

VITA

CYNTHIA V. FUKAMI

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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

Associate Chair, Department of Management

Daniels College of Business, University of Denver
January, 2013 – 2017

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, Executive MBA; Human Resources Management, MBA, Executive MBA; Power and Influence, Executive MBA; Performance & Rewards Systems, MBA, Essence of Enterprise, MBA.

Evelyn and Jay G. Piccinati Professor for Teaching Excellence

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

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.

Research**Publications, Refereed:**

"Current Connections: Controversy, Civility and Relevance in the Executive Business
Classroom," with D. Mayer, Management Teaching Review,
<https://doi.org/10.1177/2379298119829883>, February, 2019.

"Colorado Benefits Management System (C): Seven Years of Failure," with D. McCubbrey,
Communications of the Association for Information Sciences, 29, Article 5, August, 2011,

"Self-Assessment of Knowledge: A Cognitive Learning or Affective Measure? Perspectives
from the Management Learning and Education Community," with Steven Armstrong,
Academy of Management Learning and Education, 9, June, 2010.

"Determinants of Internship Effectiveness: An Exploratory Model," with Vadake Narayanan
and Paul Olk, Academy of Management Learning and Education, 9, March, 2010.

"ERP at the Colorado Department of Transportation: The Whistle Blower's Dilemma," with
D. McCubbrey, Communications of the Association for Information Sciences, 2009, 24, 7,
105-112.

"The Third Road," Journal of Management Education, 2007, 31, 3, 358-364.

"Colorado Benefits Management System (B): The Emperor's New Clothes," with D.
McCubbrey, Communications of the Association for Information Sciences, 2006, 18, 23, 488-
496.

"Determinants of Internship Effectiveness: An Exploratory Model," with Paul Olk and
Vadake Narayanan, Best Papers Proceedings of the 2006 Annual Meetings of the
Academy of Management, August, 2006.

- "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, 2, 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. Simek, 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.

Books

Co-editor, with Steven J. Armstrong, Handbook of Managerial Learning, Education, and Development, Sage Publications, 2009. Translated to Chinese, 2019.

Publications, Invited:

"Educating Future Business Leaders to be Practically Wise: Designing an MBA Curriculum to Strengthen Good Decision Making," with D. Wittmer, in Wendelin Kupers and Olen Gunnlaugson (eds.) Wisdom Learning: Perspectives on Wising-Up Business and Management Education, New York: Routledge, 2017, pp. 229-247.

"Linking management research and management education: syntheses and challenges," in Bill Lee and Catherine Cassell (eds.) Challenges and Controversies in Management Research, New York: Routledge, 2011, pp. 105-121.

"In Search of Enlightened Business Leaders" in Good Business, edited by James O'Toole and Don Mayer, Institute for Enterprise Ethics, 2010, pp. 44-57.

"The Scholarship of Management Education and Development: State of the Art," with Steven J. Armstrong, in Robert DeFillippi and Charles Wankel (eds.) Being and Becoming a Management Scholar, Vol. 7, Research in Management Education and Development, Charlotte, NC: Information Age Publishing, 2010, 119-134.

"Relevance with Rigor: Stories from the Journal of Management Education," with Jane Schmidt-Wilk, in Robert DeFillippi and Charles Wankel (eds.) Being and Becoming a Management Scholar, Vol. 7, Research in Management Education and Development, Charlotte, NC: Information Age Publishing, 2010, 135-156.

"Selecting and Managing Your Team," with the students of MGMT 4340, Spring, 2007, in Don McCubbrey and Richard Watson, Global Text Project, in press.

"The Scholarship of Teaching and Learning: Putting Your Money Where Your Mouth Is on Teaching Effectiveness," in The Dean's Perspective, edited by Krishna S. Dhir, Decision Sciences Institute, 2008, pp.82-87. reprinted from another source.

"Can Wisdom be Taught?" in Eric H. Kessler and James R. Bailey (eds.), Handbook of Organizational Wisdom, New York: Sage Publications, 2007, pp. 459-473.

"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.

Presentations

Refereed, not published in Proceedings:

"Questions, Ideas, and Concerns about Compassion and Teaching," with A. Hamilton, Annual Meetings, Research in Management Learning and Education (RMLE) Unconference, Fontainebleau, France, July, 2016.

"Playing in the Same Sandbox: Coordinating Teaching in a Required Undergraduate Management Course," multiple coauthors, Annual Meeting, Management Faculty of Color, Bridgewater State University, MA, 2015.

"If These Walls Could Talk: Tales of Proven Experiential Exercises," Annual Meetings, Academy of Management, Philadelphia, PA, August, 2014.

"Touching Student Lives through Our Teaching," Annual Meetings, Academy of Management, Philadelphia, PA, August, 2014.

"Is Our Current Model of Higher Education Sustainable?" Annual Meetings, Academy of Management, Orlando, FL, August, 2013

"What Effect Does an Expendable Workforce Business Model have on the Community? A Review of EEOC vs. JBS Swift Treatment of Somali Workers in Greeley, Colorado," Case Roundtable, Annual Meetings, North American Case Research Association, Boston, MA, October, 2012.

"The Scholarship of Teaching and Learning: Comparisons Across Countries and Cultures," Annual Meetings, Association for International Business, Nagoya, Japan, June, 2011.

"Self-Assessment of Knowledge: Reflections on and Reactions to Sitzmann et al's (2010) Article *Self-Assessment of Knowledge*," Annual Meetings, Academy of Management, Montreal, Canada, August, 2010.

"The Emergence of the Scholarship of Management Teaching and Learning as a Field in its Own Right," with S. Armstrong, Annual Meetings, Academy of Management, Philadelphia, PA, August, 2007, Best Symposium Award.

"Can Wisdom Be Taught?" Showcase Symposium on Organizational and Managerial Wisdom, Annual Meetings, Academy of Management, Atlanta, GA, August, 2006.

"Developing Your Reviewing Skills," Organizational Behavior Teaching Conference, Rochester, NY, June, 2006.

"Getting Published," Organizational Behavior Teaching Conference, Rochester, NY, June, 2006.

"Perils and Possibilities for Publishing the Scholarship of Teaching, Learning, and Education," Annual Meeting, Academy of Management, Honolulu, HI, August, 2005.

"Multiple Views of the Scholarship of Teaching and Learning: Examples from Management," National Conference, American Association of Higher Education, Chicago, IL, 2002.

"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, Academic Conferences:

"Writer's Workshop," Professional Development Workshop, MED Division, Annual Meeting, Academy of Management, Boston, MA, August, 2019.

"Teaching in the Rough," Professional Development Workshop, MED Division, Annual Meeting, Academy of Management, Chicago, IL, August, 2018.

"Rhythms of Academic Life," Professional Development Workshop, Multiple Divisions, Annual Meeting, Academy of Management, Chicago, IL, August, 2018.

"Teaching in the Rough," Professional Development Workshop, MED Division, Annual Meeting, Academy of Management, Atlanta, GA, 2017.

"Writer's Workshop," Professional Development Workshop, MED Division, Annual Meeting, Academy of Management, Atlanta, GA, 2017.

"Writer's Workshop," Professional Development Workshop, MED Division, Annual Meeting, Academy of Management, Vancouver, BC, Canada, August, 2015.

"Doshisha Symposium on Sustainability," Poster Session, Annual SEE Conference, Denver, CO, April, 2013.

"Is Teaching Sustainable," International Symposium on Sustainability, Doshisha University, Kyoto, Japan, February, 2013.

"Writer's Workshop," Professional Development Workshop, Annual Meeting, Academy of Management, Boston, MA, August, 2012.

"Teaching Small Classes Effectively," Doctoral Consortium, Human Resources Division, Academy of Management, August, 2011.

"Reviewing for JME," Organizational Behavior Teaching Conference, Milwaukee, WI, June, 2011.

"Getting Published in JME: Authors Workshop," Organizational Behavior Teaching Conference, Milwaukee, WI, June, 2011.

"Teaching Basics," Doctoral Institute, Organizational Behavior Teaching Conference, Milwaukee, WI, June, 2011.

"Getting Published in SOTL," Doctoral Institute, Organizational Behavior Teaching Conference, Milwaukee, WI, June, 2011.

"The Future of SOTL: Possibilities, Prognostications, and Prophecies," Plenary Presentation at Organizational Behavior Teaching Society, Albuquerque, NM, June, 2010.

"Boyer Revisited: Where Do We Go From Here?" presentation at AACSB Conference on Teaching, Tampa Bay, FL, July 1, 2008.

"Can Wisdom Be Taught?," Organizational Behavior Teaching Society, Rochester, NY, June, 2006.

"Getting SOTL Started," Organizational Behavior Teaching Society, Rochester, NY, June, 2006.

"The Road Less Traveled," Organizational Behavior Teaching Society, Rochester, NY, June, 2006.

"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.

"The Virtual Workplace," Annual Meetings, National Conference of State Legislatures, Denver, CO, July, 2002.

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

"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.

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

"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.

Invited, Professional Presentations:

"Disruption in the Veterinary Medicine Field: Compassion Fatigue or Identity Threat," Daniels Research Colloquium, University of Denver, October, 2018.

"Negotiating Effectively," Government Finance Officers Association, Denver, CO, May, 2017.

"Wells Fargo and Corporate Integrity," Daniels Corporate Integrity Panel, Denver, CO, January, 2017.

"The Daniels Compass: Adding Sustainability and Social Responsibility to our MBA Program," Doshisha University, Kyoto, Japan, June, 2011.

"ERP at CDOT: The Whistleblower's Dilemma," Sophia University, Tokyo, Japan, September, 2010.

"ERP at CDOT: The Whistleblower's Dilemma," National Yunlin Technological Institute, Taiwan ROC, September, 2010.

"Boyer Reconsidered: Where Do We Go From Here?" Hong Kong Baptist University, September, 2011.

"Can Teaching and Research Peacefully Coexist?" Faculty Workshop, University of Hull, UK, February, 2008.

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

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

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

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

"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.

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

Grants

"Compassion Fatigue among Veterinarians," University of Denver Faculty Research Fund, \$4,000., June, 2018.

"Understanding Compassion Fatigue Among Veterinarians," Daniels Research Grant, \$4,000., April, 2018.

"The Scholarship of Teaching and Learning in Asia," University of Denver Internationalization Grant, \$1900, September, 2010.

"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)

Management and Organizational Behavior Teaching Society

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.

Member, Board of Directors, Rocky Mountain Human Resource Planning Society, 2007-2014.

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.

Paper Reviewing:

SEE Conference, University of Denver, 2012 – 2016.
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.

Journals:

Associate Editor, Journal of Management Education, 1997-2000, 2005-2007, and 2011-present.
Member, Editorial Board, Journal of Public Affairs Education, 2009-2012.
Associate Editor, Academy of Management Learning and Education, 2001-2004. Member, Editorial Board, Academy of Management Learning and Education, 2004-present.
Member, Editorial Board, Journal of Leadership and Organizational Studies, 2005-present.
Member, Editorial Board, The Business Journal of Hispanic Research, 2008-2010.
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.

Granting Agencies:

Proposal Reviewer, National Science Foundation, 1983, 1995. Proposal Reviewer, Social Science Research Council of Canada, 1985, 1991, 2005.

Publishers:

Editor, Management Education, Oxford Research Encyclopedia of Business and Management, 2014-2020.
 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.

University of Denver Institutional Service (Since 2000):

University:

Graduation Marshal	2000-present
Member, Planning Committee, AI Summit	2018-2019
Chairperson, Faculty Promotion Appeal Committee	2017
Task Force Member, Chancellor Search	2014
Chair, Social Science PROF Grant Reviews	2014
Presentations to 3 groups of Boettcher Scholar finalists	2015
Co-convenor, OTL Learning Community	2013
Member, Faculty Senate Awards Committee	2011-2013
Member, Faculty Hiring and Development Strategic Initiative Committee	2011
Member, Search Committee, Vice Provost for Research	2009
Member, Central Teaching Committee	2006-2010
Member, UPAC Coordinating Committee	2006-2007
Member, Environmental Scanning Subcommittee, UPAC	2006-2007
Member, Conflict Resolution Advisory Board	2004-present
Member, Learning Task Force, UPAC	2002
Member, Scholarship Task Force, UPAC	2002
Team Leader, Ammi Hyde Interviews	2002-2010
Member, Planning Committee, Provost's Conference	2001
Member, Curriculum Sub Committee, NCA Accreditation	1998-2001

Department:

Member, Search Committee, Communications	2019
Member, Search Committee, Visiting Professor	2019
Chair, Assurance of Learning	2010-2017

Chair, Curriculum Committee	2015-2017
Faculty Peer Mentor	2012-present
Chair/Member, P&T Committee	2014, 2016, 2018, 2019
Chair, Recruiting Committees	2000-2014

College:

Member, Appointments, Promotion and Tenure Committee	2018-2024
Member, DMBA Committee	2017-present
MBA@Denver, Course Lead	2017-present
Member, Merit Increase Task Force	2017
Chair, Koch Chair Search Committee	2017
Member, Search Committee, Experiential Education	2015
Co-Chair, MBA Redesign Committee	2014-2015
Member, Compass Team	2007-2013
Faculty Sponsor, Doshisha University Study Abroad	2013-2017
Member, Dean Search Committee	2013-2014
Chair, Search Committee, BIA Chair	2012-2013
Member, Honor Code Task Force	2006-2008
Member, Task Force on Promotion & Tenure	2006-2007
Member, Task Force on Academic Qualification Policy	2007
Member, Daniels Chair Search Committee	2007
Member, Marketing Department Search Committee	2007
Chair, Learning Enhancement Committee	2006-2008
Member, Dean Search Committee	2004
Chair, Discovery Scholarship Committee	1998-2002
Chair, Scholarship Steering Committee	1998-2004
Member, Scholarship Steering Committee	2004-2006
Member, Appointments, Promotion and Tenure Committee	1996-2002

Honors

Recipient, Susan Herman Service Award, Management & Organizational Behavior Teaching Society, 2019.

Faculty Career Champion, University of Denver, 2017

Recipient, Daniels Award for Excellence (Faculty), 2016

Recipient, C. Thomas Howard Endowed Teacher Scholar Award, 2012.

Recipient, Journal of Management Education Editorial Board Reviewer Award, 2011.

Recipient, Scholarship of Teaching Award, Daniels College of Business, 2007.

Best symposium, Management Education and Development Division, Academy of Management, 2007.

Recipient, John D. Hershner Award in recognition of dedication to and support of the competitive, free enterprise economic system, Daniels College of Business, September, 2006.

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, Willemsen 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
Psychological Contract Breach
Identity Threat

Current Teaching Interests

Organizational Behavior
Human Resources Management
Compensation and Reward Systems
Power and Influence
Negotiation
Artificial Intelligence and the Future of Work

Consulting Activities

Survey Feedback/Attitude Assessments for clients including:

City of Englewood, CO
U S WEST Direct, Denver, CO
First Data Corporation, Denver,CO
American Animal Hospital Association, Lakewood, CO

Executive Training Sessions on topics including:

Negotiation, 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, Leading Change, 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, ALPS Investment Services, Denver, CO, Starz Entertainment, Denver, CO, AETN, New York, NY, Enserca Engineering, 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)

Expert Testimony for:

Jackson, Lewis, Schnitzler & Krupman, Atlanta, GA
Colorado State House, Family Medical Leave, 2017

References

Available upon request

October, 2020