

CURRICULUM VITAE

LANCE B. KURKE

CONTACT INFORMATION

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PROFESSIONAL EMPLOYMENT HISTORY

Founder and Co-Principle Kurke & Associates, Inc. Keynote Speaking, Training & Development, and Strategic Planning Pittsburgh, Pennsylvania	9/89 - present
Adjunct Professor H. John Heinz III College of Public Policy and Management Carnegie Mellon University Pittsburgh, Pennsylvania	1/99 - present
Academic Director, M.B.A. Programs	7/06 – 6/07
Chairman, Leadership & Change Management Division	7/03 – 7/06
Associate Professor of Management	8/92 – 9/07
Director—European Study Abroad Program	7/95 - 6/96
Co-director—European Study Abroad Program	8/94 - 6/95
Chairman, Behavioral Division	7/92 - 7/95
Assistant Professor of Management John F. Donahue Graduate School of Business A. J. Palumbo School of Business Administration Duquesne University Pittsburgh, Pennsylvania	9/89 - 7/92

PROFESSIONAL EMPLOYMENT HISTORY (Continued)

Visiting Professor Italian Campus Duquesne University Rome, Italy	1/03 - 5/03
Columnist <i>SBN Magazine</i> Periodic column entitled: Leading Strategic Change	1/00 – 6/02
President CEO Club of Pittsburgh A Non-Profit Organization Serving Chief Executive Officers Since 1978 Pittsburgh, Pennsylvania	5/99 – 5/01
Visiting Professor Nemzetközi Menedzser Központ International Management Center Central European University Budapest, Hungary	4/97 - 5/97
Assistant Professor of Management Co-director—Far East Management Program Director—Field Study Program Babcock Graduate School of Management Wake Forest University Winston-Salem, North Carolina	7/86 - 8/89 8/88 - 8/89 6/87 - 6/88
Assistant Professor of Organizational Behavior Research Associate Tepper Graduate School of Industrial Administration Carnegie Mellon University Pittsburgh, Pennsylvania	9/81 - 8/86 7/80 - 9/81
Medical Technologist Veterans Administration H. J. Miller School of Medicine University of Florida Gainesville, Florida	2/75 - 7/76

EDUCATION

- Development Dimensions International** March 2004
Certified Trainer
- Cornell University, Ph. D.** August 1981
Johnson Graduate School of Management
Major: organization theory and behavior
Minors: sociology of organizations and public policy
- Cornell University, M. A.** March 1979
Major: organization theory and behavior
- Cornell University, M. B. A.** January 1979
Major: quantitative analysis for administrative decisions
- University of Florida** 1975-76
Post-baccalaureate studies in economics and anthropology
- Stetson University, B. S.** May 1974
Major: chemistry
Minors: British literature & biology
One semester at London University in London, England

RESEARCH AND PUBLICATION

Refereed Journal Articles and Book Chapters

- Kurke, Lance B. "The phenomenology of creativity, innovation, and entrepreneurship." Innovation Policies, Business Creation and Economic Development, New York: Springer, 2009, 95-111.
- Weber, James, Kurke, Lance B., and Pentico, David W. "Why do employees steal?: Assessing differences in ethical and unethical employee behavior using ethical work climates." Business and Society, 2003, 42, 3: 359-380.
- Kurke, Lance B., and Brindle, Margaret. "The process of enactment: Evidence from Alexander the Great." Advances in Qualitative Organizational Research, 2001, 3: 41-57.
- Seabright, Mark A., and Kurke, Lance B. "Organizational ontology and the moral status of the corporation." Business Ethics Quarterly, 1997, 7, 3:65-81.
- Kurke, Lance B. "Repression and restitution: Hong Kong and the People's Republic of China." Journal of Contemporary Asia, February 1992, 22, 2: 234-248.
- Barley, Thomas, Ersoz, Clara Jean, Pentico, David W., Kurke, Lance B., Forney, Nancy L., and Gillette, Nancy L. "A developmental model of the total quality management process for hospital products." Journal of Hospital Marketing, Fall 1991, 5, 2: 37-46.

RESEARCH AND PUBLICATION (Continued)

Refereed Journal Articles and Book Chapters (Continued)

Kurke, Lance B., Weick, Karl E., and Ravlin, Elizabeth C. "Can information loss be reversed?: Evidence for serial reconstruction." Communication Research, February 1989, 16, 1: 3-24.

Kurke, Lance B. "Does adaptation preclude adaptability?: Strategy and performance." In Lynne G. Zucker (ed.), Institutional Patterns and Organizations: Culture and Environment, Boston: Ballinger, 1988, 199-222.

Kurke, Lance B., and Aldrich, Howard E. "Mintzberg was right!: A replication and extension of The Nature of Managerial Work." Management Science, 1983, 29, 8: 975-84.

Goodman, Paul S., and Kurke, Lance B. "Studies of change in organizations: A status report." In P. S. Goodman (ed.), Change in Organizations, San Francisco: Jossey-Bass, 1982, 1-46.

Books Published

Kurke, Lance B. The Wisdom of Alexander the Great: Enduring Leadership Lessons from the Man Who Created an Empire. NY: AMACOM, September 2004.

Translations: Japanese, Korean, Portuguese, Greek, Hebrew, Lithuanian, Italian, and Chinese

Kurke, Lance B. Audio Book: The Wisdom of Alexander the Great: Enduring Leadership Lessons from the Man Who Created an Empire. NY: AMACOM Audio, Forthcoming 2010. (Read by the author.)

Book in Preparation

Kurke, Lance B. Recreating Reality: The Phenomenology of Leading. NY: AMACOM (has first right of refusal), Forthcoming. (Complete first draft available January 2010.)

Refereed Proceedings

Weber, James and Kurke, Lance B. "Why do employees steal?: Assessing differences in ethical and unethical employee behavior using ethical work climates." Proceedings of the Southern Management Association, November 2002, 12-16. (Paper won award for "Best Paper in Track.")

Kurke, Lance B. "Doors and gates as metaphors for understanding differences in countries' organizational paradigms." Proceedings of the International Management Development Association, July 1997, 178-81.

RESEARCH AND PUBLICATION (Continued)

Refereed Proceedings (Continued)

- Kurke, Lance B. "Creating an international study trip for students." Proceedings of the International Association of Business and Society, March 1997, 434-9.
- Kurke, Lance B. "History of health care and health insurance in Japan: Implications for Japan and the US." Proceedings of the Northeast Decision Sciences Institute, April 1996, 157-9.
- Kurke, Lance B. "Using Sun Tzu to teach business and society relationships: An experiential exercise offering cross-disciplinary learning opportunities." Proceedings of the International Association of Business and Society, March 1996, 653-6.
- Chenet, Robert J., and Kurke, Lance B. "Incentive plans revisited: Exploring and applying alternatives." Proceedings of the Association of Management—Human Resource Management Group, 1994, 12, 1: 1-7.
- Kurke, Lance B., and Buzzi, William P. "Ancient self-help books: A brief guide for using the classics to train managers." Proceedings of the Association of Management—Education, 1993, 11, 2: 35-40.
- Kurke, Lance B. "What is unique about Japanese management?: *On, amae, kaisha*, and group identity." Proceedings of the Northeast Decision Sciences Institute, April 1991, 254-6.

Non-refereed Publications

- Kurke, Lance B., and Ball, Dave. "Solving the unsolvable problem: Achieving results through enactment." www.businessknowhow.com, 8/23/05.
- Kurke, Lance B. "A clean sweep." SBN Magazine, June 2002, 9, 2:32.
- Kurke, Lance B. "Of planks and people." SBN Magazine, March 2002, 8, 11:39.
- Kurke, Lance B. "Water tower strategy." SBN Magazine, November 2001, 8, 7:15.
- Kurke, Lance B. "Why you *shouldn't* plan." SBN Magazine, October 2001, 8, 6:24-25.
- Kurke, Lance B., and Bagasrawala, Firdaus "Dragonfly dirge." SBN Magazine, September 2001, 8, 5:20.
- Kurke, Lance B. "The illusion of control." SBN Magazine, August 2001, 8, 4:18.
- Kurke, Lance B. "Turning a supertanker." SBN Magazine, July 2001, 8, 3:18-19.
- Kurke, Lance B. "Can you say 'continuous?'" SBN Magazine, June 2001, 8, 2:18.

RESEARCH AND PUBLICATION (Continued)**Non-refereed Publications (Continued)**

- Kurke, Lance B. "People are everything." SBN Magazine, April 2001, 7, 12:24-25.
- Kurke, Lance B. "The \$0.00 process." SBN Magazine, March 2001, 7, 11:12-13.
- Kurke, Lance B., and Hoffman, James. "The Art of War." SBN Magazine, February 2001, 7, 10:14-15.
- Kurke, Lance B., and Hoffman, James. "Bonsai business." SBN Magazine, January 2001, 7, 9:12-13.
- Kurke, Lance B. "Zen leopards." SBN Magazine, December 2000, 7, 8:12-13.
- Kurke, Lance B. "OK, jump!" SBN Magazine, November 2000, 7, 7:12-13.
- Kurke, Lance B. "Maggot method." SBN Magazine, October 2000, 7, 6:12-13.
- Kurke, Lance B. "Teaching a horse to fly." SBN Magazine, September 2000, 7, 5:12-13.
- Kurke, Lance B. "Navigating in the dark." SBN Magazine, August 2000, 7, 4:12-13.
- Kurke, Lance B. "People are like bats." SBN Magazine, July 2000, 7, 3:12-13.
- Kurke, Lance B. "On knowing yourself." SBN Magazine, June 2000, 7, 2: 16-17.
- Kurke, Lance B. "The big, bad bear." SBN Magazine, May 2000, 7, 1: 16.
- Kurke, Lance B. "The power relationship." SBN Magazine, April 2000, 6, 12: 18.
- Kurke, Lance B. "Are you a chopper or a cutter?" SBN Magazine, March 2000, 6, 11: 46.
- Kurke, Lance B. "Do you plan in the shower?" SBN Magazine, February 2000, 6, 10: 14-5.
- Kurke, Lance B. "On fine wines and strategic planning." SBN Magazine, January 2000, 6, 9: 12.
- Matejka, J. Kenneth, and Kurke, Lance B. "Designing a great syllabus." College Teaching, Summer 1994, 42, 3: 115-7.
- Matejka, J. Kenneth, Kurke, Lance B., and Gregory, Barbara. "Mission impossible?: Designing a great mission statement to ignite your plans." Management Decisions, 1993, 31, 4: 34-7.

RESEARCH AND PUBLICATION (Continued)**Sample Keynote Speeches (Professional and Proprietary)
[Many organizations prefer not to be acknowledged.]**

- Kurke, Lance B. Keynote: "Recreating reality." 10th International Project Management Congress, Istanbul, Turkey, April 2009.
- Kurke, Lance B. Keynote: "Dream bigger dreams." WESCO Inc. Leadership Symposium, Pittsburgh, November 2008.
- Kurke, Lance B. Keynote plus multiple briefings: "What made Alexander great?: Reframing problems to create new realities." US Army Management Staff College Leadership Symposium. Fort Belvoir, VA, January 2008.
- Kurke, Lance B. Keynote: "The phenomenology of creativity." Conference on Entrepreneurship and Innovation. Cankaya University, Ankara, Turkey. April 2007.
- Kurke, Lance B. Keynote: "Reality is irrelevant: How effective leaders reframe their world." Training Officers Conference, Annual Institute, Virginia Beach, VA, April 2006.
- Kurke, Lance B. Keynote: "Reality is yours to create!" College of Business Public Lecture Series. Rikkyo University, Tokyo, Japan, March 2006
- Kurke, Lance B. Keynote/Training: "What made Alexander Great?: Strategy, tactics, and creative leadership." Repeated six times at:
- United States Secret Service, Dallas, TX, March 2006.
 - United States Secret Service, Chicago, IL, March 2006.
 - United States Secret Service, Ft. Lauderdale, FL, August 2005.
 - Federal Law Enforcement Training Center, Jekyll Island, GA, June 2005;
 - Treasury Executive Institute, Washington, D.C., April 2005.
 - Treasury Executive Institute, Washington, D.C., March 2005.
- Kurke, Lance B. Keynote: "How to learn from Alexander the Great." Pleasant Valley Rotary Club, Pittsburgh, January 2005.
- Kurke, Lance B. Keynote: "Leaders are the problem." Leadership Academy, Duquesne University, April 2004.
- Kurke, Lance B. Keynote: "Case study of Greater Pittsburgh Community Food Bank." Nonprofit Summit/Social Entrepreneurs: Driving Social and Economic Change, Pittsburgh, March 2004.

RESEARCH AND PUBLICATION (Continued)**Sample Keynote Speeches (Continued)**

- Kurke, Lance B. Keynote: "Improving your strategic planning and decision making for competitive advantage." National Leadership Health Care Conference, Pittsburgh, November 2003.
- Kurke, Lance B. Keynote: "Conceive, believe, achieve." Leadership Academy, Duquesne University, Pittsburgh, April 2003.
- Kurke, Lance B. Keynote: "Dream bigger dreams." Alpha Sigma Lambda. School of Leadership and Professional Advancement, Duquesne University, Pittsburgh, August 2002.
- Kurke, Lance B. Keynote: "Personal leadership style." Reach for the Stars: Fall Leadership Conference, Carnegie Mellon University, Pittsburgh, September 2001.
- Kurke, Lance B. Keynote: "Finding your niche: SWOT analysis." Conference on Social Entrepreneurship for Nonprofit Organizations, Pittsburgh, November 1999.
- Kurke, Lance B. Keynote: "Excellence in leadership." Entrepreneur's Growth Conference, Duquesne University, Pittsburgh, June 2000.
- Kurke, Lance B. Keynote: "The role of symbolism in leadership." Guest of Honor. Midshipman's Ball. Pittsburgh, January 2000.
- Kurke, Lance B. Keynote: "Intrapreneurship and entrepreneurship in developing countries." Pittsburgh Council for International Visitors. Pittsburgh, March 1998.
- Kurke, Lance B. Keynote: "Some comments on leadership: Free minds, destruction, and Satyagraha." Phi Lambda Sigma chapter of Duquesne University's Pharmacy Leadership Society, Pittsburgh, November 1996.
- Kurke, Lance B. Keynote: "Building your leadership skills." Pittsburgh Legal Administrators Association Education Conference, Hidden Valley, September 1995.
- Kurke, Lance B. Keynote: "Business reengineering." Human Resource Development Program, Leadership Institute, Duquesne University, Pittsburgh, July 1995.
- Kurke, Lance B. Keynote: "The ongoing agenda: How leaders solve seemingly impossible problems with limited resources." CEO Club, Pittsburgh, March 1995.
- Kurke, Lance B. Keynote: "Doing much more with much less: The art of overcoming insurmountable obstacles." CEO Club, Pittsburgh, February 1995.

RESEARCH AND PUBLICATION (Continued)

Papers Presented at Professional Conferences

- Kurke, Lance B. "The phenomenology of creativity." Issues in Innovation and Entrepreneurship. NY: Springer, 2008.
- Liebowitz, Jay., Sivasubramaniam, Nagaraj, & Kurke, Lance. "Can we develop authentic leaders? A business school's experience." IUT Conference, Pittsburgh, PA, July 2005.
- Weber, James, and Kurke, Lance B. "Why do employees steal." Southern Management Association, Atlanta, November 2002. Paper won award for "Best Paper in the Track."
- Kurke, Lance B., and Brindle, Margaret. "The cognitive processes of enactment: Evidence from Alexander the Great." Academy of Management, Chicago, August 1999.
- Kurke, Lance B. "Doors and gates as metaphors for understanding differences in countries' organizational paradigms." Presented by Dr. Jan Saykiewicz in my absence, Chonju City, Republic of Korea, July 1997.
- Kurke, Lance B. "Identifying and rewarding the free riders and high performers in cooperative learning groups." Conference on Advancing Teaching in College Classrooms and Campus Cultures, State College, PA, March 1997.
- Kurke, Lance B. "Creating an international study trip for students." International Association of Business and Society, Destin, FL, March 1997.
- Kurke, Lance B. "History of health care and health insurance in Japan: Implications for Japan and the US." Northeast Decision Sciences Institute, St. Croix, Virgin Islands, April 1996.
- Kurke, Lance B. "Using Sun Tzu to teach business and society relationships: An experiential exercise offering cross-disciplinary learning opportunities." International Association for Business and Society, Santa Fe, March 1996.
- Kurke, Lance B., Paige, Kenneth L., and Pentico, David W. "Mentoring new and junior faculty." Conference on Advancing Teaching in College Classrooms and Campus Cultures, State College, PA, March 1996.
- Seabright, Mark A., and Kurke, Lance B. "Ontological analysis of the moral status of social collectives." Academy of Management, Vancouver, Canada, August 1995.
- Chenet, Robert J., and Kurke, Lance B. "Incentive plans revisited: Exploring and applying alternatives." Association of Management, Dallas, August 1994.
- Matejka, J. Kenneth, and Kurke, Lance B. "How to design a great syllabus." Organizational Behavior Teaching Conference, Windsor, Canada, June 1994.

RESEARCH AND PUBLICATION (Continued)**Papers Presented at Professional Conferences (Continued)**

- Kurke, Lance B. "Cooperating with colleagues." Annual Conference on Advancing Teaching in College Classrooms and Campus Cultures, State College, PA, March 1994. (With Rick McCown.)
- Kurke, Lance B., and Buzzi, William P. "Ancient self-help books: A brief guide for using the classics to train managers." Association of Management, Atlanta, August 1993.
- Kurke, Lance B. "Introducing total quality management into the classroom." Organizational Behavior Teaching Conference, Calgary, Canada, June 1992.
- Kurke, Lance B. "What is unique about Japanese management?: *On, amae, kaisha*, and group identity." Northeast Decision Sciences Institute, Pittsburgh, April 1991.
- Kurke, Lance B. "How do great leaders manipulate the environment?: Some historical evidence for enactment." Academy of Management, San Francisco, August 1990.
- Kurke, Lance B. "Symbolically manipulating reality: The leadership of Alexander the Great and Julius Caesar." International Conference on Organizational Symbolism and Corporate Culture, Fontainebleau, France, June 1989.
- Ulrich, David, and Kurke, Lance B. "When do theories of environmental selection and organizational adaptation best apply?" Academy of Management, Anaheim, August 1988.
- Kurke, Lance B. "Classical advice for managers." Organizational Behavior Teaching Conference, Los Angeles, June 1988.
- Kurke, Lance B. "Using the classics to study organizations and management." Academy of Management, New Orleans, August 1987.
- Kurke, Lance B. "How does corporate culture contribute to organizational survival?" International Conference on Organizational Symbolism and Corporate Culture, Milan, Italy, June 1987.
- Kurke, Lance B., and Stein, A. William. "What made Alexander great?: Strategy and performance." Academy of Management, Chicago, August 1986.
- Kurke, Lance B. "Does adaptation preclude adaptability?: Strategy and performance." Institutional Patterns and Organizations Conference, University of California at Los Angeles, Los Angeles, May 1985.
- Kurke, Lance B. "The ecology of organizational adaptability: Introducing choice into the population ecology model." American Sociological Association, Detroit, August 1983.

RESEARCH AND PUBLICATION (Continued)

Papers Presented at Professional Conferences (Continued)

- Kurke, Lance B. "Understanding managerial work." Office Automation Workshop, Diebold Automated Office Program, Seattle, September 1981.
- Kurke, Lance B. "Mintzberg was right!: A replication and extension of The Nature of Managerial Work." Academy of Management, Atlanta, August 1979.

Research Projects Completed (Manuscripts Available)

- Kurke, Lance B. "What made Alexander Great?: Strategy and tactics."
- Kurke, Lance B. "The adaptive and the creative manager: A comparison of the strategies, tactics, and the organization of the armies of Alexander the Great and Julius Caesar."
- Kurke, Lance B. "Symbolically manipulating reality: The leadership of Alexander the Great and Julius Caesar."

Proprietary Manuals Published

- Kurke, Lance B. Leading Excellence: Beginning the Journey, second edition. Heinz North America, 2001.
- Kurke, Lance B. Becoming World Class: Middle Management Development Program—Participant Manual, fourth edition. Blue Cross of Western Pennsylvania, 1995-6.
- Kurke, Lance B. Total Quality Team Training Manual. Pine Richland School District, 1994.
- Herbick, Aaron A., Haines, M. Susan, Friday, Susan M., and Kurke, Lance B. Service Delivery Training Program Manual. Reed Smith Shaw and McClay, 1994.

RESEARCH AND PUBLICATION (Continued)

Research In Progress (Manuscripts Not Yet Available)

Kurke, Lance B. "The consequences of global warming."

Kurke, Lance B. "The phenomenology of food."

Kurke, Lance B. "Using weighted self- and peer-evaluations in project teams to attain equity in reward systems."

Kurke, Lance B. "Historical uses of historical methods: Implications for organizational research."

Kurke, Lance B., and Seabright, Mark A. "Issues in organizational perception."

Case Studies

Kurke, Lance B. "The USS Stark and USS Vincennes: Epistemology, or how do we know what we know?" (A case about decision making with ambiguous information.) John F. Donahue Graduate School of Business Administration, February 2002.

Kurke, Lance B. "Joe Doe." Babcock Graduate School of Management, Wake Forest University, January 1988.

Case Study In Preparation

Kurke, Lance B. "What made Alexander Great?"

OTHER PROFESSIONAL ACTIVITIES

Conferences (Participated But No Paper Presented)

Excellence in Government, Washington, D.C., June, 2006.

US Marine Corps Educator Workshop, Quantico, VA. June 2003.

"International Business: Production and Operations Management," Session Chair. Northeast Decision Sciences Institute, St. Croix, Virgin Islands, April 1996.

"Measuring Service Quality," Discussant. Northeast Decision Sciences Institute, St. Croix, Virgin Islands, April 1996.

"Thriving locally in a global economy." Organizational committee for this conference hosting Rosabeth Moss Kanter. Pittsburgh, October 1996.

"Teaching Workshop." Center for Teaching Excellence, Duquesne University, A. J. Palumbo School of Business, Pittsburgh, September 1995.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Conferences (Participated But No Paper Presented) (Continued)**

“Administrative cycle time reduction workshop.” John E. Connelly
Center for Entrepreneurship and Emerging Enterprise, Duquesne
University, Pittsburgh, December 1994.

“Introduction to activity based costing workshop.” John E. Connelly
Center for Entrepreneurship and Emerging Enterprise, Duquesne
University, Pittsburgh, November 1994.

Co-organized full-day workshop on cooperative learning. Duquesne
University, Pittsburgh, May 1994. (With Drs. Dorothy Frayer and Rick
McCown.)

Co-organized full-day workshop on cooperative learning, Duquesne
University, Pittsburgh, January 1994. (With Drs. Dorothy Frayer and
Rick McCown.)

Organizational Behavior Teaching Conference. Bucknell University,
Lewisburg, PA, June 1993.

Co-organized full-day workshop on cooperative learning, Duquesne
University, Pittsburgh, May 1993. (With Drs. Dorothy Frayer and Rick
McCown.)

Conference on Advancing Teaching in College Classrooms and Campus
Cultures. State College, PA, March 1993.

Chaired a semester-long faculty workshop on cooperative learning.
Duquesne University, Pittsburgh, Spring 1993.

Co-organized full-day workshop on cooperative learning. Duquesne
University, Pittsburgh, January 1993. (With Drs. Dorothy Frayer and
Rick McCown.)

Academy of Management. Las Vegas, August 1992.

Summer Academy for the Advancement of College Teaching. Invited
participant in weeklong training program sponsored by the State System
of Higher Education, the Pennsylvania Academy of Teaching, and the
Pew Charitable Trusts. Boiling Springs, PA, May/June, 1992.

Quality Management Workshop, Facilitator. Duquesne University,
Pittsburgh, September 1991.

World-Class Quality Conference. Duquesne University, Pittsburgh, May
1991.

First National Symposium on the Role of Academia in National
Competitiveness and Total Quality Management. Morgantown, WV, July
1990.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Conferences (Participated But No Paper Presented) (Continued)**

Workshop on “Dynamics of Strategy” at the Center for Creative Leadership, Greensboro, NC, September 1988 (1 week).

Presentations to University & Community Organizations

Cited in Pittsburgh Tribune-Review: “Workplace inferno” by Mark Kanny. June 30, 2006.

“Teaching and assessing for critical thinking and deep learning.” Discussant at teleconference, Duquesne University, March 2002.

“Solving the free rider problem in student groups.” Center for Teaching Excellence, Duquesne University, February 1997.

“The fiscal responsibilities of the non-profit board.” Board of Directors of the Pittsburgh Chamber Music Society. Pittsburgh, March 2001.

“What made Alexander Great?” Masters in Leadership Program, Duquesne University, May 2000.

“Using interactive multimedia case studies to enhance understanding of international business management.” Center for Teaching Excellence Technology Fair, Duquesne University, February 1996.

“What the US and Japan can learn from each other about strategic planning.” Pittsburgh Council for International Visitors--Kansai Productivity Center. Pittsburgh, October 1995.

“Business reengineering.” Arabic Executive Leadership Program, Leadership Institute, Duquesne University, Pittsburgh, February 1995.

“Total quality progress at Duquesne.” MEDRAD Quality Forum, Pittsburgh, December 1994. (With Dean Thomas J. Murrin.)

“What can Americans teach the Japanese?” Pittsburgh Council for International Visitors—Kansai Productivity Center. Pittsburgh, October 1994.

“Leading Pittsburgh into the future.” Leadership Development Initiative (sponsored by the Greater Pittsburgh Chamber of Commerce), Pittsburgh, October 1994.

“Cooperative learning.” University 101 Orientation, Duquesne University, Pittsburgh, June 1994.

“How can Americans understand the sources of Japanese human resource systems?: Economic and cultural explanations.” Duquesne University, Pittsburgh, March 1994. (With Robert Atkin.)

OTHER PROFESSIONAL ACTIVITIES (Continued)**Presentations to University & Community Organizations
(Continued)**

“Total quality for teams in education.” Pine-Richland School District, Pittsburgh, February to April 1994. (This school district subsequently won the QNET Quality Award for the category “Significant Commitment.”)

“Leadership in a pharmaceutical setting.” Phi Lambda Sigma chapter of Duquesne University’s Pharmacy Leadership Society, Pittsburgh, October 1992.

“Cooperative learning workshop.” A. J. Palumbo School of Business, Duquesne University, Pittsburgh, November 1993.

“Strategic planning: What Americans and Japanese can teach each other.” Pittsburgh Council for International Visitors--Kansai Productivity Center, Pittsburgh, October 1993.

“Introduction to cooperative learning.” Center for Teaching Excellence, Duquesne University, Pittsburgh, September 1993. (Repeated twice; repetition of November 1992 presentation). (With Rick McCown.)

“Total quality management.” Institute on the American Economy, Pittsburgh, July 1993.

Interviewed on WDUQ by President John Murray about Japan Faculty Study Trip, Pittsburgh, June 1993. (With Thomas J. Murrin.)

“Cooperative learning.” Faculty Development Resource Association, Pittsburgh, April 1993. (With Rick McCown.)

“Envisioning and creating the future.” Leadership Pittsburgh Year IX: Mid-Year Retreat, (sponsored by the Greater Pittsburgh Chamber of Commerce), Hidden Valley, PA, February 1993.

“Introduction to cooperative learning.” Center for Teaching Excellence, Duquesne University, Pittsburgh, November 1992. (Repeated September 1995.) (With Rick McCown.)

“Cooperative learning.” Finance faculty of A. J. Palumbo School of Business Administration, Duquesne University, Pittsburgh, October 1992.

“What can Americans teach the Japanese.” Pittsburgh Council for International Visitors—Kansai Productivity Center, Pittsburgh, October 1992.

“The role of deception in leadership.” Delta Sigma Pi chapter of Duquesne University, Pittsburgh, October 1992.

“Faculty and the university mission.” New Faculty Orientation, Duquesne University, Pittsburgh, August 1992.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Presentations to University & Community Organizations
(Continued)**

“Cooperative learning.” Accounting faculty of A. J. Palumbo School of Business Administration, Duquesne University, Pittsburgh, August 1992.

“Leadership.” Keynote speaker at Music Educators National Conference, Pennsylvania Music Educators Association, Pocono Manor, PA, July 1992.

“Leadership.” Institute on the American Economy, Pittsburgh, July 1992.

“Perspectives on critical thinking.” Center for Teaching Excellence, Duquesne University, Pittsburgh, March 1992.

“Leadership: Past and present.” Leadership Seminar, Duquesne University, Pittsburgh, February 1992. (With Colonel Rand Lewis.)

“Classical advice for managers.” Rotary Club of Winston-Salem, Winston-Salem, NC, April 1989.

“Symbolically manipulating perceptions of reality.” Babcock Graduate School of Management, Wake Forest University, Winston-Salem, NC, March 1989.

“Classics, strategy, and management.” A. J. Palumbo School of Business Administration, Duquesne University, Pittsburgh, January 1989.

“Classical strategy for modern managers.” College of Business and Economics, West Virginia University, Morgantown, WV, March 1988.

“Management and the classics.” Babcock Graduate School of Management, Wake Forest University, Winston-Salem, NC, September 1987.

“The reversibility of uncertainty absorption.” European School of Business (INSEAD), Fontainebleau, France, February 1986.

“Managerial implications of uncertainty absorption.” Babcock Graduate School of Management, Wake Forest University, Winston-Salem, December 1985.

“Uncertainty absorption and information compression.” Faculty of Management, McGill University, Montreal, Canada, March 1985.

“Can uncertainty absorption be reversed?” Department of Social Science, Carnegie Mellon University, Pittsburgh, February 1985.

“When is structure independent of individuals?” Organizational Behavior Workshop, Graduate School of Industrial Administration, Carnegie Mellon University, Pittsburgh, April 1984. (With Mark A. Seabright.)

OTHER PROFESSIONAL ACTIVITIES (Continued)**Presentations to University & Community Organizations
(Continued)**

“The ecology of organizational adaptability.” Empirical Applications Workshop, Graduate School of Industrial Administration, Carnegie Mellon University, Pittsburgh, April 1983.

Workshop on “Designing Effective Work Groups.” Discussant for “Intergroup relations in organizations: A negotiations perspective,” by Jeanne Brett. Carnegie Mellon University, Pittsburgh, September 1984.

Workshop on Absenteeism. Discussant for “Effects of absenteeism on individuals and organizations,” by Paul S. Goodman and Robert S. Atkin. Carnegie Mellon University, Pittsburgh, September 1983.

Organizational Behavior Teaching Conference. Harvard Business School, Boston, June 1981.

Workshop on Organizational Change. Discussant for “How learning and reasoning processes affect organizational change,” by Chris Argyris, and for “Philosophical problems in thinking about organizational change,” by Kenwyn K. Smith. Carnegie Mellon University, Pittsburgh, May 1981.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Conferences (Conference Organized for the CEO Club of Pittsburgh)**

Kevin Coleman, "What it takes to be successful as a 21st century CEO," April 4, 2001.

Bill Comer, "How to protect your assets," March 9, 2001

Tom Petzinger, "Expanding the regional economy by growing new technology companies," and a panel on "Economic revitalization in the new economy: Japanese & US perspectives," Dennis Unkovic and the *Keidanren* delegation, November 15, 2000.

Glen Meakem, "The power of B2B eMarketplace," and a Panel on "The New Reality: Merging the old and new economies," Dan Bates, Cathy Philistine, Derek Minno, Melissa Burke, Robert Taylor, Tommy Wang, Henry Wang, October 17, 2000.

Steven Nickerson "Maximize your advantage," and a panel on "Campaign 2000: What it means to business," Jon Delano, Scott Baker, Dennis McManus, Pittsburgh, September 11, 2000.

Harvey MacKay "Pushing the Envelope," and a Panel on "Venture Capital in Pittsburgh: Where is it Going," Peter Blasier, Doug Goodall, Tom Petzinger, Sean Sebastian, Pittsburgh, May 19, 2000.

Jay Abraham; and a Panel on "Your New Millennium Marketplace," Pittsburgh, March 15, 2000.

Steve Sullivan; "Sales Leadership and Performance," and a Panel on "Regional Economic Development:" Sam McCullough, James Roddey, Thomas Murphy, Richard Florida, Thomas Murrin, Pittsburgh, January 14, 2000.

Daniel Pena; "Quantum Growth Strategies," and a Panel on "Accessing Various Media:" Susie Barbour (KDKA Radio), Daniel Bates (SBN), Mary Maloney Cronin (Cronin Communications), Ann Devlin (KDKA TV), Terri Marts (Source W), Pittsburgh, November 5, 1999.

Kamal Mustafa, "Mr. Small Cap" and "Risk Management," Michael Barbarita. September 17, 1999.

Joe Sugarman, "World's Greatest Copywriter". Pittsburgh, June 29, 1999.

Tony Parinello, "Selling to VITO". Pittsburgh, April 30, 1999.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Radio & Television interviews for****The Wisdom of Alexander the Great**

KDKA (Pittsburgh, Pennsylvania) Jon Delano, "Sunday Business Page".
Thu., Sept. 9, 2004.

WPPT (Pittsburgh, Pennsylvania) Ron Morris "The American
Entrepreneur". Sat., Sept. 11, 2004.

KDKA TV (Pittsburgh, Pennsylvania) Jon Delano "Sunday Business
Page" Sun., Sept. 12, 2004.

KBUL (Billings, Montana) Tommy B, New Talk Radio, Tue., Sept. 14,
2004.

KAKC (Tusla, Oklahoma) Jeff Brucculeri "Tusla Business Today", Wed.,
Sept. 15, 2004.

KXEL (Cedar Rapids, Iowa) Mike Bunge, "On the air with Mike Bunge",
Wed., Sept. 15, 2004.

KLPW (St Louis, Missouri) Alex Pennock "Business Leadership Today"
Tue., Sept. 21, 2004.

WPPT (Pittsburgh Pennsylvania) Jerry Boyer Sept. 20, 2004.

WQBC & WNCI (Raleigh, North Carolina) Alvin Jones Thu., Sept. 23,
2004.

KPWR (Burbank, California) Big Boy "Big Boy's Neighborhood" Thu.,
Sept. 23, 2004.

National Syndication, Jim Blasingame "The Business Advocate" Tue.,
Sept. 28, 2004.

WSBA (Harrisburg, Pennsylvania) Dennis Edwards "York's Morning
News" Tue., Sept. 28, 2004.

KYW (Philadelphia, Pennsylvania) Don Lancer "The opening Bell" Wed.,
Sept. 29, 2004.

KPSI (Palm Springs, Colorado) Joey English Wed., Sept. 29, 2004.

KCBR (Colorado Springs, Colorado) Tron Simpson "Tron Talk" Mon,
Oct 4, 2004.

Cable News Network. 43 States Mike Horn Wed., Oct. 13, 2004.

WAXE AM (West Palm , Florida) Rhett Palmer "Rhett Palmer Live"
Mon., Oct. 25, 2004.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Radio & Television interviews for****The Wisdom of Alexander the Great (Continued)**

10000 Watts (Kansas City, Kansas) John Jantsch. "Duct Tape Marketing" Thu., Oct. 28, 2004

Dma Burlington (Middlebury, Vermont) Jerry Germaine "Morning Dialogue" Wed., Nov. 3, 2004.

5000 Watts (Wenatchee, Washington) Ken Johannessen "The Two O'clock Show" Mon., Nov. 8, 2004.

WCNU (Raleigh/Durham, North Carolina) Ed Fulbright "Mastering Your Money" Tue., Nov. 16, 2004.

National Syndication, Jim Blasingame "The Business Advocate" Tue., Nov. 16, 2004.

KCEP (Los Angeles, CA) Kim Bailey-Tureau "Enterprising People" Tue., Nov. 16, 2004.

WTRC (South Ben, Indiana) Bill Darwin "At Your Service" Thu., Nov. 18, 2004.

CFRA-AM (Ottawa, Canada) David Prousalides "Business at night" Mon., Nov. 22, 2004.

KFIA-AM (Sacramento, California) Joe Pursch "Real Talk" Mon., Nov. 22, 2004.

MMFN (NY, NJ, CT) Gary Goldberg Mon., Nov. 22, 2004.

KBEM (Minneapolis, Minnesota) Ed Jones Tue., Nov. 30 2004.

KAHI (Sacramento, California) Mary Jane Popp, "Popp Off" Tue., Nov. 30 2004.

KLGR-AM (Redwood Falls, Minneapolis) Jim and Laura "Jim and Laura in the Morn". Dec. 2, 2004.

McCook (Nebraska) Darek Beck "Pulse of the Prairie". Dec. 2, 2004.

KYW (Philadelphia, Pennsylvania) Don Lancer "The Morning Bell" Dec. 2, 2004.

KPLW (St Louis, Missouri) Alex Tennock Thu., Dec. 2, 2004.

KAHI (Sacramento, California) Mary Jane Popp "Popp Off" Fri., Dec. 3, 2004.

OTHER PROFESSIONAL ACTIVITIES (Continued)**Radio & Television interviews for****The Wisdom of Alexander the Great (Continued)**

KXEL (Cedar Rapids, Iowa) Mike Bunge Fri., Dec. 3, 2004.

KCBL (Colorado Spring, Colorado) Tron Simpson “Tron Talk” Wed., Dec. 8, 2004.

Cable News Net (150 stations, 43 States) Mike Horn Thu., Dec. 9, 2004.

KRMS (City unknown) Ed Foxmire Thu., Dec. 9, 2004.

KNWZ (Palm Springs, Florida) Joe English Mon., Dec. 13, 2004.

KBEM (Minneapolis, Minnesota) Ed Johns Fri., Dec. 17 2004.

Bus. Am Radio (National Syndication) Freddie Ray “Business Breakthroughs” Dec. 27, 2004

Bus. Am Radio (National Syndication) Freddie Ray, “Business Breakthroughs” Mon., Jan. 3 2005

44 Radio stations (National Syndication) Barbara Alexander ‘MoneyDots’ Jan. 29, 2005.

850 AM (Denver, CO, transmits to entire Western US and Canada) Rich Barber June 9, 2005.

National Syndication, Jim Blasingame “The Small Business Advocate” Wed., July 27, 2005

OTHER PROFESSIONAL ACTIVITIES (Continued)**Grants Awarded**

Anonymous donor for the Japan Faculty Study Trip. (\$25,000)	1993
Institutional Incentive Grant State System of Higher Education, State of Pennsylvania. (\$5,000)	1992
Wake Forest University. (Summer research support.)	1986-88
Carnegie Mellon University. (Summer research support.)	1982-85
Ford Foundation. (Summer research support.)	1981
Cornell University. (Summer research support.)	1977-79

HONORS AND AWARDS**Teaching Awards**

Carnegie Mellon University Runner up “Martcia Wade Teaching Award” Heinz School Dean’s acknowledgement for Superior Teaching Performance	2005 2002
Duquesne University Nominated for “Teacher of the Year” by Omicron Delta Kappa.	1995, 1996
Duquesne University President’s Award for Faculty Excellence in Teaching (Co-recipient with Dr. Rick McCown)	1994
Duquesne University A. J. Palumbo School of Business Administration Award for Highest Teaching Achievement	1994
Duquesne University A. J. Palumbo School of Business Administration Award for Highest Teaching Achievement	1993
Duquesne University Hunkele Creative Teaching Award (First recipient; 1 of 4)	1992
Duquesne University A. J. Palumbo School of Business Administration Award for Highest Teaching Achievement	1991
Wake Forest University Babcock Graduate School of Management Executive MBA program Teacher of the Year Award (First recipient; chosen by students)	1989

OTHER PROFESSIONAL ACTIVITIES (Continued)

HONORS AND AWARDS

Teaching Awards (Continued)

Exxon Foundation / A. A. C. S. B. National Award for Innovation in Teaching (Honorable Mention)	1987
Carnegie Mellon University Tepper Graduate School of Industrial Administration Industrial Management Award for Excellence in Teaching (First recipient)	1985

Professional Honors

Southern Management Association Weber, James, and Kurke, Lance B. "Why do employees steal." Paper won award for "Best Paper in the Track."	2002
What is unique about Japanese management?: <i>On, amae, kaisha</i> , and group identity. Nominated for the Robert W. Pearson Award for the Outstanding Contribution to Theory, Northeast Decision Sciences Institute, Pittsburgh, April 1991.	1991
Invited participant Organization and Management Theory Junior Faculty Workshop, Academy of Management, Dallas.	1983
Invited participant Organizational Behavior Doctoral Consortium, Academy of Management, San Francisco.	1978

Other Honors

<u>Who's Who in Business Higher Education</u>	2003
Alpha Sigma Lambda, Leadership Honor Society	2002
CEO of the Month, Center for Entrepreneurial Management Cited in: <i>Chief Executive Officer's Newsletter</i>	Feb. 1999
Phi Kappa Phi, Academic Honor Society	1996
<u>Who's Who in American Education</u> , fourth edition	1994
<u>Who's Who Registry of Global Business Leaders</u>	1994
Beta Gamma Sigma, Business Fraternity	1992

OTHER PROFESSIONAL ACTIVITIES (Continued)**Other Honors (Continued)**

Beta Alpha Phi, Honorary Business Society	1992
Delta Sigma Pi, Business Fraternity	1990
Gamma Sigma Epsilon, Chemical Honorary Fraternity	1974

Memberships

Academy of Management
 Pennsylvania Society of Teaching Scholars
 International Association for Business and Society
 Lifetime member, Chief Executive Officers Club

TEACHING**Duquesne University**

Strategy Formulation and Implementation
 (required graduate-level)

The Strategic Management Process
 (required graduate-level)

European Study Abroad Trip
 Director 1995-96
 Co-director 1994-95
 (required and elective undergraduate- and graduate-level)

Leadership
 (elective graduate-level)

Organizational Behavior
 (required graduate-level)

Independent Study
 (elective graduate-level)

Leadership and Ethics
 (required undergraduate-level)

Executive Policy
 (required undergraduate-level)

Strategic Management
 (required master-level)

Introduction to Total Quality Management
 with William D. Presutti
 (elective graduate-level)

Managerial Decision-Making
 (required master-level)

TEACHING (Continued)**Duquesne University (Continued)**

Executive Action Simulation
(required undergraduate-level)

Human Resource Planning
(elective undergraduate-level)

Principles of Management
(required undergraduate-level)

Principles of Macroeconomics
(required undergraduate-level)

Wake Forest University

Organizational Behavior
(required master-level; executive and evening)

Human Resource Management
(required master-level; executive)

Organizational Design
(elective master-level; resident)

The Classics and Modern Management
(elective master-level; resident)

Leadership and Executive Action
(required master-level; executive and resident)

Organizational Development
(elective master-level; evening)

Carnegie Mellon University**H. John Heinz III College of Public Policy and Management**

Leadership, Innovation, and Organizational Change
(elective master-level)

Advanced Topics in Leadership
(elective master-level)

Organization Management
(required master-level)

Strategic Management Process
(required master-level)

Tepper Graduate School of Industrial Administration

Advanced Seminar in Organizational Theory
(required Ph.D.-level)

Human Behavior in Organizations
(required master-level; resident and executive)

TEACHING (Continued)**Tepper Graduate School of Industrial Administration
(Continued)**

- Organizational Analysis
(required master-level; resident and executive)
- Topics in Organizational Design
(elective master/Ph.D.-level; resident)
- Organizational Behavior
(required undergraduate-level)
- Program for Executives
(miscellaneous lectures; top executives)
- Operations Management Project
(elective master-level; resident)

UNIVERSITY SERVICE**Duquesne University—University-Level Service**

- | | |
|---|-----------|
| University Leadership Committee | 2003-4 |
| Task Force for Strategic Planning | 2002 |
| CEO Club of Pittsburgh, President | 1999-2001 |
| E.D. Committee at the University of Pittsburgh,
Graduate School of Education,
Denise Shipes:
“A Study of Total Quality in Pine-Richland School District.” | 1995-98 |
| University International Business Ad Hoc Committee | 1994-96 |
| Ph.D. Committee at the University of Pittsburgh,
Katz Graduate School of Business,
Robert Atkin:
“Finances of U.S. Labor Unions: 1979-1993.” | 1995-96 |
| Pittsburgh Health Research Institute
Initiated, coordinated, and closed the transfer of this prestigious research
institute from Blue Cross of Western Pennsylvania to the Rangos School of
Health Sciences. The financial commitment to the university is about
\$2,500,000. | 1995 |
| State System of Higher Education
Campus evaluation team leader | 1995 |

UNIVERSITY SERVICE (Continued)**Duquesne University—University-Level Service (Continued)**

Peer Reviews:

Dr. Sean McClinden—Rangos School of Health Sciences	1995
Dr. Clifford Pohl—Rangos School of Health Sciences	1994
Dr. Marshall Schminke—Creighton University	1994
Student Computer Initiative Committee	1994-95
Selection Committee for University Faculty Development Fund	1994-95
President's Awards Committee	1994-96
Total Quality Performance—Teaching Committee (Chair)	1993-94
Center for Teaching Excellence, Board of Directors	1991-93
University Center for Instructional Services, Liaison	1991-92
Design Team, E.D. Program in Leadership School of Education	1991-92
University Faculty Handbook Committee	1990-91
M. S. N. Thesis Committee:	
Jill Larkin	1995-96
Jean Dobay	1990-91

Duquesne University—School of Business

MBA Alumni Advisory Board	2006-2007
Chairman	2006-2007
Internship and Placement Committee	1998-2007
Library Committee	2000-2006
Undergraduate Studies Committee	1997-99
Research Committee	1993-95, 1996-99
Strategic Planning Committee	1997-1999
Chair, Increase Networking subcommittee	1997-99
Management Advisory Board	1990-2004
Chairman	1991-99

UNIVERSITY SERVICE (Continued)**Duquesne University—School of Business (Continued)**

Japan MBA Study Abroad	
Created, directed, and lead group for two weeks of this study abroad tour; created a new course—wrote a syllabus, secured additional funding, secured Japanese partnership with Rikkyo University (which is the sixth ranked university in Japan). Created all in country experiences for Kyoto and Tokyo, in partnership with Rikkyo.	2006-2007
Italy, Hungary, and Germany Study Abroad	
Directed and lead group for three weeks of this study abroad tour; made significant changes in this course--wrote a syllabus, secured additional funding, found internships, etc. Changed the Germany segment from Munich to Cologne by securing two new academic alliances, several corporate visits, reorganized sequence, etc.	1995-96
Co-directed and lead group for two of three weeks; attended three week lectures on international business at business schools in Budapest, Munich, and Milan; secured internships and funding; organized seminar series; and recruited Business Associates as a source of additional revenue.	1994-95
Delta Sigma Pi	
Faculty advisor	1998-99
Faculty co-advisor with Kurt Rethwisch	1996-1997
James Radakovich Scholarship Committee	1993-96
Graduate Curriculum Committee	1989-96
Chairman	1989-91
Human Resource Management Advisory Board	1990-99
Internship Supervisor	1990-2007
Teaching Committee	1992-98
Founding Chairman	1992-93
CNG Distinguished Scholar Award Committee	1991-94, 1996
Graduate Admissions Committee	1992-95
Graduate Student Standing Committee	1992-95
Undergraduate Student Standing Committee	1992-95
Undergraduate Curriculum Committee	1991-95, 1996-99

UNIVERSITY SERVICE (Continued)**Duquesne University—School of Business (Continued)**

Marketing Advisory Board	1992-95
Student Recruitment Committee	1994-95
Peer Reviews: Dr. James Weber	1995
Faculty Partnership Committee Founder of Faculty Partnership Program.	1994-95
Germany and Italy Faculty Study Trip Participated in two-week study tour of businesses and universities in Germany and Italy.	May 1994
Japan Faculty Study Trip Organized and acquired partial funding for 16 business-school faculty and five business associates for twelve-day study trip to Tokyo, Osaka, Kyoto, and Kobe Japan. Preliminary activities included organizing a seminar series (arranged by Jan Saykiewicz) and coordinating travel arrangements and business visits (arranged by James Burnham).	May 1993
Chairman, Implementation Committee for Japan Faculty Study Tour	1993-94
Computing Committee	1989-92
Management Concentration Coordinator	1991-92

UNIVERSITY SERVICE (Continued)**Wake Forest University**

Integrative Exercise Team (Coordinator, 1986-87)	1986-89
Faculty Recruiting	1986-88
Strategic Planning Committee	1987-88
Field Study Program	1986-89
Director (Required, 3-credit hour MBA consulting course.)	1987-88
Co-director, Far East Management Program	1987-88
Organized and lead a month-long trip for 20 MBA students to Japan (Tokyo, Kobe, Nara, Kyoto), Hong Kong, and China (Guandong and Beijing). Preliminary activities included organizing a seminar series and coordinating travel arrangements and business visits.	

Carnegie Mellon University

MBA and Ph.D. Admissions	1982-85
MBA Program Committee	1981-85
Faculty Recruiting	1981-86
Invited Scholars Committee	1980-86
Chairman	1980-86

Ph.D. committees I served on:

<u>Name</u>	<u>Initial Placement</u>
Marshall Schminke	University of Iowa
Elizabeth Ravlin	University of So. Carolina
Mark Seabright	Santa Clara University

PROFESSIONAL SERVICE

Reviewer for Following Refereed Journals

<u>International Journal of Applied Quality Management</u> (Editorial Board)	1996-98
<u>Human Resource Planning</u> (Editorial Board)	1988-89, 1994-98
<u>Academy of Management Journal</u>	ad hoc
<u>Administrative Science Quarterly</u>	ad hoc
<u>Journal of Management Studies</u>	ad hoc
<u>Management Science</u>	ad hoc
<u>Organization Science</u>	ad hoc

Reviewer for Following Professional Meetings

Academy of Management—OB Division	ad hoc: 1981-2004
Academy of Management—OMT Division	ad hoc: 1981-004
Academy of Management—History Division	1996-2000
Academy of Management—Social Issues Division	1996-1999
International Association of Business and Society	1995-1999
Organizational Behavior Teaching Society	1992-1998
Northeast Decision Sciences Institute	1990-91, 1995-1999
Organizational Behavior Track Chair	April 1991
Eastern Academy of Management	ad hoc
Southern Academy of Management	ad hoc

Miscellaneous

Alfred P. Sloan Foundation	1996
HarperCollins	1992
Harper and Row	1990
National Science Foundation (Sociology)	1983

COMMUNITY SERVICE

Non-Profit Leadership Institute, Duquesne University Board Member	1/01 - 2006
Pittsburgh Chamber Music Society Board Member (board members cycle to “advisor” status every 3 years) Marketing Committee	1992-2006 1992-2006
New Idea Factory—Entrepreneurship Committee Jim Roddey’s initiative to generate new ideas for Allegheny County	2000-2001

CONSULTING

Partial Client List:

Administrative Science Quarterly

Aetna US Healthcare

Advanced Burner Technology

Blue Cross of Western Pennsylvania

Carnegie Mellon Research Institute

Cornell University

Dick's Sporting Goods

Duquesne University: School of Music

Duquesne University: School of Pharmacy

FedEx Ground

Girl Scouts of America

Harmarville Rehabilitation Center

Heinz North America

Highmark Blue Cross and Blue Shield

Jones & Laughlin Steel—Management Education Center

Kline Keppel and Koryak

Leadership Development Initiative

Leadership Pittsburgh

Lydall-Westex, Inc.

NCR

Non-Profit Leadership Institute

PPG

Pine-Richland School District (won Q-NET's "serious commitment" award)

Power and Industrial Services

Precision Therapeutics

Reed Smith

Rockdale Metal Products

CONSULTING

Partial Client List: (Continued)

Skadden/Arps (expert witness)

Summit Properties

T. G. I. Friday's

Tompkins County School District

Tompkins County Trust

Union Switch and Signal

United States Government:

Alcohol Tobacco and Firearms

Department of Homeland Security

Department of Justice

Federal Deposit Insurance Company

Federal Investigative Services Division

Federal Law Enforcement Training Center

Internal Revenue Service

Mint

Office of Personnel Management

Secret Service

Treasury Department

United States Postal Service

Et cetera

W. W. Patterson Co.

Western Penn School of Nursing

Westinghouse Electric Corporation—Plant Apparatus Division

Westinghouse Semi-conductor Control Center

PERSONAL INFORMATION

Born: Fargo, North Dakota (5/19/52).

Children: Mindi Michele Righter (9/20/72)
Jamie Mendelson Kurke (2/25/93).
Maxwell Robert Kurke (3/14/00).

Grandchildren: Neo Sebastian Righter (4/12/04)

Hobbies: Gardening, flute, international travel,
cooking, history, computer simulations.

Foreign languages: Spanish, Italian