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PROFESSIONAL POSITIONS

- 2005-present Vice President, Technology Venture Development, University of Utah.
- 1999-2009 Dean and Professor of Management, David Eccles School of Business, University of Utah.
- 1998-1999 Volunteer Professor, Department of Family Practice and Community Medicine, University of Texas Southwestern Medical Center.
- 1989-1999 Assistant/Associate Professor, Organizations, Strategy, and International Management, School of Management, University of Texas at Dallas.
- 1987-1989 Assistant Professor, Management and Policy, College of Business and Public Administration, University of Arizona.
- 1985-1987 Assistant Professor, Management, College of Business Administration, University of Texas at Austin.

PROFESSIONAL RECOGNITION

- Pierre Lassonde Presidential Chair in Entrepreneurship, 2008-present.
- Best of State Award, Education, and Medalist, Education Leadership, 2005.
- Outstanding Professor, MBA Program, UT Dallas, 1998.
- University Honors Convocation Speaker, UT Dallas, 1994.
- University of Texas Chancellor's Council Outstanding Teaching Award, 1993.
- Associate Editor, 1990-1993, *Academy of Management Review*.
- Editorial Board, 1989-1993, *Administrative Science Quarterly*.
- School of Management Outstanding Teaching Award, UT Dallas, 1992.
- Editorial Board, 1988-90, *Academy of Management Review*.
- Best Paper Award, Organization & Management Theory, Academy of Management, 1989.
- Outstanding Graduate Business Professor Award, School of Business, University of Texas at Austin, 1987.
- Academy of Management Review* Outstanding Paper Award, 1987.
- Outstanding Graduate Business Professor Award, School of Business, University of Texas at Austin, 1986.

MAJOR ADMINISTRATIVE ACHIEVEMENTS

Vice President, Technology Venture Development, 2005-present

University's liaison with USTAR Authority (Utah Science, Technology and Research Initiative) managing \$9 million in ongoing annual funding and \$100 million in facilities funding, 2006-present.

Launched 23 spinoff companies FY 2008, second to MIT in AUTM Rankings.

Launched Kick Start Seed Fund in partnership with vSpring Venture Capital, a \$15 million seed fund focused on university spinoffs.

Launched Entrepreneur-in-Residence and Faculty Entrepreneurial Community, 2008.

Named to v|100, Utah's top 100 venture entrepreneurs, 2008.

Utah's "100 Most Influential People," *Utah Business*, December 2007.

Ranked 12 in "25 Most Influential Business People in Utah." *Connect*, 2007.

Launched KickStart university seed fund with \$5 million, 2007.

Named to v|100, Utah's top 100 venture entrepreneurs, 2007.

Ranked 10 in "25 Most Influential Business People in Utah," *Connect*, 2006.

Technology Commercialization 20th in 2007 AUTM Rankings.

Launched 17 spinoff companies in FY 2007.

Launched Lineagen Partners Research Investment Fund, which is raising \$15 million to support researching using the Utah Population Database in ten targeted disease areas, 2006 (first close December 2007 with \$7 million in commitments).

Technology Commercialization 19th in 2006 AUTM Rankings.

Launched 20 spinoff companies in FY 2006 versus prior ten-year average of 3.5 companies per year.

Grew commercial-sponsored research 15% in FY 2006 to \$40 million.

Facilitated multi-constituency planning process involving 72 individuals that developed economic prospectus for the Utah Science, Technology, and Research (USTAR) Economic Development Initiative. Utah Legislature appropriated \$179 million, 2006.

Developed and launched University Commercialization Investment Fund to support University technology companies with \$1 million annual commitment from the University of Utah Research Foundation, 2006.

Reorganized legacy Technology Transfer Office to focus on commercialization, created Technology Commercialization Office with extensive faculty support programs and community outreach, 2005-2006.

Dean, David Eccles School of Business, 1999-2009

David Eccles School ranked in *Wall Street Journal's* World's Top 100 Business Schools, 2003-present.

Executive MBA Program ranked in *Financial Times* Top 75 in the World, 2004-present.

MBA Program ranked among top 50 public schools, *US News*, 2001-present.

Undergraduate Program ranked among top 50 public schools, *US News*, 2000-present.

MAJOR ADMINISTRATIVE ACHIEVEMENTS (continued)

Dean, David Eccles School of Business, 1999-2009 (continued)

Tripled scholarship dollars awarded, 1999-present.

Quadrupled executive education revenue, 1999-present.

Tripled alumni giving, 1999-present.

Founded Regional Boards in New York City, Los Angeles, Orange County, San Francisco Bay Area, Seattle, Boise, Denver and Phoenix, 1999-present.

Campaign for Business raised \$67 million of \$100 million goal, 2006-07.

Real Estate Center endowed with \$3 million gift, 2007.

Sorenson Center for Innovation Studies endowed with \$6 million gift, 2007.

Lassonde Entrepreneur Center endowed with \$12 million gift, 2006.

Recognized by Management Faculty of Color Association (MFCA) of the Academy of Management for ongoing support of MFCA and as founding donor, 2005

David Eccles School Human Resources Roundtable, founded in 2004.

David Eccles School Women Business Leaders Roundtable, founded in 2004.

University of Utah Enterprise Launch Pad, founded in 2004.

David Eccles School of Business Non-Profit Consulting Group, founded in 2003.

David Eccles School Family-Owned Enterprise Roundtable, founded in 2003.

David Eccles School Information Technology Roundtable, founded in 2003.

David Eccles School Values and Ethics Roundtable, founded in 2002.

Reorganized evening MBA Program to create Professional MBA Program, 2001.

University Diversity Award, Minority Opportunities Program, 2001.

Lassonde New Venture Development Center, founded in 2001.

University Venture Fund, founded in 2001 (\$18.3 million close in 2005).

Utah Entrepreneurship Center (UTec), founded in 2000.

SMART Start Mentoring Program, founded in 2000.

Utah Entrepreneur Challenge, founded in 1999.

PROFESSIONAL LEADERSHIP

President, Western Association of Collegiate Schools of Business, 2003-04.

Director, Organization Development and Change Management Executive M.S. Program, School of Management, University of Texas at Dallas, 1994-99.

National Program Committee, Organization Development Network, 1998-99.

Co-chair (with Janice Beyer, and Linda Kilbourne), “New Organizational Forms,” *1996 Texas Organizations Conference*, Austin, Texas. Conference sponsored by Baylor University, SMU, Texas Tech, Texas A&M, University of Arkansas, UT San Antonio, UT Arlington, UT Austin, UT Pan American, and UT Dallas.

PROFESSIONAL LEADERSHIP (continued)

Co-chair (with William Glick, Jan Beyer, and Linda Kilbourne), “Exceptional Organizations: Studying Outliers,” *1995 Texas Organizations Conference*, Austin, Texas. Conference sponsored by Baylor University, SMU, University of Arkansas, Texas Tech, Texas A&M, UT Arlington, UT Austin, UT San Antonio and UT Dallas.

Co-chair (with William Glick, Jan Beyer, and Linda Kilbourne), “Alternative Views of Change,” *1994 Texas Organizations Conference*, Austin, Texas. Conference sponsored by Baylor University, SMU, University of Arkansas, Texas Tech, Texas A&M, UT Arlington, UT Austin, UT San Antonio and UT Dallas.

Co-chair (with William Glick and Jan Beyer), “Cooperation and Competition Within and Between Organizations,” *1993 Texas Organizations Conference*, Austin, Texas. Conference sponsored by Baylor University, SMU, University of Arkansas, Texas Tech, UT Austin, and UT Dallas.

Co-chair (with William Glick), “Globalization and Diversity,” *1992 Texas Organizations Conference*, Austin, Texas. Conference sponsored by Baylor University, SMU, Texas A&M, UT Austin, and UT Dallas.

Academy of Management Activities:

2003 Building a University Career: A Dean’s Perspective, Minority Faculty Career Development Workshop, Seattle, Washington.

1999-2001 Publishing in Academic Journals Panel, Entrepreneurship Doctoral Consortium, Annual Meetings.

1998 Organization and Management Theory Teaching Workshop: Technology and Teaching, Annual Meeting, San Diego, CA

1996 Organization Development Curriculum Task Force, Annual Meeting, Cincinnati, OH

1994 Faculty, Craft of the Review Workshop, Annual Meeting, Dallas

1994 Faculty, The Review Process, Social Issues Management Faculty Development Workshop, Annual Meeting, Dallas

1991-1993 Chair, Theory Development Workshop, Annual Meetings

1992 Chair, Outstanding Paper Committee, *Academy of Management Review*

1991 Chair, Outstanding Paper Committee, *Academy of Management Review*

1991 Journals Symposium Panelist, Southwest Regional Meeting, Houston

1990 Outstanding Paper Selection Committee, Southwest Regional Meeting

1990 Faculty, Theory Development Workshop, Annual Meeting, San Francisco

1990 Outstanding Paper Award Committee, *Academy of Management Review*

RESEARCH GRANTS

- 2005-08 Partnership Intermediary Agreement, Dugway Proving Grounds and Battelle. Project total 2007-08 \$1.2 million. Project total 2006-07 \$1.65 million. Project total 2005-06 \$984,000.
- 2003-08 Global Knowledge Management Center, Utah Center of Excellence (Olivia Sheng, co-PI). 2003-04 funding: \$113,000 COE, \$297,149 matching funds from NSF, IBM, HP, BLM, Emma Eccles Jones Endowment and Wasatch Advisors; 2004-05 funding: \$450,000; 2005-06 funding \$632,000; 2006-07 funding: \$543,000; 2007-08 funding: \$617,000.
- 2005-06 Utah Science, Technology and Research (USTAR) Economic Development Initiative business plan: \$350,000 allocated by Utah Legislature.
- 1995 “Strategic Influences on Stock Valuation in the Electrical Utility Industry” (with Mary Chaffin, David Emanuel, Steve Guisinger, Larry Merville, David Springate). Funded by Central and South West Corporation. One year budget: \$56,183.
- 1989-90 “Managerial Third Party Dispute Intervention” (with Margaret Neale, Robin Pinkley, and Gregory Northcraft). Ford Foundation Fund for Research on Dispute Resolution. One year budget: \$83,701.

RESEARCH PUBLICATIONS

- “Do We Really Mean It?” In Sue Hammond, *Lessons from the Field: Applying Appreciative Inquiry*. Dallas, TX: Practical Press, pages 216-29, 1998.
- “Managerial Third Party Dispute Intervention: An Inductive Analysis of Intervenor Strategy Selection” (with Robin Pinkley, Margaret Neale, and Gregory Northcraft). *Journal of Applied Psychology*, 80: 386-402, 1995.
- “A Configurational Approach to Strategic Change: A Study of the Causes and Consequences of FM Broadcast Format Changes” (with Yuwei Shi and Timothy Stearns). *Advances in Management Science*, 1994.
- “Density-Independent Selection and Community Evolution.” In Joel A. C. Baum and Jitendra V. Singh, *The Evolutionary Dynamics of Organizations*. New York: Oxford University Press, pages 355-378, 1994.
- “Cross-Level Analysis of Organizations: Social Resource Management Model” (with P. Chris Earley). *Research in Organizational Behavior*, 14: 357-408, 1993.

RESEARCH PUBLICATIONS (continued)

“Structure as an Environmental Property: Industry Demographics and Labor Market Practices” (with Douglas R. Wholey). In Ronald Breiger (ed.), *Social Mobility and Social Structure*. London: Cambridge University Press, 1990.

“Characterizing Environmental Variation” (with Douglas R. Wholey). *Academy of Management Journal*, 32 (December 1989): 867-882.

“Facts, Figures and Organizational Decisions: The Carter Racing Case and Quantitative Analysis in the Organizational Behavior Classroom” (with Sim Sitkin). *Journal of Management Education*, 14 (November 1989): 62-81.

“Organizational Ecology as Sociological Theory: Comment on Young” (with Douglas R. Wholey). *American Journal of Sociology*, 95 (October 1989): 435-444.

“Strategy and Time-Dependent Failure Probabilities: Experience, Obsolescence, and Strategic Change.” In G. Hoy (ed.), *Academy of Management Best Paper Proceedings* (refereed), 1989.

“Competition and Coexistence in Organizational Communities: Population Dynamics in Semiconductor Manufacturing” (with Douglas R. Wholey). In Glenn R. Carroll (ed.), *Ecological Models of Organizations*. Boston, MA: Ballinger, 1988.

“Organizational Ecology: Findings and Implications” (with Douglas R. Wholey). *Academy of Management Review*, 11 (July 1986): 513-33.

Academy of Management Review Outstanding Paper Award, 1987.

“Competitive Dynamics and Organizational Diversity: Strategic Interactions in Semiconductor Components” (with Timothy M. Stearns). In C. Aaron Kelly (ed.), *Southwestern Academy of Management Proceedings* (refereed), 1985.

“Organizational Proliferation and Density Dependent Selection” (with John H. Freeman). In John Kimberly and Robert Miles (eds), *The Organizational Life Cycle*. San Francisco: Jossey-Bass, 1980.

“At the Table: The Implementation of Collective Negotiations Under the Rodda Act.” *California Public Employee Relations*, 33 (June 1978): 9-15.

“Union Merger Process and Industrial Environment” (with John Freeman). *Industrial Relations*, 16 (May 1977): 173-85.

OTHER PUBLICATIONS

“Gillette Metal Fabrication.” In Harlan D. Platt and Marjorie B. Platt (eds), *A Casebook on Corporate Renewal*. Ann Arbor: The University of Michigan Press, 2004.

“What’s so tough about business ethics?” Continuum, University of Utah, Summer 2004.

“Gillette Metal Fabrication.” In Christopher Worley and Thomas Cummings, *Organization Development, Fifth Edition*. Cincinnati, OH: Southwestern Publishing, 1997.

“Why I Dislike Teaching and Work at Doing It Well.” Teaching TAs to Teach Coursebook, Office of the Graduate Dean, University of Texas at Dallas and University of Texas at Dallas Web Page, 1996.

Reprinted, Teaching Notes, University of Auckland, Australia, 1996.

“Gillette Metal Fabrication.” In Mark Sharfman (ed.), *Organization Theory: Cases and Applications*. Los Angeles, CA: West Publishing, 1995.

“Making of a Bad Cop Roles.” In Mark Sharfman (ed.), *Organization Theory: Cases and Applications*. Los Angeles, CA: West Publishing, Forthcoming 1994.

“Series Brings International Business Down to Earth.” *Dallas Business Journal*, July 30, 1993, page 38.

“The Structure of Technological Frontiers and Technology Bifurcation: The Development of Solid State Memory” (with David Loree). *Proceedings of the Texas Conference on Organizations*, 8: 114-118, 1993.

“Evaluation Time Bias and Attainment” (with Stephen Mueller and Karen Brittain). *Proceedings of the Texas Conference on Organizations*, 7: 69-73, 1992.

Review of Jitendra Singh (ed.), *Organizational Evolution*. *Administrative Science Quarterly*, 37: 681-684, 1992.

“Executive Etiquette” (with Sim B. Sitkin). In Dorothy Marcic (ed.), *Organizational Behavior: Experiences and Cases. Third Edition*. Los Angeles, CA: West Publishing, 1992.

“Carter Racing” (with Sim B. Sitkin). Case and teaching notes (S-OB-24) published by Stanford Case Services, Graduate School of Business, Stanford University, Stanford, California 94305, 1988.

Reprinted in multiple editions of 7 major organizational behavior textbooks and 2 management textbooks.

Reprinted and distributed by Dispute Resolution Research Center, Northwestern University.

Licensed for use by more than 12,000 students per year by universities such as Harvard, Duke, Carnegie Mellon, Northwestern, Chicago, Cornell, Stanford, Berkeley, University of Western Ontario. Used in training programs by companies such as Boeing, Bank of Montreal, and NASA.

MAJOR RESEARCH PRESENTATIONS (Refereed)

“Missing Data in Longitudinal Studies: An Evaluation of Bias, Efficiency, and Standard Solutions” (with Rongxin Chen). Refereed paper presented at Academy of Management Annual Meeting, Dallas, Texas, August 1994.

“Learning from Organizational Change Episodes: A Punctuated Learning Model” (with Rong Xin Chen and David Loree). Refereed paper presented at Academy of Management Annual Meeting, Atlanta, Georgia, August 1993.

“Mimicry, Competition, and Strategic Choice: The Whether, When, Where, and Why of Organizational Change” (with Yuwei Shi and Timothy Stearns). Refereed paper presented at the Annual Meetings of the Academy of Management, Las Vegas, Nevada, August 1992.

“Managerial Experience, Strategic Continuity, and Business Failure: Accounting for the Liability of Newness and Liability of Adolescence” (with Yuwei Shi and Timothy Stearns). Refereed paper presented at the Annual Meetings of the Academy of Management, Las Vegas, Nevada, August 1992.

“Contingencies in Managerial Dispute Intervention” (with Greg Northcraft and Robin Pinkley). Refereed paper presented at Fifth Annual Conference of the International Association of Conflict Management, Milwaukee, Wisconsin, June 1992.

“Managerial Third Party Dispute Intervention: The Impact of Situational Factors on Strategic Choice” (with Robin Pinkley). Refereed paper presented at the Annual Meetings of the Academy of Management, Miami Beach, FL, August 1991.

“Legitimacy, Competition, Density-Independent Selection, and the Probability of Early Failure: A Study of the Knights of Labor” (with Paul Huo and Douglas Baker). Refereed paper presented at Annual Meeting of the Academy of Management, San Francisco, CA, August 1990.

“Strategic Choice and Time-Dependent Failure Probabilities: Learning, Obsolescence, and Strategic Change.” Refereed paper presented at Annual Meeting of the Academy of Management, Washington, D.C., August 1989.

“Internal Labor Markets and Invidious Selection” (with Douglas R. Wholey and Pauley Johnson). Refereed paper presented at Annual Meeting of the Academy of Management, Washington, D.C., August 1989.

“Entrepreneurial Activity, Infrastructure, and the Expansion of Semiconductor Manufacturing in Silicon Valley.” Coleman/Fannie May Entrepreneurship Lecture, Marquette University, Milwaukee, Wisconsin, March 1988.

“Environmental Dynamics and Statics: Reconceptualizing Environmental Change” (with Douglas R. Wholey). Refereed paper presented at Annual Meeting of the Academy of Management, New Orleans, Louisiana, August 1987.

“Births of U.S. Semiconductor Firms” (with John H. Freeman). Refereed paper presented at Annual Meeting of the Academy of Management, Chicago, Illinois, August 1986.

MAJOR RESEARCH PRESENTATIONS (Refereed) (continued)

“Strategic Contingencies and the Division of Labor” (with Douglas R. Wholey).
Refereed paper presented at Annual Meeting of the Academy of Management, Chicago, Illinois, August 1986.

“Ecological Determinants of Labor Market Structures” (with Douglas R. Wholey).
Refereed paper presented at Annual Meeting of the Academy of Management, Chicago, Illinois, August 1986.

UNIVERSITY LEADERSHIP

University of Utah (1999-present)

- 2005- President’s Cabinet
- 1999- Council of Academic Deans, chaired by Provost.
- 2007- Board, University of Utah Research Foundation.
- 2007-08 Vice President for Research Search Committee.
- 2007 Conflict of Interest Policy Review Committee.
- 2005 Vice President for Institutional Advancement Search Committee.
- 2000-05 Development Oversight Committee, chaired by Provost.
- 2004-05 Diversity Advisory Committee, chaired by the Associate Vice President for Diversity.
- 2002-05 Human Resources Policy Committee, chaired by VP Human Resources.
- 2003-04 University Strategic Planning Committee, chaired by Provost.
- 2003 College of Engineering Dean Search Committee.
- 2002-03 Ad Hoc Budget Committee charged with reviewing University of Utah budgeting policy, University of Utah Faculty Senate.
- 2000-2001 College of Humanities Dean Search Committee.
- 2000 Graduate School of Social Work Dean Search Committee.

University of Texas at Dallas (1989-1999):

- 1998-99 UTD Committee on Committees
- 1998-99 Chair, Organizations, Strategy and International Management
- 1997-99 Chair, AACSB Accreditation Task Force
- 1997-99 Curriculum Coordinator, Project Management Executive Program
- 1997-99 Curriculum Coordinator, Medical Management Executive Program
- 1996-99 Chair, School of Management Strategic Planning Steering Committee

UNIVERSITY LEADERSHIP (continued)

University of Texas at Dallas (1989-1999) (continued)

- 1994-99 Director, Organization Development and Change Management
Executive M.S. Program
- 1995-98 PhD Advisor, Organizations, Strategy, and International Management
- 1994-96 Chair, UTD Committee on Effective Teaching
- 1994-96 Coordinator, High-Technology Strategic Management Forum
- 1991-94 PhD Advisor, Organizations, Strategy and International Management

UNIVERSITY SERVICE

University of Texas at Dallas (1989-99):

- 1998-99 Chair, School of Management Faculty Recruiting Committee
- 1996-98 Chair, Institutional Effectiveness Committee, SACS Reaccreditation
- 1996-99 School of Management Academic Policy and Planning Committee
- 1995-99 School of Management Teaching Committee
- 1991-99 Executive Education Committee, School of Management
- 1999 Speaker, Teaching TAs to Teach Orientation Program
- 1998 Speaker, UTD New Faculty Orientation
- 1998 Speaker, Teaching TAs to Teach Orientation Program
- 1996-98 UTD Committee on Educational Policy
- 1996-98 Recruiting Committee, Organization, Strategy and International Management
- 1997 Speaker, UTD New Faculty Orientation
- 1997 Speaker, Teaching TAs to Teach Orientation Program
- 1997 Speaker, Executive MBA opening retreat
- 1996 School of Management Strategic Planning Committee
- 1996 Speaker, Teaching TAs to Teach Orientation Program
- 1996 Speaker, Executive MBA opening retreat
- 1995 Speaker, Teaching TAs to Teach Orientation Program
- 1995 Speaker, Executive MBA opening retreat
- 1994-95 Recruiting Committee, Organization, Strategy and International Management
- 1993-94 UTD Committee on Effective Teaching
- 1991-94 Research Computing, Campus Committee on Information Resources
- 1994 Trainer, Student Leadership Training Program

UNIVERSITY SERVICE (continued)

University of Texas at Dallas (continued)

- 1994 Speaker, New Student Orientation
- 1994 Speaker, Executive MBA opening retreat
- 1991-93 Library Resources, Campus Committee on Information Resources
- 1989-93 Research Committee, School of Management
- 1993 Speaker, Executive MBA opening retreat
- 1991-92 Chair, Library & Facilities Committee, School of Management
- 1989-92 Recruiting Committee, OSIM Group

Dissertations:

- 1999 Anu Phene, “Knowledge Transfer in International Corporate Alliances.” Assistant Professor of Management, University of Utah (Associate 2006).
- 1999 Michael Dobbs, “Proliferation of Confederation Structures: Professional Sports Leagues.” Assistant Professor, Arkansas State University.
- 1998 *Co-chair:* David Boggs, “Do the First Last: Order of Entry and Value Chain Determinants of Subsidiary Success.” Assistant Professor, St. Louis University.
- 1998 Marilyn Kaplan, “Cooperation in Joint Ventures: A Comparative Theoretical Analysis.” Lecturer, University of Texas at Dallas.
- 1997 Rohini Dey, “Closing the Development Gap: An Empirical Analysis of the Role of International Economic Linkages in Growth.” Consultant, McKinsey Consulting.
- 1997 *Chair:* Bryant Hudson, “To Change or Not To Change: An Examination of the Comparative Risks and Benefits of Restructuring.” Assistant Professor, Louisiana State University (now University of South Florida).
- 1997 Jim Lunney, “Corporate Director Turnover in Large Corporations.” Texas Employment Commission.
- 1996 *Chair:* Jon Thornberry, “Organizations and Collective Action: A Comparative Analysis of R&D Consortia in the Microelectronics Industry.” Assistant Professor, American University in Cairo (now American University in Beirut).
- 1996 *Chair:* Rongxin Chen, “The Impact of Firm Capability on Interfirm Alliances: An Analysis of U.S. Semiconductor Start-up Firms.” Assistant Professor, University of San Francisco (now Professor).
- 1996 *Chair:* David W. Loree, “Stranger in a Strange Land: Market Signals Organizational Embeddedness, and Firm Survival in the Global Integrated Circuit Industry.” Assistant Professor, Texas A&M University (now Associate Professor, Western Ontario University).

UNIVERSITY SERVICE (continued)Dissertations (continued):

- 1994 *Chair*: Yuwei Shi, “Interorganizational Relationship Structuration and Dissolution: A Study of Strategic Alliances in Semiconductor Start-up Manufacturing.” Assistant Professor, Nanyang Technological University, Singapore (now Monterey Institute for International Studies, California).
- 1994 Steve Mueller, “Growth Rate Variance and International Competitiveness.” Assistant Professor, Florida International University (TCU Associate and now Associate at Western Kentucky).
- 1993 *Chair*: Chatchalit Matayanant, “Acquisition: An Empirical Investigation of Uncertainty Reduction.” Assistant Professor, Assumption University, Bangkok, Thailand (now retired).
- 1993 *Chair*: Stanley Kroder, “Organizational Ecology and Strategic Choice in the Independent Telephone Industry in Texas.” Assistant Professor, University of Dallas (now Associate Professor and Assistant Dean).
- 1993 Kay Eggleston, “Strategic Change and Hospital Failure.” Dean of Health Sciences, Dallas Community Colleges.
- 1992 Jiatao Li, “Survival of Foreign Subsidiaries: An Event–History Study of Foreign Firms in the United States.” Assistant, University of Hawaii (Associate Professor Hong Kong University of Science & Technology).
- 1991 *Chair*: Byoung Kim, “Structural Inertia and the Post-Deregulation Evolution of California and Texas Banking, 1979-1988.” Manager of Strategic Consulting, Korean Banking Association.

COMMUNITY SERVICE

- 2007- Board of Directors, Idaho Technology, SLC, Utah
- 2005- Board of Advisors, Governor’s Office for Economic Development, State of Utah
- 2003- Board of Directors, Junior Achievement of Utah
- 2001- Board of Directors, University Venture Fund (University of Utah)
- 2001- Board of Directors, Lassonde New Venture Development Center
- 2000- Board of Directors, Utah Entrepreneur Center (University of Utah)
- 1997- Founder and moderator, Appreciative Inquiry Discussion Forum (website: <http://aalist.business.utah.edu>)
- 2005-07 Board of Directors, Capital Source Industrial Bank, SLC, Utah
- 2005-06 Board of Trustees, Utah Information Technology Association
- 2000-06 Judges Panel, Ernst and Young Entrepreneur of the Year

COMMUNITY SERVICE (continued)

- 2005 Chair, Economic Development Initiative Planning Project, Executive Appropriations Committee, Utah Legislature
- 2005 “Economic Development and Utah’s Research Universities.” Downtown Rotary, July 26, 2005.
- 2005 “Utah’s Economic Development Initiative and Utah’s Research Universities.” Utah Industry Council (advisory to the Utah Legislature), May 27, 2005.
- 2000-05 Board of Directors, Guadalupe Schools
- 2004 “Teaching Business Ethics.” Presentation to the Downtown Kiwanis, June 3, 2004.
- 2004 “Building a Sustainable Enterprise at the Nagala School for the Deaf in Kenya.” Presentation to the Holladay Rotary Club, May 19, 2004.
- 2004 “What’s New in Business?” Avenues Empty Nesters, March 29, 2004.
- 2004 “Entrepreneurship Education.” Downtown Rotary, January 13, 2004.
- 2002 Technology Sector Advisory Committee, Utah Legislature
- 2002 Strategic Planning for Board, Neighborhood House
- 2001-02 Education Task Group, Utah Technology Alliance, Governor’s Office
- 2002 Institute for State Studies Olympic Seminar, Governor Michael Leavitt
- 2000-01 Board of Directors, University of Utah Health Network
- 2000 Speaker, Neighborhood House Board of Directors Meeting
- 2000 Facilitator, Guadalupe Schools Board Retreat
- 1998-99 Founder and moderator, Dallas-Fort Worth Organization Development Discussion Forum (dfwodnetwork@utdallas.edu).
- 1995-99 Board, Dallas–Fort Worth Organization Development Network.
- 1998 Facilitator, UN Women’s Conference, Dallas, TX, October 24-5.
- 1998 Strategic Planning, Richardson Youth Leadership, March 17.
- 1998 Facilitator, Dallas Affordable Housing Coalition, January 29.
- 1995-96 Leadership Richardson, program for 38 community leaders.
- 1995 “Performance Management: Giving and Receiving Feedback.” Invited presentation to Nortel employees, organized by Dallas Finance Council, Wednesday, August 16.
- 1994 “Do Organizations Learn?” Speech given to North Texas Chamber of Commerce Meeting, March 15.

EXECUTIVE EDUCATION

- 2000 “Leadership and Organizational Behavior in Medicine.” Physician Executive Certificate Program, University of Utah.
- 1998-99 “Leadership in Organizations.” Forty classroom hours, Pioneer Concrete Management Development Program (graduate credit), University of Texas at Dallas.
- 1998-99 “Project Management Leadership.” Sixty classroom hours, Program and Project Management Program, Executive Education, University of Texas at Dallas.
- 1998 “Leadership and Organizational Behavior in Medicine.” Led development and delivery of graduate course for M.D.s in Masters in Medical Management Program, Alliance for Medical Management Education, UT Dallas and UT Southwestern Health Sciences Center.
- 1998 Field Practicum Supervisor. Managed consulting services delivered to Tejas Girl Scouts Council by class of 12. Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1998 “Organizational Behavior.” Internet-based delivery of graduate course for Masters in International Management Program, Executive Education, University of Texas at Dallas.
- 1997-98 “Project Management Leadership.” Sixty classroom hours, Program and Project Management Program, Executive Education, University of Texas at Dallas.
- 1997-98 “New Manager Development Program.” Forty classroom hours for technical managers, Executive Education, University of Texas at Dallas.
- 1997 “Leadership in Organizations.” Twenty-four classroom hours, Executive MBA program, University of Texas at Dallas.
- 1997 “Organizational Intervention Design.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1997 “Organizational Behavior and Change Management.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1996 Field Practicum Supervisor. Managed consulting services delivered to single client by class of 13. Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1996 “Leadership in Organizations.” Twenty-four classroom hours, Executive MBA program, University of Texas at Dallas.
- 1996 “Managing Change.” Twenty-eight classroom hours plus field coordination, Executive MBA Program, University of Texas at Dallas.

EXECUTIVE EDUCATION (continued)

- 1996 “Organizational Intervention Design.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1995 “Organizational Behavior and Change Management.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1995 “Leadership in Organizations.” Twenty-four classroom hours, Executive MBA program, University of Texas at Dallas.
- 1995 Field Practicum Supervisor. Managed consulting services delivered to single client by class of 20. Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1995 “Organizational Intervention Design.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1995 “Human Resource Strategies and Organizational Management.” Twenty-two training hours, Executive Management Development Program, Mona Institute of Business (USAID), University of the West Indies, Jamaica.
- 1994 “Organizational Behavior and Change Management.” Forty-two classroom hours, Organization Development and Change Management Executive Program, University of Texas at Dallas.
- 1994 “Leadership in Organizations.” Twenty-four classroom hours, Executive MBA program, University of Texas at Dallas.
- 1994 “Human Resource Strategies and Organizational Leadership.” Twenty-two training hours, Executive Management Development Program, Mona Institute of Business (USAID), University of the West Indies, Jamaica.
- 1994 “Strategy Formulation and Implementation,” 50 training hours, Sasin Graduate Institute of Business, Chulalongkorn University, Bangkok, Thailand. Program managed by Kellogg School, Northwestern University.
- 1993 “Leadership in Organizations.” Twenty-four classroom hours, Executive MBA program, University of Texas at Dallas.
- 1993 “Human Resource Strategies and Organizational Management.” Twenty-two training hours, Executive Management Development Program, Mona Institute of Business (USAID), University of the West Indies, Jamaica.
- 1993 “International Strategic Management,” 50 training hours, Sasin Graduate Institute of Business, Chulalongkorn University, Bangkok, Thailand. Program managed by Kellogg School, Northwestern University.
- 1992 “Leadership in Organizations.” Twenty-four training hours, Executive MBA program, University of Texas at Dallas.

EXECUTIVE EDUCATION (continued)

- 1992 “Organizing for Quality.” Three training hours, American Airlines. Special program for Decision Technologies Consulting Division.
- 1992 “Organizational Decision Processes.” Four training hours, Executive MBA program, University of Texas at Dallas.
- 1990 “International Strategic Management,” 50 training hours, Sasin Graduate Institute of Business, Chulalongkorn University, Bangkok, Thailand. Program managed by Kellogg School, Northwestern University.

EDUCATION: Ph.D. in Business Administration, University of California, Berkeley, emphasis Organization Theory and Organizational Behavior, 1989.

MBA Program, University of California, Berkeley, emphasis organizational behavior and industrial relations, 1975-77.

B.S. Business Administration, University of California, Berkeley, emphasis operations research and production management, 1975.

ACADEMIC HONORS

Associated General Contractors’ Fellow in Business Administration, University of California, Berkeley, 1979-81.

Chancellor’s Graduate Fellow, University of California, Berkeley, 1977-78.

Honor Student, University of California, Berkeley, 1971-75.

University of California Regents’ Scholar, 1971-75.

California State Scholar, 1971-75.

Honors at Entrance, University of California, Berkeley, 1971.

California Governor’s Scholar, 1971.

National Science Foundation Fellowship, Biochemistry, 1970.

PERSONAL INFORMATION

Married 21 years with two boys, 17 and 13.