

Appendix V
New Faculty Vitae
2001 - Present

January 2004

CURRICULUM VITAE

Helena M. Addae

University Address

University of Wisconsin – Whitewater
Management Department
College of Business and Economics
800 West Main Street
Whitewater, WI 53190

EDUCATION

Ph.D. John Molson School of Business, Concordia University, 2003

Major: Organizational Behavior
Minor: Human Resources Management

Thesis Title: “Dimensions, Antecedents and Consequences of Absence
Legitimacy: From Theory to Empirical Evidence in a Nine-Nation Study”

MBA McGill University, 1983
Major: Management Information Systems

B.Admin. Concordia University, 1980

ACADEMIC WORK EXPERIENCE

Assistant Professor, Management Department, University of Wisconsin – Whitewater August
2003 - Present

Lecturer, Department of Management Studies, The University of the West Indies (St.
Augustine Campus). November 1989 to July 2003

Course Coordinator: Introduction to Management and Organizational Behavior for Satellite campuses of The University of the West Indies, Sir Arthur Lewis College, St Lucia and Clarence Fitzroy Bryant, College in St. Kitts, 1990 to present

Examination Marker, Teaching and Research Assistant, Concordia University, 1995-1999

Management Training Module: Couva, Tabaquite and Talparo Regional Corporation, Trinidad, 1998

Workshops on Leadership, Strategic Management, Motivation, and Human Resources Management: Organization and Management Division of the Office of the Prime Minister, Government of Trinidad and Tobago, 1992, 1993, 1994

Workshop on Organizational change and development: Fertrin on behalf of the Institute of Business, The University of the West Indies, 1992

Workshops on strategic planning: Ministry of Local Government, 1991

Stress Management: Rotary Club of Trinidad and Tobago, International Youth Convention, 1991

Workshops on Management Information Systems and Human Resources Management: Executive Training Program, Department of Management Studies, Trinidad, 1990, 1991

Organizational Theory and Behavior: Central Training Unit of the Government of Trinidad and Tobago, June 1990 through November 1990

Management training program: Biomedical Engineering Interns, Eric Williams Medical Complex, Trinidad, August 1989 through November 1989

Teaching and Research Assistant: Management Department, McGill University, 1981 to 1983

TEACHING EXPERIENCE

University of Wisconsin – Whitewater

Courses taught at Undergraduate level
Organizational Behavior

Courses taught at Masters level
Social Responsibility in Business

I have also taught Introduction to Management, Organizational Development, Organizational Theory and Behavior, Compensation Management, Data Processing and Systems Analysis at the undergraduate level and Human Resources Management: Staffing and Selection, Human Resources Management: Training and Development, Research Methodology, and Human Resources Management, at the graduate level

PUBLICATIONS IN REFEREED JOURNALS & BOOK CHAPTERS

Addae, H.M. and G. Johns (2002). National Culture and Perceptions of Absence Legitimacy. Invited referred chapter for Voluntary Employee Withdrawal and Inattendance-A current perspective, (Edited by M. Koslowsky and M. Krausz): Plenum: New York

Addae, H. (1998) "Attributions of Absenteeism in Trinidad and Tobago: An Exploratory Study." Journal of Eastern Caribbean Studies, 23, 3, 56-77

Addae, H. (1998) "The Meaning of Absence: A cross-cultural Perspective." In Brunton, T; and Lituchy, T. (Eds.), Canada/Caribbean Business: Opportunities and Challenges for Management, (pp.123-142)

Waldman, D. and Addae, H. (1995). "Performance Management Systems Designed for Total Quality: A comparison Between Developed and Developing Countries." New Approaches to Employee Management, 3, 107-126

CONFERENCE PRESENTATIONS

Addae, H. M. and Johns, G. "The Effects of Employees' Stress on their Perceptions of Absence Legitimacy" Research Committee 49 on Work and Mental Health of the International Sociological Association, July 2002, Australia

Addae, H. M. and Wang, X. "Stress at Work: Psychological, job and organizational-related factors " International Society for the Study of Work and Organizational Values Conference, June 2002, Poland

Addae, H. M. and Johns, G. "Employee attitudes and absenteeism: The mediating effect of absence legitimacy." International Society for the Study of Work and Organizational Values Conference, June 2000, Jerusalem.

Addae, H. M. and Johns, G. "Validation of an Instrument: Absence Legitimacy." Annual Canadian Psychological Association Conference, June 2000, Ottawa.

O'Reily, D. and Addae, H. M. "A longitudinal study of the effects of institutional socialization tactics on employee performance: A Caribbean Perspective," Administrative Sciences Association of Canada, July 2000, Montreal.

Addae, H. and Johns, G. "National Absence Cultures: Dimensions and Consequences." Annual Academy of Management Conference, August 1998, San Diego.

Addae, H.M. "The effects of stress and job satisfaction on employees' turnover intentions" International Association of Sociology, Research Committee 49 on Work and Mental Health of the International Sociological Association, July 1998, Montreal

Addae, H. "The meanings of absence: A cross-cultural perspective." UWI/CIDA Second Management Symposium, April 1997, Port of Spain.

Waldman, D. and Addae, H. "Cultural Values and the Design for Performance Management Systems in Developed and Developing Countries." Annual Academy of Management Conference, August 1994, Atlanta.

WORK IN PROGRESS

Publications in Preparation

Addae, H.M. "Development of an absence culture scale"

Addae, H. M. and Davis, E. "Organizational Commitment and Psychological Contracts:

The Effects of Work and Non-work factors."

Addae, H. M and Willams, R. "The Effects of Job Characteristics on Employee Job Satisfaction and Commitment"

Addae, H. M, and Jaggernauth, S. "The Moderating and mediating effects of growth need strength on self-esteem, self-efficacy and job satisfaction"

GRADUATE STUDENTS SUPERVISION

Roopchand Raghunanan

Research Topic: - The effects of recruitment source and met-expectations on employees' turnover intentions, 2003

Sharda Jaggernauth

Research Topic: -Dispositional and situational antecedents of job satisfaction, 2002

Nickler Valaire

Research Topic: - The effects of role conflict and role ambiguity on organizational commitment and turnover intentions, 2001 (completed with distinction)

Evyann Davis

Research Topic: - The antecedents and consequences of the three-component model of organizational commitment, 2001(completed with distinction)

Richard Williams

Research Topic: - Predictors of Job Satisfaction and Organizational Commitment among Primary School Teachers in Trinidad and Tobago, 2001

Deirdre O'Reilly

Research Topic: The effects of institutional socialization tactics on employee performance: A Caribbean Perspective, 1998 (Completed with distinction).

Debra Charlery

Research Topic: - Organization Information and Intention to Quit: An Empirical Investigation in Trinidad and Tobago, 1997 (Completed with distinction).

Cheryl Anne Neptune

Research Topic: Performance Management systems in Trinidad and Tobago, 1996

PROFESSIONAL SERVICE

Scientific Committee, International Society for the Study of Work and Organizational Values, 2003 – 2004.

Executive Board member, International Society for the Study of Work and Organizational Values, 1998-2005

Executive Board member, Research Committee 49 on Work and Mental Health of the International Sociological Association, 1998-2007

Reviewer, International Journal of Cross-cultural Management

Reviewer, Cross-cultural Management Division, Administrative Sciences Association of Canada, 2000, Montreal

Reviewer, Management Education Division, Academy of Management Annual Conferences, 1998, San Diego, 1999, Chicago

Business Management Department Program Development Committee member, The University of Suriname, 1996

UNIVERSITY SERVICE

University of Wisconsin – Whitewater

- Chair, University Diversity Committee, 2003 - Present
- Ad Hoc Task Force Task Force on Diversity 2003 - Present
- Residence Life Office Planning and Review Committee 2003 - Present

The University of the West Indies

- University computer development committee, 1990-1992
- Faculty of Social Sciences computer committee, 1990-1992
- Graduate Placement Board, 1992
- Subcommittee on reclassification of non-academic staff, 1992
- Project Team, Concordia -The University of the West Indies Project, 1991
- Management Audit, Women Studies Development Group, 1990

Departmental Service

- Coordinator, Executive Training Program, 1992
- Initiated and coordinated Departmental Research Committee, 1990
- Departmental/Student liaison officer

Student Service

- Summer Internship Program, 1990
Initiated and developed a summer internship program for second year management students. Program is now an integral part of Student Advisory Services
- Management Students' Union, 1991
Initiated and assisted in the development of the Management student's society.
The society now provides invaluable support for management students as well as other students at the university

AWARDS AND GRANTS

Governor General's Gold Medal Award – PhD Thesis (Nomination)

Lecturer of the year, Faculty of Social Sciences, The University of the West Indies, 1991

“National Culture and the Perceptions of Absence Legitimacy.” Graduate research grant, Concordia University, 1998

“Attribution of Absenteeism in Trinidad and Tobago.” Campus research grant, The University of the West Indies, St. Augustine Campus, 1997

“The Effects of Stress on Employees’ Work Attitudes in the Professional Services.” Campus research grant, The University of the West Indies, St. Augustine Campus, 2001

CONSULTANCY SERVICES

Pan American Health Organization (PAHO) Human Resources Management consultant, Eric Williams Medical Sciences Complex, Trinidad, November 1988 through February 1989

John Dalton Chenoweth

Assistant Professor
Department of Business Education and Computer Network Administration
University of Wisconsin - Whitewater
800 W. Main Street
Whitewater, WI 53190
262-472-1592
email: chenowej@uww.edu

EDUCATION:

East Tennessee State University, Johnson City, TN
Ed.D. in Educational Leadership and Policy Analysis

University of South Dakota, Vermillion, SD
M.A. in Computer Science

Augustana College, Sioux Falls, SD
B.A. in Computer Science

EXPERIENCE:

August 2002 to present

Assistant Professor, University of Wisconsin – Whitewater, Whitewater, WI

Responsibilities Include: Teaching four courses per semester. Courses include Computer End User Technologies, Network Administration, and supervision of Interns. Advising 50 students per semester, participating on department, college, and university committees. Conducting research related to the field.

August 1999 to August 2002

Assistant Professor, East Tennessee State University, Johnson City, TN

Responsibilities Included: Teaching three courses per semester. Advising 25-30 students per semester. Courses include CS1, CS2, WWW Design, WWW Advanced Concepts, Data Communications, System Administration and Network Design, Network Fundamentals, Electronic Commerce, and Java.

August 1999 to January 2000

Interim System Administrator, East Tennessee State University, Johnson City, TN

Responsibilities Included: Typical system administrator duties: maintaining user database, installing/updating hardware and software, troubleshooting problems, drafting policies.

August 1995 to July 1999

Director of Using Information Technology, East Tennessee State University, Johnson City, TN

Responsibilities Included: Chair the Using Information Technology Committee; lead faculty workshops related to the development of Using Information Technology intensive courses; administer the Using Information Technology Proficiency Examination; develop assessment instruments for determining the effectiveness of the program

August 1993 to July 1999

Instructor, Department of Computer and Information Science, East Tennessee State University, Johnson City, TN

Responsibilities Included: Teaching nine credit hours per semester; serving as one of two student mentors; serving as one of two academic advisors for freshmen and transfer majors; coordinating the computer literacy course (preparing all course material, overseeing 10-20 instructors)

August 1992 to May 1993

Instructor, Evening College, Mount Marty College, Yankton, SD

Responsibilities Included: Teaching a word processing course each semester; development of all course material.

August 1991 to May 1993

Teaching Assistant, Department of Computer Science, University of South Dakota, Vermillion, SD

Responsibilities Included: Teaching two sections of the computer literacy course each semester.

October 1988
to February 1990

Programmer, Commercial Division, Automated Systems Incorporated, Sioux Falls, SD

Responsibilities Included: Developing original code and maintaining software for a business application package.

PUBLICATIONS

Journals

Chenoweth, J., Pfeiffer, P., & Yuan, Q. (2004). Implementing a networking component in a CS/IS curriculum: an experience report. Journal of the Consortium for Computing Sciences in Colleges, 19,3, 216-225.

Chenoweth, J. & Mausehund, J. (2003). The wireless classroom: planning for new challenges. Business Education Forum, 57, n 4, 40-42.

Chenoweth, J. (2001). Lessons learned in the development of an IT curriculum. Journal of Computing in Small Colleges, 17, 1, 218-223.

Chenoweth, J. & Price, K. (1997). Using information technology at East Tennessee State University. Campus Wide Information Systems, 14, 4, 114-116.

Chenoweth, J. (1996). What computer science students need to know about HTML and the internet. Journal of Computing in Small Colleges, 11, 4.

Books

Chenoweth, J. (1995, 1996, 1997). Using Information Technology. The Gnu's Room, Inc., Auburn AL.

Chenoweth, J. (1995, 1996, 1997). Introduction to Spreadsheets. The Gnu's Room, Inc., Auburn AL.

Proceedings

Chenoweth, J. (2004). Factors affecting success in a network administration course. Proceedings of the 2004 Hawaii International Conference on Computer Science.

Chenoweth, J. (1996). Using objects early in CS1, Tennessee Academy of Sciences.

Chenoweth, J. & Countermine, T. (1995). Using information technology intensive courses: moving campus-wide curriculum into the 21st century. 1995 Computers on Campus Conference Proceedings, 73.

Countermine, T. & Chenoweth, J. (1995). University 101: topics for transition. Students in Transition Conference Proceedings, 31-32.

Countermine, T. & Chenoweth, J. (1994) Using Information Technology: An Alternative Approach to Computer Literacy. 1994 Computers on Campus Conference Proceedings, 118-120.

COMMITTEES

At University of Wisconsin – Whitewater

University Search Committee for Athletic Director
Intercollegiate Athletics

2004
2003-present

Academic Development Committee(alternate)	2003-present
College of Business New Building Committee	2003-present
CEUT Program Committee	2002-present
College of Business Undergraduate Curriculum (alternate)	2002-present
BECNA Scholarship Committee	2002-present
Kemper Scholarship	2002-2003

At East Tennessee State University

Faculty Athletic Representative to the NCAA	2001 - 2002
Executive Committee of the Southern Conference	
Finance Committee of the Southern Conference	
Softball Committee of the Southern Conference	
Colleges of Business & Applied Science and Tech. E-Commerce Committee	2000 - 2002
University Intercollegiate Athletics Committee	2000 - 2002
Chair	2001 - 2002
Intercollegiate Athletics Academic Services Evaluation Committee, chair	2001 - 2002
University Technology Access Fee Committee	2000 - 2002
University Using Information Technology Committee	1995 - 2002
Chair	1995 - 1999
Department Curriculum Committee	1995 - 2002
University PC Standards Committee	1998 - 2002
University Academic / Instructional Technology Committee	1998 - 2002
NCAA Certification Interim Report Committee	2001 - 2002
Governance and Commitment to Rules Compliance, chair	2001 - 2002
Department Faculty Search Committee, Chair	2000 - 2001
COB/CAST E-Commerce Proposal Subcommittee, chair	2000 - 2001
University Committee to Explore Computer Requirement, Chair	1999 - 2000
University Curriculum Process Committee	1998 - 2000
University Teaching and Learning Center Board of Advisors	1996 - 2000
University Faculty Senate	1997 - 2000
University General Education Assessment Committee	1998 - 1999
University General Education Advisory Committee	1995 - 1999
University Assessment of General Education Committee	1995 - 1999
University Instructional Development Committee	1995 - 1998
University General Education Self-Study UIT subcommittee	1997
University Intranet Authentication Task Force	1997
University Data Assessment Subcommittee of AGECE	1996

GRANTS & AWARDS

Instructional Development Grant (2000-2001)	
Providing Students with Hands-On Experience Building Local Area Networks	
Instructional Development Grant (1998-1999)	
Improving Instructional Resources for Two New Courses in Computer and Information Sciences	
Research Development Grant (1997-1998)	
Determining Usable Throughput Levels for Computer Conferencing	

PROFESSIONAL MEMBERSHIPS & HONORS

Upsilon Pi Epsilon (Computer Science Honor Society)
Golden Key International Honor Society
National Business Education Association
Consortium for Computing Sciences in Colleges

CURRICULUM VITAE
Richard G. Cummings

ADDRESS

RESIDENCE

3149 West Danbury Drive
Janesville, WI 53546
(608) 757-2229
Email: cummingr@uww.edu

COLLEGE

Accounting Department
UW- Whitewater
Whitewater, WI 53190
(262) 472-3936

EDUCATION

Ph.D. Kansas State University 1995
Dissertation: *Teaching Styles of Accounting Professors:
A National Study.*
Major Areas: Accounting Education, Adult & Foundations of
Education, Characteristics of the Adult
Learner.

M.B.A. Central Missouri State University 1978

B.S. Missouri Western State College 1977
Major: Psychology

B.S.B.A. Missouri Western State College 1977
Major: Accounting

CERTIFICATION

C.P.A. State of Missouri Certificate #9560 1984
Permit to Practice
1984 - 2004

ACADEMIC EMPLOYMENT HISTORY

August 25, 2002- Present- UNIVERSITY OF WISCONSIN –WHITEWATER

Tax I

Accounting Foundations
(Graduate Class)

August 1983 – July 31, 2002 - BENEDICTINE COLLEGE

COURSES TAUGHT: Principles of Financial Accounting
Principles of Managerial Accounting

Business Communication
Organizational Behavior

Intermediate Accounting I	Principles of Finance
Intermediate Accounting II	Investments
Advanced Accounting I	Production & Operations Mgmt.
Advanced Accounting II	Management Information Systems (MIS)
Federal Tax Accounting	MIS as a Competitive Advantage (Graduate Class)
Auditing	Introduction to Financial Accounting (Graduate Class)
Auditing Seminar	Supervisory Management Accounting Information Systems (Graduate Class)
Governmental/Not for Profit Accounting	
Cost Accounting	
Accounting Information for Managers	
Business Startups	

OTHER DUTIES:	Chair - Department of Business Administration	1987 - 1992
	Chair - Priorities, Planning & Budget Committee	1990 - 1991
	Member - Rank & Tenure Committee	1998 - 2000
	Member - Benefits & Compensation Committee	1998 - 2001
	Member - Teaching & Learning Committee	2000 - 2001

HONORS: 2002 –Distinguished Educator of the Year –Benedictine College
 Who’s Who Among America’s Teachers
 Becker CPA Distinguished Professor
 Quality Council Speaker of the Year

MEMBERSHIPS: American Institute of CPA’s (AICPA)
 Missouri Society of CPA’s (MSCPA)
 American Accounting Association

BUSINESS EXPERIENCE

Public Accounting experience	Auditing, tax accounting	2 years
Controller experience	Corporate Controller for Coors & Anheuser Busch Kansas City local distributorships	3 years

PRESENTATION

“Water for a Thirsty West: Marketing Northern Water”, Richard G. Cummings, University of Wisconsin- Whitewater, and Peter J. Longo, University of Nebraska at Kearney, Western Social Science Association Conference, April 10, 2003.

WORKING PAPERS

“Characteristics of New Accounting Hires Asked For by Organizations” with C. Normand. Revise and Resubmit to *Advances in Accounting Education*, Spring, 2004.

“Effective Use of Education-Related Tax Benefits and Credits” with L Garrison. Submitted to *Tax Adviser*, December 2004.

“Water for a Thirsty West: Marketing and Environmental Accounting for Northern Water” with P. Longo. Submitted to *Forum*, June 2003.

STUDENT - FACULTY RESEARCH (PUBLISHED ABSTRACTS)

The Value of Earning a MBA or EMBA, April 4, 2001 BRONSON LEDBETTER and JEN KEBERLEIN, R. Cummings, Accounting & Business Administration Department
Benedictine College Discovery Week & Symposium

Benedictine College Radio Station: A Feasibility Study, April 4, 2001 ANDY FENT and RYAN LOVILL, R. Cummings, Accounting & Business Administration Department
Benedictine College Discovery Week & Symposium

Whatever Wear: An Internet Business, - Business Plan Competition, April 12, 2000 KEITH HEIER, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Benedictine College Dean’s Colloquium: Revised, April 12, 2000, BROOKE FROELICH, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Perceptions of Auditor's Responsibility in Detecting Fraud, April 14, 1999 ALICIA DINGES, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Internal Revenue Service: Will Your Tax Return Be Audited?, April 1, 1998 REBECCA LANGE, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

An Assessment of Computer Technology in the Dormitories of BC, April 1, 1998 DAN RAPLINGER, TOMMY CASCONI & COREY ENMAN, J. Bunch & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Renovation of Freshman Hall: A Solution for Needed Student Housing?, April 1, 1998, JASON McDOWELL, CHERIE KAFKA, JOHN WHITE, DUFFY CAMPBELL & PAUL RODRIGUEZ, D. Carey, Benedictine College President, & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Entrepreneurship: The Next Generation, April 1, 1998, MATT BRAASCH, RYAN FESKER & JOAN WEISHAUP, D. Laney & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Implications of the 150 College Credit Hour Requirement for the CPA Exam, April 1, 1998, JUSTIN HOWE, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

A BC Coffeehouse Hangout: A Dream or Future Reality?, April 1, 1998 ELIZABETH COONEY & CELINA POPOVICH, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Education and the Taxpayer Relief Act of 1997, April 1, 1998, MEGAN E. SCHUELE, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

International Student Recruiting: A Marketing Strategy, April 1, 1998 ELIZABETH COONEY, JERRY MAYERS, RYAN THOMPSON, JASON WALKER & ROSA PARTANA, G. Myrick & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

The Certified Public Accountant (CPA) Profession: Future Challenges, April 1, 1998, AARON HILL, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Pub or Bust?, April 1, 1998, TIMOTHY PRATT, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Raven About Benedictine College, April 1, 1998, MARIA VIGLIATURO & ELIZABETH DIDDE, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Library Computer Labs: The Next Generation, April 1, 1998, RYAN McDONOUGH, DAN RAPLINGER & D. DURHAM, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Internet in the Dorms: The Next Frontier?, April 1, 1998, HARRY METCALF & NICK DiCARLO, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Customs and Business Practices of Italy and Puerto Rico, April 1, 1998 NICK DiCARLO & DEVON GLOVER, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

An Assessment of Student Study Environment at Benedictine College, April 1, 1998, RYAN JUDD & BRENDAN DIGGINS, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Student Loan Defaults: Strategies to Reduce Default Rates, April 1, 1998 MANDEE STEGMAN, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Campus Parking: A Solution for the Future, April 1, 1998, SHAWN KELLY & KYLE TERNES, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Maur Hill then Benedictine College: A Marketing Strategy, April 1, 1998 PAUL RODRIGUEZ & MATTHEW BEYING, G. Myrick & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Why College Students Should Consider Estate Planning Now, April 1, 1998 SANDY GIVENS,
R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Augustine Hall: A Resident Assessment of Facility Needs, April 1, 1998 ANDREW LICKTEIG & TREVOR RETTELE, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Bankruptcy: A Smart Choice?, April 1, 1998, ALICIA DINGES & B. MORGAN, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Resident Assessment of Facility Needs in Newman Hall, April 1, 1998 BRIAN GALE & DANNY WALSH, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Textbooks: Rent or Buy?, April 1, 1998, Chris King & Josh Faffar, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Students' Financial Decisions, April 1, 1998, RYAN ROSEBERRY & J.W. JONES, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Money in College Sports, April 1, 1998, CHRIS CUMMINGS & MIKE BELLIS, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Investment Activities of Benedictine Students, April 1, 1998, SETH L. RUNDLE & PATRICIO PADILLA, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

Computer Availability and Technology at Benedictine College, April 1, 1998 RYAN McDONOUGH, TIM PARICH & KYLE TEMES, J. Bunch & R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

"Mario vs. Math, Bandicoot vs. Business and Sonic vs. Science", April 1, 1998 MATTHEW WALLS & LARRY SPIKES, R. Cummings, Accounting & Business Administration Department *Benedictine College Discovery Week & Symposium*

WILLIAM L DOUGAN

ADDRESS: Home: Office:
1201 Jackson St. Dept. of Management
Stoughton, WI 53589 5051 Carlson Hall
608/541-0021 Whitewater, WI 53190
262/472-1159
douganw@mail.uww.edu

EDUCATION:

- 1/87 Ph.D. Business and Public Administration, Cornell University, Ithaca, NY.
7/82 M.S. Organizational Theory and Behavior, Cornell University, Ithaca, NY.
Minors in Business Policy and Sociology.
5/78 B.S. Business Administration, The University of Kansas, Lawrence, KS.
Graduated with distinction.

WORK EXPERIENCE:

- Present **Associate Professor**, University of Wisconsin – Whitewater,
Whitewater, WI
Responsibility for courses in Strategic Decision Making, Building Effective
Organizations, and Social Responsibility of Business at the graduate level and
Organizational Theory, Administrative Policy and Entrepreneurship at the
undergraduate level.
- 5/99 -5/01 **Associate Professor and Director of Entrepreneurship Programs**,
University of North
Dakota, Grand Forks, ND
Responsibility for courses in Strategy, Organizational Theory, Organizational
Behavior, Principles of Management and Venture Initiation at the
undergraduate level and Advanced Managerial Theory and Business Policy at
the graduate level. Responsibility for planning, promotion and direction of
Entrepreneurship Initiative in the College, including direction of the Kauffman
Entrepreneurial Internship Program.
- Summer 98 **Visiting Professor**, University of Shanghai for Science and Technology,
Shanghai, PRC
Responsibility for a course in Business Strategy. Delivered lectures on
comparative management systems and market systems.
- 8/93-5/99 **Assistant Professor**, University of North Dakota, Grand Forks, ND
Responsibility for courses in Strategy, Organizational Theory, Organizational
Behavior, Principles of Management and Venture Initiation at the
undergraduate level and Advanced Managerial Theory and Business Policy at

the graduate level. Cofounder of UND Executive Development Seminar Series.

6/91-8/93 **Visiting Assistant Professor**, Pepperdine University School of Business and Management, Culver City, CA
Responsibility for courses in Organization Theory and Management at the graduate level.

6/89-6/91 **Post-Doctoral Scholar and Assistant Adjunct Professor**,
The University of California at Los Angeles, Los Angeles, CA
Responsibility for graduate-level courses in Management of Organizations (at the Anderson School of Management), and undergraduate courses in the Sociology of Organizations and the Sociology of Occupations and Professions. Participant in NIMH-sponsored study investigating the efficacy of multi-organization networks.

5/87-6/89 **Research Associate**, NYSERNet Project, Cornell University, Ithaca, NY
Participant in a study investigating the use of high-speed, packet-switched telecommunications networks by university, medical and industrial researchers, educators, students and administrators.

1/87-5/87 **Lecturer**, Johnson Graduate School of Management, Cornell University, Ithaca, NY.
Had major responsibility for a graduate-level Management Consulting course.
Duties also included administration of 13 student consulting projects involving firms in the region surrounding Ithaca, New York.

1/85-8/86 **Instructor**, Ithaca College School of Business, Ithaca, NY.
Had full responsibility for six sections of a capstone Business Policy course and four sections of a Management Theory course for undergraduates.

PUBLICATIONS:

"Examining Executive Integrity: Governance, Charisma, Personality and Agency," with Louise Tourigny, John Washbush and Christine Clements. *Management Decision*, 41(10):1035-1049, 2003.

Suboptimal Technology Adoption: The Case of Computer Reservations Systems in the Travel Industry," with James Bronson. *Journal of High Technology Management Research*. 14:289-305, 2003.

"Consortium Affiliation and Travel Agency Performance: Evidence of Strength in Numbers," with James Bronson and Joann Krauss, *Journal of Travel and Tourism Marketing*., 11(1):1-16, 2001.

"Extending Mathematical Aggregation Strategies to Multiparameter Group Decisions," *Small Group Research*, 30(2):188-208, 1999.

"Individual, Organizational and Contextual Antecedents of Perceived Conflict among Administrators in Mental Health Service Delivery Systems," with Lynn Mulkey, in *Applied Behavioral Science Review*, 4(1):1-21, 1996.

"The Smithsonian Institution Exhibition of 'Science in American Life: Science as it Consists of Normalized Practices' with Lynn Mulkey, *American Sociologist*, 27(2):61-78, 1996.

"Economic Impacts and Costs of a National Education and Research Network," with A. K. McAdams, T. Vietorisz and J. Lombardi, *Educom Bulletin*, Summer/Fall 1988.

MONOGRAPHS:

"Lessons from Four Local-Area Networks," with A. K. McAdams, T. Vietorisz, and J. Lombardi, New York State Education and Research Network: New York, NY. 1988.

"Report on Networking in the Biomedical Community," New York State Education and Research Network: New York, NY. 1988.

"NYSERnet Market and Economic Impact Study," with A. K. McAdams, T. Vietorisz, J. Lombardi and H. Gossioui, New York State Education and Research Network: New York, NY. 1987.

BOOK REVIEWS:

The Role of Corporate Reputation for Multinational Firms: Accounting, Organizational and Market Considerations, by Ahmed Riahi-Belkaoui. Reviewed in the *Journal of Global Business*, In Press.

Architecture of Markets, by David Fligstein. Reviewed in the *Journal of Global Business*, 14(Spring 2003): 87-90.

PROCEEDINGS:

"A Proposed Entrepreneurship Minor/Cognate for Graduate Engineering Degrees," with B. Giesinger, A. Johnson, P. Osburnsen, J. Rydel, R. Schultz, T. Timpane. *Proceedings of the 2001 Meetings of North Midwest Section of American Society for Engineering Education*, September 2001.

"Technology Adoption in an Industrial Community: Should Externalities Influence Policy," with James Bronson. *Proceedings of the Midwest Academy of Management*, April, 1998.

"Consortium Affiliation and Travel Agency Performance: Birds of a Feather Beat Lone Wolves," with James Bronson and Joann Krauss. *Proceedings of the Travel and Tourism Research Association*, May 1998.

"Extending Reliability to Multi-organizational Contexts: The Case of the Civil Air Transport System." *Proceedings of the Midwest Academy of Management*, April, 1997.

"Using Aggregation Techniques to Improve the Quality of Complex Decisions." *Proceedings of the Midwest Academy of Management*, April, 1996.

"The Temporal Consistency of Risk-Taking Tendencies in Decision-making Groups." *Best Papers Proceedings of the Academy of Management*, 1990.

PRESENTATIONS:

"Inducing Faith: How Novice and Nascent Entrepreneurs Can Convince Reluctant Stakeholders," with Louise Tourigny. To be presented at the 2004 Annual Meetings of the US Association for Small Business and Entrepreneurship, January 2004, Dallas, TX.

"The Role of Technology as a Competitive Weapon in Each of the Five Phases of Growth," with Maria Hizon and James Bronson. To be presented at the 2004 Annual Meetings of the US Association for Small Business and Entrepreneurship, January 2004, Dallas, TX.

"Best Practices for Teaching Entrepreneurship," with James Bronson. To be presented at the 2004 Annual Meetings of the US Association for Small Business and Entrepreneurship, January 2004, Dallas, TX.

"Resisting Reliability: An Institutional Approach to Explaining Regulatory Outcomes in Aviation," Presented at the 2003 Annual Meetings of the Academy of Management, August, 2003, Seattle, WA.

"Using Triadic Analysis to Determine the Origins of Errors in Actor Assessment of Advice Networks," Presented at the 2003 Annual Meetings of the Academy of Management, August, 2003, Seattle, WA.

"Labor-Management Conflict and Industrial Accidents: Lessons from the Airline Industry," with S. Havlovic. Presented at the 55th Annual Meeting

of the Industrial Relations Research Association, January 2-5, 2003, Washington, D.C.

"An Entrepreneurship Minor/Cognate for Graduate Engineering Degrees," with R. Schultz, A. Johnson, J. Wambsganss, C. Won, B. Giesinger, P. Osburnsen, J. Rydel, and T. Timpane. Accepted for presentation at the 32nd Annual Meeting of the American Society for Engineering Education/IEEE Frontiers of Education Conference, November 6-9, 2002, Boston, MA.

"A Proposed Entrepreneurship Minor/Cognate for Graduate Engineering Degrees," with B. Giesinger, A. Johnson, P. Osburnsen, J. Rydel, R. Schultz, T. Timpane. Presented at the 2001 Meetings of North Midwest Section of American Society for Engineering Education, September 2001.

"Multiple Pane Ceilings: Examining Barriers to Board Participation among Nurse Executives," with Anna Kiehn. Presented at the 2001 Annual Meetings of the Midwest Academy of Management, April, 2001.

"So Many Ways to Go Wrong: Classifying and Examining Inconsistencies in the Perceptions of Members of an Advice Network," with Sheila Hanson. Presented at the 2000 annual meetings of the Western Academy of Management, April 2000.

"Do Part-Timers Pull Their Own Weight? Evidence from a Software-Intensive Industry," with James Bronson. Presented at the 1999 Annual Meetings of the Academy of Management, August, 1999.

"Triple Pane Ceilings: Identifying Multiple Barriers to Participation among Nurse Executives" With Anna Kiehn. Presented at the 1999 Annual Meeting of the Western Academy of Management, March 1999.

"Network Externalities and Path Dependence: The Role of Organizational Strategy and Industry Practice," with James Bronson. Presented at the 1998 Annual Meeting of the Academy of Management, August 1998.

"Technology Adoption in an Industrial Community: Should Externalities Influence Policy," with James Bronson. Presented at the 1998 Annual Meeting of the Midwest Academy of Management, April, 1998.

"Consortium Affiliation and Travel Agency Performance: Birds of a Feather Beat Lone Wolves," with James Bronson and Joann Krauss. Presented at the 1998 Annual Meeting of the Travel and Tourism Research Association, May 1998.

"Extending Reliability to Multi-organizational Contexts: The Case of the Civil Air Transport System." Presented at the 1997 Annual Meeting of the Midwest Academy of Management, April, 1997.

"Perceptual Accuracy and Influence in Interorganizational Networks: Knowing What Others Don't Know." Presented at the 1996 Annual Meeting of the Academy of Management, August 1996.

"Using Aggregation Techniques to Improve the Quality of Complex Decisions." Presented at the 1996 Annual Meeting of the Midwest Academy of Management, April 1996.

"The Hometown Cafe," with William Bauman. Presented at the Western Casewriters Association Annual Case Workshop, March 1996.

"Accuracy of Perception and Degree of Influence among Members of an Interorganizational Network of Social Service Agency Directors." Presented at 16th Stanford Conference on Organizations, April 1992.

"Hot Bits and Cold Fusion: Electronic Innovations in the Service of Fast-Moving Science." Presented at the 15th Stanford Conference on Organizations, April 1991.

"The Temporal Stability of Risk-Taking Behaviors in Decision Groups." Presented at the Annual Meeting of the Academy of Management, August 1990.

"Models for Examining the Temporal Stability of Social Networks." Presented at the UCLA Conference on Networks, Fall 1989.

"Cold Fusion: The Networks." Presented at the 1989 meetings of the Society for Social Studies of Science.

"Robert Morris: Villain, Worm, or Hero?" with Thomas Gieryn. Presented at the 1989 Meetings of the Society for Social Studies of Science.

"Economic Impacts and Costs of a National Education and Research Network," with A. K. McAdams, T. Vietorisz and J. Lombardi, Presented at National Net '88, (a conference concerning the creation of a unified national education and research network).

PAPERS UNDER REVIEW:

"Electronic Governance: Locals and Cosmopolitans "in and as" a Virtual Community," with Lynn Mulkey and Lala Steelman. *International Journal of Public Administration*, provisional acceptance.

“Revisiting Virtual Locals and Cosmopolitans “In and As” Electronic Governance: A Comparative Analysis of the Social Production of Academic Community,” with Lynn Mulkey and Lala Steelman. Under review for inclusion in *The Handbook of Public Information Systems* (2nd Ed.).

“More than Love and Work: A Critique of Existing Treatments of Organizational Romance,” with Louise Tourigny. Under review for possible presentation at the 2004 Meetings of the Midwest Academy of Management, Minneapolis, MN, April, 2004.

GRANTS:

NSF Grant SES-8914940 "Documenting Cold Fusion: An Urgent Project to Preserve Historical and Sociological Materials from Fast-Moving, Controversial Science."

Co-principal Investigator (with Bruce Lewenstein and Thomas Gieryn)

PROFESSIONAL INFORMATION

Ad Hoc Reviewer for *Academy of Management Journal*

Ad Hoc Reviewer for *Perspectives on Science*

Ad Hoc Reviewer for *Journal of Business Research*

Discussant for OMT Division, Academy of Management National Meetings

Reviewer for OMT Division of the Academy of Management National Meetings

Reviewer for Case Analysis Workshop, Academy of Management National Meetings

Reviewer for Midwest Academy of Management Annual Meetings

HONORS AND AWARDS

Member of Beta Gamma Sigma,

Member of Sigma Iota Epsilon

Member of Golden Key Society

Winner of Above and Beyond the Call of Duty Award for

Reviewing - OMT Division of Academy of Management: 1996, 1997 and 1998

Reviewer Award - Entrepreneurship Track of Midwest Academy of Management: 2002

Reviewer Award - OB/OT Track of Midwest Academy of Management: 2002

Winner 1996 University Memorial Union Leadership Award as

Advisor to MBA Student Association

Named to 1996 Edition of Outstanding Young Men of America

Nominee for Undergraduate UND University Teaching Award, 1996-97

Nominee for Graduate and Undergraduate UND University Teaching Awards, 1997-1998

MARK E. EISWERTH

January 2004

N4381 Poplar Avenue
Cambridge, Wisconsin 53523
608-423-3977 (H)

Current Position

Associate Professor (since September 2003)
Department of Economics
College of Business and Economics
University of Wisconsin - Whitewater
800 W. Main St.
Whitewater, Wisconsin 53190
262-472-1776 (Phone); eiswertm@uww.edu (E-mail)

PREVIOUS POSITIONS

- Mary and Leslie Gray Research Assistant Professor of the Economics of Public Lands (Soft Money Faculty Position), Department of Applied Economics and Statistics, College of Agriculture, Biotechnology and Natural Resources, University of Nevada, Reno, 2001-2003.
- Research Assistant Professor and Cooperative Extension State Specialist (Soft Money Faculty Position), Department of Applied Economics and Statistics, College of Agriculture, Biotechnology and Natural Resources, University of Nevada, Reno, 1999-2001.
- Senior Associate (1992-1998), Associate (1991-1992), Hagler Bailly, Inc., Boulder, CO.
- Research Fellow and Postdoctoral Investigator, Marine Policy Center, Woods Hole Oceanographic Institution, Woods Hole, MA, 1988-1991.
- Economist, Resources for the Future, Washington, DC, 1987-1988.
- Research and Teaching Assistant, Department of Economics, University of Maryland, College Park, MD (1982-1987); Department of Economics, The Colorado College, Colorado Springs, CO (1981-1982).

EDUCATION

- PhD, Economics, University of Maryland, College Park, Maryland, 1988.
- MA, Economics, University of Maryland, College Park, Maryland, 1984.
- BA, Economics, The Colorado College, Colorado Springs, Colorado, 1982.
- High School Diploma, George Washington High School, Denver, Colorado.

PhD Fields and Dissertation

Fields: Environmental and Natural Resource Economics; Monetary Economics.

Dissertation Title: *Two Essays in Environmental Economics: "An Optimal Control Approach to Cross-media Variation in the Behavior and Effects of Pollution," and "Exploring the Determinants of Air Quality Improvements: An Empirical Study of Trends in Particulates."*

Dissertation Advisors: Wallace E. Oates and Maureen L. Cropper, University of Maryland.

Fellowships, Awards and Internships

- Marine Policy Research Fellow, Woods Hole Oceanographic Institution, 1988-1989.
- Sloan Foundation Dissertation Fellow, University of Maryland, 1986-1987.
- Summer Appointment, Economist, U.S. Environmental Protection Agency, Office of Toxic Substances, Regulatory Impacts Branch, Washington, DC, Summer 1985.
- Kenneth Curran Prize in Economics, Colorado College, 1982.
- Phi Beta Kappa, 1982.
- Magna Cum Laude, Colorado College, 1982.
- Pi Gamma Mu International Honor Society in Social Science, Colorado College, 1981.

COURSES TAUGHT

- Economics 202 [Principles of Macroeconomics], University of Wisconsin. Fall 2003.
- Applied Economics 466/666 [Natural Resource and Environmental Economics, Capstone Course], University of Nevada. Spring 2003.
- Applied Economics 211 [Farm and Ranch Business Analysis], University of Nevada. Spring 2003.
- Applied Economics 202 [Natural Resources, Environment, and the Economy (Introduction to Environmental and Natural Resource Economics)], University of Nevada. 2001, 2000, 1999.
- Applied Statistics 207 [Introduction to Statistics], University of Nevada. 2001, 1999.
- Applied Economics 796 [Graduate Professional Paper], University of Nevada, 2001-2002.
- Applied Economics 480 [Senior Level Independent Study], University of Nevada, 2003.
- Applied Economics 280 [Independent Study], University of Nevada, 2000-2002.
- Ecology, Evolution, and Conservation Biology 702 [Graduate Research Rotation], University of Nevada, 2000.
- Economics 4540/5540 [Environmental Economics], University of Colorado, Fall 1998.

- Workshop leader and instructor, short course on regional growth and environmental quality, International Federation of Institutes for Advanced Study, Aqaba, Jordan, January 1989.
- Economics 201 [Principles of Macroeconomics], University of Maryland, 1983-1984.
- Teaching Assistant, Senior Honors Course in Statistics and Applied Econometrics, University of Maryland, 1987, 1986, 1984.
- Teaching Assistant, Economics 311 [American Economic History], University of Maryland, 1985-86.
- Teaching Assistant, Economics 201 [Macroeconomics], University of Maryland, 1982-83.

Committee Assignments (Department, College and University): 2003-2004

- Undergraduate Research Program (University Committee)
- Research Committee (College)
- Whitewater Economics Society (Department)
- Teaching Effectiveness (College)

Faculty Advisor Activities: 2001-2003

- Faculty advisor for Amy Auton and Tina Kadrmas, undergraduate recipients of Nevada Agricultural Foundation Research Development Grants (2-year scholarship grants), 1999-2003.
- Thesis committee member for Roy William Thomsen, candidate for Master of Science in Applied Economics and Statistics. Thesis title: "The Role of Social Capital in the Ranch-Public Range Community of Nevada." Degree awarded August 2002.
- Faculty co-supervisor for John Zimmerman, candidate for Master of Science in Applied Economics and Statistics (non-thesis option). Research topic: optimal economic management of invasive weed species in Nevada and California. Degree awarded May 2002.

PUBLICATIONS

SELECTED WORKING PAPERS IN PROGRESS

Darden, T.D., M.E. Eiswerth, and T.R. Harris. 2003. "Estimating the Regional Economic Impacts of an Interbasin Water Transfer." Working paper, Department of Applied Economics and Statistics, University of Nevada, Reno.

Eiswerth, M.E., K. Krauter, S.R. Swanson, and M. Zielinski. 2003. "Does Post-fire Reseeding Work on Wyoming Big Sagebrush Range Sites?: Regression Analyses of Seeded and Native Species Densities." Working paper, Department of Applied Economics and Statistics and Department of Environmental and Resource Sciences, University of Nevada, Reno.

Eiswerth, M.E., W.D. Shaw, and S. Yen. 2002. "Adverse Health Effects from Air Pollution: Revisiting the Data." Working paper, University of Nevada and University of Tennessee.

MANUSCRIPTS ACCEPTED OR SUBMITTED

Eiswerth, M.E., and J.S. Shonkwiler. 2003. "Management techniques influence the success of emergency fire rehabilitation of rangeland." Working paper, Department of Applied Economics and Statistics, University of Nevada, Reno; submitted to peer-reviewed journal.

van Kooten, G.C., and M.E. Eiswerth. 2003. "When is a Species Endangered? The Role of Preservation Values," submitted to peer-reviewed journal.

Eiswerth, M.E., T.D. Darden, W.S. Johnson, J. Agapoff, and T.R. Harris. 2003. "Input-output modeling, outdoor recreation, and the economic impacts of weeds." (Title revised since original submission.) Request to revise and resubmit received from the journal *Weed Science*; resubmitted to editor Dec. 2003.

Eiswerth, M.E., L. Singletary, W.S. Johnson, and J.R. Zimmerman. 2002. "Benefit/Cost Analysis and Payback Periods for Controlling Perennial Pepperweed (*Lepidium latifolium*): A Case Study." Request to revise and resubmit received 2003 from the journal *Weed Technology*; revisions underway.

Manuscripts, book chapters, abstracts (published, forthcoming, or in press)

Yen, S.T., W.D. Shaw and M.E. Eiswerth. 2003. "Asthma Patients' Activities and Air Pollution: A Semiparametric Censored Regression Analysis." *Review of Economics of the Household*, Forthcoming 2004.

Eiswerth, M.E., W.S. Johnson, J. Agapoff, T.D. Darden, and T.R. Harris. 2003. "Estimating Economic Impacts of Non-indigenous Invasive Weeds Using Input-Output Modeling." University of Nevada Cooperative Extension Special Publication. Reno, NV: University of Nevada. (*Peer reviewed.*)

Eiswerth, M.E., and G.C. van Kooten. 2002. "Uncertainty, Economics, and the Spread of an Invasive Plant Species." *American Journal of Agricultural Economics* 84(5) (December, Proceedings): 1317-1322.

Eiswerth, M.E., and W.S. Johnson. 2002. "Managing Nonindigenous Invasive Species: Insights from Dynamic Analysis." *Environmental and Resource Economics* 23 (November): 319-342.

Eiswerth, M.E., W.S. Johnson, J. Agapoff, T.D. Darden, and T.R. Harris. 2002. "Estimating Economic Damages of Non-indigenous Invasive Weeds on Recreation Using Three Analytical Approaches." In: H. Spafford Jacob, J. Dodd, and J.H. Moore (eds.). 13th

Australian Weeds Conference Papers and Proceedings, Plant Protection Society of WA Inc., Shannon Books, Melbourne, Victoria, AU, pp. 744-747. (*Refereed.*)

Eiswerth, M.E., and J.C. Haney. 2001. "Maximizing Conserved Biodiversity: Why Ecosystem Indicators and Thresholds Matter." *Ecological Economics* 38: 259-274.

Shaw, W.D., M.E. Eiswerth, and E. Huszar. 2001. "Environmental Damages from Gold Mining: Application to the Humboldt River Watershed and Implications for Europe." *Revista Economica de Catalunya* 41: 70-78.

Eiswerth, M.E., W.S. Johnson, S. Lewis, and L. Hughes. 2001. "The Economic Costs of Delaying Invasive Weed Control: An Illustration Based on Nevada's Tall Whitetop Initiative." University of Nevada Cooperative Extension Special Publication SP-01-08. Reno, NV: University of Nevada. 6 pp.

Zimmerman, J., W.S. Johnson, and M.E. Eiswerth. 2001. "Yellow Starthistle Control in Nevada: An Integrated Approach to Invasive Weed Management." University of Nevada Cooperative Extension Special Publication SP-01-16. Reno, NV: University of Nevada. 12 pp.

Eiswerth, M.E., J. Englin, E. Fadali, and W.D. Shaw. 2000. "The Value of Water Levels in Water-based Recreation: A Pooled Revealed Preference/Contingent Behavior Model." *Water Resources Research* 36(4): 1079-1086.

Eiswerth, M.E., S. Donaldson, and W.S. Johnson. 2000. "Potential Environmental Impacts and Economic Damages of Eurasian Watermilfoil in Western Nevada and Northeastern California." *Weed Technology* 14(3): 511-518.

Auton, A., M.E. Eiswerth, W.S. Johnson, and K. Kadrmas. 2000. "Invasive Weed Impacts on Habitat Carrying Capacity: Results of an Expert Judgment Survey." Abstract published in: Proceedings of the Second National Extension Natural Resources Conference. South Lake Tahoe, NV. May 2000. p. 63.

Eiswerth, M.E., J. Englin, E. Fadali, and W.D. Shaw. 1999. "The Value of Water Levels in Water-based Recreation: A Pooled Revealed Preference/Contingent Behavior Model." In: Proceedings of the 1999 W-133 Western Regional Research Project Technical Meeting on "Benefits and Costs of Resource Policies Affecting Public and Private Land."

Eiswerth, M.E., K.W. Abendroth, R. Ciliano, A. Ouerghi and M.T. Ozog. 1998. "Residential Electricity Use and the Potential Impacts of Energy Efficiency Options in Pakistan." *Energy Policy* 26(4): 307-315.

Eiswerth, M.E. and W.D. Shaw. 1997. "Adjusting Benefits Transfer Values for Inflation." *Water Resources Research* 33(10): 2381-2386.

Eiswerth, M.E. and J.C. Haney. 1997. "A Case Study of Accounting for Biodiversity in Nonlinear, Time Scale Dependent Systems." Manuscript presented at the *1997 Workshop of the Association of Environmental and Resource Economists (AERE)*, Annapolis, Maryland, June 1-3, 1997.

Eiswerth, M.E., M. Hollis, D. Mitchell, and J. Whitcomb. 1997. "Water Savings from the Installation of Ultra-Low-Flush Toilets in Commercial, Industrial, and Institutional Settings." *Proceedings of the 1997 Annual Conference of the American Water Works Association*.

Eiswerth, M.E. 1996. "Biodiversity." Appendix B in *Economic Evaluation of Environmental Impacts*. Manila, Philippines: Asian Development Bank. 303 pp.

Eiswerth, M.E. (with co-contributors). 1994. "Land-based Marine Pollution: The Gulf of Mexico and the Black Sea." *The Oceans and Environmental Security: Shared U.S. and Russian Perspectives*, edited by J.M. Broadus and R.V. Vartanov. Washington, DC: Island Press. 328 pp.

Eiswerth, M.E. (with co-contributors). 1994. "Environmental Protection for the Arctic Ocean." *The Oceans and Environmental Security: Shared U.S. and Russian Perspectives*, edited by J.M. Broadus and R.V. Vartanov. Washington, DC: Island Press. 328 pp.

Eiswerth, M.E. 1993. "Using Dynamic Optimization for Integrated Environmental Management: An Application to Solvent Waste Disposal." *Land Economics* 69(2): 168-180.

Eiswerth, M.E. 1993. "Regulatory/Economic Instruments for Agricultural Pollution: Accounting for Input Substitution." In: Clifford S. Russell and Jason F. Shogren (Editors), *Theory, Modeling, and Experience in the Management of Nonpoint Source Pollution*, pp. 69-90. Kluwer Academic Publishers, Norwell, MA.

Eiswerth, M.E., K.W. Abendroth, R. Ciliano, A. Ouerghi and M.T. Ozog. 1993. "A Study of Residential Load Determinants and Potential DSM Impacts in a Developing Country: Pakistan." *Proceedings of the Second International Energy Efficiency & DSM Conference*, pp.487-493. Stockholm, Sweden, September 21-23, 1993.

Eiswerth, M.E. and J.C. Haney. 1992. "Allocating Conservation Expenditures: Accounting for Inter-Species Genetic Distinctiveness." *Ecological Economics* 5(3):235-249.

Haney, J.C. and M.E. Eiswerth. 1992. "The Plight of Cranes: A Case Study for Conserving Biodiversity." *Proc. North Am. Crane Workshop* 6:12-19.

Eiswerth, M.E. 1990. "Integrated Environmental Management and Land-Based Pollution in the East Asian Seas." *Tropical Coastal Area Management* 53:6-9.

Eiswerth, M.E. 1990. "Working Group Targets Attention on Marine Biological Diversity." *BioScience* 40(7): 549.

Selected Research, Technical and Consulting Reports

Harris, T.R., T.D. Darden, and M.E. Eiswerth. 2002. "Walker River Basin Extended Environmental Impact Statement." Analyses conducted and report sections provided for various components of the overall EIS. Submitted to U.S. Bureau of Land Management.

Eiswerth, M.E. and R.D. Rowe. 1998. "Assessment of Recreation Use Damages for the Guadalupe Natural Resource Damage Assessment Case." Prepared for California Department of Fish and Game, Office of Oil Spill Prevention and Response. Final report. Boulder, CO: Hagler Bailly, Inc.

Barron, M., M.E. Eiswerth, T. Podrabsky, T. Ottem, M. Welsh, J. Lipton, and R.D. Rowe. 1998. Confidential assessment of natural resource injuries and damages at a Southern U.S. riparian site. Prepared for U.S. Department of Justice. Boulder, CO: Hagler Bailly, Inc.

Wellman, T., M. Eiswerth, T. Grant, D. Mills, F. Morris, R. Raucher, and R. Thom. 1997. "Economic Analysis Related to Remediation of Contaminated Sediments on State-Owned Aquatic Lands." Prepared for the State of Washington Department of Natural Resources. Seattle, WA and Boulder, CO: Battelle Seattle Research Center and Hagler Bailly, Inc.

Whitcomb, J. and M.E. Eiswerth. 1997. "The CII ULFT Water Savings Study." Prepared for the California Urban Water Conservation Council. San Francisco, CA: Hagler Bailly, Inc.

Eiswerth, M.E. and R.D. Rowe. 1996. Preliminary analysis of recreation data for the Guadalupe natural resource damage assessment case. Prepared for California Department of Fish and Game, Office of Oil Spill Prevention and Response. Boulder, CO: Hagler Bailly, Inc.

Ozog, M.T., M.E. Eiswerth, and K.W. Abendroth. 1996. "Impact Evaluation of the Energy Initiative Program." Final report prepared for New England Power Service Company. Boulder, CO: Hagler Bailly, Inc.

Eiswerth, M.E., J. Jeppesen, and F. Stern. 1995. "Montana Power Company Commercial Lighting Program Impact and Process Evaluation." Final report prepared for Montana Power Company. Boulder, CO: RCG/Hagler Bailly, Inc.

Cooney, K., M.E. Eiswerth, B. Neal and F. Stern. 1994. "Impact and Process Evaluations of Montana Power Company's Low-income Weatherization Program." Final report prepared for Montana Power Company. Boulder, CO: RCG/Hagler Bailly, Inc.

Eiswerth, M.E., R. Ciliano, and K.W. Abendroth. 1993. "Residential Electricity Consumption Study: Analysis of Load Profiles and Determinants of Household Demand." Final report prepared for the World Bank and the Government of Pakistan Energy Wing. Boulder, CO: RCG/Hagler Bailly, Inc. 145 pp.

Eiswerth, M.E., K.W. Abendroth, and R.C. Calhoun. 1993. "Persistence of Savings Study for Northeast Utilities' SPECTRUM Single Family Electric Heat Program." Final report prepared for Northeast Utilities Service Company. Boulder, CO: RCG/Hagler Bailly, Inc.

Raucher, R.S., M.E. Eiswerth, A.M. Dixon, E. Trabka and M. Hormell. 1992. "Benefit-cost Analysis for the Management Measures Guidance for Nonpoint Source Controls in Coastal Watershed Areas." Final report prepared for the Office of Water, U.S. Environmental Protection Agency. Boulder, CO: RCG/Hagler Bailly, Inc.

Broadus, J.M., M.E. Eiswerth, Y. Kaoru, R. Ketcham, T. Leschine, K. Segerson, L. Swanson, and T. Tietenberg. 1991. "Economic and Legal Research." In: *An Abyssal Ocean Option for Waste Management*, pp. 57-67. Report of a Workshop held at The Woods Hole Oceanographic Institution. January 7-10, 1991.

Eiswerth, M.E. (ed.). 1990. *Marine Biological Diversity: Report of a Meeting of the Marine Biological Diversity Working Group*. Woods Hole Oceanographic Institution Technical Report 90-13. 57 pp.

Broadus, J.M., M.E. Eiswerth, K.M. Gjerde, and Y. Kaoru. 1990. WA 18 Phase II Report. "Analysis of a Proposed Global Convention for Land-Based Sources of Marine Pollution." Prepared for U.S. Environmental Protection Agency. Woods Hole, MA: Woods Hole Oceanographic Institution.

Broadus, J.M., Eiswerth, M.E., and Y. Kaoru. 1990. "Economics and the State of the Marine Environment." Completed for the United Nations Joint Group of Experts on the Scientific Aspects of Marine Pollution (GESAMP), as input for: GESAMP. 1990. *The State of the Marine Environment. UNEP Regional Seas Reports and Studies No. 115*. UNEP.

Eiswerth, M.E. (with co-contributors). 1990. "Overview of the Current Status of the Global Ocean Environment: Pollution, Economics, and Law." Prepared for Joint Workshop between Woods Hole Oceanographic Institution and the Institute of World Economy and International Relations, Soviet Academy of Sciences. Woods Hole, MA: Woods Hole Oceanographic Institution.

Eiswerth, M.E. 1985. "Qualitative Analysis of Major End-Use Markets for Chlorinated Solvents." Prepared for Office of Toxic Substances, U.S. Environmental Protection Agency, Washington, DC.

Eiswerth, M.E. 1985. "Financial Strength and 1985 Asbestos Hazards Abatement Assistance Program Aid: A Profile Across Local Educational Agency Population Categories." Prepared for Office of Toxic Substances, U.S. Environmental Protection Agency, Washington, DC.

Eiswerth, M.E. 1985. "The Sensitivity of 1985 Asbestos Hazards Abatement Assistance Program Awards to Changes in Financial Burden Parameters." Prepared for Office of Toxic Substances, U.S. Environmental Protection Agency, Washington, DC.

Eiswerth, M.E. 1984. "Measuring the Health Benefits of Carbon Monoxide Emissions Abatement: A Review of Approaches and Shortcomings." Prepared for fulfillment of MA degree in Economics. University of Maryland, College Park, Maryland.

Eiswerth, M.E. 1982. "The Economic Policy Approach to Automobile Pollution: Fiscal Measures of Traffic Restraint." BA thesis. The Colorado College, Colorado Springs, Colorado.

Selected Cooperative Extension Publications, Reports, Abstracts, Working Papers

Zimmerman, J.R., W.S. Johnson, and M.E. Eiswerth. 2002. "Medusahead: Economic Impact and Control in Nevada." University of Nevada Cooperative Extension Fact Sheet FS-02-37. Reno, NV: University of Nevada. 4 pp.

Zimmerman, J.R., M.E. Eiswerth, L. Singletary, and W.S. Johnson. 2002. "Net economic benefits of perennial pepperweed (*Lepidium latifolium* L.) management." In: H. Spafford Jacob, J. Dodd and J.H. Moore (eds.). 13th Australian Weeds Conference Papers and Proceedings, Plant Protection Society of WA Inc., Shannon Books, Melbourne, Victoria, AU, p. 748. (Abstract.)

Eiswerth, M.E., S. Donaldson, and W.S. Johnson. 2000. "Potential Impacts of Eurasian Watermilfoil, with Emphasis on Northern Nevada and Northeastern California." Abstract published in: Proceedings of the Second National Extension Natural Resources Conference. South Lake Tahoe, NV. May 2000. p. 67.

Eiswerth, M.E. 2000. "Working Group on Invasive Plant and Weed Impacts on Rangeland Carrying Capacity." Report for RREA Grant 1505-151-5120. Submitted to Nevada Cooperative Extension Rangeland Natural Resources Committee.

Eiswerth, M.E. 2000. "Livestock Grazing and Recreational Use Losses due to Invasive Plants and Weeds in Nevada." Draft report submitted as input for white paper to be presented to the Governor of Nevada. 24 pp.

Graduate Research Work for Published Articles

Conducted graduate research to support the following:

Cropper, M.L. and A.J. Krupnick. 1989. "The Social Costs of Chronic Heart and Lung Disease." Resources for the Future Discussion Paper QE89-16. Washington, DC: Resources for the Future.

Wallis, J.J. and W.E. Oates. "Does Economic Sclerosis Set in with Age? An Empirical Study of the Olson Hypothesis." *Kyklos* 41(3): 397-417.

Oates, W.E. 1985. "Searching for Leviathan: An Empirical Study." *American Economic Review* 75(4): 748-757.

GRANT PROPOSALS: 2000-2003

Proposals Awarded

- “Economic Losses from Yellow Starthistle in California and Applications to Potential Biological Invasions.” Funding agency: California Department of Food and Agriculture. Principal investigators: Mark Eiswerth, G. Cornelis van Kooten, Wayne Johnson. Duration: 2003-2004. Amount: \$86,098.
- “Interbasin Computable General Equilibrium Analysis for the Walker River Basin Environmental Impact Statement.” Funding agency: U.S. Bureau of Land Management. Principal investigators: Tom Harris, Mark Eiswerth, and Tim Darden. Duration: Summer-Fall 2002. Amount: \$49,555.
- “GIS Strategies for Landscape Management of the Cheatgrass Fire Cycle.” Arid Rangelands Initiative Grant. Principal investigators: Sherman Swanson, Karl Krauter, Mark Eiswerth, Paul Tueller. Cooperating agency: U.S. Bureau of Land Management. Duration: 2000-2002. Amount awarded: \$75,787.
- “Economic Costs and Benefits of Managing Yellow Starthistle.” Nevada Agricultural Foundation Research Development Grant. Two-year research scholarship. Student advisors: Mark Eiswerth, Wayne Johnson. Scholarship student: Tina Kadrmas. Duration: 2001-2003. Amount awarded: \$6,000.
- “Working Group on Invasive Plant and Weed Impacts on Rangeland Carrying Capacity.” RREA Proposal Grant. Principal investigator: Mark Eiswerth. Includes collaborators from University of Nevada, Reno (Department of Environmental and Resource Sciences and Department of Applied Economics and Statistics) and Nevada Cooperative Extension. Duration: 2000-2001. Amount awarded: \$3,250.
- “Economic Costs and Benefits of Managing Tall Whitetop in Nevada.” Nevada Agricultural Foundation Research Development Grant. Two-year research scholarship. Student advisors: Mark Eiswerth, Wayne Johnson. Scholarship student: Amy Auton. Duration: 2000-2001. Amount awarded: \$9,000.

SELECTED PRESENTATIONS AND INVITED LECTURES

Invited Presentations and Lectures: Past Five Years

“Interim Progress Report: Yellow Starthistle Survey on Impacts to CA Agriculture.” Wayne S. Johnson, Mark E. Eiswerth, G.C. van Kooten, and Alison Eagle. Presented to the Range Improvement Committee of the California Cattlemen’s Association, Annual Midwinter Meetings, Reno, NV (by Johnson), November 20, 2003.

“Economic Losses from Invasive Weeds in Elko County, Nevada.” Wayne S. Johnson and Mark E. Eiswerth. Elko, NV (by Johnson), October 2003.

“Interim Progress Report: Yellow Starthistle Survey on Impacts to California Agriculture.” Mark E. Eiswerth, Wayne S. Johnson, and G.C. van Kooten. Presented to the Range Improvement Committee and Water Quality Committee of the California Cattlemen’s Association, Rancho Cordova, CA (by Eiswerth and Johnson), July 10, 2003.

“Estimating the Regional Economic Impacts of an Interbasin Water Transfer.” Tim D. Darden, Mark E. Eiswerth, and Tom R. Harris. Presented at the 45th Annual Conference of the Western Social Science Association, Las Vegas, NV (by Eiswerth), April 2003.

“Economics of Managing Biological Invasions: Dynamics and Uncertainty.” Presented at the University of Wisconsin – Oshkosh, Oshkosh, WI, February 2003.

“Agricultural Impacts from Yellow Starthistle in California: Economic Losses and Optimal Management.” Presented at California State University – Stanislaus, Turlock, CA, January 2003.

Economic Losses from Yellow Starthistle in California: A Proposed Draft Producer Survey. Mark E. Eiswerth and Wayne S. Johnson. Presented to the Joint Meeting of the Sacramento Valley and San Joaquin Valley Agricultural Commissioners and Sealers. Stockton, CA (by Eiswerth and Johnson), December 2002.

“Economic Losses from Yellow Starthistle in California.” Mark E. Eiswerth and Wayne S. Johnson. Presented to the Range Improvement Committee of the California Cattlemen’s Association, Sacramento, CA (by Eiswerth and Johnson), November 21, 2002.

“A Decision Support Tool for Nonnative Invasive Species Management Under Uncertainty: Preliminary Results.” Mark E. Eiswerth and G. Cornelis van Kooten. Presented at the Round Table Planning Session on the Economics and Trade Implications of Invasive Pests and Diseases, International Agricultural Trade and Policy Center, Institute of Food and Agricultural Sciences, University of Florida, Gainesville, FL (by Eiswerth), November 15, 2002.

“Adverse Health Effects of Air Pollution: Revisiting the Data.” Steven Yen, W. Douglass Shaw, and Mark E. Eiswerth. Presented at the 54th International Atlantic Economic Conference, Washington, DC (by Yen), October 11, 2002.

“Uncertainty, Economics and the Spread of an Invasive Plant Species.” Mark E. Eiswerth and G. Cornelis van Kooten. Presented at the Annual Meetings of the American Agricultural Economics Association, Long Beach, CA (by Eiswerth), July 30, 2002.

“Uncertainty, Economics and the Spread of an Invasive Plant Species.” Mark E. Eiswerth and G. Cornelis van Kooten. Presented in the Session on Biological Invasions and Economic Security, the 77th Annual Conference of the Western Economic Association International, Seattle, WA (by Eiswerth), July 1, 2002.

“Two Tools for Assessing Societal Impacts of Extreme Weather.” Mark E. Eiswerth. Presented at the National Center for Atmospheric Research, Environmental and Societal Impacts Group, Boulder, CO, June 13, 2002.

“Scarce Water in the Arid West: Reports from the Field.” Mark E. Eiswerth. Presented at the Department of Agricultural Economics and Agricultural Business, New Mexico State University, Las Cruces, NM, June 19, 2001.

“Health Effects and Air Pollution: Revisiting the Data.” M.E. Eiswerth, W.D. Shaw, and S. Yen. Presented at the University of Central Florida (by Shaw), November 16, 2001.

“Managing Nonindigenous Invasive Species: Insights from Dynamic Analysis.” Presented at the University of Nevada, Reno. April 20, 2001.

“Economic Costs of Delaying Weed Control.” Presented at the Yellow Star Thistle Workshop, Sierra Pacific Power Company, Reno, NV, April 18, 2001.

“Optimal Allocation of Invasive Species Management Efforts.” Presented at the 54th Annual Meetings of the Society for Range Management. Kona, Hawaii, February 20, 2001.

“Economic Losses from Nonindigenous Invasive Weed Species.” Presented at the 5th Annual Conference of the Nevada Weed Management Association. Elko, NV, October 18, 2000.

“The Economics of Enhancing Rangeland/Wildland Productivity: A Report from the Front.” Presented at the University of Nevada, Reno. April 3, 2000.

“Economics of Invasive Plants and Weeds.” Presented at the Workshop on Addressing Southern Nevada’s Noxious Weed Problem. Overton, NV, February 3, 2000.

“Potential Impacts of Eurasian Watermilfoil in the Truckee River Watershed.” Presented at Workshop on Identifying and Managing Eurasian Watermilfoil in Lake Tahoe and the Truckee River Watershed. March 25, 1999.

“The Economics of Biodiversity.” Presented at the University of Nevada. February 17, 1999.

Selected Previous Presentations, Lectures, and Workshops

Have delivered papers and presentations to forums and audiences including:

- Association of Environmental and Resource Economists, 1997 Workshop on Economic Analysis of Ecosystems, Annapolis, MD
- Association of Environmental and Resource Economists, 1991 Workshop on Nonpoint Source Pollution, Lexington, KY
- Boston Gas Company
- Burlington Electric, Vermont
- California Urban Water Conservation Council
- Colby College

- Colorado School of Mines
- Eastern Economic Association
- Short Course on Regional Growth and Environmental Quality, presented to Government and Industry officials, Aqaba, Jordan
- Government of Pakistan, Energy Wing, Islamabad, Pakistan
- International Energy Efficiency and Demand-side Management Conference, Stockholm, Sweden
- Marine Biological Diversity Working Group
- Marine Policy Center Seminar Series, Woods Hole Oceanographic Institution
- Montana Power Company, Butte, MT
- National Fuel Gas, Buffalo, NY
- Naval Staff College, Woods Hole, MA
- New York Power Authority
- Orange and Rockland Utilities, Pearl River, NY
- Resources for the Future, Washington, DC
- University of Maryland, College Park
- University of Nevada, Reno
- U.S. Environmental Protection Agency, Washington, DC
- Washington State Department of Natural Resources, Tacoma, WA
- Woods Hole Oceanographic Institution Summer Lecture Series
- World Bank

SELECTED CONSULTING ASSIGNMENTS

Energy Economics

Development of Policy Recommendations on Electricity Market Restructuring (1997)
Client: New Jersey Board Of Public Utilities

Pakistan Residential Electricity Consumption Study: Analyses of Load Determinants and Simulation of Potential Energy Efficiency Impacts (1992-1993)
Client: World Bank

Econometric Analyses and Comprehensive Performance Evaluations of Multiple Energy Efficiency Programs (1992-1996)
Clients: Approximately Twenty U.S. Electric and Gas Utilities, including Montana Power Company, Florida Power & Light, New England Power, Boston Gas Company, Pacific Gas & Electric, Consolidated Edison of New York, Central Hudson Gas & Electric, Public Service Company of Colorado

Natural Resource Damage Assessment

Assessment of Natural Resource Damages at a Southern U.S. Riparian Site (Confidential: 1998)
Client: U.S. Department of Justice

Assessment of Recreation Use Damages for the Guadalupe Oil Spill Natural Resource Damages Case (1996-1998)

Client: California Department of Fish and Game, Office of Oil Spill Prevention and Response

Natural Resource Management and Benefit-Cost Analysis: Water and Air

Assessment of Benefits from Proposed Regulation of Cooling Water Intake Structures under Section 316(b) of the Clean Water Act (1998)

Client: Office of Water, U.S. Environmental Protection Agency

Assessment of Ecological Benefits of Superfund Site Remediation (1998)

Client: Office of Emergency and Remedial Response, U.S. Environmental Protection Agency

Environmental Benefits Assessments for the Centralized Waste Treatment and Pharmaceuticals Industry Water Effluent Guidelines (1998)

Client: Office of Water, U.S. Environmental Protection Agency

Economic Analysis for Remediation of Contaminated Sediments on Aquatic Lands (1997)

Client: State of Washington Department of Natural Resources

Development of Model to Value Environmental and Health Effects of Air Pollution (1996-1997)

Clients: Environment Canada, Health Canada

Development of Environmental Valuation Reference Inventory (EVRI) [A Comprehensive Environmental Valuation Database] (1995)

Client: Office of Water, U.S. Environmental Protection Agency

Benefit-Cost Analysis of Proposed Nonpoint Source Pollution Controls in Coastal Areas (1992)

Client: Office of Water, U.S. Environmental Protection Agency

Water Resource Use and Conservation

Water Rate Price Elasticity Study (1997-1998)

Client: Texas Water Development Board

Evaluation of Savings from Water Conservation Programs in California (1996-1997)

Client: California Urban Water Conservation Council

Global Change and International Environmental Issues

Expert Review of Proposed Methodologies for Valuing the Ecological Impacts of Air Pollution Controls (1998)

Client: Office of Policy Planning and Evaluation, U.S. Environmental Protection Agency

Economic Assessment of Environmental Impacts (1994-1995)

Client: Asian Development Bank

Changing Global Processes and Ocean Conservation (1988-1991)

Support Provided by: The Pew Charitable Trusts and Woods Hole Oceanographic Institution

Environmental Security and the World Ocean: Analytical Approaches and Shared Solutions (1990-1991)

Support Provided by: John D. and Catherine T. MacArthur Foundation

OTHER PROFESSIONAL ACTIVITIES

Member:

- Round Table on the Economics and Trade Implications of Invasive Pests and Diseases (composed of researchers from various land grant universities, including Florida, California, Hawaii, Guam, Puerto Rico, and Nevada)
- Western Regional Research Committee W-190: Agricultural Water Management Technologies, Institutions and Policies Affecting Economic Viability and Environmental Quality
- Western Public Policy Education Committee of the Cooperative State Research, Education and Extension Service
- Western Coordinating Committee for Coordination of Integrated Pest Management Research and Extension Programs for the Western United States (WCC-069)
- Association of Environmental and Resource Economists
- Western Agricultural Economics Association
- Society for Range Management
- Nevada Weed Management Association

Referee for peer-reviewed journals:

Environmental and Resource Economics, Contemporary Economic Policy, Land Economics, Journal of Agricultural and Resource Economics, Ecological Economics, Water Resources Research, The Energy Journal, Journal of Economics, Euphytica: International Journal of Plant Breeding

Proposal reviewer for:

National Science Foundation

American Agricultural Economics Association

A Land Grant University in an eastern U.S. State (Hatch Grant proposal reviewer)

Maxwell K. Hsu

University of Wisconsin-Whitewater
Department of Marketing
Whitewater, WI 53190
(262) 472-5471
E-mail: "hsum@uww.edu"

EDUCATION

- 1995-1999 **DBA, Marketing, Louisiana Tech University** **Ruston, LA**
- Double minors in Economics and Quantitative Analysis
 - Title of doctoral dissertation: Spatial Variation in Diffusion of Technological Innovations at the State, Regional, and Cross-National Levels
 - GPA: 3.94
- 1993-1994 **MBA, Sul Ross State University** **Alpine, TX**
- Major: International Trade
 - GPA: 3.83
- 1986-1990 **BBA, National Cheng-Kung University** **Tainan, Taiwan**
- Major: Statistics
 - GPA: 3.4

EXPERIENCE

- 2002-present **Assistant Professor, Marketing** **University of Wisconsin, Whitewater**
- Full responsibility for teaching undergraduate and graduate Marketing courses.
 - Conduction of academic research.
 - Student Advising.
 - Academic Services.
- 1999-2002 **Assistant Professor, Marketing** **Tennessee State University**
- Full responsibility for teaching undergraduate and graduate Marketing courses.
 - Conduction of academic research.
 - Student Advising.
 - University and Community Services.
- 1998-1999 **Visiting Assistant Professor, Marketing** **Alabama State University**
- Full responsibility for teaching undergraduate Marketing courses.
- 1996-1998 **Instructor** **Louisiana Tech University**
- Full responsibility for teaching undergraduate Marketing courses including Marketing Research, Advertising and Promotion, and Principles of Marketing.
- 1996 ***Research Assistant*** ***Louisiana Tech University***
- Performed statistical analysis for consulting projects for regional firms.

1993

Staff Statistician

Chamber of Labor Affairs, Taiwan

- Engaged in data collection, compilation, and statistical analysis.
- Responsible for preparing monthly report to department director.

CERTIFICATE

Marketing Certificate

University of California, Berkeley

- Earned a post-MBA marketing certificate in an intensive, seven-course Marketing program.

PROFESSIONAL TRAININGS

- Ideas to Profits: Making Critical Connections (Whitewater, WI 2003)
- Educational Technology workshop (Whitewater, WI 2002)
- The Bayesian Applications and Methods in Marketing workshop at Ohio State University (Columbus, 2001).
- SPSS Data Mining workshop (Atlanta, 2001).
- DreamWeaver 4.0 & EC database workshop, PC School (Taipei, 2001).
- ComputerNet 2000, International Academy of Science (Nashville, 2000).
- Business to Business Marketing Faculty Consortium, Northwestern University (Evanston, 2000).
- Application of Marketing Research workshop, Burke Institute (Atlanta, 1999).
- SAS Programming workshop (Atlanta, 1998).
- Structural Equation Modeling workshop, Small Waters Corp. (Dallas, 1997).
- Practical Multivariate Analysis workshop, Burke Institute (NYC, 1997).

HONORS & AWARDS

- U.W. Department of Education & University of Wisconsin-Whitewater joint-sponsored Faculty Trip to Russia (Moscow and St. Petersburg, forthcoming)
- Recipient of the College of Business and Economics Research Grant (2003-2004); Value of Award: \$1,010.
- AACSB-International & Keidanren (Japan Federation of Economic Organizations) joint-sponsored Japan Study Tour (Tokyo and Kyoto, 2002).
- President, Greater Nashville Chinese Association (Nashville, 2002).
- Irwin/McGraw Hill Distinguished Paper Award Winner: Association of Collegiate Marketing Educators Conference (St. Louis, 2002).
- Recipient of the RISE Research Grant from Tennessee State University (2001-2002); Value of Award: \$5,000.
- Best Paper in Sales Track: Society of Marketing Advances Conference (New Orleans, 2001).
- Guest E-Commerce Lecturer (30 hours) at the *LVIV Institute of Management* in Ukraine, Summer 2001 --- trip sponsored by the US Agency for International Development (USAID) program and a grant from the Association Liaison Office (ALO) for University Cooperation in Development.
- Recipient of State Farm Companies Foundation Fellowship for the AACSB Globalization of Business Schools Conference (Los Angeles, 2001).
- Best Paper Award Winner: ACME International Conference (NYC, 2000).
- Recipient of Travel Stipend to attend the 2000 SWFAD Conference (San Antonio, 2000).

- Recipient of Fellowship for National Direct Marketing Institute for Professors (Boston, 1999).
- Irwin/McGraw Hill Distinguished Paper Award Winner: SWFAD Conference (Dallas, 1999).
- VP, Chinese Student Association at Louisiana Tech University (1997).
- Who's Who Among Students in American Universities and Colleges (1996).
- Treasure, DBA Student Association at Louisiana Tech University (1996).

PUBLICATIONS

Refereed Journal Articles

- "Career Satisfaction For Technical and Managerial Anchored IS Personnel in Later Career Stages," (2004), Jiang, James, Maxwell K. Hsu, and Gary Klein, *Database*, forthcoming.
- "Government Programs and Diffusion of Innovations in Taiwan: An Empirical Study of Household Technology Adoption Rates," (2004), Hsu, Maxwell K. and Hani I. Mesak, *Journal of Nonprofit and Public Sector Marketing*, forthcoming.
- "A Comparison of Domestic and Foreign Bank Efficiency in Taiwan: An Application of Data Envelopment Analysis and Input Congestion Technique," (2003), Luo, Xueming, Maxwell K. Hsu, and Abu Wahid, *International Journal of Business & Economics*, forthcoming.
- "Perceived Career Properties and Intent to Leave" (2003), Hsu, Maxwell K., James Jiang, and Gary Klein, *Information & Management*, 40(5), 361-369.
- "Operationalizing the Service Quality Construct: The Case of the Lodging Industry," (2003), Olorunniwo, Festus, Maxwell K. Hsu, and Godwin Udo, *Services Marketing Quarterly*, 24(4), 57-76.
- "Information Privacy and Online Behaviors," (2002), Krohn, Franklin, Xueming Luo, and Maxwell K. Hsu, *Journal of Internet Commerce*, 1(4), 55-70.
- "Does Advertising Promote Sales or Mainly Diffuse Signals?: A VAR Analysis" (2002), Hsu, Maxwell K., Ali F. Darrat, Maosen Zhong, and S. S. Abosedra, *International Journal of Advertising*, 21(2), 175-195.
- "Human Capital and Endogenous Growth in Taiwan: Has Foreign Trade Contributed?" (2002), Darrat, A.F., Maxwell K. Hsu, and Maosen Zhong, *Studies in Economics & Finance*, 20(1), 85-94.
- "Testing Export Exogeneity in Taiwan: Further Evidence," (2000), Darrat, A. F., Maxwell K. Hsu, and M. Zhong, *Applied Economics Letters*, 7, 563-567.
- "E-Commerce User Behavior Model: An Empirical Study," (2000), James J. Jiang, Maxwell K. Hsu, Gary Klein, and Binshan Lin, *Human Systems Management*, 19, 265-276.
- "The Grameen Bank of Bangladesh: History, Procedures, Effects and Challenges," (2000), Abu N. M. Wahid and Maxwell K. Hsu, *Asian Affairs*, June, 160-169.

Additional Refereed Academic Contributions

- Book Review (2002): *Indicators of Social Development: Hong Kong 1999* by Lau, Siu-kai, Ming-kwan Lee, Po-san Wan, and Siu-lun Wong (Eds), *The Journal of Developing Areas*, 36(1), 112-116.
- "Utility of e-Mail Use in Higher Education: Business Students' Perceptions,"

(2002), *Marketing Education Quarterly*, 1(1), Maxwell K. Hsu and Xueming Luo, (available online via the American Marketing Association's website http://www.marketingpower.com/live/content.php?Item_ID=15182&Session_ID=4b85e3606c7c2cd031bd901dc5c1ec6a&Category_ID=&Src=)

Refereed Conference Proceedings

- "Diffusion of Home Appliances in Taiwan: An Empirical Investigation into the Impact of Geographical Differences," Hsu, Maxwell K. and Hani I. Mesak, *2003 Society of Marketing Advances Conference Proceedings*, 114-117.
- "Help Wanted –Direct Marketing: What the Classifieds Say About Employers' Expectations and What the Job Seekers Say About Their Preparedness," Hsu, Maxwell K. and Ching-Jui Keng, *2003 Direct Marketing Educators' Conference*.
- "The Impact of an Oil Shock on the Diffusion of Home Appliances," Hsu, Maxwell K. and Hani I. Mesak, *2003 Association of Collegiate Marketing Educators Conference Proceedings*, 130-133.
- "E-Mail in the Classroom: A Useful Pedagogical Tool?" Hsu, Maxwell K. and Xueming Luo, (McGraw Hill/Irwin Distinguished Paper Award), *2002 Association of Collegiate Marketing Educators Conference Proceedings*, 148-150.
- "Information Privacy and Online Behaviors" Krohn, Franklin, Maxwell K. Hsu, and Xueming Luo, *2002 Association of Collegiate Marketing Educators Conference Proceedings*, 21.
- "Developing a Service Quality Construct: A Pedagogical Approach" Olorunniwo, Festus, Byron Pennington, and Maxwell K. Hsu, *2002 Association of Collegiate Marketing Educators Conference Proceedings*, 179-190.
- "Time and the Rate of Adoption of Innovations: Evidence from Taiwan," Hsu, Maxwell K. and Hani I. Mesak, *AMA 2001 Summer Educators' Conference Proceedings*, 306-310.
- "Choosing Between Additive and Multiplicative Adoption Rate Models: Some Empirical Evidence from Spatial Diffusion," Mesak, Hani I. And Maxwell Hsu, *AMA 2001 Winter Educators' Conference Proceedings*, 6-11.
- "Sales Forecasting: A 'Job Shop' Case Study Re-Visited", Hsu, Maxwell K., P. Byron Pennington and Festus Olorunniwo, *2001 Society for Marketing Advances Conference Proceedings*, 236-238 (**Best Paper in Track**).
- "A Comparison of Domestic and Foreign Bank Efficiency: Evidence from Taiwan," Luo, Xueming and Maxwell Hsu, *2001 Southwestern Marketing Association Conference Proceedings*, 125.
- "A Technology Acceptance Model for Internet Usage," Jiang, James J., Maxwell K. Hsu, Gary Klein, and Binshan Lin, *Proceedings of 2000 International Conference of Pacific Rim Management*, 134-139 (**Award Winning Paper**).
- "Assessing the Introductory Marketing Course: What Do Students Learn?" Hsu, Maxwell K. and Sean Dwyer, *2000 Southwestern Marketing Association Conference Proceedings*, 70-71.
- "Spatial Variation in Diffusion of Technological Innovations at the Cross-

National Level," Hsu, Maxwell, Hani Mesak, Otis Gilley, Sean Dwyer, and Thomas Means, 1999 *Southwestern Marketing Association Conference Proceedings*, 101-109 (**Award Winning Paper**).

**JOURNAL
ARTICLES
SUBMITTED**

- "The Influence of National Culture on Cross-National Product Diffusion" *Journal of International Marketing* (under second review).
- "Service Quality, Customer Satisfaction, and Behavioral Intentions in the Service Factory" (under first review).
- "A Preliminary Evaluation of Opening Positions and Job Seekers: The Case of Direct Marketing" (under first review).

**WORK IN
PROGRESS**

- "The Impact of Service Encounters on Experiential Value of Consumers: Shopping Mall in Taiwan"
- "Adoption of a Waterfall Strategy: Lessons from the Cross-National Diffusion of Consumer Durable Goods".
- "A Comparison of MBA Programs' Efficiency: An Application of Data Envelopment Analysis".
- "An Examination of User Acceptance of Interactive Kiosks".
- "College Students' Perception toward Advertising: US vs. Taiwan".

SERVICES

Reviewer:

- Editorial Board (2003-present), *Marketing Channels*.
- Reviewer (2003), Western Decision Sciences Institute Conference.
- Reviewer (2003), *The Journal of Developing Areas*.
- Reviewer (2003), *Journal of Nonprofit and Public Sector Marketing*,
- Reviewer (2002), A-CME Conference.
- Reviewer (2002), Western Decision Sciences Institute Conference.
- Reviewer (2002), AMA Summer Educators Conference (invited by Dr. Joyce Young at Indiana State University).

Academic Committee Assignments

- Member, Kemper Scholar Committee, College of Business and Economics, UW-Whitewater (2003-present).
- Member, Research Committee, College of Business and Economics, UW-Whitewater (2003-present).
- Chair, Assessment Program Committee, Department of Marketing, UW-Whitewater (2003-present).
- Member, Assessment Program Committee, Department of Marketing, UW-Whitewater (2002).
- Chair, Curriculum & Instruction Committee, Department of Business Administration, TSU (2001-2002).
- Member, Intellectual Contribution Committee, College of Business, TSU (2000-2002).
- Member, Undergraduate Curriculum Committee, College of Business, TSU (2000-2002).
- Member, International Study Committee, College of Business, TSU (1999-

2000).

- Member, Faculty Search Committee, Department of Business Administration, TSU (1999-2000).

Professional Organizations

- Treasurer & Webmaster, Association of Collegiate Marketing Educators Conference (www.a-cme.org), 2003-present.
- Track Chair, Retailing/Services Marketing Track, 2003 Association of Collegiate Marketing Educators (ACME) Conference (Houston, TX).
- Session Chair, 2002 Association of Collegiate Marketing Educators (ACME) Conference (St. Louis, MI).
- Discussant, 2002 Association of Collegiate Marketing Educators (ACME) Conference (St. Louis, MI).
- Session Chair, AMA 2001 Summer Educators' Conference (Washington D.C., 2001).
- Reviewer and Discussant, SWFAD Conference (New Orleans, 2001).
- Expert Panelist "Innovation and Technology: Caveat Emptor or Caveat Venditeur?" Southwestern Marketing Association Conference (San Antonio, 2000).
- Expert Panelist "Operating Commercial Websites Across National Borders" the 8th Annual East-West International Trade Conference (Nashville, 2000).

**COURSES
TAUGHT**

- | | |
|---|--|
| • International Marketing (Undergraduate, Graduate) | • Principles of Marketing (UG) |
| • Marketing Management (UG) | • E-Commerce (UG) |
| • Marketing Research (UG) | • Introduction to Economics (UG) |
| • Direct Marketing (UG) | • Survey of Marketing and Management (Graduate) |
| • Promotion and Advertising Management (UG) | • Advanced Statistics Methods (Graduate; online) |

Russell D Kashian

Department of Economics
University of Wisconsin-Whitewater
Carlson Hall
Whitewater WI 53190
Phone: (262) 472-5584
Email: kashianr@mail.uww.edu

Positions Held

Assistant Professor, University of Wisconsin-Whitewater Fall 2002 - Present
Lecturer, Marquette University Fall 2000 – Spring 2002
Lecturer, University of Wisconsin - Whitewater Fall 1999 – Spring 2000;
Summer 2001; Spring 2002

Education

Ph.D., Economics, University of Wisconsin-Milwaukee, August 1999
M.A., Economics, University of Wisconsin-Milwaukee, December 1994
M.S., Urban Studies, Levin College of Urban Affairs: Cleveland State
University, May 1992
B.A., University of Wisconsin-Madison, May 1983

Dissertation

Two Studies in Regional Economics:
IPO Location, Regional Effects & Fairness in Initial Public Offerings
&
A Willingness to Pay: The Amenity Value of Farmland
Advisor: Robert Drago

Fields of Interest

Teaching and Research: Microeconomics, Macroeconomics, Money and
Banking, Labor Economics, and Regional
Economics

Research and Publications
Forthcoming,

“State Farmland Preferential Assessment: A Comparative Study”,
Journal of Regional Analysis and Policy.
“The Pricing of Thrift Conversions”, with Kristen Monaco. *Journal of
Applied Business Research*. Vol 19, 2003 pp 35-31.
“Mapping the Terrain of Work/Family Journals” with Robert Drago.
Journal of Family Issues. Vol 24, 2003 pp 488-512.
“Preserving Agricultural Land Via Property Assessment Policy and the
Willingness to Pay for Land Preservation”, with Mark Skidmore. *Economic
Development Quarterly*. Vol 16, 2002 pp 75-87.
"The Willingness-to-pay for Work/Family Policies: A Study of Teachers".
Co-authors Robert Drago, et al. *Industrial and Labor Relations Review*,
Vol. 55, 2001 pp 22-42.

"The Longest Day: Working Time for Teachers," for Working Time: International Trends, Theory and Policy Perspectives, Deborah Figart and Lonnie Golden, eds. Routledge, Co-authors Robert Drago, et al, 2000.

"New Estimates of Working Time for Teachers". Co-authors Robert Drago, et al, *Monthly Labor Review*, Vol. 122, 1999 pp. 31-41.

"Banking Employment in the 1990's: Regional Effects of Consolidation." with Kristen Monaco, *Growth and Change*, Vol. 29, 1998 pp. 146-156.

Instructor Manual for Unlevel Playing Fields, with Corey Wanek
The McGraw-Hill Companies, Inc., 1997.

Research and Publications

"Survival Analysis and the Consolidation of Mutual Thrifts", with Kristen Monaco, Manuscript. 2003.

"State Farmland Preferential Assessment: A Comparative Study", Manuscript. 2003.

"Credit Union Employment in the 1990's: Regional Effects of Consolidation." with Kristen Monaco, Manuscript. 2003.

"The Publishing Patterns of Seasoned PH.D. Recipients", with Jeffery Heinrich, Manuscript. 2003.

"Obligor Standard, Taxation, and Consumption". Manuscript. 2002.

"Life and Death in the IPO Premarket", with Taggart Brooks. Manuscript. 2001.

"A Willingness to Pay: The Amenity Value of Farmland". Manuscript. 1999.

"Probability of IPO Location: A Regional Analysis". Manuscript. 2001.

"Evolution of Housing Segregation in Milwaukee: 1950-1990." Manuscript 1994.

Presentations

"The Publishing Patterns of Seasoned PH.D. Recipients", with Jeffery Heinrich, Midwest Economics Association Meeting, Spring 2004.

"Credit Union Employment in the 1990's: Regional Effects of Consolidation." Midwest Economics Association Meeting, March 2003.

"State Farmland Preferential Assessment: A Comparative Study", Mid-Continental Regional Science Association Meeting, May 2003.

"Obligor Standard, Taxation, and Consumption", Midwest Economics Association Meeting, March 2002.

"IPO Location, Regional Effects & Fairness in Initial Public Offerings" with Taggart Brooks, Mid-Continental Regional Science Association Meeting, June 2, 2001.

"Life and Death in the IPO Premarket", with Taggart Brooks., Midwest Economics Association Meeting, March 31, 2001.

“The Pricing of Thrift Conversions”, with Kristen Monaco, Midwest Economics Association Meeting, March 31, 2001.

“Preserving Agricultural Land Via Property Assessment Policy and the Willingness to Pay for Land Preservation”, with Mark Skidmore, Mid-Continental Regional Science Association Meeting, June 1, 2000.

Research Experience

Co-Principle Investigator: Economic Impact of Fort Atkinson Memorial Health Services. July 2003.

Principle Investigator: City of Muskego —Big Muskego Lake/Bass Bay Lake District Survey. November 2002.

Principle Investigator: City of Muskego Census of Households—Proposed Community Recreation Center. June 2002.

Research Assistant: City of Muskego Comprehensive Plan Survey. Spring 1998.

Research Assistant, Time, Work & Family Life: A Study of School Teachers, University of Wisconsin-Milwaukee, 1998 - 1999.

Student Research:

Kevin J. Selch. An Evaluation of the Contemporaneous Response to the Publication of John Maynard Keynes' The General Theory of Employment, Interest, and Money. Proceedings of The National Conference on Undergraduate Research (NCUR) 2003

Deniss Makejenko. Game Theory, Von-Neumann Morgenstern and the Determination of Initial Public Offerings. To be presented at The National Conference on Undergraduate Research (NCUR) 2004.

Recently Quoted:

Manitowoc Herald Times Reporter, “Wal-Mart: Patterns Direct Expansion,” April 28, 2003.

WEKZ Radio, “The Economic Impact of the Iraq War,” March 28, 2003.

Teaching Experience

MBA Introductory Economics (Fall 2001)

Intermediate Microeconomics (Summer 2001, Fall 2001, Spring 2002)

MBA Business Conditions Analysis (Summer 2001)

Introduction to Microeconomics (Fall 2000, Fall 2002)

Global Perspectives (Fall 1999, Spring 2000)

Money and Banking (Spring 1996, Summer 1996, Fall 1996, Spring 1997, Spring 2002, Fall 2002, Spring 2003, Fall 2003)

Urban, Regional, and Transport Economics (Fall 2003)

Labor Problem Analysis (Spring 1999)

Economics of Discrimination (Spring 1997, Summer 1997, Fall 1997, Summer 1998, Fall 1998)

Introduction to Macroeconomics (Spring 1998, Fall 1999, Spring 2000, Spring 2003)

Introduction to Microeconomics (Fall 2002, Fall 2003)

Professional Membership

American Economics Association

Midcontinent Regional Science Association (MRSA)

Program Chair: MRSA Meetings Spring 2004—Madison Wisconsin

Referee

Contemporary Economic Policy

Economic Development Quarterly

Employment

All Employee's Credit Union
Chief Operating Officer
COO of \$13,000,000 Industrial Credit Union in Euclid Ohio
1990 to 1994

Ohio

Warner & Swasey Credit Union
Loan/Collections Manager
Supervised Lending Operations for \$7,000,000 Credit Union in Cleveland
1988 to 1990

Transamerica Financial Services
Branch Manger
Supervised Operations of Finance Company in Janesville Wisconsin
1986 to 1988

University Service
2003.

Seminar: AACSB Strategic Management Seminar, Madison June 23-25,
Assessment Committee, Department of Economics, 2002- present
Advisory Committee Draft Committee, 2002-present
Advisor, Whitewater Economics Society, 2002- present.
Irvin L. Young Professor of Entrepreneurship Selection Committee, Fall
2002.
Advisor— Undergraduate Research Grant Recipient 2002-2003
Graduate Economics Forum, Lecture Series Chair, 1996-1999.
Economics Department Graduate Recruiting Committee, 1998-1999.

Community Service

Present

Comprehensive Planning Commission: Muskego, Wisconsin, 1997-2000
Michael Vartanian College Scholarship Committee, 1994-1998, 1999-
Conservation Planning Committee: Muskego, Wisconsin, 2000-2001
St John the Baptist Armenian Church, Chairman 1994-1998, 1999-Present
Zoning Board of Appeals: Muskego Wisconsin, 2002-Present

CAROL J. NORMAND, Ed.D., CPA

EDUCATION AND CERTIFICATIONS

ED.D., NORTHERN ILLINOIS UNIVERSITY, DEKALB, IL

1998

Major: Business Education
Cognate Areas: Accounting (12 semester hours of coursework beyond MBA)
Educational Psychology
Title of Dissertation: *A Comparison of Problem Definition by Practitioner Accounting Experts and Accounting Novices in Financial Accounting*

M.B.A., NORTHERN ILLINOIS UNIVERSITY, DEKALB, IL

1991

Includes 12 semester hours of graduate accounting coursework

B.A., NORTHERN ILLINOIS UNIVERSITY, DEKALB, IL

1970

Major: English
Minor: Anthropology

CERTIFIED PUBLIC ACCOUNTANT CERTIFICATION, STATE OF ILLINOIS

1989

INTELLECTUAL CONTRIBUTIONS

JOURNAL ARTICLES (PEER REVIEWED)

- “The Posh Hairdo Salon Case”, *The Journal of Information Systems*, Fall 2003, forthcoming, with M. Walters.
- “A Century of Mergers and Acquisitions by Major US Accounting Firms”, *Accounting History*, May 2003, p. 25-60, with C.W. Wootton and C.M. Wolk
- “The Saving Power of Purchasing Cards”, *Business Officer*, July 2002, p. 62-72, with R.J. Palmer, M. Gupta, and A. Davila.
- “The Recognition and Valuation of Current Assets on the Balance Sheet in the United States, 1865-1840”, *Accounting Historians Journal*, December 2001, p. 63-108, with C.W. Wootton.
- “Meeting the Challenge: The University Accounting Program Corporate America Needs”, *Management Accounting Quarterly*, Winter 2001, p. 4-13, with R. Bennett and C.W. Cummings.

Contributions to Books

- “Measuring the Problem-Defining Ability of Accounting Students”, *Advances in Accounting Education Volume 4* (B.N. Schwartz and J.E. Ketz, Eds), NY: Elsevier Science, 2002, p. 139-167, with R.E. Baker.
- “Accounting: Historical Perspectives”, *Encyclopedia of Business and Finance* (A.M. Marion, Ed), NY: Macmillan Reference, October 2000, p. 9-13, with C.W. Wootton.

PRESENTATIONS

International Conferences

“A Century of Mergers and Acquisitions by Major US Accounting Firms”, Ninth World Congress of Accounting Historians, Melbourne, Australia, July 30-August 2 2002, with C.W. Wootton and C.M. Wolk.*

National Conferences

“Omni Furniture Company: A Systems Development Life Cycle Case”, American Accounting Association Information Systems Section Mid-Year Meeting, Clearwater, FL, January 2004, with D. Sinason *

“The Posh Hairdo Salon Case”, American Accounting Association Information Systems Section Mid-Year Meeting, San Diego, CA, January 2003, with M. Walters. *

“Measuring the Problem-Defining Ability of Accounting Students”, American Accounting Association Annual Conference, Philadelphia, PA, August 2000, with R.E. Baker.

“Teaching Problem Solving In Accounting Courses Using A Generic Problem-Solving Model”, American Accounting Association Annual Conference, Philadelphia, PA, August 2000, with L.W. Dudley.

Regional Conferences

“Hiring Criteria for Accounting Positions: What Organizations are Requiring”, American Accounting Association Midwest Regional Meeting, Kansas City, MO, April 2004, with R. Cummings

“A Comparison of Hiring Criteria: Newspaper Advertisements and Internet Position Announcements”, North American Accounting Society Meeting, Chicago, Illinois, March 2004, with R. Cummings.

“Accounting and Governmental Efficiency: A Classroom Case on the Stewardship of Public Resources”, American Accounting Association Midwest Regional Meeting, St. Louis, MO, April 2003, with T. Mills and R.J. Palmer.

“Accounting Practices and Reports of The Northwestern Sanitary Commission, 1861-1865”, American Accounting Association Midwest Regional Meeting, St. Louis, MO, April 2003, with C.W. Wootton.

“ABC Furniture Company: A System Development Life Cycle Case Study”, American Accounting Association Midwest Regional Meeting, Milwaukee, WI, April 2002, with D. Sinason.

“The Recognition and Valuation of Current Assets on the Balance Sheet in the United States, 1865-1940”, American Accounting Association Midwest Regional Meeting, St. Louis, MO, April 2001, with C.W. Wootton.

“Teaching Problem Solving In Accounting Courses Using A Generic Problem-Solving Model”, American Accounting Association Midwest Meeting, St. Louis, MO, April 2001, with L.W. Dudley.

“Measuring the Problem-Defining Ability of Accounting Students”, American Accounting Association Midwest Meeting, Indianapolis, IN, April 2000, with R.E. Baker.

“The Valuation and Reporting of Receivables in the United States, 1865-1935”, American Accounting Association Mid-Atlantic Regional Meeting, Wilmington, Delaware, March 2000, with C.W. Wootton.

Papers Being Revised

“Omni Furniture Company: A Systems Development Life Cycle Case” with D. Sinason. Submitted to *Journal of Information Systems*; asked to revise and resubmit. Will resubmit March 2004.

“Hiring Criteria for Accounting Positions: What Organizations are Requiring” with R. Cummings. Submitted to *Advances in Accounting Education*; asked to revise and resubmit. Will resubmit April 2004.

“Accounting and Governmental Efficiency: A Classroom Case on the Stewardship of Public Resources”, with T. Mills and R.J. Palmer. Will submit to *Journal of Education for Business*, February 2004

“Accounting Practices and Reports of The Northwestern Sanitary Commission, 1861-1865” with C.W. Wootton. Will submit to *Accounting Historian Journal* by July 2004.*

PROFESSIONAL DEVELOPMENT ACTIVITIES

CONFERENCES AND MEETINGS

January 2004 Meeting,	American Accounting Association Information Systems Section Mid-Year Meeting, Clearwater, FL
August 2003	Certified Fraud Examiners Association Annual Meeting, Chicago, IL
April 2003	American Accounting Association Midwest Regional Meeting, St. Louis, MO
January 2003 Meeting,	American Accounting Association Information Systems Section Mid-Year Meeting, San Diego, CA
April 2002 WI	American Accounting Association Midwest Regional Meeting, Milwaukee, WI
January 2002	American Accounting Association Information Systems Section Mid-Year Meeting, Orlando, FL
August 2001	American Accounting Association Annual Meeting, Atlanta, GA

June 2001 Francisco, CA	B2B E-Commerce Conference, University of California Berkeley, San Francisco, CA
February 2001	Accounting Information Systems Research Symposium, Scottsdale, AZ
January 2001 Savannah, GA	American Accounting Association Management Accounting Conference, Savannah, GA
December 2000	Federated Schools of Accountancy Annual Meeting, San Antonio, TX
August 2000	American Accounting Association Annual Meeting, Philadelphia, PA
April 2000 IN	American Accounting Association Midwest Regional Meeting, Indianapolis, IN
February 2000 College	Second Annual Illinois Accounting Exchange, John Wiley & Sons and of DuPage, Wheaton, IL
August 1999	American Accounting Association National Conference, San Diego, CA
February 1999	AACSB Outcome Assessment Seminar, Clearwater Beach, FL
October 1998	Illinois Accounting Educators Conference, Decatur, IL
September 1998	AACSB Continuous Improvement Seminar, Dallas, TX

WORKSHOPS AND SEMINARS

Fall 2003	“Writing Across the Curriculum”, Learn Center Book Club, UW - Whitewater
August 2003	Business Technology Solutions Show, Illinois CPA Society, Rosemont, IL
July 2003	Title III Faculty Technology Workshop
April 2003	“Grant Writing”, The First Year Program, UW - Whitewater
March 2003 Whitewater	“Scholarship and Creative Activity”, The First Year Program, UW - Whitewater
February 2003	“Academic Assessment”, The First Year Program, UW - Whitewater
November 2002	“Evaluation & Grading”, The First Year Program, UW - Whitewater
October 2002	“Instruction & Student Learning”, The First Year Program, UW - Whitewater
September 2002	“The Purple Book”, The First Year Program, UW - Whitewater
August 2002	“Reflective College Teaching”, The First Year Program, UW - Whitewater
August 2002	“The Students”, The First Year Program, UW - Whitewater
August 2002	Business Technology Solutions Show, Illinois CPA Society, Rosemont, IL
November 2001 Internal	Audit and Control Considerations in Electronic Commerce, Institute of Auditors, Decatur, IL
October 2001	The E-Business Revolution in Central Illinois, Charleston, IL
August 2001 Atlanta, GA	Two workshops at American Accounting Association Annual Meeting, - E-Commerce: Emerging Issues/Impact on Accounting - Introduction to XBRL
June 2001	E-Commerce Basics Workshop at B2B E-Commerce Conference, University of California Berkeley, San Francisco, CA
November 2000	Teaching Applied Professional Research Seminar, Champaign, IL

ACADEMIC SERVICE ACTIVITIES

EDITORIAL ACTIVITIES

November 2003	Paper Reviewer, <i>Journal of Accounting Education</i>
November 2003 Meeting	Paper Reviewer, American Accounting Association Midwest Regional Meeting
December 2002	Paper Reviewer, <i>Journal of Accounting Education</i>

October 2000, 1999 Paper Reviewer, American Accounting Association Midwest Regional Meeting

PROFESSIONAL ORGANIZATION ACTIVITIES

Fall 2003 Member of American Accounting Association Information Systems Section Initiative
for Education Issues Committee

DEPARTMENT, COLLEGE, AND UNIVERSITY SERVICE ACTIVITIES

Sept 2003 – May 2004 College of Business and Economics Participation Standards Committee for academic year, Accounting Department representative, UW - Whitewater
Spring 2003 College of Business and Economics representative on Writing Across the Curriculum, Ad Hoc Committee
Sept 2002 – Present Accounting Department Library Liaison, UW- Whitewater
Aug 1999 – May 2002 Accountancy Assessment Committee, EIU, member
Fall 1998 Accounting Educational Objectives Sub-Committee, EIU, member
1995 - 1996 NIU College of Business Strategic Planning Subgroup: Student Recruitment and retention, member School Service Position
Aug 99 - Aug 01 Accounting Unit Coordinator. Coordinated activities for accounting unit. EIU

AWARDS

June 2004 – May 2005 Wisconsin Teaching Fellow from the UW - Whitewater campus
April 2003 College of Business and Economics 2003-2004 Ultragrant, University of Wisconsin – Whitewater
January 2003 College of Business and Economics 2002-2003 Minigrant, University of Wisconsin – Whitewater
June 2002 “The Recognition and Valuation of Current Assets on the Balance sheet in the United States, 1865-1840”, *Accounting Historians Journal*, December 2001, p. 63- 108, with C.W. Wootton. Voted a Commendation for Excellence by the editorial board of the Accounting Historians Journal. Received a stipend with the award.

PROFESSIONAL EXPERIENCE

DEPARTMENT OF ACCOUNTING

UNIVERSITY OF WISCONSIN – WHITEWATER, WHITEWATER, WI

Assistant Professor (tenure track)

2002 – Present

- Developed new forensic accounting materials for the graduate level advanced auditing course.
- Significantly revised and teach the required accounting information system course at the graduate and undergraduate level.
- Taught the MBA managerial principles course in the Spring 2003 semester

NOVA SOLUTIONS, EFFINGHAM, IL

Faculty Internship

Summer 2000

- Worked with company management to establish a system designed to count all categories of inventory on a cyclical basis.
- Developed all necessary documentation to implement and maintain the inventory cycle count system.

SCHOOL OF BUSINESS

EASTERN ILLINOIS UNIVERSITY, CHARLESTON, IL

Assistant Professor (non-tenure track)

1999 – 2002

- Teaching Responsibilities
 - Taught both principle courses, managerial/cost, and accounting information systems
- AACSB Accountancy Accreditation Coordinator Responsibilities
 - Developed materials necessary for AACSB accounting accreditation initiative.
 - Kept accountancy records up to date.
- Accountancy Discipline Unit Coordinator Responsibilities (August 1999 to August 2001)
 - Coordinated activities of accounting unit.
 - Interacted with School of Business Chair and Associate Chair as needed.
 - Acted as liaison between advising staff and accountancy faculty.
 - Developed agenda and convened meetings as needed for the accountancy unit.
- AACSB Accreditation Responsibilities
 - Collected information about the EIU accountancy program
 - Met with appropriate School of Business staff to ensure that the accountancy report interfaced with the School of Business Self-Evaluation Report.
 - Helped to organize and write two volumes for the Accountancy Self-Evaluation Report.

Instructor

1998 - 1999

- Teaching Responsibilities
 - Taught financial accounting principles and introduction to computer applications in business course.

DEPARTMENT OF ACCOUNTANCY

NORTHERN ILLINOIS UNIVERSITY, DEKALB, IL

Undergraduate Academic Advisor/Assistant to the Department Chair

1991 – 1998

- Teaching Responsibilities
 - Taught a sophomore-level survey of accounting principles course to non-business majors for three semesters. Selected text and developed two case studies for the course.
 - Supervised two graduate teaching assistants teaching the survey of accounting principles course to 160 students one semester. Developed course syllabus and wrote tests.
- Administrative Responsibilities
 - Designed and maintained computerized systems that tracked student applications, enrollment data, and retention statistics. Provided reports to several department committees.
 - Coordinated administrative changes necessitated by substantial revisions to the undergraduate accountancy program and department admission policies through close cooperation with the College of Business Office of Undergraduate Studies and the Office of Admissions.
- Special Projects
 - Organized an annual symposium for community college accounting educators.
 - Began the development of, with other team members, a graduate and undergraduate outcomes assessment plan for the Department of Accountancy.
 - Supervised the writing of 500 pages of documentation for the AACSB reaccreditation of the department and participated in meetings with the review team during their campus visit.

DEPARTMENT OF ACCOUNTANCY

NORTHERN ILLINOIS UNIVERSITY, DEKALB, IL (CONTINUED)

Undergraduate Academic Advisor/Assistant to the Department Chair

1991 – 1998

- Student Advising Responsibilities

- Developed and distributed undergraduate advising materials that assisted 750+ accountancy majors develop programs of study that met their academic goals.
- Met with upper-division accountancy majors individually and in groups to discuss their plans of study.
- Met with lower-division accountancy majors individually and in groups to discuss requirements to enroll in junior and senior level accountancy courses.
- Evaluated approximately 350 applications per year from students requesting permission to enroll in upper-division accountancy courses and communicated the results to the students.
- Supervised the activities of a part-time assistant advisor.

Graduate Teaching Assistant

1989 - 1991

- Taught the financial accounting principles course two times and the cost management principle course three times.

ROCK VALLEY COMPUTERS, ROCKFORD, IL

STAFF ACCOUNTANT

1987 - 1989

- Maintained financial records, completed required government forms, and created necessary reports.
- Created a chart of accounts and helped to install a new computerized accounting system.
- Answered customer accounting questions regarding accounting software packages.

MCGLADREY HENDRICKSON, ROCKFORD, IL

Tax Technician

1987 - 1988

- Prepared IRS forms for trusts, partnerships and individuals with varying degrees of complexity.

SALT CREEK COUNCIL, CAMP FIRE, LAGRANGE, IL

District Director

1971 - 1976

- Advised a variety of adult volunteer committees in the five districts of the council.
- Developed and conducted leadership training workshops for adults involved in the Camp Fire program. Directed the council's annual six-week summer day camp program that was attended by over 100 girls and twenty adults each week. Hired and trained a staff of seven.
- Developed public relations materials describing the activities and benefits of the Camp Fire program.
- Maintained the financial records of the day camp program under the direction of an accountant.

PROFESSIONAL AFFILIATIONS

1991 - Present	American Accounting Association
2000 - Present	Institute of Management Accountants
2003 - Present	Certified Fraud Examiners Association
2001 - 2004	Illinois CPA Society
2004	Wisconsin CPA Society

K. PRAVEEN PARBOTEEAH

1199 E. Bluff Rd, Apt. 201

Whitewater, WI 53190

(230) 472-0947

Email: parbotek@mail.uww.edu

EDUCATION

- Ph.D.* International Management/Organizational Behavior
Washington State University, August 1999
Dissertation Advisor: John B. Cullen
Dissertation Title: “*Do Social Institutions and National Culture Affect Work Centrality and Work Outcomes? A Study of 27 Countries*”
- M.B.A.* California State University, 1994
- B.Sc. (Honors)* Management
University of Mauritius, 1992

ACADEMIC EXPERIENCE

- 2000 – Present **Assistant Professor**, University of Wisconsin – Whitewater
- 1999-2000 **Assistant Professor**, Washington State University
- 1998-1999 **Instructor**, Washington State University
- 1994-1998 **Teaching Assistant**, Washington State University
- 1992-1993 **Teaching Associate**, California State University – Chico
Research Assistant, California State University - Chico

WORK AND OTHER EXPERIENCE

- 1990 – 1991 **Production Manager**, Bonair Knitwear – Mauritius
- 1989-1990 **Production Trainee**, Cotton Club Co. Ltd. – Mauritius
- 1988-1989 **Consultant**, Peat Marwick, KPMG - Mauritius

ARTICLES

- Parboteeah, K.P., and Cullen, J.B. 2003. Social Institutions and Work Centrality: Explorations Beyond National Culture. Organization Science, 14: 137-148.
- Cullen, J.B., Parboteeah, K.P., and Victor, B. 2003. The effects of Ethical Climates on Organizational Commitment: A two-study analysis. Journal of Business Ethics, 46: 127-141.
- Hoegl, M., and Parboteeah, K.P. 2003. Goal-setting and the performance of innovation teams: on the moderating role of teamwork quality. Small Group Research, 34: 3-19.
- Hoegl, M., Parboteeah, K.P., and Gemuenden, H.G. 2003. When teamwork really matters: Task innovativeness as a moderator of the teamwork-performance relationship in software development projects. Journal of Engineering and Technology Management, 20, 4: 281-302.
- Cullen, J.B., Parboteeah, K.P., and Hoegl, M. Forthcoming. Cross-national differences in managers' willingness to justify ethically suspect behaviors: A test of institutional anomie theory. Academy of Management Journal.*
- Hoegl, M., Parboteeah, K.P., and Munson, C. Forthcoming. Team-level antecedents of team members' network building in innovation projects. Decision Sciences.
- Parboteeah, K.P., Hoegl, M., & Cullen, J.B. Forthcoming. Differences in cross-cultural controversial and illegal behaviors: A social institutions approach. International Journal of Comparative Sociology.
- Parboteeah, K.P. 2000. Corporate Entrepreneurship: Toward A Process Model. Academy of Entrepreneurship Journal, 6: 27-46.

BOOKS/OTHER

- Cullen, J.B. and Parboteeah, K.P. 2004 (Third Edition). Multinational Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.
- Parboteeah, K.P. 2004. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.
- Parboteeah, K.P., and Cullen, J.B. 2003. Ethical climates and workplace spirituality: An exploratory examination of theoretical links. In Giacalone, R.A. and Jurkiewicz, C.L. (Eds), Handbook of Workplace Spirituality: 137-151. Armonk, NY: M.E. Sharpe Publisher.

Hoegl, M. and Parboteeah, K.P. Winter 2002. Team-level antecedents of team members' network building in innovation projects. Organizational Development and Change Division Newsletter, Academy of Management.

Parboteeah, K.P. 2001. Student Electronic Study Tools for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P. 2001. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

Parboteeah, K.P., and Cullen, J.B. 1998. Instructor's Manual for International Management: A Strategic Approach. Cincinnati, OH: Southwestern Publishing.

PAPERS UNDER REVIEW AND IN PROGRESS

Parboteeah, K.P., Lim, L., and Cullen, J.B. Formal voluntary behaviors: A cross-national test. Under third review at Journal of World Business.

Hoegl, M. and Parboteeah, K.P. Creativity-relevant skills and the task performance of innovation teams: How teamwork matters. Under second review at Journal of Management.

Parboteeah, K.P., and Cullen, J.B. National differences in values of work outcomes: The effects of social institutions in 27 nations. Under review at American Sociological Review.

Parboteeah, K.P., Cullen, J.B., Victor, B. and Sakano, T. Does National Culture Affect the Development of Ethical Climates? A Comparison of US and Japanese Accountants. Under review at Journal of Business Ethics.

Parboteeah, K.P., Hoegl, M., and Styborski, R. How effective are professional development methods? An investigation of an R&D unit in an information technology company. Under review at the IEEE Transactions on Engineering Management.

Parboteeah, K.P., Bronson, J., and Cullen, J.B. Convergence versus divergence: A comparison of managers and workers. Under review at International Journal of Cross-cultural Management.

Hoegl, M. and Parboteeah, K.P. Autonomy and teamwork in innovative projects. Under review at Human Resource Management.

Hoegl, M. and Parboteeah, K.P. Team reflexivity in innovative projects. Under review at

Journal of Product and Innovation Management.

Parboteeah, K.P., Hoegl, M. and Cullen, J.B. Gender role expectations: A cross-national study. In Progress.

Parboteeah, K.P., Parboteeah, D.V. and Cullen, J.B. Tolerance for technology and Internet usage: A Country Institutional Profile Framework. In Progress.

PAPER PRESENTATIONS AND PROCEEDINGS

Parboteeah, K.P., Lim, L., & Cullen, J.B. 2003. Who has time? Towards an integrated cross-national approach of voluntary Behaviors. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Parboteeah, K.P. & Hoegl, M. 2003. Gender role expectations: A cross-national study. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Hoegl, M. and Parboteeah, K.P. 2003. Creativity- relevant Skills and the task performance of innovation teams: How teamwork matters. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Parboteeah, K.P., Hoegl, M., and Styborski, R. 2003. How effective are professional development methods? An investigation of an R&D unit in an information technology company. Paper presented at the 2003 Western Academy of Management Meetings, Palm Springs, CA.

Parboteeah, K.P., Bronson, J., & Cullen, J.B. 2003. Convergence versus divergence: A comparison of managers and workers. Paper presented at the 2003 Western Academy of Management Meetings, Palm Springs, CA.

Hoegl, M., and Parboteeah, K.P. 2002. Team-level antecedents of team members' network building in innovation projects. Paper presented at the 2002 Academy of Management Meetings in Denver, CO. Selected as Best Paper Related to Practice in the Organization, Development and Change Division.

Parboteeah, K.P. and Cullen, J.B. 2002. Justifications to commit unethical behaviors among managers: A social institutions approach. Paper presented and selected as Conference Best Papers at the 2002 Academy of Management Meetings in Denver, CO.

Parboteeah, K.P. and Cullen, J.B. 2002. Does national culture affect work centrality and

work values? A cross-national study. Paper presented at and included in proceedings of the 2002 American Society of Business and Behavioral Sciences Ninth Annual Meeting, Las Vegas, Nevada.

Parboteeah, K.P., Bronson, J., and Cullen, J.B. 2001. Does national culture affect intentions to commit unethical behaviors? Paper presented at the 2001 Academy of Management Meetings in Washington, D.C.

Parboteeah, K.P., Hoegl, M., and Cullen, J.B. 2001. Unethical and deviant behaviors: Evidence from a cross-national study. Paper presented at the 2001 Academy of Management Meetings in Washington, D.C.

Parboteeah, K.P. and Cullen, J.B. 2000. Social institutions and choice of work outcomes: A 27 nation study. Paper presented and included in proceedings at the International Conference on Comparative Management, Kaohsiung, Taiwan.

Parboteeah, K.P. and Cullen, J.B. 2000. Do social Institutions affect work centrality? A study of 27 nations. Academy of Management Proceedings.

Parboteeah, K.P., Cullen, J.B., Victor, B. and Sakano, T. 1997. Does National Culture Affect the Development of Ethical Climates? A Comparison of US and Japanese Accountants. Academy of Management Proceedings, 568.

GRANTS, HONORS, AND SCHOLARSHIPS

October 2003 **UW-Whitewater Department of Management**
Department of Management nominee for College of Business & Economics Teacher Award

February 2003 **UW-Whitewater College of Business**
Research grant recipient

December 2002 **Invitation to become a University of Wisconsin – Whitewater ‘Master Teacher’**
Nominated and accepted nomination to act as a campus-wide teaching mentor for other UW-W teachers

September 2002 **UW-Whitewater College of Business Distance Education Committee Grant**
\$2000 grant to develop Online MBA Business Ethics course

August 2002 **Academy of Management, Best Paper Award**

Best paper related to practice in the Organization, Change and Development Division

March 2002 **Who's Who Among America's Teachers**
Included in the 2002 *Who's Who Among America's Teachers*

September 2001 University of Wisconsin – Whitewater Teaching Scholar
Competitively selected as a University of Wisconsin – Whitewater Teaching Scholar

June 2001 **Center for International Business Education and Research
(U.S. Department of Education)**
Grant award to attend University of Memphis 2001
Globalization Seminars.

August 1997 **Washington State University Graduate School**
Recipient of travel grant.

CLASSES TAUGHT AND RATINGS

Graduate (MBA)

Building Organizational Effectiveness (Organization Theory)
Organization Design
Social Responsibility of Business (Business Ethics) (In class and online)
International Management (In class and online)

Undergraduate

Introduction to Management

Business Policy and Strategy

Organizational Behavior
International Management

Teacher Evaluations

Ratings of 4.28 to 4.67 on 5 pts scale for past three years
as Assistant Professor at University of Wisconsin - Whitewater

RESEARCH INTERESTS

- International theme - Developing and testing alternative models based on social institutions to explain cross-national differences in the meaning of working and other work related variables; understanding cross-national differences in company strategy
- Social issues in management – Ethics, ethical behaviors and climates, spirituality and voluntary behaviors
- Technology and innovation management - Team work, team work quality concept, innovative projects, and networks

OTHER ABILITIES, ACHIEVEMENTS AND EXPERIENCES

- Consultant – Japanese Ministry of Finance, Peat Marwick KPMG. Topic: Human Resource Practices in the Mauritian private sector, corporate ethics.
- Ad-hoc reviewer for Academy of Management Journal, Strategic Management Journal and Journal of Business Venturing.
- Member of the Phi Kappa Phi and Beta Gamma Sigma Honor Societies.
- Trilingual - English, French, and Creole.

SERVICE

- Faculty advisor to Sigma Iota Epsilon Honor society, UW – Whitewater (2000-2003)
- Faculty advisor to the Society for Advancement of Management, UW -Whitewater (2000-2003)
- Department Search and Screen Committee, UW – Whitewater (Fall 2000; Fall 2002)
- Teaching Enhancement Committee, UW-Whitewater (2001-2002; 2002-2003)
- College of Business Research Committee, UW-Whitewater (2001-2002)
- Kemper Scholarship Award Committee, UW – Whitewater (2001-2002; 2002-2003)

LINDA ANN REID

112 South Church Street, Elkhorn, Wisconsin 53121 ~ Email: reidl@uww.edu
Telephone: 262-472-5458 (days) ~ 262-743-1743 (evenings)

EMPLOYMENT HISTORY

8/03 to Present - *Assistant Professor of Law*

University of Wisconsin-Whitewater, Whitewater, Wisconsin
College of Business and Economics, Department of Finance and Business Law

5/01 to 5/03 - *Lecturer/Director of Career Planning and Placement*

University of Arkansas School of Law, Fayetteville, Arkansas

12/95 to 5/01 - *Elbow Law Clerk*

United States Bankruptcy Court, Western District of Arkansas, Fayetteville, Arkansas

1995 - *Associate Attorney*

Stockland & Trantham, P.A., Fayetteville, Arkansas

1994 to 1995 - *Law Clerk*

Office of the General Counsel, University of Arkansas, Fayetteville, Arkansas

1993 to 1995 - *Westlaw Student Representative*

West Publishing Company, Egan, Minnesota

1984 to 1992 - *Private Investigator, Police Officer, Juvenile Detention Officer*

Waukesha, Wisconsin

EDUCATIONAL HISTORY

Juris Doctorate, University of Arkansas School of Law, Fayetteville, Arkansas, 1995, *magna cum laude*, Research Editor of Arkansas Law Review 1994-1995.

Bachelor of Science, Mount Senario College, Ladysmith, Wisconsin, 1987, *magna cum laude*, criminal justice major and psychology minor.

Associate of Science, Waukesha County Technical College, Waukesha, Wisconsin, 1985, *magna cum laude*, police science.

Memberships:

American Bar Association - Member
Arkansas Bar Association - Member

Publications:

Arkansas Bar Association Arkansas Bankruptcy Handbook, *Chapter One -- Bankruptcy Courts and Practice (pending publication by the Arkansas Bar Association)*.

Feature, *Bankruptcy Reform Legislation - The Good, the Bad, and the Unknown*, 36 Ark. Law. 17, Fall 2001.

Case Note, *Crockett and Brown, P.A. v Courson: Determining the Fee of an Attorney Discharged "For Cause"*, 725 Ark. L. Rev. 1994.

Presentations and Invited Addresses:

"Collection Law for the Health Care Industry in Arkansas" Lorman Education Services Seminar, Little Rock, Arkansas, August 15, 2001 and April 13, 2000.

"Employment Benefit Plans" Fifth Annual Mid-South Conference on Bankruptcy Law, Memphis, Tennessee, March 5, 1999.

"Bankruptcy Research on the Internet" Debtor/Creditor Bar of Central Arkansas, Little Rock, Arkansas, October 28, 1998.

"Domestic Relations Problems in Bankruptcy Cases" Arkansas Legal Services Programs, Fort Smith, Arkansas, April 22, 1998.

"Bankruptcy for the General Practitioner" United States Bankruptcy Court Seminar, Fayetteville, Arkansas, April 25, 1997.

LOUISE TOURIGNY

CURRICULUM VITAE

University address:

University of Wisconsin-Whitewater
College of Business and Economics
Department of Management
800 West Main Street
Whitewater, WI 53190-1790

Tel: (608) 754-6683 (Home)
Tel: (262) 472-5735 (Office)

Home address:

304 Mohawk Road
Janesville, WI 53545

Fax: (262) 472-4863
E-mail: tourignl@uww.edu

Teaching areas: Organizational Behavior, Leadership in Management, Building Effective Organization, Organization Design, Organization Theory and Design, International Management, Cross-cultural Management, Human Relations and Communication, Group Effectiveness, and Research Methods.

Research interests: Leadership, Ethics, Stakeholder Theory, Motivation, Work Values, Stress, Burnout, Depression, Coping, Absence, Turnover, Emotional Labor, and Performance Appraisal.

Education

- 2002 Ph.D. in Administration
Concordia University (AACSB accredited)
Department of Management, Montreal, Quebec, Canada.
- 1994 Master of Science (M.Sc.) in Management Sciences,
École des Hautes Études Commerciales, Montreal, Quebec, Canada.
- 1991 Bachelor of Science (B.Sc.) in Management Sciences and Accounting,
École des Hautes Études Commerciales, Montreal, Quebec, Canada.

Work Experience

- 2001-present Assistant Professor, University of Wisconsin at Whitewater
- 2000-2001 Part-time Lecturer, McGill University
- 1998-2000 Part-time Lecturer, École des Hautes Études Commerciales
- 1996-2000 Part-time Lecturer, Concordia University
- 1993-2000 Research Assistant, Concordia University
- 1992 Part-time Lecturer, École des Hautes Études Commerciales
- 1990-1992 Teaching assistant, École des Hautes Études Commerciales and Université de Montréal, *Financial accounting and management control*

Publications in refereed journals and manuscripts under review

Tourigny, L., Baba, V.V., & Lituchy, T. (*under review*). Job Burnout among Airline Employees in Japan: A Study of the Buffering Effects of Absence and Supervisory Support. *International Journal of Cross Cultural Management*.

Tourigny, L., Dougan, W.L., Washbush, J., & Clements, C. (2003). Explaining Executive Integrity: Governance, Charisma, Personality, and Agency. *Management Decision*, 41: 1035-1049.

Baba, V.V., Tourigny, L., & Lituchy, T. (1999). Work and Depression: A Study of Nurses in Japan. *Japanese Journal of Mental Health Sociology*, Vol. 5, October, 53-77.

Baba, V.V., Jamal, M., & Tourigny, L. (1998). Work and Mental Health: A Decade in Canadian Research. *Canadian Psychology*, Vol. 39, 94-107.

Ouimet, G., & Tourigny, L. (1997). Étude du lien entre le leadership transformationnel des infirmiers(ières)-chefs et l'effort supplémentaire du personnel soignant. *The Canadian Journal of Nursing Research*, Vol. 29, 79-91.

Publications in referred proceedings

Tourigny, L., & Johns, G. (2002). Servant-leadership: The ethical dimensions of leadership. Proceedings of the *International Society for the Study of Work and Organizational Values*, Warsaw, Poland, June 2002.

Tourigny, L., Baba, V.V., & Lituchy, T. (2002). Stress, burnout and depression among employees in the Japanese airline industry. Proceedings of the *International Society for the Study of Work and Organizational Values*, Warsaw, Poland, June 2002.

Tourigny, L. (2000). Altruistic and power motives in presidential foreign policy. Proceedings of the *International Society for the Study of Work and Organizational Values*, Jerusalem, June 27.

Tourigny, L. (1999). Servant-leadership: A study of the ethical dimensions of leadership. In the Proceedings of the *Symposium on Ethical Leadership in Organizations*, McGill University, Faculty of Management, May 27.

Tourigny, L. & Ashforth, B.E. (1996). Moral values and identities as motivators of organizational citizenship behavior in the intelligent organization. Proceedings of the *Fifth International Conference on Work Values and Behavior of the International Society for the Study of Work and Organizational Values*, 234-245. Montreal, Quebec, Canada, August, 1996.

Tourigny, L. & Ashforth, B. E. (1996). Covenantal relationships in intelligent organizations: Toward a new conceptualization of organizational citizenship behavior. Proceedings of the Organizational Behavior Division of the *Administrative Sciences Association of Canada*, 17 (5), 149-158. Montreal, Quebec, Canada, May, 1996.

Tourigny, L. & Ouimet, G. (1996). Étude de la motivation à poursuivre des études universitaires chez les baby-boomers et les baby-busters et des incidences possibles pour la gestion. Proceedings of the Organizational Behavior Division of the *Administrative Sciences Association of Canada*, 17 (5), 159-169. Montreal, Quebec, Canada, May, 1996.

Ashforth, B.E. & Tourigny, L. (1995). Attributional styles in work settings. Proceedings of the Organizational Behavior Division of the *Administrative Sciences Association of Canada*, 16 (5), 1-10. (*Best Paper Award*). Windsor, Ontario, Canada, May, 1995.

tourigny, L. & Ouimet, G. (1995). Leadership transformationnel et crédibilité des infirmières-chefs. Proceedings of the 6th Annual Congress of the *Association Latine pour l'Analyse des Systèmes de Santé*, 203-208. Montreal, Quebec, Canada, May 1995.

Conferences and poster sessions

Dougan, W.L., & Tourigny, L. (*accepted for presentation*). Inducing Faith: How Novice and Nascent Entrepreneurs Can Convince Reluctant Stakeholders. The 18th Annual National Conference of the United States Association for Small Business and Entrepreneurship, Dallas, Texas. January, 2004.

Tourigny, L., Baba, V.V., & Lituchy, T. (2003). Job burnout: Absence and supervisory support as coping strategies among airline employees in Japan. *Academy of Management*, Seattle, August 4, 2003.

Tourigny, L., Baba, V.V., & Lituchy, T. (2003). Job scope, decision latitude and job burnout: An empirical investigation among airline employees in Japan. *The Association of Japanese Business Studies*, Montreal, Canada, June 5-8, 2003.

Tourigny, L., & Johns, G. (2002). Servant-leadership: A study of American presidents. *International Leadership Association, James McGregor Burns Academy of Leadership*, Seattle, November 15, 2002.

Tourigny, L., Baba, V.V., & Lituchy, T.R. (2002). Occupational mental health: A study of antecedents and consequences among Japanese workers, *International Sociological Association, World Congress of Sociology*. Brisbane, Australia, July 8, 2002.

Baba, V.V., Tourigny, L., Jamal, M., & Lituchy, T. (2001). Occupational Mental Health Theory, Model and a Test: A Study of Nurses in Japan. Symposium: International Perspective on Stress and Coping. *Academy of Management*, August 2001, Washington, D.C.

Tourigny, L. (2001). Servant-leadership. *Center for Leadership Studies of the State University of New York at Binghamton*, June 1, 2001.

Tourigny, L. (2000). Servant-leadership: A study of American presidents. Poster session presented at the *International Leadership Association, James McGregor Burns Academy of Leadership*, Toronto, November 5, 2000.

Lituchy, T.R., Baba, V.V., Tourigny, L., & Takaishi, K. (2000). Occupational mental health: Replication and extension of a model among nurses in Japan. Poster session presented at the 26th *International Congress on Occupational Health*, Singapore. August 27 – September 1, 2000.

Tourigny, L. (1999). Charismatic leadership, altruism and rated performance: A study of American presidents. Presentation at the 60th *Annual convention of the Canadian Psychological Association*, Halifax, Nova Scotia, Canada. May 21, 1999.

Tourigny, L. (1996). Minority groups contribution to the innovation process in organizations: A bottom-up approach. Presentation at the *XXVI International Congress of Psychology*, Montreal, Quebec, Canada. August, 1996.

Tourigny, L. & Ouimet, G. (1996). From integrative bureaucratic structures to social participation: How covenantal relationships can foster citizenship behavior in health care organizations. Presentation at the *9th Congress of the International Association of Health Policy*, Montreal, Quebec, Canada. June, 1996.

Conference chair and discussant

Academy of Management, Seattle, WA, August 5, 2003. Chair and discussant for a session of the Organizational Behavior Division: Justice, Attribution Theory, and Self-Serving Bias.

Association of Japanese Business Studies Conference, Montreal, Canada, June 2003. Panel discussant: "Women and Business in Japan". Speech delivered in presence of the Consul General of Japan to Montreal, Canada.

Professional Training and Meetings

Harvard University (2003). *The Art and Practice of Leadership Development* at the John F. Kennedy School of Government, Executive Programs.

CIBER (2002). *Globalization Seminars*, Wang Center for International Business, The University of Memphis, Tennessee, June 6-9, 2002.

Naidu, G.M., & Tourigny, L. (2001). Global Business Resource Center (GBRC) at Whitewater. *Project directors' meeting*, U.S. Department of Education, Tampa, Florida, October 25-27, 2001.

Academic presentations

Kapp, A., & Tourigny, L. (2002). The effects of transformational leadership, occupational stress, and safety climate on work-related injuries and illnesses: An empirical investigation in the construction industry. *The Socratic Meeting Series*, University of Wisconsin-Whitewater, Management Department, October 21, 2002.

Baba, V.V., Jamal, M., & Tourigny, L. (2001). Work and mental health IV: A decade in Canadian research. Faculty Research Seminar, Department of Management Studies, *The University of West Indies*, St. Augustine, Trinidad.

Baba, V.V., Jamal, M., & Tourigny, L. (1999). Antecedents and consequences of stress at work: The Canadian experience. Department of Management, *Saint Mary's University*, Halifax, Nova Scotia, Canada. Spring 1999.

Baba, V.V., Jamal, M., & Tourigny, L. (1999). Work and mental health in Canada. Department of Management, *Concordia University*, Winter 1999.

Tourigny, L. (1998). Perspectives on research. *Doctoral Consortium, Administrative Sciences Association of Canada*. Saskatoon, Saskatchewan, Canada. May, 30, 1998.

Book review

Tourigny, L. (*accepted for publication*). The Future of Corporate Globalization: From the Extended Order to the Global Village Edited by: Jeremiah J. Sullivan, Westport, CT: Quorum Books, 2002. *Journal of Global Business (up coming issue)*.

Tourigny, L. (2003). Developing Global Business Leaders: Policies, Processes, and Innovations Edited by Mark E. Mendenhall, Torsten M. Kühlmann, and Günter K. Stahl. Quorum Books, Westport, CT, 2001. *Journal of Global Business, 27*: 85-87.

Grants, Scholarships and Awards

- Grant from the U.S. Department of Education- Co-director with Dr. G.M. Naidu 2002-2004 (\$80,000)
- Diversity Award (\$5,000) from the Office of the Provost, UW-Whitewater, 2003
- Award (\$500) from the Research Committee of the College of Business & Economics, UW-Whitewater
- Center for International Business Education and Research (CIBER), Scholarship 2002 Globalization Seminars-University of Memphis (\$500)
- Concordia University Internal Grant for Dissertation- 1999-2000
- Administrative Sciences Association of Canada – Organizational Behavior Division: Best Paper Award, 1995
- Social Sciences and Humanities Research Council (SSHRC - Canada) Doctoral Fellowship, 1994-1997
- Fonds pour la Formation de Chercheurs et l’Aide à la Recherche (FCAR- Quebec) 1994-1995
- Concordia University Graduate Fellowship, 1994-1996
- Concordia University External Grant Holder Doctoral Scholarship, 1994-1995
- CMA Corporation - Bourse d’excellence, 1991 and 1990
 - Fondation des Diplômés H.E.C. - Bourse d’excellence, 1989

Reviewer Administrative Sciences Association of Canada
Canadian Journal of Administrative Sciences
Academy of Management Annual Meeting 2003

Professional Memberships

Academy of Leadership (International Leadership Association)
Academy of Management
Administrative Sciences Association of Canada
International Society for the Study of Work and Organizational Values

Professional and university service

Serving on the following committees for 2002-2003

- a. Honors Council
- b. Scholarships and Awards
- c. Research
- d. Student Grievance and Grade Appeals

- e. Strategic Planning (alternate)
- f. Library (alternate)
- g. Job Search and Screen Committee: Department of Occupational and Environmental Safety and Health; Management Department (2002)

Work-in-progress

Tourigny, L., & Johns, G. (*article writing*). Servant-leadership managerial practices: A study of American presidents.

Tourigny, L., & Galperin, B. (*research proposal*). The effects of intrinsic and extrinsic motivation, proximal and distal goals on job performance, satisfaction and career progression.

Kapp, E.A., & Tourigny, L. (*Grant Proposal submitted to The Center for Project Workers' Rights*). The effects of transformational leadership, job stress, and safety climate on minor work-related injuries and illnesses: An empirical investigation in the construction industry.

Addae, H., & Tourigny, L. (*research proposal and preliminary data collection*). Student Time Management and Burnout: An empirical investigation.

Baba, V.V., Wang, X., & Tourigny, L. (*statistical analysis and article writing*). Stress, burnout and depression among nurses in China and Japan: A comparative study.

Yushan Zhao

OFFICE:

C4028 Carlson Hall
Marketing Management
University of Wisconsin, Whitewater
Whitewater, WI 53190
Phone: (262) 472-4798

EDUCATION

Ph.D. in Business Administration (August, 2001)
The Eli Broad Graduate School of Management
Michigan State University, East Lansing, MI
Major: Marketing
Minor: Statistics

B.S. - Mechanical Engineering (July, 1983)

Tianjin University, Tianjin, China

HONORS AND GRANTS

AMA Doctoral Consortium Fellow, 1999.
Grants from UW System CIBER (2003).

RESEARCH PUBLISHED

Zhao, Yushan and Michael Song (forthcoming), "A Neural Network for Predicting Manufacturers' Perceived Cooperation with Distributors in the New Product Development Process," *Journal of Business-to-Business Marketing*.

Zhao, Yushan and Roger Calantone (2003) "A Trend of Outsourcing in New Product Development: Case Studies in Six Firms," *International Journal of Innovation Management*, 7(1), 51-66.

Cavusgil, Tamer, Roger Calantone, and **Yushan Zhao** (2003) "Tacit Knowledge Transfer and Firm Innovation Capability," *the Journal of Business and Industrial Marketing*, 18(1), 6-19.

Zhao, Yushan (2002), "Investigating Supplier-Manufacturer Relationships in the U.S. and China," Proceedings of the 2002 *International Business and Economics Conference*.

Roger Calantone, Tamer Cavusgil, and **Yushan Zhao** (2002) "Learning Orientation, Firm Innovation Capability, and Firm Performance," *Industrial Marketing Management*, 31, 1-10.

Yushan Zhao (2002), "How Suppliers Select Partners in New Product Development: The Effect of the Manufacturing Firm's Reputation," Proceedings of *Midwest Decision Sciences Institute*, 55-57

Roger J. Calantone and **Yushan Zhao** (2001), "The Role of Control over Joint Ventures in China: A Comparative Study of Japanese, Korean, and US Partners," *Journal of International Marketing*, 9 (1), 1-23.

Michael Song and **Yushan Zhao** (1999), "A Comparative Study of Manufacturer-Distributor Cooperation: U.S. and China," Proceedings of the *1999 AMA Summer Educator's Conference*, 104-105.

PRESENTATIONS

Yushan Zhao (2002), "Investigating Supplier-Manufacturer Relationships in the U.S. and China," *2002 International Business and Economics Conference, Las Vegas, NV*.

Yushan Zhao (2002), "How Suppliers Select Partners in New Product Development: The Effect of the Manufacturing Firm's Reputation," *Midwest Decision Sciences Institute 2002 conference, Milwaukee, WI*.

Yushan Zhao, (2003) "Strategies for Faculty at 'Low Resource' Business School," *2002 Marketing Educators' Conference, San Diego, CA*

Michael Song and **Yushan Zhao** (1998), "Managing Manufacturer-Distributor Relationships in Japanese and U.S. Firms," Presented at the *1998 AMA Japanese Marketing Strategy Conference*.

Michael Song and **Yushan Zhao** (1997), "A Study of Manufacturer-Distributor Relationships," Presented at the *1997 AMA Winter Educator's Conference*.

EXPERIENCE

Assistant Professor of Marketing, University of Wisconsin, Whitewater, Whitewater, WI.
(August 2001 – present).

Research on interfirm relationships, international business, and new product development.

Teaching and Research Assistant, Michigan State University, East Lansing, MI.
(August 1996-August 2001).

Engineer, Shanxi Research Institute of Traffic Science, Taiyuan, China.
(October 1986 - May 1996).

Conducted research on "The Role of Science and Technology in Economic Growth", "Research on Shanxi Transportation Market", "Research on the Rural Transportation Market of Shanxi," "Research on the Auto Service Market of Shanxi", "Research on the Application of Italian MAS in Shanxi Market," "Management of Diesel Engine Emission," etc.

Engineer, Division of New Product, Xi'an Diesel Engine Factory, Xi'an, China.
(July 1983 – October 1986)
Responsible for design and testing of new products.

JIANZHOU ZHU, D.B.A
ASSISTANT PROFESSOR OF FINANCE

College of Business and Economics
University of Wisconsin-Whitewater
800 West Main Street
Whitewater, WI 53190
Zhuj@mail.uww.edu

Office: 5014 Carlson Hall
Phone: (262) 4724924
Fax: (262) 4724863
Email:

EDUCATION

- 2001 Doctor of Business Administration-Finance, Louisiana Tech University.
Major: Finance.
Minors: Economics and Quantitative Analysis.
Dissertation Title: Toward an Augmented Theory of Purchasing Power Parity.
- 1987 Master of Economics, Shaanxi Institute of Finance and Economics (Xian, China).
- 1984 Bachelor of Economics, Shaanxi Institute of Finance and Economics (Xian, China).

EXPERIENCE

- Assistant Professor of Finance, University of Wisconsin-Whitewater: 2001-present.
- Research & Teaching Assistant, Louisiana Tech University: 1996-2001.
- Lecturer: Shaanxi Institute of Finance and Economics: 1987-1995.
- Visiting Scholar, Leicester Business School (Leicester, UK) October 1994-March 1995.
- Visiting Scholar, Leicester Business School (Leicester, UK) October 1993-March 1994.
- Consultant (part-time), China Securities Corporation, Xian Branch, 1992-1995.
- Coordinator and class interpreter, Financial Investment training Program, Head Office of Industrial and Commercial Bank of China. October 1992 and September 1991.
- Coordinator and class interpreter, Senior Executive Training Program sponsored by State Bureau of Foreign Experts of PRC and University of Denver, April-August 1989.

COURSES TAUGHT

- Macroeconomics
- Microeconomics
- Introductory Economics
- International finance
- Multinational Business finance
- Banking Management
- Corporate finance

- Financial Markets and Institutions
- Capital Budgeting

PUBLICATIONS

- Equity Return Predictability and Investors' Perception of risk, co-authored with Dwight, C. Anderson. Journal of Accounting and Finance Research, Volume 10, Number 2, 2002.
- Modern Commercial Banking Management, Contributor, edited by Qingshou Zhang, People's Education Publishing House of Shaanxi Province, 1995.
- Financial Innovation and Financial Stability, Modern Economic Science (Xian, China) May 1995.
- Structural Changes in World Securities Markets (in Chinese), Selection of Studies from Major Magazines and Newspapers - Finance and Insurance (Beijing, China), July 1994.
- Structural Changes in World Securities Markets (in Chinese), Modern Economic Science (Xian, China) May 1994.
- Liquidity risk Management: Theory and Practice (in Chinese), Modern Economic Science (Xian, China) January 1993.
- Some Thoughts on Accounting System Reform (in Chinese), Co-authored with Haimin Wang, Modern Economic Science (Xian, China), January 1991.
- Banking Management (in Chinese, Translated from English version by George Hampel), Co-authored with Wenbiao Dong and Yutang Lin. Hainan People's Publishing House, 1990.

PRESENTATIONS

- A Transfer Function and Noise Model of Aggregate Stock Returns presented at the Annual Conference of American Academy of Accounting and Finance, December 12th, 2003.
- Equity Return Predictability and Investors' Perception of risk, co-authored with Dwight Anderson, presented at the Annual Conference of American Academy of Accounting and Finance, December 6th, 2001.
- Co-movements Among National equity Markets: Evidence from Unit root and Cointegration Analysis, co-authored with Anthony F, Jurkus, presented at 18th Annual Southwest Business Symposium, April 18th, 2001, Edmond, Oklahoma.

WORK IN PROGRESS

- Co-movements among National equity Markets: Further evidence From Unit Root and Cointegration analysis
- Equity Pricing and Ownership Structure
- Impact of Lending-Deposit Spread on Equity Prices: Is Financial Stocks Unique?

- Relations Between Real Stock Return And Inflation: New Evidence From Michigan Inflation Expectation
- Segmentation of Equity Markets in Great China Area
- Stock Market and Economic Activity: Is the Stock Market Merely a Passive Predictor?
- Toward an Augmented Purchase Power Parity

PROFESSIONAL SERVICE

- Member of American Finance Association
- Member of American Academy of Accounting and Finance
- Member of Financial Management Association
- Member of College International Committee.
- Member of College Teaching Enhancement Committee.