

RICHARD A. COSIER

Curriculum Vitae

Current Position

Dean Emeritus

Leeds Professor of Management
Krannert School of Management
Purdue University
West Lafayette, IN 47907
(765) 494-4353

Home Address

3523 Chancellor Way
West Lafayette, IN 47906
(765) 497-8202

EDUCATION

Ph.D., Business Administration, The University of Iowa (1976)

Major Areas—Organizational Behavior and Management Theory
Statistical Design and Analysis

Minor Areas—Industrial Relations and Social Psychology

Dissertation—"The Effects of Cognitive Conflict and Goal Conflict on Task Performance, Interpersonal Learning, and Satisfaction" (Gerald Rose, Committee Chairman)

M.B.A., Loyola University of Chicago (1972)

Major Area—Personnel Management and Industrial Relations

B.S., Michigan State University (1969)

Major Area—Packaging Technology

PROFESSIONAL PROFILE AND CAREER HIGHLIGHTS

Served as dean and chaired professor at two major state university business schools – The University of Oklahoma (1993-1999) and Purdue University (1999-2010). During this time period actively involved in fund raising, strategic planning, university administration, alumni and community engagement and the AACSB. Recent attention given to globalization and entrepreneurship as strategic initiatives.

Key career highlights include:

- Former Avrum and Joyce Gray Director, Burton D. Morgan Center for Entrepreneurship
- Former Dean and Leeds Professor of Management, Krannert School of Management, Purdue University. The Krannert School of Management is widely recognized as a leading business school. *The Wall Street Journal*, *BusinessWeek* and *U.S. News & World Report* consistently rank Krannert among the world's elite business programs
- Involved in fund raising resulting in securing over \$150 million for endowments, contracts and fund raising campaigns over the 16 years
- Former Dean and Fred E. Brown Chair of Business Administration at the University of Oklahoma
- Former Associate Dean for Academics, Professor of Business Administration and Chairperson of the Department of Management at Indiana University, Bloomington
- Former Faculty Appointment at the University of Notre Dame
- Published author of more than 60 articles and columns and presenter of numerous papers at professional meetings
- Recipient of several teaching excellence awards and a Richard D. Irwin Fellowship
- Listed in *Who's Who in America*, *Who's Who in Finance and Business* and *Who's Who in Education*
- Currently serving on the board of directors for Kite Companies, a NYSE public company and Roll Coater Inc. in Indianapolis.
- Formerly served on the board of directors for the Lafayette-West Lafayette Community Development Corporation.
- Past Chair of the AACSB Board of Directors. The AACSB is the international accreditation organization for business schools
- Significant service includes Chairperson of several major university committees.
- Active with the United Way of America at the national and local levels, serving as the Chairman of Purdue's 2003 campaign and co-chair of Oklahoma's campaign in 1994
- Numerous public speeches and presentations

PROFESSIONAL EXPERIENCE

1999-Present:	Leeds Professor (Dean Emeritus 2010) of Management, Krannert School of Management, Purdue University
2011-2013:	Avrum and Joyce Gray Director, Burton D. Morgan Center for Entrepreneurship, Purdue University
1999-2010:	Dean, the Krannert School of Management, Purdue University
2001-2005:	Director, Burton D. Morgan Center for Entrepreneurship, Purdue University
1993-1999:	Dean and Fred E. Brown Chair; Michael F. Price College of Business; The University of Oklahoma
1990-1993:	Associate Dean, Academics and Professor of Business Administration, Indiana University (Bloomington Campus)
1986-1990:	Department Chairperson and Professor of Management, Indiana University (Bloomington Campus)
1983-1986:	Department Chairperson and Associate Professor of Management, Indiana University (Bloomington Campus)
1980-1983:	Associate Professor of Management, Indiana University (Bloomington Campus). Tenure granted in 1982
1976-1980:	Assistant Professor of Management, Indiana University (Bloomington Campus)
1975-1976:	Instructor of Management and Quantitative Methods, The University of Notre Dame
1973-1975:	Research and Teaching Assistant, The University of Iowa
1969-1973:	Planning Engineer for the Western Electric Company, Chicago, Illinois

PUBLICATIONS

Spotlight: Business Schools and Innovation, Krannert School of Management, AACSB International, July 2013.

Cosier, Richard A. "The Economic Meltdown and the Future of Business Schools"
Global Foundation for Management Education: From Challenge to Change: Business Schools in the Wake of Financial Crisis, 2010, 12-13

Publications (continued)

Alutto, Joseph A., Chan, K.C., Cosier, Richard A., Cummings, Thomas G., Fenoglio, Ken Hawawini, Gabriel, LeClair, Daniel R., Milligan, Cynthia H., Roomkin, Myron, Rucci, Anthony J., Snyder, Edward A., Strawser, Jerry R., Sullivan, Robert S., Williams, Jan R., and Zupan, Mark A. "Impact of Research" Final Report of the AACSB International Task Force, 2009, 1-48

Cosier, Richard A. "Ethical Objectives" BizEd, 2008, 52-57

Taylor, Lew, Goodwin, Vicki, and Cosier, Richard A. "Methods Myopia Real or Imagined?" Journal of Management Inquiry, 2003, 12, 255-263

Harvey, Michael G. and Cosier, Richard A. Conflict in Family Businesses: Make it Work to Your Advantage. Journal of Business and Entrepreneurship, 1998, 10, 61-80

Cosier, Richard A. and Harvey, Michael G. The Hidden Strengths in Family Business: Functional Conflict. Family Business Review, 1998, 9, 75-79

Harvey, Michael G. and Cosier, Richard A. A Study of Homicides in the Workplace: Potential Consequences for Small Businesses. Journal of Contemporary Business Issues, 1996, 4, 20-35

Taylor, Lewis A., Hall, Philip D., Cosier, Richard A., and Goodwin, Vicki L. Outcome Feedback Effects on Risk Propensity in an MCPLP Task. Journal of Management, 1996, 22, 299-311

Harvey, Michael G. and Cosier, Richard A. Homicide in the Workplace: Crisis or False Alarm? Business Horizons, 1995, 38, 11-20

Schwenk, C.R. and Cosier, R.A. Effects of Consensus and Devil's Advocacy on Strategic Decision-Making. Journal of Applied Social Psychology, 1993, 23, 126-139

Cosier, Richard A. and Dalton, D.R. Management Consulting: Planning, entry, performance. Journal of Counseling and Development, 1993, 72, 191-198

Cosier, Richard A. and Dalton, D.R. Management training and development in a nonprofit organization. Public Personnel Management, 1993, 22, 37-42

Cosier, Richard A., Schwenk, Charles R. and Dalton, Dan R. Managerial Decision Making in Japan, the U.S., and Hong Kong. International Journal of Conflict Management, 1992, 3, 151-160

Taylor, Lewis A., Cosier, Richard A., and Ganster, Daniel C. The positive effects of easy goals on decision quality and risk propensity in an MCPLP task. Decision Sciences, 1992, 23, 880-898

Cosier, Richard A. Organization life cycles: Structural implications for OSD. Public Administration Quarterly, 1991, 15, 224-238

Publications (continued)

Cosier, Richard A., Dalton, D.R., and Taylor, L.A. Positive effects of cognitive conflict and employee voice. Employee Responsibilities and Rights Journal, 1991, 4, 7-11

Dalton, D.R. and Cosier, R.A. Introduction to the special issue on positive conflict. Employee Responsibilities and Rights Journal, 1991, 4, 1-5

Dalton, Dan R. and Cosier, Richard A. An Issue in corporate and social responsibility – an experiential approach to establish the value of human life. Journal of Business Ethics, 1991, 10, 311-315

Cosier, Richard A. Human resource implications of structural change in OSD. Public Personnel Management, 1990, 19, 279-290

Ruble, Thomas L. and Cosier, Richard A. Effects of cognitive styles and decision setting on performance. Organizational Behavior and Human Decision Processes, 1990, 46, 283-295

Cosier, Richard A. and Schwenk, Charles R. Agreement and thinking alike: Ingredients for poor decisions. Academy of Management Executive, 1990, 4, 69-74
Publications (continued)

Cosier, Richard A. and Dalton, Dan R. Positive effects of conflict: A field assessment. International Journal of Conflict Management, 1990, 1, 81-92

Schwenk, Charles R. and Cosier, Richard A. The Importance of Playing Devil's Advocate. Planning for Higher Education, 1990, 19, 17-22

Dalton, Dan R. and Cosier, Richard A. Development and psychometric properties of the decision conflict and cooperation questionnaire, (DCCQ). Educational and Psychological Measurement, 1989, 49, 697-700

Cosier, Richard A. and Dalton, Dan R. Competition and cooperation: Effects of value dissensus and predisposition to help. Human Relations, 1988, 41, 823-839

Cosier, Richard A. and Dalton, Dan R. Presenting information under conditions of uncertainty and availability: some recommendations. Behavioral Science, 1988, 33, 272-281

Dalton, Dan R. and Cosier, Richard A. On the psychometric properties of the organization citizenship behavior scale. Educational and Psychological Measurement, 1988, 48, 479-482

Cosier, Richard A. and Dalton, D.R. On the appropriate choice and implementation of decision strategies: Programmed, devil's advocate, expert, dialectic. Industrial Management and Data Systems, March/April, 1986, 18-21

Cosier, Richard A. and Dalton, D.R. Attributes of excellent companies and Japanese Management style: Panacea or problem? Business Horizons, 1986, 29, 63-68

Publications (continued)

- Cosier, Richard A. and Rechner, P.R. Inquiry method effects on performance in a simulated business environment. Organizational Behavior and Human Decision Processes, 1985, 36, 79-85
- Dalton, D.R. and Cosier, Richard A. Training and managerial mobility: If someone isn't ready then neither are you. Industrial Management, Sept.-Oct. 1985, 23-25
- Cosier, Richard A. The role of intuition in managerial decisions. International Journal of Management, 1985, 2, 81-86
- Dalton, D. R. and Cosier, Richard A. Business, society and executive action. Strategy and Executive Action, 1984, 1, 2-7
- Cosier, Richard A. and Dalton, D.R. Equity theory and time: A reformulation. Academy of Management Review, 1983, 8, 311-319
- Cosier, Richard A. Approaches for the experimental examination of the dialectic. Strategic Management Journal, 1983, 79-84
- Cosier, Richard A. Is there really such a thing as intuition? Medical Aspects of Human Sexuality, 1983, 17, 25-26
- Cosier, Richard A. The changing nature of management: Technical, human, and conceptual skills. In J.R. Vertin (Ed.), Management Skills for Investment Managers, Charlottesville, Virginia: I.C.F.A., 1983, 8-12
- Cosier, Richard A. Methods for improving the strategic decision: Dialectic versus the devil's advocate. Strategic Management Journal, 1982, 16, 176-184
- Cosier, Richard A. and Dalton, D.R. Advice for promoting creative thought: An analysis of the dialectic. Journal of Creative Behavior, 1982, 16, 171-184
- Cosier, Richard A. and Aplin, J.C. "Intuition and decision making: Some empirical evidence." Psychological Reports, 1982, 51, 275-281. Abstracted in Nation's Business, March 1982, 70, 16: and Family Weekly, July 24, 1983, 10
- Ruble, T.L. and Cosier, Richard A. A laboratory study of five conflict-handling modes. In G. Bomers and R. Peterson (Eds.), Conflict Management and Industrial Relations, Boston: Kluwer-Nijhoff Publishing, 1982, 158-171
- Dalton, D.R. and Cosier, Richard A. The four faces of social responsibility. Business Horizons, 1982, 35, 19-27. Reprinted in over 10 case books
- Cosier, Richard A. Dialectic inquiry in strategic planning: A case of premature acceptance? Academy of Management Review, 1981, 6, 643-648
- Cosier, Richard A. Further thoughts on dialectical inquiry: A rejoinder to Mitroff and Mason. Academy of Management Review, 1981, 6, 653-654

Publications (continued)

Cosier, Richard A. and Ruble, T.L. Research on conflict-handling behavior: An experimental approach. Academy of Management Journal, 1981, 24, 816-831

Cosier, Richard A. Inquiry method, goal difficulty, and context effects on performance. Decision Sciences, 1980, 11, 1-16

Cosier, Richard A. and Aplin, J.C. A critical view of dialectical inquiry as a tool in strategic planning. Strategic Management Journal, 1980, 1, 343-356

Cosier, Richard A. and Aplin, J.C. Effects of delegated choice on performance. Personnel Psychology, 1980, 33, 581-593

Aplin, J.C. and Cosier, Richard A. Managing creative and maintenance organizations. Business Quarterly, 1980, 45, 56-63

Schwenk, C.R. and Cosier, Richard A. Effects of the expert, devil's advocate, and dialectical inquiry methods on prediction performance. Organizational Behavior and Human Performance, 1980, 26, 409-424. Abstracted in The Wharton Magazine, Winter 1981-1982, 6, 4-5

Cosier, Richard A. The effects of three potential aids for making strategic decisions on prediction accuracy. Organizational Behavior and Human Performance, 1978, 22, 295-306

Cosier, Richard A., Ruble, T.L., and Aplin, J.C. An evaluation of the effectiveness of dialectical inquiry methods. Management Science, 1978, 24, 1483-1490. Reprinted in Rose, G.L., Managerial Inference and Decision Behavior, Lexington, Mass., Ginn Publishing Co., 1980, 232-238

Hegarty, W.H., Aplin, J.C., and Cosier, Richard A. Achieving corporate success in external affairs. Business Horizons, 1978, 21, 65-74

Cosier, Richard A. and Rose, G.L. Cognitive conflict and goal conflict effects on task performance. Organizational Behavior and Human Performance, 1977, 19, 378-391

COMPETITIVE PAPERS, INVITED PAPERS, AND SYMPOSIA

Taylor, Lew, Cosier, Richard A. and Slattery, Jeffrey P. Task complexity effects on strategic decision quality. Presented at the 1991 National Decision Sciences Institute Meetings, November, 1991

Cosier, Richard A. and Dalton, Dan R. Managerial decision making in Japan, the U.S. and Hong Kong. Presented at the 1991 International Association for Conflict Management Meetings, June, 1991

Competitive Papers, Invited Papers, and Symposia Continued

Dalton, Dan R. and Cosier, Richard A. An issue in corporate social responsibility: An experiential approach to establish the value of human life. Presented at the 1990 ABSEL National Meetings, January, 1990

Dalton, Dan R. and Cosier, Richard A. On the use of simulation for statistical applications. Presented at the 1990 ABSEL National Meetings, January 1990

Erdener, C. and Cosier, Richard A. An empirical analysis of the relationship between strategy, structure, and innovation. Presented at the 1989 Decision Sciences Institute Annual Meetings, November, 1989

Cosier, Richard A. and Dalton, Dan R. Positive effects on conflict: A field assessment. Presented at the National Academy of Management Meetings, Washing, D.C., August, 1989

Taylor, Lewis A. and Cosier, Richard A. Complexity and goal effects in complex decision tasks. Presented at the National Academy of Management Meetings, Washington, D.C., August, 1989

Cosier, Richard A. Utilization issues: When should judgment analysis be used? Panelist, Judgment Analysis: Method and Application, October, 1988, Boulder, CO

Cosier, Richard A. and Dalton, Dan R. Competition and cooperation: Effects of value dissensus and predisposition to help. Presented at the 1988 Decision Sciences Institute Annual Meetings, November, 1988

Cosier, Richard A. The OB and Strategic Management research polemic. Symposium at the 1987 Decision Sciences Institute Annual Meetings, November, 1987

Taylor, Lew A. and Cosier, Richard A. The efficacy of easy goals in complex tasks. Presented at the 1987 Decision Sciences Institute Annual Meetings, November, 1987

Cosier, Richard A. What is we understood decision making? Symposium at the 1986 Midwest Academy of Management Meetings, April, 1986

Cosier, Richard A. Commercialization of new technologies: An imperative for global competitiveness. Background paper for the member companies' briefing. The Center for International Business, January 1985

Cosier, Richard A. The functional side of conflict. Presented at the national Academy of Management Meetings, Boston, Massachusetts, 1984

Cosier, Richard A. The potential benefits of conflict for judgment under conditions of uncertainty. Presented at the International Symposium on Forecasting, London, 1984

Taylor, L. and Cosier, Richard A. Strategic alternatives and goal levels effects on decision quality and goal commitment. Presented at the National American Institute for Decision Sciences National Meeting, San Francisco, California, 1982

Competitive Papers, Invited Papers, and Symposia Continued

Cosier, Richard A. A dialectic on dialectic inquiry in strategy. Symposium at the National Academy of Management Meeting, New York, New York, 1982

Cosier, Richard A. Approaches for the experimental examination of the dialectic. Presented at the American Institute for Decision Sciences National Meeting, Boston, Massachusetts, 1981

Cosier, Richard A. Affective responses to inquiry methods and three levels of goal difficulty. Midwest Academy of Management Proceedings, 1980, 216-227

Ruble, T.L. and Cosier, Richard A. An exercise in conflict-handling behavior. In D.C. Brenenstuhl and W.D. Biggs (Eds), Experiential Learning Enters the 80's. Tempe, Arizona: Arizona State University Press, 1980, 199-202

Ruble, T.L. and Cosier, Richard A. A laboratory study of five conflict-handling modes. Presented at the Netherlands Meetings on Industrial Relations and Conflict Management: Different Ways of Managing Conflict, 1980

Schwenk, C.R. and Cosier, Richard A. Effects of the expert, devil's advocate, and dialectical inquiry methods on prediction performance. Presented at the American Institute for Decision Sciences National meeting, Las Vegas, Nevada, 1980

Cosier, Richard A. Perspectives on teaching management: The challenges of tomorrow. Symposium at the MBAA Annual Meetings, Chicago, Illinois, 1979

Cosier, Richard A. Research in social issues. Symposium at the National Academy of Management Meetings, Atlanta, Georgia, 1979

Cosier, Richard A. and Aplin, J.C. Longitudinal effects of goal and operational choice on performance. National American Institute for Decision Sciences Proceedings, 1979, 183

Aplin, J.C. and Cosier, Richard A. The use of intensive simulation in executive development and academic settings. In S.C. Certo and D.C. Brenenstuhl (Eds.), Insights into Experiential Pedagogy. Tempe, Arizona: Arizona State University Press, 1979, 161-163

Cosier, Richard A. A methodological note on Fisher's Z transformation and ANOVA. Midwest American Institute for Decision Sciences Proceedings, 1979, 183

Aplin, J.C. and Cosier, Richard A. Creating a responsible managerial experience. In D.C. Brenenstuhl and S.C. Certo (Eds.), Exploring Experiential learning: Simulations and Experiential Exercises. Tempe, Arizona: Arizona State University Press, 1978, 121-126

Cosier, Richard A. The effects of goal conflict and cue congruency on cognitive conflict. National American Institute for Decision Sciences Proceedings, 1977, 433-435

Competitive Papers, Invited Papers, and Symposia Continued

Cosier, Richard A. Effects of competition and cognitive conflict on perceived motivation and satisfaction. National American Institute for Decision Sciences Proceedings, 1977, 105-108

Cosier, Richard A. Effects of participation in goal setting and participation in routine decision making on satisfaction, effort, and boss effectiveness. Western American Institute for Decision Sciences Proceedings, 1977, 192-193

Cosier, Richard A. and Rose, G.L. The effects of payoff interdependency and information regarding counterpart preference on expectations and choice behavior. Midwest American Institute for Decision Sciences Proceedings, 1975, 249-253

TEXT, CHAPTERS, AND OTHER

Audio Tape, "Sound Management", 1989, Nightingale Conant, with Tom Peters, Gifford Pinchot, John Clemens, and Brian Tracy

Schoderbek, P.P., Cosier, Richard A., and Aplin J.C. Management (2nd ed.). San Diego: Harcourt, Brace, and Jovanovich, 1991

Cosier, Richard A. Organizational life cycles: Structural implications for OSD. Indiana Reports on the Reorganization of OSD, Indianapolis, IN: Hudson Institute, 1987, 1-15

Cosier, Richard A. Human resource implications of structural changes in OSD. Indiana Reports on the Reorganization of OSD, Indianapolis, IN: Hudson Institute, 1987, 16-30

Ruble, T.L. and Cosier, Richard A. Conflict processes. D. Hellriegel, J.W. Slocum, and R.W. Woodman (Eds.), Organizational Behavior, St. Paul: West, 1983, 456-485

BOOK REVIEWS

Cosier, Richard A. Review of Management by Compulsion: The Corporate Urge to Grow (Houghton Mifflin, 1978). Business Horizons, 1979, 22, 87

Cosier, Richard A. Review of the Gamesman (Simon & Schuster, 1976). Business Horizons, 1978, 21, 83-84

HONORS, GRANTS, AND SPECIAL APPOINTMENTS

- 2011-2013 Principal investigator and co-investigator on several Discovery Park associated grants
- 2008-2009 Chair, AACSB Board of Directors
- 2007-2008 Vice Chair and Chair Elect, AACSB Board of Directors
- 2003-2009 Board of Directors, Lafayette-West Lafayette Development Corporation
- 2003-Present Board of Directors, Kite Companies, Indianapolis, IN
- 2003-Present Board of Directors, Roll Coater Inc., Indianapolis, IN
- 2003 Chairman, Purdue University United Way Campaign
- 2003-Present Discovery Park Advisory Council, Purdue University
- 2003-2007 AACSB Maintenance Accreditation Committee
- 2002-Present Burton D. Morgan Center for Entrepreneurship Advisory Board
- 2002 Vice Chairman, Purdue University United Way Campaign
- 2000-2003 AACSB Business Accreditation Committee
- 1999-2009 Board of Directors and Executive Committee, GLCDC of Greater Lafayette Community Development Corporations, Inc., Lafayette, IN
- 1999-Present Purdue Center for Economic Education Advisory Board, Purdue University, West Lafayette, IN
- 1999-Present Krannert School Alumni Association, Purdue University, West Lafayette, IN
- 1999-Present Krannert School Dean's Advisory Council, Purdue University, West Lafayette, IN
- 1999-2001 Board of Directors, Bank One, Indiana N.A., Lafayette, IN
- 1998-1999 Board of Directors, Century, Inc., Midwest City, OK
- 1997-1999 Member, State of Oklahoma Business Roundtable
- 1996-1999 Chairperson, Norman, Oklahoma, Economic Development Coalition
- 1995 Raymond E. Miles, Distinguished Scholar, University of North Texas
- 1995-1998 Board of Directors, United Way of Norman, Oklahoma

1994-1999 Board of Directors, First Fidelity Bank, N.A., Oklahoma City, OK

Honors, Grants, and Special Appointments (continued).

1994-1995 Co-chair, University of Oklahoma United Way Campaign

1994-1997 Board of Directors, Oklahoma State Chamber of Commerce, Oklahoma City, OK

1992-1995 Editorial Board, Journal of Management

1992 Reviewer, National Science Foundation; Decision, Risk, and Management Science Program

1991 Organizational Conflict Track Chair. International Assoc. for Conflict Management Annual Meeting

1991 Issue co-editor, The Employee Responsibilities and Rights Journal

1990-1992 United Way of America, Monroe County Allocations Panel

1990-1992 Faculty Coordinator, United Way of America Management Series

1990-1993 Advisory Board, The Human Resources Institute

1987-1988 Teaching Excellence Award, MBA Career Integrated Program Student Advisory Board

1983-1984 Teaching Excellence Award, MBA Career Integrated Program Student Advisory Board

1986 Monroe County, Indiana, Outstanding Service Award

1985 Special Associate Editor, Management Science

1984-1989 Co-principal investigator, General Motors Foundation Grant – “Professional and Non-professional Employee Turnover: Antecedents and Consequences.” Five technical reports published.

1984 Overseas Conference Grant

1982 Indiana University Foundation Research Grant – “Managerial Decision Making”

1981 External Forces Research Grant

1980 Indiana University Foundation Research Grant – “Cyclical Phases in Governmental Agencies: Diagnoses and Implications for Business”

1979 Indiana University Foundation Research Grant – “Inquiry Method Effects on Planning Quality: A Field Experiment”

Honors, Grants, and Special Appointments (continued).

1978 Indiana University Foundation Research Grant – “The Effects of Inquiry Method and Goal Setting on Prediction Accuracy and Goal Attainment”

1977 Indiana University Foundation Research Grant – “The Effects of Cognitive Conflict, Cue Meaning and Cue Validity on Task Performance and Interpersonal Learning”

1975 Richard D. Irwin Research Fellowship

Present Beta Gamma Sigma

Present Sigma Iota Epsilon

Present Listed in Who's Who in America, Who's Who in Finance and Business and Who's Who in Education

MISCELLANEOUS PROFESSIONAL ACTIVITIES

Reviewer for:

Academy of Management Review
Organizational Behavior and Human Decision Processes
Academy of Management Journal
Journal of Management Studies
Human Relations
Decision Sciences
Management Science
Business Horizons
Policy Sciences

Chair, AACSB World Class Management Practices Conference, Shanghai, China, 2009

Chair, AACSB International Conference and Annual Meeting, Orland, FL, 2009

Chair, AACSB Deans Conference, San Francisco, CA, 2009

Chair, AACSB Midwest Deans Conference, Kansas City, MO, 2008

Keynote Speaker, World Justice Conference, Indianapolis, IN, 2008

Chair, AACSB Conference on Continuous Improvement, St. Louis, MO, 2007

Presenter, Impact of Research, AACSB Conference on Learning, Orlando, FL, 2007

Chair, AACSB Conference on Ethics, Washington, DC, 2006

Numerous AACSB Accreditation Visits, 2000-Present

Miscellaneous Professional Activities (continued).

Presenter, Positioning Your Business School for Development Success, AACSB National Conference, San Diego, CA, 2000

Plenary Speaker, Creating a Culture for Conflict Resolution, AACSB Associate Deans Seminar, Miami, FL, 1999

Presenter, Flexible Faculty Evaluation Methods, AACSB Continuous Improvement Conference, San Diego, CA, 1997

Participation and Consensus in Strategic Decision Making (session chairperson), Academy of Management National Meeting, Washington, D.C., 1989

Devil's advocacy, conflict, and controversy: Their effects on decision making and organizational performance (session discussant), Academy of Management National Meeting, Los Angeles, CA, 1988

Acquisition integration (session discussant), Academy of Management National Meeting, New Orleans, LA, 1987

The Miles and Snow Technology (session discussant), Academy of Management National Meeting, Chicago, Illinois, 1986

Contingency Views on the Strategy-Making Process (session discussant), Academy of Management National Meeting, San Diego, California, 1985

Research in Strategic Decisions (session discussant), Academy of Management National Meeting, Boston, Massachusetts, 1984

Groups: Leaderless Discussions, Groupthink, and Quality Circles (session chairperson), American Institute for Decision Sciences National Meeting, San Antonio, Texas, 1983
Planning and Budgeting in Organizations (session discussant), National Institute for Decision Sciences National Meeting, San Francisco, California, 1982

An Examination of Strategy in Organizations (session discussant), American Institute for Decision Sciences National Meeting, San Francisco, California, 1982

Stress in Organizations (session discussant), American Institute for Decision Sciences National Meeting, Boston, Massachusetts, 1981

Discussant/Chairperson at several professional meetings prior to 1981

Management education consultant, NCR Corporation, Medical Mutual Liability Insurance, United Way of America, Monroe County Unified Court System, Indiana Manufacturer's Association

Co-holder of U.S. Patent #3,756,399 (Skin package for an article and method of forming the package)

Numerous speeches to student, civic and professional audiences

SERVICE TO PURDUE UNIVERSITY

Member, President's Council
Member, Council of Academic Officers
Member, University Officers' Council
Member, University Strategic Planning Committee
Member, Excellence 21 Quality Initiatives Steering Committee
Member, Krannert Dean's Advisory Council
Member, Krannert School Alumni Association
Member, Center for International Business Education and Research
Member, Dauch Center for Manufacturing Management Enterprises
Member, Krannert at the Frontier Campaign Cabinet
Member, Vice President of ITaP Search Committee
Member, Director of the Burton D. Morgan Center for Entrepreneurship Search Committee
Co-chair, Krannert Dean's Advisory Council
Chairperson, Vice President for Marketing and Media Search Committee
Chairperson, Vice President for Human Resources Working Group
Chairperson, Vice President for Human Resources Search Committee
Chairperson, Executive Vice President for Academic Affairs and Provost Search Committee
Chairperson, College of Engineering Dean Search Committee (twice)
Chairperson, United Way Campaign

SERVICE TO THE UNIVERSITY OF OKLAHOMA

Member, University Post-tenure Review Policy Committee
Chairperson, College of Engineering Dean Search Committee
Chairperson, College of Law Dean Search Committee
Chairperson, College of Education Dean Search Committee
Member, University of Oklahoma Honorary Degree Committee
Member, Energy Center Advisory Board
Member, Provost's Professional Workshop Committee
Member, Provost's Committee on Minority Faculty Recruitment
Member, Dean's Council
Member, Search Committee for the Glenn R. Watson Centennial Professor of Law
Member, Search Committee for the John Brock Chair in Energy Policy
Chairperson and member of numerous faculty search committees

SERVICE TO INDIANA UNIVERSITY

Chairperson, Business School Reorganization Task Force
Chairperson, Task Force on International Business
Member, Indiana Memorial Union Faculty Advisory Committee
Member, Dean's Advisory Council
Member (ex officio), School of Business Alumni Association
Chairperson, Departmental Recruiting Committee
Chairperson, Business School Floor Space Utilization Task Force
Member, School of Business Executive Education Committee
Member, University Student Conduct Code Hearing Commission
Member, MBA Policy Committee
Member, Undergraduate Policy Committee

Service to Indiana University (continued).

Member, Enrollment Limitation Subcommittee of the Undergraduate Policy Committee
Advisor, MBA Management Track & DBA Program
Speaker, MBA Track Fair
Advisor, University Division Pre-Business Students
Member, Small Business Committee
Chairperson, Stage IV Grievance Hearing Committee, Indiana University
Marshall, Commencement Exercises
Coordinator, DBA Field Exams
Member, Business School Computer Usage Committee
Member, Business School Placement Advisory Committee
Member, Business School Faculty Affairs Committee
Member, University Halls of Residence Review Committee
Member, DBA Policy Committee
Chairperson, MBA Washington Campus Committee
Member, University Halls Residence Committee
Advisor, Indiana University Chapter of S.A.M.
Chairperson, Departmental MBA Curriculum Committee
Chairperson, Departmental DBA Curriculum Committee
Recruiter, Indiana University Football and Baseball (Faculty Representative)
Member, Search and Screen Committee, Dean for Latino Affairs
Dissertation Chairman, Charles Schwenk
Dissertation Chairman, Lew Taylor
Dissertation Chairman, Paula Rechner
Dissertation Chairman, Deb Mesch
Dissertation Chairman, Carolyn Erdener
Member of Numerous Doctoral Committees

EXECUTIVE EDUCATION

Anheuser-Busch Consultant
Indiana Executive Program Faculty Member
Graduate Savings and Loan Faculty Member
Indiana External Affairs Program Faculty Member
Midwestern Management Institute Faculty Member
Farm Bureau Co-op Program, Coordinator, Faculty Member
Instructor de Estudios Superiores de Administracion Faculty Member
Farm Bureau Insurance Program Coordinator and Faculty Member
Marathon Advanced Management Program Faculty Member
Public Service Indiana Management Development Program Faculty Member
Executive MBA Faculty Member
Indiana Professional Development Seminar Faculty Member
Young Executive Forum Faculty Member
Melvin Simon Executive Development Program Faculty Member
College Union Managers Faculty Member
Parks and Recreation Management Program Faculty Member
Management in Action Series Faculty Member
Financial Leasing Corporation Seminar Faculty Member
Tenneco Management of Managers Program Faculty Member

Executive Education (continued).

General Motors Management Development Program Faculty Member
United Way of America National Academy for Volunteerism Faculty Member and
Program Coordinator
Hill Florists Management Program Faculty Member
Lafayette Life Insurance Executive Program Faculty Member
Wholesale Florists Young Executive Program Faculty Member
Public Management Institute Faculty Member
Ashland Oil Management Development Program Faculty member
Texas Gas Management Development Program Faculty Member
Indiana Partners Program Faculty Member

TEACHING ACTIVITIES

Semester	Institution	Courses	Sections	Enrollment
Fall 2015	Purdue Univ.	Krannert Executive Forum	1	121
		Student Managed Venture Fund	1	9
		Intercollegiate Athletics as a Business	1	17
Spring 2015	Purdue Univ.	Krannert Executive Forum	1	124
		Leadership and Organizational Change	1	22
		Strategic Leadership	1	12
Fall 2014	Purdue Univ.	Krannert Executive Forum	1	124
		Student Managed Venture Fund	1	10
		Intercollegiate Athletics as a Business	1	31
Spring 2014	Purdue Univ.	Krannert Executive Forum	1	91
		Leadership and Organizational Change	1	21
		Strategic Leadership	1	33
Fall 2013	Purdue Univ.	Student Managed Venture Fund	1	10
		Intercollegiate Athletics as a Business	1	28
		Krannert Executive Forum	1	76
Spring 2013	Purdue Univ.	Leadership and Organizational Change	1	16
Fall 2012	Purdue Univ.	Student Managed Venture Fund	1	5
Spring 2012	Purdue Univ.	Leadership and Organizational Change	1	24
Fall 2011	Purdue Univ.	Student Managed Venture Fund	1	9
Spring 2011	Purdue Univ.	Leadership and Organizational Change	1	24
Spring 2010	Purdue Univ.	Krannert Executive Forum	1	115
Fall 2009	Purdue Univ.	Krannert Executive Forum	1	123

Spring 2009	Purdue Univ.	Krannert Executive Forum	1	134
		Independent Study Course	1	1
Fall 2008	Purdue Univ.	Krannert Executive Forum	1	125
Spring 2008			1	127
Fall 2007	Purdue Univ.	Krannert Executive Forum	1	130
Spring 2007			1	125
Fall 2006	Purdue Univ.	Krannert Executive Forum	1	125
Spring 2006			1	120
Fall 2005	Purdue Univ.	Krannert Executive Forum	1	110
Spring 2005			1	117
Fall, 2004	Purdue Univ.	Krannert Executive Forum	1	125
Spring, 2004			1	137
Fall, 2003	Purdue Univ.	Krannert Executive Forum	1	132
Spring 2003			1	121
Fall, 2002	Purdue Univ.	Krannert Executive Forum	1	135
Spring, 2002			1	107
Fall, 2001	Purdue Univ.	Krannert Executive Forum	1	111
Spring, 2001			1	94
Fall, 2000	Purdue Univ.	Krannert Executive Forum	1	97
Spring, 2000			1	109
Spring 2000	Purdue Univ.	Masters Org. Beh. & Theory	1	33
Fall, 1999	Purdue Univ.	Krannert Executive Forum	1	75
Spring, 1999	U. of Oklahoma	Technology Transfer	1	17
		MBA Organizational Change	1	30
Spring, 1998	U. of Oklahoma	MBA Organizational Change	1	20
Spring, 1997	U. of Oklahoma	Management Principles	1	30
Spring, 1996	U. of Oklahoma	Management Principles	1	21
Spring, 1995	U. of Oklahoma	Honors Management	1	10
Fall, 1992	Indiana Univ.	MBA Core-Mgmt & Org. Beh.	2	112
Fall, 1991	Indiana Univ.	MBA Org. Beh. & Theory	1	55
Spring, 1992		MBA Org Dev. & Change	1	35
Fall, 1990	Indiana Univ.	MBA Org. Beh. & Theory	1	40
Spring, 1991		MBA Org. Beh. & Theory	1	40
Fall, 1989	Indiana Univ.	Doctoral Research Meth.	1	6
Spring, 1990		MBA Org. Beh. & Theory		30
Fall, 1988	Indiana Univ.	MBA Org. Beh. & Theory	1	35
Spring, 1989		MBA Org. Beh. & Theory		41
Fall, 1987	Indiana Univ.	MBA Org. Beh. & Theory	1	45
Spring, 1988		MBA Org. Beh. & Theory		30
Fall, 1986	Indiana Univ.	Doctoral Research Methods	1	7
Spring, 1987		Sabbatical		
Fall, 1985	Indiana Univ.	MBA Org. Beh. & Theory	1	60
Spring, 1986		MBA Org. Beh. & Theory	1	60
Fall, 1984	Indiana Univ.	EMBA Org. Beh. & Theory	1	35
Spring, 1985		MBA Org. Beh. & Theory	1	60
Fall, 1982	Indiana Univ.	MBA Org. Beh. & Theory	2	90
Spring, 1983		Doctoral Research Methods	1	15
		MBA Org. Beh. & Theory	1	60
Fall, 1981	Indiana Univ.	MBA Org. Beh. & Theory	2	80
Spring, 1982		MBA Org. Beh. & Theory	2	100
Fall, 1980	Indiana Univ.	MBA Org. Beh. & theory	1	46
Spring, 1981		Administrative Policy	1	63
		MBA Org. Beh. & Theory	1	45
		Administrative Policy	1	87
Fall, 1979	Indiana Univ.	MBA Administration	2	151
Spring, 1980		MBA Org. Beh & Theory	1	55
		MBA Administration	1	33
Fall, 1978	Indiana Univ.	MBA Administration	2	90
Spring, 1979		MBA Administration	2	80
Fall, 1977	Indiana Univ.	MBA Administration	2	90

Spring, 1978		Mgmt & Org. Theory	2	170
Fall, 1976	Indiana Univ.	MBA Administration	1	45
Spring, 1977		Mgmt. & Org. Theory	1	62
		MBA Administration	2	80
Fall, 1975	Indiana Univ.	Business Statistics	2	80
Spring, 1976		Management	2	80
		Business Statistics	3	120
Summer, 1976	Indiana Univ.	Mgmt & Org. Theory	1	30