Syracuse University (1992)
Concentrations: Managerial Ethics, Technology and Information Policy, Organizational Theory and Behavior, Public Policy
- MPA Department of Public Administration
Maxwell School of Citizenship and Public Affairs
Syracuse University (1979)
Concentration: Public Management
- M.A. Department of Philosophy
Syracuse University (1975)
Concentrations: Ethical Theory, Philosophy of Science, Ancient Philosophy
- B.A. Morningside College (1968)
Magna Cum Laude
Major Fields: Psychology, Philosophy

VISITING APPOINTMENTS

Visiting Professor, National Yunlin University of Science and Technology, Taiwan, Dec, 2009.

Visiting Professor, National Yunlin University of Science and Technology, Taiwan, Dec, 2008.

CURRENT INTERESTS

Teaching:

Executive Education: Seminars building and sustaining trust in organizations, managerial and leadership

Graduate Programs: Management Ethics, Ethics for the 21st Century Professional, Science and Management of Organizational Ethics

Undergraduate: Business Ethics and Social Responsibility, Business and Society, Pioneering Business for the Public Good

Research:

Ethical Decision Making and Management

Ethical Climates in Organizations

Comparative (Public/ Private) Management

Pedagogical Approaches for Ethics Education in Business

EMPLOYMENT HISTORY

Professor (2007-present). Teaching various populations: MBA, Executive MBA, and undergraduate courses. Teaching business ethics and social responsibility, as well as business environment and stakeholder management courses. Department of Management, Daniels College of Business, University of Denver.

Associate Professor (1998-2007). Taught to a variety of audiences: MBA, Executive MBA, Leadership MBA, and Mountain MBA programs, and undergraduate curriculum. Teaching business ethics and social responsibility, as well as business environment and stakeholder management courses in revised undergraduate core. Department of Management, Daniels College of Business, University of Denver.

Assistant Professor (1992-1998). Taught public policy and business, business ethics, principles of management, human resource management, and new integrated values course (ethics, law, and public policy). MBA Values Team Coordinator (1993-1995). Department of Management, Daniels College of Business, University of Denver.

Adjunct Instructor (1990-91). Taught business ethics, public policy and business, and human resource management. Department of Management, College of Business Administration, University of Denver.

Senior Research Associate (1987-90). Directed and assisted with various grant proposals, projects and reports. These included Project Director, Syracuse Organization and Management Project (comparative study using phone and mail surveys); research on utility strategies for

demand-side management; proposal preparation to study recycling programs; survey design for state survey of computerized information resources; data analysis of hazardous waste shipments and disposal methods in NY State. Also taught computer literacy course for all incoming MPA students. Technology and Information Policy Program, The Maxwell School, Syracuse University.

Planning Coordinator (1983-87). Directed planning unit activities of city's central grants office: proposal preparation, program planning, contract development and negotiation. Principal liaison with local, state and federal agencies, especially for employment and training programs. Staff to Private Industry Council. Office of Development, City of Syracuse, NY.

Legislative and Policy Analyst (1981-83). Monitored and assessed impact of federal legislation on city programs and policies: developed policy recommendations for Director and Mayor; prepared position papers, briefings, testimonies and Congressional correspondence; coordinated intergovernmental activities with other cities and urban lobbying groups. Office of Federal and State Aid Coordination, City of Syracuse, NY.

Research Technician (1979-81). Employment and training planner and labor market analyst. Developed annual plans and grant applications for CETA programs. Prepared budgets and program goals for public service employment programs (\$3.5 million annual budget). Reviewed, negotiated, and developed contracts with local agencies. Monitored and analyzed labor market trends and coordinated manpower programs with City's economic development activities. Office of Federal and State Aid Coordination, City of Syracuse, NY.

Adjunct Instructor (1975-84). Taught a variety of courses at various local colleges and university programs. Courses included business ethics, logic, ethics and value theory, ancient philosophy, modern philosophy, ethics and the public employee, epistemology and metaphysics, and introduction to philosophy. Included a variety of populations: adult students, prisoners at maximum security prison, local government managers, and masters degree students. Programs and institutions included University College of Syracuse University, Auburn Prison Program of Syracuse University, Institute For Local Government, and Onondaga Community College.

PUBLICATIONS (JOURNAL ARTICLES, PROCEEDINGS, CASES, BOOK CHAPTERS)

Wittmer, D.P. (2018). "Descriptive Ethics." In R. Kolb (ed.), *The SAGE Encyclopedia of Business Ethics and Society*, 2nd ed., Sage Publishers.

Wittmer, D.P. (2018). "Social Capital." In R. Kolb (ed.), *The SAGE Encyclopedia of Business Ethics and Society*, 2nd ed., Sage Publishers.

O'Brien, K., Wittmer, D.P., & Ebrahimi, B. (2017). "Behavioral Ethics in Practice: Integrating Service Learning into a Business Ethics Course." *Journal of Management Education*, 41(4), 599-

616.

Wittmer, D.P. & Fukami, C.V. (2017). "Educating Future Business Leaders To Be Practically Wise: Designing and MBA Curriculum to Strengthen Good Decision Making." In Wedelin Kupers & Olen Gunnlaugson (Eds.), Wisdom Learning: Perspectives on 'Wising-up' Management Education. 1st ed., pp. 229-247). New York, N.Y.: Routledge. 978-1-4724-6393-7.

Wittmer, D., McGowan, R., & Simon, G. (2015) "Bahia Aventuras: Ecotourism in Central America-- Staying Alive." Emerging Markets Case Studies, 5 (8), 1-24.

D.P. Wittmer (2014) "The Virtue of 'Virtue Ethics' in Business and Business Education," Journal of Business Ethics Education , Vol. 11, online version.

Wittmer (2013). "Developing Practical Wisdom in Ethical Decision Making: A Flight Simulator Program for 21st Century Business Students," Journal of Business Ethics Education, 10: 1-15.

Wittmer, D.P. and A. Al-Kazemi (2012). "Ethics and Economics in International Business Education: A Comparison of Kuwaiti and U.S. Students Using an Ultimatum Game Scernario," Journal of Teaching in International Business, 23: 291-309.

Wittmer, D.P. (2012). "Agoricus: A Platonic Exploration of the 'Good' Businessperson," Journal of Business Ethics Education, 9: 309-24.

McGowan, R., Wittmer, D., and G. Simon. (2011). "Bahia Aventuras: Ecotourism In Central America." Proceedings of NACRA (North American Case Writers Association) Annual Meeting, San Antonio, October 2011.

Wittmer, D.P. (2010). "Behavioral Ethics in Business Organizations: What the Research Literature Teaches Us." In J. O'Toole and D. Mayer (eds.), Good Business: Exercising Effective and Ethical Leadership, Florence, Kentucky: Routledge.

Wittmer, D.P. (2008). "Descriptive Ethics." In R. Kolb (ed.), Encyclopedia of Business Ethics and Society. Sage Publishers.

Wittmer, D.P. (2008). "Social Capital." In R. Kolb (ed.), Encyclopedia of Business Ethics and Society. Sage Publishers.

Wittmer, D. and McGowan, R. (2007). "Five Decisions Tools for Decision Making." In J. Rabin, B. Hildreth, and G. Miller (eds.), Handbook of Public Administration (3rd ed.). New York: Marcel Dekker.

Wittmer, D.L. and Wittmer, D.P. (2007). "Fighting the Rapids at Arkansas Valley Adventures," Proceedings of NACRA (North American Case Research Association), October, 2007.

- Wittmer, D.P. (2005). "Developing a Behavioral Model for Ethical Decision Making in Organizations: Conceptual and Empirical Research." In G. Frederickson and R. Ghore (eds.), *Ethics and Public Administration* (2nd ed.), M.E. Sharpe, pp. 49-69.
- Wittmer, D.L and Wittmer, D.P. (2005) "LASER Attacks Against R.K. Mechanical (A) and (B)," *Proceedings of the Western CaseWriters Association*.
- Wittmer, D.L. and Wittmer, D.P. (2004). "Managing Sexual Harassment at Coors," *Case Research Journal*, 24 (1), 57-76.
- Wittmer, D.P. (2004). "Business and Community: Integrating Service Learning in Graduate Business Education," *Journal of Business Ethics*, 51 (4), 359-371.
- McGowan, R.P., and Wittmer, D.P. (2003). "Five Great Issues in Decision Making." In Jack Rabin, Robert F. Munzendrider, and Sherrie M. Bartell (Eds.), *Principles and Practices of Public Administration Part 6: Decision Making, Policy Studies, and Analysis*. New York: Marcel Dekker, www.ebooks.dekker.com .
- O'Brien, K. and Wittmer, D.P. (2003). "Teaching Values Using Technology: A Manuscript in PowerPoint Slides" *MBAR Journal*, 4 (1).
- Bozeman, B. and Wittmer, D.P. (2001) "Technical Roles and Success of Federal Laboratory-Industry Partnerships," *Science and Public Policy*, 28 (4), 169-178.
- Nelson, D. and Wittmer, D.P. (2001) "Developing a Learning Community Approach to Law and Ethics Education," *Teaching Business Ethics Journal*, 1 (5), 267-281.
- Sotiriou, D. and Wittmer, D.P. (2001). "Influence Methods of Project Managers: Perceptions of Team Members and Project Managers," *Project Management Journal*, 32 (3), 12-20.
- Wittmer, D.P. (2001). "Ethical Decision Making." In T. L. Cooper (Ed.), 2nd ed., *Handbook of Administrative Ethics*. New York: Marcel Dekker.
- Wittmer, D.P. (2000). "Ethical Sensitivity in Management Decisions: Developing and Testing a Perceptual Measure Among Management and Professional Student Groups," *Teaching Business Ethics Journal*, 4 (1), 181-205.
- Bowman, J., and Wittmer, D.P. (2000). "The Unfashionable Drucker: Ethical and Quality Chic," *Journal of Management History*, 6 (1), 13-29.
- Wittmer, D.P. (2000). "Management Students and Moral Development: An Empirical Exploration of Public and Private Sector Differences," *Public Integrity*, 2 (3), 181-194.

McGowan, R.P., and Wittmer, D.P. (1998). "Gaining a Competitive Edge: Economic Development Strategies for State and Local Governments," Public Administration Quarterly, 22 (3), 301-314.

McGowan, R.P., and Wittmer, D.P. (1998). "Five Great Issues in Decision Making." In Jack Rabin (Ed.), Handbook of Public Administration. New York: Marcel Dekker.

Wittmer, D., Holcomb, J., Hutton, B., and Nelson, D.R. (1998). "Reinventing the MBA Curriculum: Integrating Ethics, Law, and Public Policy," Teaching Ethics and Values. New York: SUNY Press.

Wittmer, D.P. & Wittmer, D.L. (1997). "Paul Murray (A), (B), (C)," Casenet: Premier Series (casenet.thomson.com/casenet/abstracts/paulmurray.html), South-Western College Publishing.

Wittmer, D.P., and Coursey, D. (1996). "Ethical Work Climates: Comparing Top Managers in Public and Private Organizations," Journal of Public Administration Research and Theory, 6 (4), 559-572.

Sorenson, J.E., and Wittmer, D.P. (1996). "Stage Two: Designing Team Taught Transdisciplinary Courses--Where Do We Begin?" Journal of Management Education, 20 (4), 422-434.

Affirmative Action and the Search for Common Ground: A Colorado Dialogue. (1996). Contributor, book prepared for conference on affirmative action, University of Denver College of Law.

Wittmer, D., Holcomb, J., Hutton, B., and Nelson, D. (1996). "A New Model for Ethics Education: Curriculum Reform at the University of Denver," Proceedings of the Annual Meeting of the International Association for Business and Society.

Wittmer, D.P. (1996). "Ethical Sensitivity and Managerial Decision Making," Proceedings of the Annual Meeting of the International Association for Business and Society.

Wittmer, D.P. (1994). "Ethical Decision Making." In T. L. Cooper (Ed.), Handbook of Administrative Ethics. New York: Marcel Dekker.

Bretschneider, S. and Wittmer, D. (1993). "Organizational Adoption of Microcomputer Technology: The Role of Sector," Information Systems Research, 4, 1, 88-108.

Wittmer, D. (1992). "Ethical Sensitivity and Managerial Decisionmaking: An Experiment," Journal of Public Administration Research and Theory, 2, 443-462.

Wittmer, D.P. (1992). Ethical Perception and Managerial Decision Making: A Conceptual and

Empirical Exploration." In D. Cady and R. Beanblossom (Eds.), Natural Reason: Essays in Honor of Joseph Norio Uemura (pp. 75-95). St. Paul, MN: Hamline University.

Wittmer, D. (1991). "Serving the People or Serving For Pay: A Comparative Study of Values and Reward Preferences Among Managers in Government, Business and Hybrid Organizations," Public Productivity and Management Review, 14, 369-383.

Nelson, D.R., Wittmer, D.P., & Young, M.A. (November, 1991). "Evaluating Marketing Personnel: Ethical and Personal Tensions," Link Magazine, 14, 9, pp. 22-24.

Wittmer, D.P. (1991). "Managerial Values in Public, Private, and Hybrid Organizations," Personnel Research Highlights, 3, 1, pp. 13-14. Washington, D.C.: U.S. Office of Personnel Management.

Bretschneider, S. and Wittmer, D. (1990). "Organizational Adoption of Microcomputer Technology: The Role of Sector," Proceedings of the International Symposium on Changing Information Environment and Social Life", Korean Institute of Communication Sciences, 65-76.

Urban America, 1984. (1984). Contributor, Policy Statement and Report of the National Conference of Democratic Mayors.

Urban America, 1982: Where We Stand, Where They Stand. (1982). Contributor, Policy Statement and Report of the National Conference of Democratic Mayors.

Wittmer, D.P. (1980). "Impact of CETA Maximum and Average Wage Requirements," CETA Monitor. Washington, D.C.: U.S. Conference of Mayors.

Honey, J.C. and Wittmer, D.P. (1979). "Teaching Ethics to Pre-Entry Level Public Administration Students," In G.S. Birkhead and J.D. Carroll (Eds.), Education for the Public Service (pp. 63-76). Syracuse, NY: Maxwell School.

BUSINESS CASE STUDIES

Wittmer, D., McGowan, R., & Simon, G. (2015) "Bahia Aventuras: Ecotourism in Central America-- Staying Alive." Emerging Markets Case Studies, 5 (8), 1-24.

Wittmer, D.L. and Wittmer, D.P. (2007). "Fighting the Rapids at Arkansas Valley Adventures," Western Case Writers Association Annual Meeting, March, 2007.

Wittmer, D.L and Wittmer, D.P. (2005) "LASER Attacks Against R.K. Mechanical (A) and (B)," Proceedings of the Western CaseWriters Association.

Wittmer, D.L. and Wittmer, D.P. (2004). "Managing Sexual Harassment at Coors," Case Research Journal, 24 (1), 57-76.

"Management SOS (A) and (B)" (with Deanna Wittmer), Western Casewriters Association Annual Meeting, Palm Springs, CA, April 10, 2003.

Wittmer, D.P. & Wittmer, D.L. (1997). "Paul Murray (A), (B), (C)," Casenet: Premier Series (casenet.thomson.com/casenet/abstracts/paulmurray.html), South-Western College Publishing.

NEWSPAPER COLUMNS

Contributor, Business Ethics Column, Rocky Mountain News, 1991-1995. Authored or co-authored over 50 columns as syndicated column for major daily newspaper in the Rocky Mountain region. The column ran weekly with writers from the Daniels College of Business. My contributions included topics such as drug testing, whistleblowing, and labor strikes.

PROFESSIONAL PAPERS, CONFERENCE PRESENTATIONS, AND PANELS

Wittmer, D.P. , "The Virtue of Virtue Ethics in Business and Business Education," Traditional Hindu/Indian Virtue Ethics in Today's Perspective: Sharing Ideas Between East and West, Conference at the Indian Institute of Advanced Study, Shimla, India, October, 2019.

Wittmer, D., B. Ebrahimi, and K. O'Brien, "Behavioral Ethics and Community Capital Project: Integrating Service Learning into Business Ethics Education," International Conference on Trends in Social Sciences and Humanities, Emirates Association of Arts and Management Professionals, Istanbul, Turkey, June 6, 2016.

D. Wittmer, "The Sustainability of an Economically Unbalanced Society" (with Karin Wedig of Korbel School), Institute for Enterprise Ethics Roundtable, Denver, CO, March 19, 2016.

D. Wittmer and P. Seaborn, "What Can We Learn From Professional Sports? Ethics from the Playing Field to the Boardroom," Ethics Bootcamp, Daniels College of Business, October 10, 2015.

D. Wittmer, P. Schaberl, and D. Sweeney, Panel Discussion, "Income Inequality, Amazon, VW Scandal," Quarterly Ethics Review, Institute for Enterprise Ethics, Daniels College of Business, October, 2015.

McGowan, R., Wittmer, D., and G. Simon. "Bahia Aventuras: Ecotourism In Central America." NACRA (North American Case Writers Association) Annual Meeting, San Antonio, October

2011.

Wittmer, D.L. and Wittmer, D.P. "Fighting the Rapids at Arkansas Valley Adventures," North American Case Research Association (NACRA) Annual Meeting, Keystone, Colorado, March, 2007.

Presenter (with Bruce Hutton), "Sustainable Business Policy and Practice in Gold Mining: A Case Study of Collaboration Between Newmont Mining and the Daniels College of Business," Conference on Business as an Agent of World Benefit: Management Knowledge Leading Positive Change, Co-sponsored by the Academy of Management and the UN Global Compact, Cleveland, Ohio, October 22-25, 2006.

Panel Chair and Presenter, Leadership and Ethics, Teaching Business Ethics Conference, Boulder, CO, June 9, 2006.

Panel Chair, Implementing Service Learning and Civic Engagement Programs, The University and Civil Society: Autonomy and Responsibility Conference, Bologna, Italy, May 19, 2006.

Presenter, "University and Business Collaboration to Foster and Improve Civil Society: A Case Study of the Executive Leadership Training Program by the University of Denver for Newmont Mining," The University and Civil Society: Autonomy and Responsibility Conference, Bologna, Italy, May 18, 2006.

"LASER Attacks Against R.K. Mechanical (A) and (B)," (with Deanna Wittmer) Presentation at Annual Meeting of the Western CaseWriters Association, Las Vegas, March 31, 2005.

"Curriculum and International Corporate Social Responsibility," Participant with other Daniels College of Business faculty, Social Science Foundation of Graduate School of International Studies, Winter, 2004.

"Business and Community: Integrating Service Learning in Graduate Business Education," Presentation and participant with DU faculty group, International Center for Civic Engagement, Bologna, Italy, Summer, 2004.

"Cooperative Testing at Daniels: Using Cooperative Exams in Graduate and Undergraduate Courses" (with Kevin O'Brien and Sylvester Houston), 2004 Cooperative Learning Conference, University of Denver, March 5, 2004.

"Perceived Fairness in an Ultimatum Game Scenario: A Comparison of Kuwaiti and U.S. Business Students" (with Ali Alkazemi, Kuwait University), Society for Business Ethics Annual Meeting, Seattle, WA, August 2, 2003.

"Management SOS (A) and (B)" (with Deanna Wittmer), Western Casewriters Association Annual Meeting, Palm Springs, CA, April 10, 2003.

“A Technological Approach to Values Education” (with Kevin O’Brien), AACSB International Graduate Programs Conference, Chicago, Ill., November 5, 2001.

“Business and Community: Integrating Service Learning in Graduate Business Education.” Society for Business Ethics, Washington, D.C., August 5, 2001.

“Managing Sexual Harassment at Coors: A Case Study” (with Deanna Wittmer), Western Casewriters Association, Sun Valley, Idaho, April 5, 2001.

"Developing a Learning Community Approach to Law and Ethics Education" (with Don Nelson), Academy of Legal Studies in Business Conference, 1998.

"Technical Roles and Success of Federal Laboratory-Industry Partnerships" (with Barry Bozeman, Georgia Tech), International Meeting of the Society for the Social Study of Science, Bielfeld, Germany, October 9, 1996.

Moderator , “Professional and Ethical Caveats Regarding Entrepreneurial Public Management,” American Society for Public Administration, Atlanta, Georgia, June 30, 1996.

"A New Model for Ethics Education: Curriculum Reform at the University of Denver" (with John Holcomb, Bruce Hutton, and Don Nelson), Annual Meeting of the International Association for Business and Society, Santa Fe, New Mexico, March 21-24, 1996.

"Ethical Sensitivity and Managerial Decision Making," Annual Meeting of the International Association for Business and Society, Santa Fe, New Mexico, March 21-24, 1996.

"Technical Roles and Success of Federal Laboratory-Industry Partnerships" (with Barry Bozeman, Georgia Tech), National Meeting of the Institute for Operations Research and the Management Sciences (INFORMS), New Orleans, LA, October 30-November 1, 1995.

"Ethical Work Climates: Comparing Top Managers in Public and Private Organizations" (with David Coursey, Florida State University), Annual Meeting of the Society for Business Ethics, Vancouver, Canada, August 4-6, 1995.

"Toward a Theory of Organizational Commitment and Moral Development" (with Donald Nelson and Cynthia Fukami), Annual Meeting of the Academy of Management Public and Nonprofit Sectors Division, Vancouver, Canada, August 6-9, 1995.

Panel Participant, "Ethics Education and Community Service at the Daniels College of Business" (with Bruce Hutton), Pre-Professional Study Panel, "Service Learning: Social Responsibility and Higher Education," Spring Faculty Forum for Campus Compact, Denver, CO, March 31, 1995.

"Ethical Work Climates: Comparing Top Managers in Public and Private Organizations" (with David Coursey, Florida State University), National Symposium on Ethics and Values in the Public Administration Academy, Tampa, FL, February 2-4, 1995.

"Reinventing the MBA Curriculum: Integrating Ethics, Law, and Public Policy" (with John Holcomb, Bruce Hutton, Donald R. Nelson), National Symposium on Ethics and Values in the Public Administration Academy, Tampa, FL, February 2-4, 1995.

Moderator and Rapporteur, "Performance, Productivity, and Fiscal Stress," America Society for Public Administration, National Training Conference, San Francisco, July 18, 1993.

"Managers and Moral Development: An Empirical Analysis of Public and Private Sector Differences," National Public Management Research Conference, Syracuse University, Syracuse, N.Y., September, 1991.

"Ethical Perception and Managerial Decision Making: A Theoretical and Empirical Analysis," Conference on the Study of Government Ethics, Park City, Utah, June, 1991.

"Evaluation for Technology Based State Economic Development Programs," (with Julia Melkers), 12th Annual Conference of the Eastern Evaluation Research Society, Rutgers University, May, 1989.

"The Need and Management of Demand-Side Management (with Walter Meyer and Richard Wood)," End-Use Load Information and Application Conference, Syracuse, N.Y, May, 1989.

City Representative, 1st Annual Meeting of the National Job Training Partnership Association; Sponsored by U.S. Conference of Mayors, National Governor's Association, and the National Association of Counties, Savannah, Georgia, 1985.

"New Federalism and the Cities: An Assessment of the Reagan Initiatives on the City of Syracuse," Panel Discussion on Reagan's New Federalism and Urban Areas, Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY, 1984.

Invited Participant, 1st Annual Institute on Ethics and Management, Yale School of Organization and Management and the Society for Values in Higher Education, New Haven, Connecticut, Summer, 1978.

EXPERT WITNESS DEPOSITION AND CONSULTATION

Expert Witness Consultation, The Equitable Life Assurance Society of the United States v. Bonfils-Stanton Foundation, 1998.

Expert Witness Consultation, Colorado Compensation Insurance Authority, et.al. v. Central Park, et.al., July, 1996.

Expert Witness Consultation, New York Life Ins. Co. v. KN Energy, Inc., November, 1994.

Expert Witness and Deposition (with Bob McGowan), Lisa Guilford vs. Larry Kallenberger, et. al. (State of Colorado), Jan- Mar, 1994.

Expert Witness (with Bob McGowan), Trans-Rim Enterprises (USA). Ltd v. Adolph Coors Company, 1993.

PROFESSIONAL CONSULTING AND TRAINING

Trainer, "Building and Sustaining Trust Through Social Contracts and Social Capital" Executive and Professional Programs (Daniels), July 19, 2018.

Trainer, "Leading with Purpose and Principles," High Performance Leadership Group, Executive and Professional Programs (Daniels), May 10, 2018

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), May 7, 2018.

Trainer, "Leading with Purpose and Principles," Public Safety Leadership Group, Executive and Professional Programs (Daniels), April 26, 2018.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), October 23, 2017.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Companion Animal Practices of North America (CAPNA), Executive and Professional Programs (Daniels), October 16, 2017.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), June 5, 2017.

Trainer, "Leading with Purpose and Principles," High Performance Leadership Group, Executive and Professional Programs (Daniels), June 1, 2017.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), October 17, 2016.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), June 13, 2016.

Trainer, Seminar on Values-Based Leadership, Colorado Parks and Wildlife Leadership Training Program, Executive and Professional Programs (Daniels), May 20, 2106.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Public Safety Leadership Group, Executive and Professional Programs (Daniels), May 19, 2016.

Trainer, "Seminar on Values-Based Leadership and Ethical Decision Making," High Performance Leadership Group, Executive and Professional Programs (Daniels), April 21, 2016.

Trainer, "Seminar on Ethics and Social Contract," Latino Leadership Institute, Executive and Professional Programs (Daniels), February 19, 2016.

Trainer, "Seminar on Values-Based Leadership and Ethical Decision Making," High Performance Leadership Group, Executive and Professional Programs (Daniels), November 19, 2015.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), October 26, 2015.

Trainer, "Building and Sustaining Trust in Values-Based Teams and Organizations," Veterinarian Management Group Leadership Program, Executive and Professional Programs (Daniels), August 10, 2015.

Trainer, Executive and Professional Programs (Daniels), High Performance Leadership Group (May 28, 2015). "Ethical Decision Making"

Trainer, Executive and Professional Programs (Daniels), Public Safety Leadership Group (May 7, 2015), "Building and Sustaining Trust in Values-Based Organizations"

Trainer, Executive and Professional Programs (Daniels), Veterinarian Management Group Leadership Program (May 4, 2015, "Building and Sustaining Trust in Values-Based Teams and Organizations"

Trainer, Executive and Professional Programs (Daniels), Colorado Department of Parks and Wildlife (April 16, 2015). "Building and Sustaining Trust and Values-Based Leadership"

Trainer, Executive and Professional Programs (Daniels), Veterinarian Management Group Leadership Program (October 27, 2014). "Building and Sustaining Trust in Values-Based Teams and Organizations"

Trainer, Executive and Professional Programs (Daniels), Veterinarian Management Group Leadership Program (October 6, 2014), "Building and Sustaining Trust in Values-Based Teams and Organizations"

Trainer, Executive and Professional Programs (Daniels), Public Safety Managers in Metro Denver October 2, 2014, "Building and Sustaining Trust in Organizations"

Trainer, Executive and Professional Programs (Daniels), Public Safety Managers in Metro Denver (September 26, 2014), "Values-Based Leadership: Building and Sustaining Trust Through Social Contract and Social Capital."

Trainer, Executive and Professional Programs (Daniels), High Performance Leadership Program (September 19, 2014), "Ethical Decision Making"

Trainer, Executive and Professional Programs (Daniels), High Performance Leadership Program (September 4, 2014). "Ethical Decision Making"

Trainer, Executive and Professional Programs (Daniels, Veterinarian Management Group Leadership Program (August 11, 2014), "Building and Sustaining Trust in Values-Based Teams and Organizations"

Trainer and Consultant, Public Safety Leadership Training Program, "Values-Based Leadership: Building and Sustaining Organizational Trust Through Social Contract and Social Capital," Daniels Executive Education, May 30, 2014.

Trainer, "Ethical Decision Making," High Performance Leadership Program (Daniels Executive and Professional Program," April 10, 2014.

All day experiential training for employees -- building team skills among about 60 employees (with Cindi Fukami, Franco Marini, and others), Enserca Engineering, Lakewood, Colorado. (April 3, 2014).

Facilitator, "Developing a Social Contract," For the HR Team at Sports Authority, March 27, 2014.

Trainer (with Cindi Fukami and Buie Seawell), "Measuring Success" (Module 9), Enserca Engineering, Lakewood, Colorado. (Feb 20, 2014).

Trainer and Consultant, Public Safety Leadership Training Program, "Values-Based Leadership: Building and Sustaining Organizational Trust Through Social Contract and Social Capital," Daniels Executive Education, October 25, 2013.

Trainer, "Ethical Decision Making," High Performance Leadership Program (Daniels Executive

and Professional Program,” September 26, 2013.

Trainer (with Cindi Fukami), "Achieving Success" (Module 8), Enserca Engineering, Lakewood, Colorado, (May 17, 2013).

Trainer and Program Developer (with Cindi Fukami and Buie Seawell) , "Teams and Leadership," Enserca Engineering, San Diego, CA. (May 2-5, 2013).

Course Design and Delivery, “Ethics and Values: Values-Based Leadership for Effective Governance,” ICT Masters Degree Program, Infotech and the Mexican Ministry of Education, Corporate Training, Mexico City, Jan-Mar, 2013.

Trainer, “Ethical Decision Making,” High Performance Leadership Program (Daniels Executive and Professional Programs,” November 9, 2012.

Trainer (with Cindi Fukami), "Achieving Collaboration" (Module 7), Enserca Engineering, Lakewood, Colorado. (October 26, 2012).

Trainer and Consultant, Public Safety Leadership Training Program, “Values-Based Leadership: Building and Sustaining Organizational Trust Through Social Contract and Social Capital,” Daniels Executive Education, July 27, 2012.

Trainer, “Ethical Decision Making,” One day seminar for Summer Business Institute (Daniels College of Business), June 28, 2012.

Trainer (with Cindi Fukami), "Achieving Results" (Module 6), Enserca Engineering, Lakewood, Colorado. (May 17, 2012).

Trainer, “Building and Sustaining Organizational Trust Through Social Contract, Social Capital, and Virtue Ethics,” State Auditors Leadership Training (April 17, 2012)

Trainer (with Cindi Fukami and Buie Seawell) "Social Contract," Enserca Engineering, Lakewood Colorado. (March 2, 2012).

Trainer, “Building and Sustaining Organizational Trust Through Social Contract, Social Capital, and Virtue Ethics,” Intrado (January 4, 2012).

Trainer (with Cindi Fukami and Buie Seawell) , "Social Contract," Enserca Engineering, Lakewood, Colorado. (October 28, 2011).

Trainer and Consultant, Enserca Engineering Corporate Training ("Exploring and Handling Value Conflicts"), with Cindi Fukami and Buie Seawell, April, 2011.

Fukami, C. V., Wittmer, D. P., Seawell, M. B., "Social Contract," Enserca Engineering,

Lakewood, Colorado. (October 28, 2011).

Course Design and Delivery, "Ethics and Values: Values-Based Leadership for Effective Governance," ICT Masters Degree Program, Infotech and the Mexican Ministry of Education, Corporate Training, Mexico City, Jan-Mar, 2011.

Trainer, Intrado Corporate Training ("Ethical Decision Making") for Daniels Office of Executive Programs, January, 2011.

Enserca Engineering Corporate Training ("Decision Making"), with Cindi Fukami, September, 2010.

Visiting Professor, "Business Ethics and Corporate Responsibility in Global Management and Marketing," National Yunlin University of Science and Technology (YUNTECH), December, 2009.

Visiting Professor, taught one course, "Business Ethics and Corporate Responsibility in Global Management and Marketing," National Yunlin University of Science and Technology (YUNTECH), December, 2008.

Presenter, "Building and Sustaining A Values-Based and Ethical Organization," Intrado, Inc., November 4, 2009.

Trainer, "Values-Based Leadership" Fall weekend course for INFOTEC, a Masters Program for Mexican Government and Business Managers, UNIVENTURES, Mexico City, Mexico, Fall, 2007.

Corporate Trainer, Management Staff (Cohort 4), "Ethical Decision Making," TIMET, Las Vegas, August, 2007.

Corporate Trainer, Management Staff (Cohort 2), "Ethical Decision Making," TIMET, Las Vegas, June 27, 2006.

Trainer, Social Foundations of Ethics and Ethical Decision Making Tools, Kaiser Executive Training Program, June 7, 2006.

Corporate Trainer, Executive Team 2, "Ethical Decision Making," TIMET, June 1, 2006.

Corporate Trainer, Management Staff, "Ethical Decision Making (Cohort 1)," TIMET, Las Vegas, April 19, 2006.

Faculty Trainer (with Bruce Hutton), "Ethics and Corporate Responsibility" (Executive Leadership Development Program), Newmont Mining, April, 2005.

Corporate Trainer, Executive Team 1, "Ethical Decision Making," TIMET, Las Vegas, March 28, 2006.

Trainer and Facilitator, "Prisoner Dilemmas, Social Contract and a Foundation for Ethics," Intrado Corporation, January 18, 2006.

Faculty Trainer (with Bruce Hutton), "Ethics and Corporate Responsibility" (Executive Leadership Development Program), Newmont Mining, November, 2005.

Faculty Trainer (with Bruce Hutton), "Ethics and Corporate Responsibility" (Executive Leadership Development Program), Newmont Mining, October, 2005.

Faculty Trainer (with Bruce Hutton), "Ethics and Corporate Responsibility" (Executive Leadership Development Program), Newmont Mining, May, 2005.

Trainer and Facilitator, "Colorado Lottery and Ethics," Commission Members of the Colorado Lottery, Colorado Lottery, November 10, 2004.

Trainer, "Business Ethics Seminar," College of Administrative Sciences, Kuwait University, September, 2002. This was a one-credit course for MBA students and the first business ethics course ever taught at Kuwait University.

Trainer, "Business Ethics Seminar," College of Administrative Sciences, Kuwait University, March 17-21, 2001. This was a one-credit course for MBA students and the first business ethics course ever taught at Kuwait University.

Trainer (with Don Nelson), "Building a Just Community: Collaborative Values in Decision Making," Accelerated Business Management Program, Johns Manville Corporation, October, 24, 2000.

Trainer (with Don Nelson), "Understanding and Resolving Ethical Problems," Expert Witness-Certification Committee, American Consulting Engineers Council of Colorado, November 14, 1997.

Trainer and Consultant, "Business Ethics," First Data Corporation, June, 1997.

Trainer, "Business Ethics," SK Telecom Program of Korea, University College, University of Denver, May, 1997.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Eagle, CO, January 10, 1997.

Consultant, "Ethical Conduct (Employment Survey)," Human Resources Group, Lockheed Martin, June, 1996.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, March, 1996.

"Ethical Issues and Frameworks for Decision Making," Training for Colorado Municipal Management Assistants Association, Loew's Giorgio Hotel, October 13, 1995.

"Ethical Issues and Social Responsibility," Presentation at the ProGreen Expo, Colorado Convention Center, February 9, 1995.

"Ethics and Social Responsibility," Training for City of Englewood's series (Leadership: Breaking Out of the Box), Englewood, CO, November 8-9, 1994.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, October, 1994.

Workshop Leader and Presenter, "Ethical Business Practices," Garabaldi Group, Denver, CO, May 18, 1994.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, October, 1993.

Presenter and Trainer (with Don Nelson), "Virtue Ethics as an Approach to Managerial Ethics," Goodwill Industry Executives Training Conference, Denver, fall, 1993.

Presenter and Trainer (with Don Nelson), "Business Ethics: Managerial Issues and Approaches," Corporate Partnership Program (University of Denver), Denver, July 15, 1993.

PROFESSIONAL SERVICE TO COMMUNITY

Wittmer, D.P. "Personal Ethics and Legal Compliance," Executive Breakfast Series, Institute for Enterprise Ethics (April 5, 2012).

Professional Trainer (CE), Metro Denver Association of Health Underwriters, "Ethical Decisionmaking," May, 2011.

Presenter, Metro Denver Health Underwriters Association (MDHUA), "Sales Ethics," May 12, 2010.

Presenter, "Ethics and Professionalism," Denver Chapter of International Special Events Society (ISES), October 20, 2009

Speaker, “Values-Based Leadership,” Health One, Denver, CO, May 11, 2008.

Presenter, “Sales Ethics” Metro Denver Association of Health Underwriters (MDAHU), March 11, 2008.

Member, Advertising Ethics Advisory Council, Better Business Bureau of Denver (2003-07).

Corporate Trainer/ Speaker, “Ethical Decision Making,” Health One, Denver, CO, May 14, 2007.

Presenter, “The Executive Compass: Values in Conflict and Leading from Conflict to Change,” Rocky Mountain Project Management Symposium, Denver, CO, April 20, 2007.

Presenter, "Value Conflicts in Public Policy Debates," Annual Meeting, Colorado State Association of Health Underwriters (CSAHU), Inverness Hotel, Denver, CO, May 5, 2006.

Presenter/ Facilitator, “Values-Based Leadership: The Power of Social Capital,” Rocky Mountain Chapter of Meeting Professionals International, Denver, CO, August 29, 2006.

Presenter, “Business Ethics: Concepts and Decision Frameworks,” Metro Denver Association of Health Underwriters (MDAHU), February 8, 2006.

Presenter, “Beyond Compliance: Business Ethics and the Sustainable Corporation,” Copenhagen, Denmark, and Oslo, Norway, June, 2005.

Steering Committee and Founding Member, Colorado Ethics and Compliance Exchange, 2004-present.

Facilitator, “Faith and Democratic Governance Community Discussions,” Bridges to the Future of the University of Denver, Baha’i Faith of Denver, February 9, 2004.

Appeals Board Member, Denver Area Ad Review Panel, Denver/ Boulder Better Business Bureau, March 12, 2004.

“Has Business Ethics Gone to Hell, Or Has It Always Been This Bad?” Presentation to Consultant’s Think Tank Group, Denver, CO, January 14, 2004.

“Ethical Decision Making – Duty and Consequences,” presentation to the annual meeting of the Denver Chapter of the Colorado-Wyoming Association of Industrial-Organizational Psychologists, Denver, April, 15, 2003.

Trainer, “Business Ethics Seminar,” Russian Investment Bankers, Productivity Enhancement Program (PEP), Center for Citizen Initiatives, Center for Management Development of the Daniels College, April 17, 2001.

Speaker (with Don Nelson). "Integrating Ethics in Business Education," University of Denver Women's Library Association, January, 2001.

"Social Capital and Robert Putnam's Bowling Alone," Presentation to the Colorado Chapter of the National Burglar and Fire Alarm Association, Summer, 2000.

"Business Ethics and Social Responsibility," Presentation to the Colorado Chapter of the American Society of Professional Estimators, March 7, 2000.

"Colorado Ethics in Business Awards: An Overview," Presentation to the Rotary Club of Conifer, February 8, 2000.

Speaker, "Ethical Issues and Dilemmas in Business," September, 1998.

Selection Committee (ex-officio), Colorado Ethics and Social Responsibility Awards, 1997-present.

Panel Member, "Employee Privacy in the Workplace," For Dateline Colorado, KACT-TV, Public Television, Aurora, CO, September, 1997.

Facilitator, "Creating and Implementing Codes of Ethics," Young Presidents' Organization, University of Denver, January 16, 1997.

Panel Participant, "Affirmative Action and the Search for Common Ground: A Colorado Dialogue," University of Denver Law School, Denver, CO, March 15-16, 1996.

"Doing Good is Good Business: It is Isn't It?" Remarks to the City of Club of Denver, December 5, 1995.

Presenter (with Don Nelson), "Ethics in the Business Curriculum," DU Physics Department Community Group (Spring, 1995)

Guest Speaker, "Business Ethics," Eaglecrest High School Introduction to Business class, May 4, 1995.

Panel Participant, "Workplace Ethics," Annual Denver Joint Labor Management Conference, April 21, 1993.

Workshop Presenter and Leader, "Socially Responsible Business," National Fall Leadership Conference, Future Business Leaders of America and Phi Beta Lambda Inc., Denver, November 21, 1992.

PROFESSIONAL SERVICE

Memberships and Affiliations

Academy of Management Public and Non-Profit Sector Division
Academy of Management Social Issues in Management Division
American Society for Public Administration
Society for Business Ethics
International Association for Business and Society
Denver/ Boulder Better Business Bureau Ad Ethics Council

Offices and Appointments:

Editor and Reviewer, "Ethics Today" (American Society for Public Administration newsletter on ethics), Dec. 2001-Dec. 2004.

Board of Editors, International Journal of Organization Theory and Behavior (appointed 1997)

Board of Editors, Journal of Public Administration Research and Theory (1996-1999)

Roster of Readers and Reviewers, Public Integrity Annual (appointed 1996)

Colorado Chapter of American Society for Public Administration (ASPA) – Vice-President (97-98)

Liaison (with American Society for Public Administration), Academy of Management Public and Non-Profit Sector Division, 1993-95

Mayoral Representative, Executive Committee, Employment and Training Council of the U.S. Conference of Mayors, 1985-87

Mayoral Representative, Board of Directors, Syracuse Model Neighborhood Facility, 1984-87

Mayoral Representative, National Job Training Partnership Association

Member, New York State Association of Employment and Training Professionals

Member, Board of Directors, Adoption and Counseling Services, Inc.

Member, Evaluation Consortium, State University of New York at Albany

Ad Hoc Reviewer:

Academy of Management Learning and Education Journal
Academy of Management Review

Academy of Management Journal
Academy of Management Annual Meeting (Social Issues in Management Division)
Academy of Management Annual Meeting (Public and Nonprofit Sectors Division)
Academy of Management Case Critique Colloquium
Business and Society
Business and Professional Ethics Journal
Book Chapters, Teaching Ethics and Values: Program Innovations, Teaching Strategies, and Ethical Issues
Case Research Journal
International Journal of Organizational Theory and Behavior
Journal of Public Administration Research and Theory
International Journal of Organizational Theory and Behavior
Journal of Management Education
Journal of Business Ethics
Journal of Business Ethics Education
McGraw-Hill Publishers
Netherlands Programme for Ethics, Research, and Public Policy
North American Case Research Association
Policy Studies Review
Policy Studies Journal
Public Administration Review
Richard D. Irwin, Inc.
Symposium (Ethical Passages to the 21st Century: Issues and Challenges Facing Public Administration), Journal of Public Administration Research and Theory
Western Casewriters Association
West Publishing Company

University Service

Funding Committee, Public Good Fund Distribution Committee (2007-12)
Institutional Review Board (IRB) for the Protection of Human Subjects (Chair, 2006-07)
Faculty Service Learning Committee, Center for Community Engagement and Service Learning.
International Center for Civic Engagement Planning Committee, DU and Bologna University.
Hyde Faculty Interviewer (2004-12).
Conduct Review Board Member (2004-07)

HONORS AND AWARDS

Daniels of College Faculty Award for Excellence (2015)
Recipient of Thomas Howard Scholar/ Teacher Award, Daniels College of Business (2007)
Daniels College Nominee, University of Denver Teaching Excellence Award (2006)
Recipient, Integration Scholarship Award, Daniels College of Business (2005)
Nominee, Daniels College Award for Excellence for Faculty (2005)

Piccinati Endowed Professorship for Teaching Excellence, Daniels College of Business (2002-2004)

Recipient of Diamond Awards for Teaching, Daniels College of Business (5)

Teaching Scholarship Award, Daniels College of Business (2000)

Outstanding Faculty Research Award (1996), College of Business, University of Denver

Best Dissertation (1992), Academy of Management Public Sector Division

Best Dissertation (1992), Nominee -- National Association of Schools of Public Affairs and Administration (NASPAA)

Research Grant Recipient (1992), College of Business Administration, University of Denver

Graduate Scholar, Syracuse University

Research Assistantship, Syracuse University

Presidential Management Intern Nominee, Maxwell School, Syracuse University

National Defense Education Act Fellow

Who's Who in American Colleges and Universities

Presidential Scholarship

Magna Cum Laude

National Honor Societies:

 Psi Chi (Psychology)

 Blue Key

 Zeta Sigma

MILITARY SERVICE

U.S. Army (1969-71) Drafted and served for two year, including one year with combat infantry division in Vietnam (25th Infantry Division). Recipient of Bronze Star, Army Commendation Medal, and four clusters of Air Medal. Served as Communications Chief (25th Infantry Division) and Training Officer (3rd Armored Cavalry).

September 1, 2017