

VINCENT L. BARKER III

School of Business
University of Kansas
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Lawrence, KS 66047
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ACADEMIC POSITIONS

Associate Professor of Strategic Management (tenured),
University of Kansas (8-02 to present).

Associate Professor of Organizations & Strategy (tenured),
University of Wisconsin-Milwaukee (8-97 to 8-02).

Assistant Professor of Organizations & Strategy,
University of Wisconsin-Milwaukee (1-92 to 7-97)

Instructor (ABD), University of Wisconsin-Milwaukee (8-90 to 12-91)

EDUCATION

Ph.D., University of Illinois at Urbana/Champaign, January 1992

Major: Strategic Management
Minor: Organizational Behavior and Theory

Dissertation Title: Corporate Turnarounds as Strategic Reorientations: A
Field Study of Turnaround Attempts from Firm-based Decline.

Dissertation Committee Members: Irene M. Duhaim (Chair),
Anne S. Huff, Paula L. Rechner and David A. Whetten

1993 Free Press Award. Academy of Management award for the
Outstanding Business Policy & Strategy Dissertation in 1992.
University of Illinois Fellowship Scholar, 1987-88 and 1989-90.
University of Illinois Dissertation Fellowship, 1989-90
University of Illinois List of Excellent Instructors, Fall
1988.

B.B.A. University of Michigan, Ann Arbor, May 1985

Graduated with "High Distinction" Honors (top 5% of students)
Beta Gamma Sigma Honor Society

AWARDS AND HONORS

2005-present. *Carl A. Scupin Faculty Fellowship*, KU School of Business.

Outstanding Reviewer Awards. Academy of Management, Business Policy & Strategy Division, 1997, 2008 & 2009; Managerial & Organizational Cognition Division, 2010, 2011.

KU Graduating Doctoral Student Personal Mentor Awards: Benedict Kemmerer, Martina Musteen, Xin Liang, Patrick McClelland, Jake Messersmith, Yong-Yeon Ji, Alex Martynov.

2006 Celebration of Teaching Honoree, Center for Teaching Excellence, University of Kansas.

2003-4 Oswald Fellowship, University of Kansas. Summer financial award given for faculty research.

2004 KU School of Business Outstanding Doctoral Student Mentor Award. Award presented annually to one faculty member by the KU Association of Business Doctoral Students.

2003 Mabry Research Scholar Award, School of Business, University of Kansas, Award for best paper published by an Associate or Assistant Professor.

Outstanding Reviewer Award. Midwest Academy of Management, 2003.

Business Advisory Council Researcher of the Year, University of Wisconsin-Milwaukee School of Business, 2001-2002.

1996 Sara and George McCune Award. Award for the best paper published in the journal Group & Organization Management as determined by the journal's Editorial Board.

1993 Free Press Award. Academy of Management award for the Outstanding Business Policy & Strategy Dissertation completed in 1992.

Nominated four times for UW-Milwaukee School of Business Administration Advisory Council Teacher of the Year (1995, 1994, 1992, 1991).

REFEREED PUBLICATIONS (* denotes current or former doctoral student as co-author)

McClelland, P.L.*, Barker, V.L. III & Oh, W.Y.* *forthcoming*. CEO career horizon and tenure: Future performance implications under different contingencies. Journal of Business Research.

Musteen, M.* Liang, X.* & Barker V.L. 2011. Personality, perceptions and retrenchment decisions of managers in response to decline: Evidence from a decision-making study. The Leadership Quarterly, 22: 926-941.

REFEREED PUBLICATIONS CONT. (* denotes current or former doctoral student as co-author)

- Levitas, E., Barker, V.L. III & Ahsan, M. 2011. Top manager ownership levels and incentive alignment in inventively active firms. Journal of Strategy & Management, 4: 116-135.
- McClelland, P.L.*, Liang, X.* & Barker, V.L. III. 2010. CEO commitment to the *status quo*: Replication and extension using content analysis. Journal of Management, 36: 1251-1277.
- Musteen, M.*, Barker V.L. III & Baeten, V.L.* 2010. The influence of CEO tenure and attitude toward change on organizational approaches to innovation. Journal of Applied Behavioral Science, 46: 360-387.
- Mueller, G.C.*, Mone, M.A. & Barker, V.L. III. 2007. Formal strategic analyses and organizational performance: Decomposing the rational model. Organization Studies, 28: 853-883.
- Musteen, M.* Barker V.L. III & Baeten, V.L.* 2006. CEO attributes associated with attitude toward change: The direct and moderating effects of CEO tenure. Journal of Business Research, 59: 604-612.
- Barker, V.L. III. 2005. Traps in diagnosing organization failure. Journal of Business Strategy. 26(2): 44-50.
- Barker, V.L. III, & Mueller, G.C.* 2002. CEO characteristics and firm R&D spending. Management Science. 48: 782-801
- Barker, V.L. III, & Barr, P.S. 2002. Linking top manager attributions to strategic reorientation in declining firms attempting turnarounds. Journal of Business Research, 55: 963-979.
- Barker, V.L. III, Patterson, P.W. Jr.* & Mueller, G.C.* 2001. Organizational causes and strategic consequences of the extent of top management team replacement at firms attempting turnarounds. Journal of Management Studies, 38: 213-247.
- Mueller, G.C.*, Mone, M.A., McKinley, W.A., & Barker, V.L. III. 2001. Organizational decline – A stimulus for innovation? Business Horizons, 76(4): 25-34.
- Mone, M.A., McKinley, W.A., & Barker, V.L. III. 1998. Organizational decline and innovation: A contingency framework. Academy of Management Review, 23:115-132.
- Barker, V.L. III, & Mone, M.A. 1998. The mechanistic structure shift and strategic reorientation in declining firms attempting turnarounds. Human Relations, 51: 1227-1258.
- McKinley, W., Mone, M.A., & Barker, V.L. III. 1998. Some ideological foundations of organizational downsizing. Journal of Management Inquiry, 7: 198-212.

REFEREED PUBLICATIONS CONT. (* denotes current or former doctoral student as co-author)

Mueller, G.C.*, & Barker, V.L. III. 1997. The upper-echelons and board characteristics of turnaround and nonturnaround declining firms. Journal of Business Research, 39: 119-134.

Barker, V.L. III, & Duhaime, I.M. 1997. Strategic change in the turnaround process: Theory and empirical evidence. Strategic Management Journal, 18: 13-38.

Barker, V.L. III, & Patterson, P.W., Jr.* 1996. Top-management-team tenure and top manager causal attributions at declining firms attempting turnarounds. Group & Organization Management, 21: 304-336. (*This paper won the Sara and George McCune Award for the best paper published in Group & Organization Management in 1996 as chosen by the journal's Editorial Board.*)

Arogyaswamy, K.*, Barker, V.L. III, & Yasai-Ardekani, M. 1995. Firm turnarounds: An integrative two-stage model. Journal of Management Studies, 32: 493-525.

Barker, V.L. III, & Mone, M.A. 1994. Retrenchment: Cause of turnaround or consequence of decline? Strategic Management Journal, 15: 395-405.

BOOK CHAPTERS (* denotes current or former doctoral student as co-author)

Barker, V.L. III, Mone, M.A., Mueller, G.C.*, & Freeman, S.J. 1998. Does it add up? An empirical study of the value of downsizing for firm turnaround. In D. Ketchen (ed.) Advances in Applied Business Strategy, 5: 57-82, Greenwich, CT: JAI Press.

BOOK REVIEWS

Barker, V.L. III. 2000. Review of When Things Go Wrong: Organizational Failures and Breakdowns, edited by Helmut K. Anheier, in Academy of Management Review, 25: 446-448.

OTHER PUBLICATIONS

Mone, M.A., McKinley, W.A., & Barker, V.L. III. 1998. Organizational decline and innovation: Are entrepreneurs a special case? Invited Rejoinder, Dialogue Section, Academy of Management Review, 23: 388-389.

Multiple short article introductions. *Journal of Management Inquiry*, 2005-2009.

REFEREED PROCEEDINGS (* denotes current or former doctoral student as co-author)

Mueller, G.C.*, Mone, M.A. & Barker, V.L. III. 2000. Formal strategic analyses and organizational performance: Decomposing the rational model. Academy of Management Best Papers Proceedings.

Barker, V.L. III. 1990. Top management removal in turnaround situations: An integrated theoretical explanation. In T. Head & K. Thompson (Eds.), Midwest Academy of Management Proceedings, 79-84.

WORKING PAPERS (feel free to request) (* denotes current or former doctoral student as co-author)

Note: some papers below may be under review at journals

Ndofor, H.*, Vanevenhoven, J. & Barker, V.L. III. *The Case for Strategic Turnarounds: The Software Industry in the 1990s.*

Schepker, D.J.* & Barker, V.L. III. *Winning Isn't Everything: An Empirical Examination of Performance, Power, and Expectations in NBA Coach Dismissals.*

Oh, Won Yong* & Barker, V.L. III. *I like what I see: How CEO service on other firms' boards influences R&D spending.*

PAPERS/PROJECTS IN DEVELOPMENT (* denotes current or former doctoral student)

McClelland, P.* & Barker V.L. III. *The Capital Structure Puzzle Revisited: The role of CEO Tenure, Incentives, and Monitoring.*

McClelland, P.* & Barker V.L. III. *Pay and Firm Performance Consequences of Managerial Power Imbalances.*

Liang, X,* & Barker, V.L. III. *More direct measurement of managerial discretion: A leadership influence method.*

Liang, X,* & Barker, V.L. III. *A cognitive view of corporate turnarounds.*

Shepker, D.J.*, & Barker, V.L. III. *College vs. NBA: Where do basketball coaches have the most effect on winning.*

Barker, V.L. III. *The optimal amount of organizational resistance to change is not zero.*

Barker, V.L. III. *The performance implications of matching the pace of strategic change with environmental conditions.*

CONFERENCE PRESENTATIONS

“Winning Isn’t Everything: Effects of Power, Reputation, and Expectations in NBA Coach Dismissals,” Presented at the Annual Meeting of the Academy of Management, Montreal, August 2010. (with Donald J. Schepker)

CONFERENCE PRESENTATIONS (Continued)

“Top Management Team Cognition in Turnaround: Antecedents and Consequences,” Presented at the Annual Meeting of the Academy of Management, San Diego, August 2008. (with Xin Liang)

“TMT Knowledge Structure Complexity and Centrality in Turnaround: Decision Making and Outcomes,” Presented at the Annual Meeting of the Academy of Management, San Diego, August 2008. (with Xin Liang)

"How Long-Tenured CEOs Avoid Leverage: A Test of the Effectiveness of Equity Ownership and Monitoring," Presented at the Annual Meeting of the Academy of Management, Atlanta, August 2006. (with Patrick McClelland)

"The influence of CEO Personality and Tenure on Organizational-level Approach to Innovation," Presented at the Annual Meeting of the Academy of Management, Atlanta, August 2006. (with Martina Musteen and Virginia Baeten)

"The Case for Strategic Turnarounds: The Software Industry 1990-1996" Presented at the Annual Meeting of the Strategic Management Society, Orlando, October 2005. (with Hermann Ndofor & Jeff Vanevenhoven)

"Personality, Perceptions and Retrenchment in Response to Decline," Presented at the Annual Meeting of the Academy of Management, Honolulu, August 2005. (with Martina Musteen & Xin Liang)

"Cemented to the Saddle: Are High CEO Age and Ownership Control Associated with Lower Performance in Publicly Traded Firms?" Presented at the Annual Meeting of the Academy of Management, New Orleans, August 2004. (with Patrick McClelland)

“A Peek into the Black Box: The Relationship Between CEO Tenure and Attitude Toward Change,” Presented at the Annual Meeting of the Academy of Management, Seattle, August 2003. (with Martina Musteen and Virginia Baeten)

“More Direct Measurement of Managerial Discretion: A Leadership Influence Method,” Presented at the Annual Meeting of the Academy of Management, Seattle, August 2003. (with Xin Liang)

“Inventive effects on the level of managerial ownership: The case of U.S. pharmaceutical companies,” Presented at the Annual Meeting of the Academy of Management, Washington D.C., August 2001. (with Ed Levitas)

“CEO characteristics and firm R&D spending,” Accepted for presentation at the Annual Meeting of the Academy of Management, Toronto, August 2000. (with George C. Mueller)

CONFERENCE PRESENTATIONS (Continued)

“Formal strategic analyses and organizational performance: Decomposing the rationale model,” Presented at the Annual Meeting of the Academy of Management, Toronto, August 2000. (with Mark A. Mone and George C. Mueller)

“CEO Commitment to the status quo: Replication and extension using content analysis,” Presented at the Annual Meeting of the Academy of Management, Chicago, August 1999. (with Paul W. Patterson, Jr.)

“Some ideological foundations of organizational downsizing,” Presented at the EIASM conference on Organizing in a Multi-Voiced World, Leuven, Belgium, 1997. (with William McKinley and Mark A. Mone).

"Organizational forces for inertia and change in the top management teams of declining firms attempting turnaround," Presented at the Annual Meeting of the Academy of Management, Cincinnati, USA, August 1996. (with Paul W. Patterson and George C. Mueller)

"A post-modern Dr. Strangelove: Or, how we got along after the downsizing," Presented at the Annual Meeting of the Academy of Management, Cincinnati, USA, August 1996. (with Mark A. Mone)

"The upper-echelons and board characteristics of turnaround and nonturnaround declining firms," Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 1995. (with George C. Mueller)

"Does it add up? An empirical study of the value of downsizing for firm turnaround," Presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 1995. (with George C. Mueller and Mark A. Mone)

"Why is performance declining and what road leads to recovery? An empirical examination of the link between top management causal attributions and strategic change during turnaround attempts," Presented at the Annual Meeting of the Academy of Management, Dallas, Texas, August 1994. (with Pamela S. Barr)

"The mechanistic structure shift and strategic change in firms attempting turnarounds," Presented at the Strategic Management Society International Conference, Chicago, September, 1993.

"Corporate turnarounds as strategic transformations," Presented at the Strategic Management Society International Conference, London, October 1992. (with Irene M. Duhaime)

"Scanning systems as a facilitator of planned strategic change," Presented at the Strategic Management Society Annual Conference, London, October 1992. (with Masoud Yasai-Ardekani)

CONFERENCE PRESENTATIONS (Continued)

"Impact of change in strategic orientation, change in chief executives and available slack financial resources on turnaround attempt success: A field study," Presented at Annual Meeting of the Academy of Management, Las Vegas, Nevada, August 1992.

"Corporate turnarounds attempts: The special circumstances of high-technology firms," Presented at the TIMS/ORSA Joint National Meeting, Orlando, Florida, April 1992.

"Market, Organizational and Managerial Factors Affecting Strategic Change," Presented at the TIMS/ORSA Joint National Meeting, Anaheim, California, November 1991. (with Masoud Yasai-Ardekani)

"Correlates of strategic change in turnaround corporations: An empirical investigation," Presented at the Annual Meeting of the Academy of Management, Miami, Florida, 1991. (with Irene M. Duhaime)

"Top management removal in turnaround situations: An integrated theoretical explanation," Presented at the Annual Midwest Academy of Management Meeting, Milwaukee, Wisconsin, 1990.

OTHER PROFESSIONAL APPEARANCES AT CONFERENCES

Session Chair. "Creativity and Cognition" Annual Meeting of the Academy of Management, San Antonio, 2011.

Session Facilitator. "Creativity and optimizing opportunities" Annual Meeting of the Academy of Management, Montreal, 2010.

Session Discussant. "Emotion, Narcissism and the Human Element in Strategy" Annual Meeting of the Academy of Management, Anaheim, 2008.

Session Discussant. "Corporate Strategy: Downsizing and Restructuring" Annual Meeting of the Academy of Management, Philadelphia, 2007.

Session Discussant. "Multi-Level Analysis of Organizational Decline and Recovery in both International and U.S. Firms" Annual Meeting of the Academy of Management, Philadelphia, 2007.

Session Facilitator. "Industry Dynamics: Strategic Deck Chair Arrangement (Responses to Decline)," Annual Meeting of the Academy of Management, Atlanta, 2006.

Session Discussant. "Top Executive Selection and Succession," Annual Meeting of the Academy of Management, New Orleans, 2004.

Session Chair. "Strategic Issues in China" Annual Meeting of the Midwest Academy of Management, St. Louis, 2003.

OTHER PROFESSIONAL APPEARANCES AT CONFERENCES (Continued)

Session Chair. "Turnover in the Executive Suite: The Role of Underperformance and Symbolism," Annual Meeting of the Academy of Management, Denver, CO, 2002.

Session Chair. "Corporate Diversification and Implementation," Annual Meeting of the Academy of Management, Chicago, IL, 1999.

Session Chair and Discussant. "Corporate Governance Modes, Structures, and Inseparability," Annual Meeting of the Academy of Management, San Diego, CA, 1998.

Session Discussant. "Coming and Going: Studies on Acquisition & Divestiture," Annual Meeting of the Academy of Management, Boston, MA, 1997.

Session Chair. "Group Processes in the Top Management Team: Implications for Strategic Choice," Annual Meeting of the Academy of Management, Dallas, Texas, 1994.

Session Chair. "Research on Turnaround and Restructuring," Annual Meeting of the Academy of Management, Atlanta, Georgia, 1993.

RESEARCH GRANTS AWARDED

University of Kansas General Research Fund, 2008, \$6800.¹

University of Kansas General Research Fund, 2007, \$5200.¹

University of Kansas General Research Fund, 2006, \$5200.¹

University of Kansas General Research Fund, 2005, \$5200.¹

University of Kansas General Research Fund, 2004, \$5200.¹

University of Kansas General Research Fund, 2003, \$2704.¹

¹ Funds used as summer support for one or more KU doctoral students.

UW-Milwaukee Graduate School Research Grant. *Forcing out the Chief Executive when sales decline: An empirical examination of the factors impacting the Board's decision.* (\$4500, AY 1994-95)

TEACHING EXPERIENCE

Graduate Level Courses Taught in Past Five Years

Doctoral Seminar: Behavioral Foundations of Strategic Management
Strategic Management (Master's level)
Strategy Implementation (Master's level)
Corporate Strategy (Master's level)

Undergraduate Level Courses Taught in Past Five Years

Strategic Management
General Management: Processes & Change

Doctoral Dissertations Chaired (Student Initial Placement or Position)

Won Y. Oh

Status: Pre-proposal

Donald J. Schepker

Title: The Role of Executive Capital and Labor Markets in CEO Dismissal and Labor Market Consequences for Dismissed Executives.
Status: Proposal defended May 2011.

Patrick McClelland (Assistant Professor, University of Delaware)

Title: Top Management Group Pay Disparities and Subsequent Firm Performance: The Effect of Powerful CEOs
Date Completed: 5-08.

Xin Liang (Assistant Professor, University of Minnesota at Duluth)

Title: Corporate Turnaround Attempts: A Knowledge-based Approach.
Date Completed: 8-07

Martina Musteen (Assistant Professor, San Diego State University)

Title: The Role of International Networks in the Acquisition of Foreign Market Knowledge among Czech New Ventures.
Date Completed: 6-06. (Co-Chair with Dr. Deepak Datta)

Virginia L. Baeten (Chief Executive, Brown County Assoc. for Retarded Citizens)

Title: Aligning Strategy and Leadership Characteristics in a Nonprofit Environment: Does It Influence Performance?
Date Completed: 5-01. *While on staff at UW-Milwaukee.*

George C. Mueller (Vince President, Marketing Research, Aurora Health Care Network)

Title: Strategic Decision Making and Performance: Decision Process and Environmental Effects
Date Completed: 7-98; (Co-Chair with M. Mone) *While on staff at UW-Milwaukee.*

Doctoral Dissertation Committees Served On

At KU:

Alex Martynov, Strategic Management. (Chair: Chi; U. of Houston-Clear Lake)

Yong-Yeon Ji, HRM. (Chair: Guthrie; Towson University)

Jake Messersmith, HRM (Chair: Guthrie; George Washington University)

While on staff at UW-Milwaukee:

Carol Conway-Gerhardt, Educational Leadership (Chair: Schneider)

Moses Acquah, Strategic Management (Chair: Chi; UNC-Greensboro)

Bonnie O'Neill, HRM (Chair: Mone; Marquette University)

Changho Moon, Strategic Management (Chair: Yasai; LG Management Development Institute)

Alla L. Wilson, Organization Theory (Chair: Nystrom; UW-Whitewater)

Reginald Beal, Strategic Management (Chair: Yasai; Florida A&M University)

Laurence G. Weinzimmer, Strategic Management (Chair: Nystrom; Bradley University)

Kamala Arogyaswamy, Strategic Management (Chair: Yasai; U. of South Dakota)

PROFESSIONAL SERVICE-ACADEMIC REVIEWING

Editing & Editorial Board Service

Editorial Advisory Board, Strategic Management Journal, 2004-present.

Editorial Advisory Board, Journal of Management Studies, 2004-present.

Editorial Advisory Board, Journal of Business Research, 1996-present.

Editorial Advisory Board, Journal of Management, 1999-2005.

Co-Editor, Essays Section, Journal of Management Inquiry, 2003-2007.

Ad-hoc Reviewing (when not on Editorial Board)

Ad hoc reviewer, Academy of Management Journal. 1994-2002, 2004-2007

Ad hoc reviewer, Academy of Management Review. 1994-2002, 2007-2008

Ad hoc reviewer, Corporate Governance: An International Review, 2007, 2010

Ad hoc reviewer, Group & Organization Management. 1996-1997, 2009.

Ad hoc reviewer, Information Systems Research. 2010

Ad hoc reviewer, International Journal of Management Reviews. 2011

Ad hoc reviewer, Journal of Business Research. 1995.

Ad hoc reviewer, Journal of Management & Governance, 2009-2011.

Ad hoc reviewer, Journal of Management Inquiry. 1992-1993, 2000-2003.

Ad hoc reviewer, Journal of Management Studies. 1996, 2001-2003

Ad hoc reviewer, Organization Science. 1994-1995, 2005-2007, 2010

Ad hoc reviewer, Organization Studies, 2003, 2007-2008

Ad hoc reviewer, Organizational Behavior & Human Decision Processes, 2002-3

Ad hoc reviewer, Strategic Management Journal. 1994, 1998-1999, 2003.

PROFESSIONAL SERVICE-ACADEMIC REVIEWING (continued)

Book Prospectus or Contents Reviewer

Routledge Publishing, 2010
University of Toronto Press, 2003.
Academic Press, 1999.

PROFESSIONAL SERVICE – SCHOLARLY & ACADEMIC ORGANIZATIONS

Academy of Management

Reviewer, AoM Conference, 1992-95,1997-2004, 2006-2011

Research Awards Selection Committee, MOC Division, 2011

BPS Division Dissertation Workshop Co-organizer (with I. Duhaime). Academy of Management Annual Meeting, Dallas, Texas, 1994.

Reviewer, Midwest Academy of Management Conference, 2001-2004.

Strategic Management Society

Review Panel, Corporate Strategy & Governance, 2010-2011

Outside Promotion & Tenure Reviews (over 2 years old to protect confidentiality)

U. of Alabama, University of California-Riverside, Colorado College, North Carolina State University, U. of Texas at Arlington.

PROFESSIONAL SERVICE – UNIVERSITY, SCHOOL & DEPARTMENT

University Level

University of Kansas Graduate School Dissertation Fellowship Review Committee, 2006
University of Kansas General Education Review Committee, April-December, 2004

UW-Milwaukee Doctoral Studies Council, 3-99 to 4-01.

UW-Milwaukee Graduate Faculty Council, 1-98 to 5-00.

UW-Milwaukee Graduate Curriculum Committee, 9-98 to 5-00.

UW-Milwaukee NCAA Accreditation Self-Study Team, 8-97 to 3-99.

UW-Milwaukee Athletic Board, Faculty elected term 8-92 through 7-95.

- Faculty oversight committee of a Division I athletic program.
- Chair, Athletic Dept. Budget Subcommittee.

PROFESSIONAL SERVICE – UNIVERSITY, SCHOOL & DEPARTMENT (continued)

School Level

Chair, KU School of Business Research Evaluation & Development Team, 2011-present.

KU School of Business MBA Team, 2011-present.

KU School of Business Undergraduate Scholarship Committee, 2003-2010.

KU School of Business Undergraduate Team, 2005-2009

KU School of Business Promotion & Tenure Committee, 2007-2009.

UW-Milwaukee School of Business Ph.D. Program Committee, 8-94 to 6-00.

UW-Milwaukee MS in HR & Labor Relations Coordinating Committee, 8-98 to 7-99.

UW-Milwaukee School of Business Internet Task Force, 10-98 to 3-99.

UW-Milwaukee School of Business Ph.D. Program Task Force, 5-98 to 3-99.

UW-Milwaukee School of Business Committee on Committees, 2-94 to 2-96.

UW-Milwaukee School of Business Computer Policy Committee, 8-93 to 5-94.

UW-Milwaukee School of Business Undergraduate Program Reengineering
Team, 1-93 to 10-93.

UW-Milwaukee School of Business Undergraduate Program Committee, 8-92 to 7-93.

UW-Milwaukee School of Business Library Committee, 8-91 to 7-92.

Department/Area Level

KU School of Business, Search Chair, Strategic Management, 2004-7

UW-Milwaukee School of Business Rotating Management Area Chair, 7-98 to 6-99, 1-00 to 6-00

UW-Milwaukee School of Business Co-Chair, Search Committee for Manegold Named
Professorship, 1998-2001 (Hired Dr. Richard Priem in 2001 for professorship)

UW-Milwaukee School of Business Co-Chair, New faculty search committee, Strategic
Management, 1997-98

UW-Milwaukee School of Business, Chair Management Doctoral Student Evaluation
Committee, 1996-98

PROFESSIONAL SERVICE – ADMINISTRATIVE POSITIONS

UW-Milwaukee School of Business, *Ph.D. Program Director*, 3-99 to 4-01.

- Part-time administrative position. Responsible for coordinating all aspects of the school's doctoral program including student recruitment, student evaluation, curriculum coordination, student counseling and program development.

MEDIA INTERVIEWS OR RESEARCH CITED

National Newspapers and Magazines

MIT: Sloan Management Review, 2003, CEO-R&D research summarized.

Business Week, 2002, CEO-R&D research highlighted.

The Economist, 2002, CEO-R&D research cited.

Christian Science Monitor, 1997, 1995, Downsizing research cited.

EEO bimonthly, 1996, Research cited and interview about turnarounds and downsizing.

Washington Post, 1995, Downsizing research cited.

Regional Newspapers

Milwaukee Journal Sentinel, 2002, Interview about CEOs and illegal behavior.

Milwaukee Journal Sentinel, 1999, Interview about role of middle management.

Milwaukee Business Journal, 1997, Interview about firm decline and turnaround.

Small Business Times, 1998, Interview about economic conditions that affect strategy.

Times-Post Wire Service papers, 1995, Downsizing research cited.

Worcester Sunday Telegram, 1995, Interview about executive changes at troubled firms.

Other

Several times interviewed for articles in the Daily Kansan (KU student newspaper)
Wisconsin Public Radio, Hour-long guest on Tom Clark show talking about CEOs and
illegal behavior, 2002.

Milwaukee Public Radio, Interviews about CEOs, turnarounds, downsizing, various
years.

WOKY Radio, Interview about the media's influence on economic decline, 1991

PROFESSIONAL EXPERIENCE

1985-86. Diversified Technologies Inc., Detroit, MI
Associate Management Consultant. Conducted studies with other
consultants on the operational and strategic impacts of potential data
processing center disasters at both large and small corporations.

1985. City of Monroe, Monroe, MI
Intern Assistant City Manager. Paid, limited-term manager
reporting directly to the City Manager. Chair of the Employee
Suggestion and Involvement Program.

1984. Department of Justice, Washington, D.C.
Statistics Assistant. Collected and evaluated crime statistics.
Wrote reports for the Assistant Attorney General.

AFFILIATIONS

Academy of Management
Strategic Management Society
Western Academy of Management

PERSONAL

Married (Kathryn), two children (Vinnie & Jake)
Born: August 1, 1963

Head Coach, Lawrence Indoor Futsal (Youth), 2011-12
Head Coach, Lawrence Rec. Dept. Youth Basketball, 2009-10
Head Coach, Kaw Valley Soccer Association (Youth), 2002-2009
Head Coach, Lawrence Rec. Dept. Youth Baseball, 2007
Head Coach, Lawrence Rec. Dept. Youth Indoor Soccer, 2003-2006
Assistant Coach, Lawrence Rec. Dept. Youth Baseball, 2003, 2005
Assistant Coach, Kaw Valley Soccer Association (Youth), 2006
Cub Scout Den Leader, Pack 3077, 2002-2003