

VITA
(August 2009)

E. Alan Hartman
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Education

Ph.D. (1972)	Michigan State University; Quantitative and Social Psychology
M.A. (1970)	Michigan State University; Quantitative and Social Psychology
B.A. (1968)	University of Wisconsin Madison; Psychology

Professional Experience

2009-	Professor, Management and Human Resources, University of Wisconsin Oshkosh
2008-2009	Interim Provost and Vice Chancellor, University of Wisconsin Oshkosh Units reporting to the Provost included four academic colleges, library, Information Technology, Academic Support, Academic Advising, Graduate School, Continuing Education, Nontraditional Student Center for New Learning, Grants, Faculty Development and Institutional Research. Total budget for Academic Affairs was \$45M. Provost is responsible for total faculty and staff members of over 600 and a student body of almost 13,000. While only an interim role we changed a number of operational processes and created task forces which produced changes in our academic support structure, development of campus wide intranet, and implementation of Peoplesoft's <i>early alert</i> process.
1995-2008	Dean, College of Business, University of Wisconsin Oshkosh Units reporting to the dean included seven departments, Undergraduate Director, Graduate Director, Professional Development Director, Small Business Development Center Director and the Wisconsin Family Business Forum Director. The Dean was responsible for a budget of over \$6M, 50 FTE faculty, 20 ad hoc instructors, a full time support staff of over 15, 1800 undergraduate students and 500 graduate students. See attached for some of the accomplishments during this time.
1988-1995	Professor, Management/Human Resources, University of Wisconsin Oshkosh During this time I chaired the Faculty Development Board (1992-1995), which allocated about \$700K each year to faculty and staff for their professional development and chaired three university wide planning committees.
1986-1988	Associate Dean, for External Relations College of Business, University of Wisconsin Oshkosh.
1984-1985	Acting Assistant Vice Chancellor for Continuing Education, University of Wisconsin Oshkosh.
1976-1984	Assistant/Associate/Full Professor, College of Business and Psychology Department, University of Wisconsin Oshkosh.
1972-1976	Assistant Professor, Institute of Behavioral Research, Texas Christian University; Director of Industrial Studies.

Honors and Awards

Lynne Webster Service Award (2006)
Volunteer of Year Oshkosh Chamber of Commerce (2004)
First Rudoy University Professorship (1993-1997)
UW Oshkosh award for Meritorious Teaching (1993)
John McNaught Rosebush Professorship (1992)

Sigma Xi (Scientific Honor Society)
Psi Chi (Psychology Honor Society)
Beta Gamma Sigma (Business Honor Society)
NDEA Graduate Fellow 1968-1971
B.A. awarded with a "Distinguished Scholastic Record"

TEACHING

Awards that used teaching as one of the criteria for selection include UW Oshkosh Meritorious Teaching, Rudoy Professorship and Rosebush Professorship.

Business Undergraduate

Introduction to Management
Small Business Management
Introduction to Human Resources

Organizational Behavior
Entrepreneurship
Organizational Behavior/Human Resources

Business Graduate

Organizational Foundations
Venture Management
Organizational Leadership and Change

Personal and Professional Development
Conversations with CEOs

Psychology Undergraduate

Introduction to Psychology
Industrial/Organizational Psychology

Experimental Psychology Laboratory
Social Psychology

Psychology Graduate

Personnel Psychology
Practicum

Organizational Research and Development
Industrial/Organizational Psychology

SCHOLARSHIP

Membership in Professional Organizations

Academy of Management
American Psychological Society
United States Association for Small Business and Entrepreneurship
Southeastern Small Business Institute Directors Association

Refereed Journal Articles

- Tower, C. B., Gudmundson, D., Schierstedt, S. & Hartman E. A. (2007) Do Family Meetings Really Matter? Their Relationship to Planning and Performance Outcomes in Small Family Businesses. *Journal of Small Business Strategy*, 18(1), 85-94.
- Gudmundson, D., Tower, C.B. & Hartman, E.A. (2003) Innovation in Small Business Culture and Ownership Structure Do Matter. *Journal of Developmental Entrepreneurship*. 8(1), 1-17.
- Hartenian, L.S., Hartman, E. A. & Koppes, L.L. (2002). Performance Feedback in a Virtual Team Setting. *Journal of Behavioral and Applied Management*, 4(1), 19-40.
- Gudmundson, D., Tower, C.B & Hartman. (2001). Strategic Implications of Data Gathering Activities: A Comparison Between Family and Non-Family Firms. *Journal of Small Business Strategy*, 12(1), 19-29.
- Gudmundson, D., Hartman, E.A. & Tower, C.B. (1999). Strategic Orientation: Differences Between Family and Non-Family Firms. *Family Business Review*. 12(1), 27-39.
- Song, Chanhoo, Sommer, S. & Hartman, E.A. (1998) The Impact of Adding an External Rater on Interdepartmental Cooperative Behaviors of Workers. *International Journal of Conflict Management*. 9 (2).
- Sebora, T. C., Hartman, E. A., & Tower, C. B. (1995). Educating entrepreneurs on innovation: Implications from an investigation of small businesses. *Journal of Business & Entrepreneurship*. 7(2), 1-14.
- Sebora, T. C., Hartman, E. A., & Tower, C. B. (1994). Innovative activity in small businesses: Competitive context and organization level. *Journal of Engineering and Technology Management*. 11, 253-272.
- Hartman, E. A. & Feinauer, D. M. (1994). Human resources for the next decade. *Administration and Policy in Mental Health*. 22(1), September, 27-37.
- Hartman, E. A., Tower, C. B. & Sebora, T. C. (1994). Information sources and their relationship to organizational innovation in small businesses. *Journal of Small Business Management*. 32(1), 36-47.
- Tower, C. B., Sebora, T. C., Hartman, E. A., & Cornwall, J. R. (1993). Measurement of organizational innovation: A process approach. *Journal of Business and Entrepreneurship*. 5(2), 23-36.
- Hartman, E. A., Mumford, M. D. & Mueller, S. (1992). Validity of job classifications: An examination of alternative indicators. *Human Performance*. 5, 191-212.

- Hegedus, D. M. & Hartman, E. A. (1992). Patterns and outcomes of individual career mobility. *Journal of Vocational Behavior*, *40*, 82-94.
- Perlman, B. & Hartman, E. A. (1987). Psychologist administrators in community mental health organizations. *Professional Psychology: Research and Practice*, *18*, 36-42.
- Perlman, B. & Hartman, E. A. (1985). Rural mental health research and policy: A case study. *Journal of Rural Community Psychology*, *6*(2), 3-19.
- Perlman, B., Hartman, E. A. & Bosak, J. (1984). A study of mental health administrators and systems utilizing a four part rural/urban taxonomy. *Community Mental Health Journal*, *20*, 202-211.
- Perlman, B. & Hartman, E. A. (1983). The community health care administrator project: characteristics and problems of rural administrators. *Journal of Mental Health Administration*, *9*(1), 15-18.
- Perlman, B. & Hartman, E. A. (1982). Burnout: Summary and future research. *Human Relations*, *35*(4), 283-305.
- Perlman, B. & Hartman, E. A. (1982). Problems and issues for mental health administration in the 1980's. *Journal of Mental Health Administration*, *9*(2), 49-52.
- Hartman, E. A. & Perlman, B. (1981). Identification of causes of low job satisfaction, intention, and turnover among community mental health administrators. *Journal of Mental Health Administration*, *8*(1), 30-32.
- Hartman, E. A. (1980). Motivational bases of sex differences in choice behavior. *Journal of Conflict Resolution*, *24*, 455-475.
- James, L. R., Hartman, E. A., Stebbins, M. W. & Jones, A. P. (1977). Relationships between psychological climate and VIE model for work motivation. *Personnel Psychology*, *30*, 229-254.
- Cole, S. G., Phillips, J. L. & Hartman, E. A. (1977). A theoretical model of decision processes in an intense conflict situation. *Behavioral Science*, *22*, 186-196.
- Hartman, E. A., Phillips, J. L. & Cole, S. G. (1976). Conflict and survival in triads. *Journal of Conflict Resolution*, *20*, 589-608.
- James, L. R., Hartman, E. A., Jones, A. P. & Stebbins, M. W. (1975). An examination of job satisfaction dichotomies. *Catalog of Selected Documents in Psychology*. American Psychological Association, *5*, MS No. 967.
- Hartman, E. A. (1974). Degree of cooperation in a prisoner's dilemma as a function of sex roles, responsiveness and the exploitativeness of the simulated other. *Personality and Social Psychological Bulletin*, *1*, 287-289.
- Hartman, E. A. (1970). Label effects in social interaction experiments. *Psychonomic Science*, *19*, 222-223.

Chapters in Books

- Koppes, L.L., Trahan, W.A., Hartman, E. A., Perlman, B. & Nealon, D.J. (1991) Researching the impact of computer technology in the workplace: A psychological perspective. In E.J. Szewczak and Snodgrass (eds.), *Management Impacts of Information Technology: Perspectives on Organizational Change and Growth*. Harrisburg, PA: Idea Group Publishing.
- Hartman, E. A. (1983). Aspiration levels in noninterpersonal bargaining. (Presented at the Third Conference on Experimental Economics. Winzenhohl, Germany, August 1982). In *Contributions to Experimental Economics*. (Vol. 9).
- Hartman, E. A., Cole, S. G. & Phillips, J. L. (1977). Bargaining as a Function of Power Structure, Position and Divisibility of the Payoff. (Presented at the Second Conference on Experimental Economics. Winzenhohl, Germany, August 1977). In *Contributions to Experimental Economics*, (Vol. 8).
- James, L. R., Hammond, T. J., Hartman, E. A., & Sells S. B. (1976). Treatment processes associated with drug treatment modalities: An application of multiple discriminant analysis. In S. B. Sells (Ed.), *The Effectiveness of Drug Abuse Treatment*, (Vol. IV). Cambridge: Ballinger.
- James, L. R., Hammond, T. J., Hartman, E. A. & Sells, S. B. (1976). A typology of treatment process for drug abuse. In S. B. Sells (Ed.), *The Effectiveness of Drug Abuse Treatment*, (Vol. IV). Cambridge: Ballinger.

Refereed Paper Presentations & Proceedings

- Tower, C. B., Gudmundson, D., Schierstedt, S. and Hartman, E. A. (2005) Do Family Meetings Really Matter? Their Relationship to Planning and Performance Outcomes. USASBE/SBIDA National Conference Proceedings, Indian Wells, CA, January 13-16.
- Hartman, E.A., Gudmundson, D., Schierstedt, S., & Tower, C.B. (2004) Family Business Boards: Relationship to Planning and Organizational Outcomes. USASBE/SBIDA National Conference Proceedings, Dallas, TX, January 15-17.
- Gudmundson, D., Tower, C.B & Hartman. (2001). Strategic Implications of Data Gathering Activities: A Comparison Between Family and Non-Family Firms. USASBE/SBIDA National Conference Proceedings, Orlando, FL, February 7-10. (Awarded "Best Applied Paper")
- Hartman, E. A., Gudmundson, D. & Tower, C. B. (2000) Methodological issues in family business research: An examination of the relationship between innovation and ownership structure. USASBE/SBIDA National Conference Proceedings, San Antonio, TX, February.

- Hartenian, L. S., Hartman, E. A., & Koppes, L. L. (1999) Performance appraisal feedback in a virtual team setting, presented at Annual Association of Management Meeting, San Diego, CA, August.
- Gudmundson, D.E., Hartman, E.A. & Tower, C.B. (1998). Strategic Orientation: Differences Between Family and Non-Family Firms. Presented at the IFBPA Conference, San Antonio, TX, July 23-24.
- Gudmundson, D. E., Tower, C. B. & Hartman, E. A. (1997). Family business strategies: A comparative Study. Presented at the 42nd annual International Council for Small Business World Conference, San Francisco, CA June 21-24.
- Sebora, T., Hartman, E. A., & Tower, C. B. (1995). An exploration of factors related to innovative activity: Implications for providing education to entrepreneurs. *Proceedings of The Art & Science of Entrepreneurship Education 1995 Annual Meeting*, 3, 189-204.
- Sebora, T., Hartman, E. A., & Tower, C. B. (January, 1995). Effects of personal, task, and culture characteristics on innovation in small businesses. Presented at annual meeting of the United States Association for Small Business and Entrepreneurship, Boulder, CO January 10, 1995.
- Trahan, W. A., Koppes, L. L., Hartman, E. A., & Perlman, B. (July 1, 1994). Age, job satisfaction, and work outcomes affect perception of computer use and skills. Presented at the annual meeting of the American Psychological Society, Washington D.C.
- Sebora, T. C., Hartman, E. A., Tower, C. B. (1993) Innovation in small businesses: The effect of competitive context. *Proceedings of the 24th Annual Meeting of Decision Sciences Institute*, November, 1993 Washington D.C.
- Tower, C. B., Hartman, E. A., & Sebora, T. C. (November 1992). Information sources and their relationship to organizational innovation. *Proceedings of the 23rd Annual Meeting of Decision Sciences Institute*, San Francisco, CA.
- Sebora, T. C., Hartman, E. A., Tower, C. B., & Cornwall, J. R. (August 1992). Effects of environmental context on organizational innovation. *Proceedings of the 10 Annual Meeting of the Association of Management*, Las Vegas, NV.
- Hartman, E. A., Sebora, T. C., Tower, C. B. & Cornwall, J. R. (October 1991). Organizational entrepreneurship in small businesses: Measurement of the innovation process. *Proceedings of the Sixth Annual National conference of the United States Association for Small Business and Entrepreneurship*, San Diego, CA.
- Hegedus, D. M. & Hartman, E. A. (August 1991). Career outcomes of inter-organizational mobility. Presented at the Annual Meeting of the Association of Management, Atlantic City, NJ.
- Hartman, E. A., Trahan, W. A., Koppes, L. L., & Perlman, B. (June 1991). Computer use uniquely related to job satisfaction. Presented at the Third Annual Meeting of the American Psychological Society, Washington, DC.
- Nickels, B., Hartenian, L., Black, G.M. & Hartman, E.A. (August 1990). When does the ratee accept the performance appraisal as accurate. Presented at the annual meeting of the Association of Management, Orlando, FL.
- Black, G.M., Hartenian, L., Nickels, B. & Hartman, E.A. (April 1990). Assessment of performance appraisal systems from the ratee's perspective. Presented at the annual meeting of the Midwest Academy of Management, Milwaukee, WI
- Tower, C.B. & Hartman, E.A. (February 1990). Toward a model of innovation and organizational entrepreneurship in small businesses. Presented at the Annual Educator's Conference of the American Marketing Association, Phoenix, AZ.
- Hegedus, D. & Hartman, E. A. (August 1989). The effects of inter and intra organizational movement on rate of movement and salary. Presented at the Annual Meeting of the Academy of Management, Washington D.C.
- Tower, C. B. & Hartman, E. A. (August 1989). Relationships between organizational variables and innovation in small businesses. Presented at the Entrepreneurship and Marketing Research Symposium, Annual Meeting of the American Marketing Association, Chicago, Illinois.
- Hartman, E. A. & Kromm, G. M. (April 1989). A comparison of rationally and empirically derived job families. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Boston, Massachusetts.
- Cornwall, J. R. & Hartman, E. A. (June 1988). A model of organizational entrepreneurship. Presented at the annual meeting of the International Council on Small Business, Boston Massachusetts.
- Hartman, E. A., Mumford, M.D., Mueller, Steven J., Cornwall, J. R. & Feinauer, D. M. (August, 1987). Robustness of job classification systems: An examination of alternative indicators. Presented at the Annual Meeting of the American Psychological Association, New York. (*ERIC Document Reproduction Service No. CG 020655*)
- Hartman, E. A. & Perlman, B. (August, 1987). Influence of boards of directors on organizational functioning. Presented at the Annual Meeting of the Academy of Management, New Orleans, Louisiana.
- Perlman, B., & Hartman, E. A. (August, 1987). Governing boards and mental health systems. Presented at the Annual Meeting of the American Psychological Association, New York, New York.
- Russo, A. & Hartman, E. A. (August, 1987). Comparison of four career stage theories using data from self and significant others. In M. Butler (Chair). *Career Development Research: Theoretical and Methodological Incompatibilities*. Symposium conducted at the Annual Meeting of the Academy of Management, New Orleans.
- Kromm, G. M., Nickels, B.J. & Hartman, E. A. (April, 1986). A model of performance appraisal: Equal time for the ratee. *Proceedings: 29th Annual Conference of Midwest Academy of Management*, 117-122.

- Hartman, E. A. & Perlman, B. (August, 1986). Prediction of individual turnover versus organizational turnover rate. Presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.
- Hartman, E. A., Cornwall, J.R., & Perlman, B. (April, 1985). A cross-lagged correlation analysis of multidimensional work and nonwork satisfaction. *Proceedings: 28th Annual Conference of Midwest Academy of Management*, 164-168.
- Hartman, E. A. & Perlman, B. (May, 1984). Nonwork considerations in job participation decisions. Presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, Illinois.
- Perlman, B., Hartman, E. A. & Lenahan, B. (1984). Validation of a six item questionnaire for assessing Type A behavior. Presented at the Annual meeting of the Midwestern Psychological Association, Chicago, Illinois. (*ERIC Document Reproduction Service No. ED 249262*)
- Hartman, E. A. & Perlman, B. (August, 1984). Career plateaus of public sector managers. In M. Butler (Chair), Correlates of career plateauing in military and civilian work settings. Symposium conducted at the 92nd Annual Meeting of the American Psychological Association, Toronto, Canada. (*ERIC Document Reproduction Service No. ED 259238*)
- Miller, J., Hartman, E. A. & Perlman, B. (March, 1982). Components of mental health administrators' career paths. Presented at the 1982 Annual Meeting of the Southeastern Psychological Association. (*ERIC Document Reproduction Service No. ED 219678*)
- Hartman, E. A. & Caruso, M. A. (August, 1982). Causal analysis of performance/feedback/satisfaction relationships. Presented at the 90th Annual Meeting of the American Psychological Association, Washington, D.C.
- Hartman, E. A. & Perlman, B. (August, 1982). Work and nonwork satisfaction relationships to job importance and withdrawal. In M. Butler (Chair), Quality of life and organizational effectiveness in military and nonmilitary environments. Symposium at the 90th Annual Meeting of the American Psychological Association, Washington, D.C.
- Perlman, B. & Hartman, E. A. (September, 1981). Community level mental health administrators: A summary of research findings and their implications. Presented at the annual meeting of the Association of Mental Health Administrators, San Diego, California.
- Perlman, B. & Hartman, E. A. (April, 1981). Politics at the community level. In F. Perlmutter (Chair), The politics of mental health: Interdisciplinary or Internecine? Symposium presented at the American Orthopsychiatric Association annual meeting. New York City, New York.
- Hartman, E. A. & Perlman, B. (April, 1981). Turnover of mental health administrators: Solutions? Presented at the annual meeting of the National Council of Community Mental Health Centers. Dallas, Texas.
- Perlman, B. & Hartman, E. A. (April, 1981). Burnout: Summary and future research. Presented at the annual meeting of Rocky Mountain Psychological Association, Denver, Colorado.
- Perlman, B. & Hartman, E. A. (June, 1981). Influences of work and nonwork on mental health administrators. Is rural different? Presented at Association for Rural Mental Health, 9th Annual Study Session Summer Program on Rural Mental Health Services, Madison, Wisconsin.
- Hartman, E. A. & Perlman, B. (August, 1981). Career paths of mental health professionals. In M. Butler (Chair), Career decision process for health professionals. Symposium presented at the 89th Annual Meeting of the American Psychological Association, Los Angeles, California.
- Perlman, B. & Hartman, E. A. (March, 1980). An analysis of the phenomenon of burnout. Presented at the annual meeting of the Southeastern Psychological Association, Washington, D.C.
- Hartman, E. A. & Perlman, B. (October, 1980). Identification of causes of low job satisfaction and high turnover rates among community level mental health administrators. Presented at the Annual Meeting of the Association of Mental Health Administrators, Washington, D.C.
- Perlman, B., Hartman, E. A. & Theyel, P. (March, 1979). Job satisfaction and attitudes of professionals in two community mental health centers. Presented at the annual meeting of the Southeastern Psychological Association, New Orleans, Louisiana. (*ERIC Document Reproduction Service No. ED 174901*)
- Gaymon, D. L. & Hartman, E. A. (August, 1979). Accountability/Effectiveness in the public sector. Presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
- Perlman, B. & Hartman, E. A. (June, 1979). A critical analysis of the phenomenon we label "burn-out". Presented at the 7th Summer Study Session on Rural Mental Health Services. Association for Rural Mental Health, Madison, Wisconsin.
- James, L. R., Stebbins, M. W., Hartman, E. A. & Jones, A. P. (September, 1975). An examination of relationships between psychological climate and a VIE model for work motivation. Presented at the 82nd Annual Meeting of the American Psychological Association, Chicago, Illinois.
- Hartman, E. A. (December, 1975). Chairman and participant in Social System and Organizational Strategies in Industrial Psychology. Symposium presented at the annual meeting of the Texas Psychological Association, San Antonio, Texas.
- Hartman, E. A. (August, 1974). Degree of cooperation in a prisoner's dilemma as a function of sex roles, responsiveness, and the exploitativeness of the simulated other. Presented at the Annual Meeting of the American Psychological Association, New Orleans, Louisiana.
- Hartman, E. A., Phillips, J. L. & Cole, S. G. (May, 1971). The effect of power structures on the initiation of conflict in a triad. Presented at the annual meeting of the Midwest Psychological Association, Detroit, Michigan.

Phillips, J. L., Hartman, E. A. & Klein, M. (April, 1970). Three random walk models for three-person conflict. Presented at the Mathematical Psychologists Conference, Indiana University, Bloomington, Indiana.

Phillips, J. L., Klein, M. & Hartman, E. A. (May, 1970). Geometric representation of three-person conflict. Presented at the annual meeting of the Mid-western Society of Multivariate Experimental Psychology, Cincinnati, Ohio.

Hartman, E. A. (December, 1970). A model of pure conflict. Presented at the first annual meeting of the Peace Research Society (International) Midwest Section, Michigan State University, East Lansing, Michigan.

Contracts and Grants

Co-Principal Investigator "Competitive Manufacturing through Innovation Management", Small Business Administration 2006 (\$493,000)

Director "Internet MBA", UW System Central Investment Fund, 1997 (\$194,000)

Principal Investigator: "Arrowhead Conveyor Organizational Analysis." Arrowhead Conveyor Corporation, 1993 (\$5,000)

Co-Author: "Development of Organizational Entrepreneurship Norms." UW Extension, 1989 (\$58,000)

Co-Director: "City of Fond du Lac Management Training Needs Assessment." 1990 (\$3000)

Co-Director: "Oneida Tribe of Indians' Management Training Needs Assessment." 1987 (\$5000)

Co-Author: "Development of an Office of Entrepreneurship." UW Extension, 1987 (\$150,000).

Principal Investigator: "Compensation System for Wisconsin School Administrators." Wisconsin Association of School Boards, 1986 (\$22,000).

Co-Director: "City of Fond du Lac Management Training Needs Assessment." 1984 (\$3000)

Principal Investigator: "Development of a Performance Appraisal System." Wisconsin Association of School Boards, 1984 (\$5,000).

Co-Principal Investigator: "CETA Evaluation Model for CETA Prime Sponsors in Winnebago, Fond du Lac, and Outagamie Counties." 1982 (\$10,000)

Co-Principal Investigator: "Characteristics and Problems of Rural Administrators." NIMH grant #1 T24 MH15907-01, 1979 (\$180,000)

Project Director of Funded Organizational Research Projects/Consulting

American Airlines Ticket Agents Selection Study
 American Airlines Supervisor Selection Study
 Selection Measures for Store Managers for the Radio Shack Division of Tandy Corporation
 Eastern Airlines Reservation Agents Selection Study
 Eastern Airlines Ticket Agents Selection Study
 American Airlines Pilot Selection Study
 Eastern Airlines Reservation Agents Climate Study
 Air Canada Climate Study
 Xerox Corporation Climate Study
 First National Bank of Fort Worth Climate Study
 Fort Worth National Bank Climate Survey
 American Airlines Supervisory Climate Survey
 Air Canada Management Development and Training Needs
 Trinity Valley Mental Health and Mental Retardation Authority, Home and Family Intervention
 Speed Queen Training Needs Survey
 City of Fond du Lac Training Needs Assessment
 Oneida Tribe of Indians Training Development
 Arrowhead Conveyor Organization Redesign
 Consulted with Al Nova, a small independent education institute in Bratislava, Slovakia June 18-July 2, 1998.
 Succession plan development – Hillcrest Corporation

SERVICE

Examples of Leadership Service to UW Oshkosh

Chair Retention Task Force (1980)	Chair of College of Business Graduate Programs Committee (1978)
Chair Rosebush Selection Committee (1979, 1980)	Chair of College of Business Faculty Evaluation Committee (1993)
Chair Goal Group IV (1991)	
Chair Faculty Development Board (1992-1995)	

Examples of Community Service & Pro Bono Consulting

Rockwell International - Oshkosh Division Climate Survey (1979)
Advisor to Selection Committee of Red Cross (1979)
Winnebago Mental Health Institute Climate Survey (1980)
Conduct planning session for Koehn Institute (1989)
Conduct planning session for subcommittee of Oshkosh School Board (1991)
Conduct Planning Session for Evergreen Retirement Community (1993)
Half day consultation with executives of FWD Corporation (1990)
Conduct full day planning session for Oshkosh Northwestern (1996)
Co-Facilitate Oshkosh Downtown Partnership Committee (1999 – 2000)
Co facilitator of Fox Valley Economic Summit for the New Wisconsin Economy (2000 & 2001)
Facilitated meetings of NEWCORE which created New North (2004)
Leadership Oshkosh – Coordinate and assist in conducting the opening two-day retreat (1989- present)
Leadership Oshkosh – Coordinate and conduct final evaluation session (1995-present)
Leadership Oshkosh – Coordinate Business Day (1995 – 2009)
Presented results of First Business Bank Regional Economic Study (2008, 2009)

External Boards of Directors and Committees

Member Small Business Subcommittee of Chamber of Commerce (1986-1989)
Member of Oshkosh Area Advisory Board for Fox Valley Technical College (1984-1989)
Member Advisory Board for HR Connection (1996)
Big Brothers/Big Sisters Marketing Committee (1995-1997)
Member state SBDC Advisory Board (2000-2001)
Evergreen Retirement Community Board of Directors (2001- present)
 Chair Board Management and Development Committee (1998-2001)
 Chair Organizational Performance Committee (2001- present)
 Member Evergreen Retirement Community Foundation Board of Directors (1996-2000)
Center for Applied Research and Services (1998-present)
 Secretary/Treasurer (1998-present)
Member Leadership Oshkosh Advisory Committee (1992-present)
Member of Oshkosh Commercial Development Corporation Board of Directors (2004 - present)
Member of WIN NE Board (2003-present)
 Member of core leadership group for WIN NE (2004 - 2009)
Member of NEWCORE (2004 - 2005)
Co-Chair of University of Wisconsin System Business Deans, (1998-1999)
Chair of UW System Business Faculty Summer Institute (1995-1997)
Diversity Task Force – Kimberly Clark Corporation and Fox Valley Community (2000)
Member of New North Attract, Develop, Retain and Diversity Committee (2006-present)
Member of Selection Committee for Wisconsin Business Hall of Fame (1995 – 2009)
Select scholarship recipients for Sheet Metal Union (1997-present)
Member Junior Achievement Business Challenge Committee (2002- 2007)
Served on selection committee for FVTC Director of Entrepreneurship Center (2004)
Member of city of Oshkosh's committee to create a 10year Economic Development Plan (2005)
Member of ad hoc committee to develop business model for Oshkosh's Riverside Park Amphitheater (2004)
Member UW System's Think Tank #3 (2007)
Member of UW System's D2L Steering Committee (2003-present, Chair 2008 – present)

Service as a Referee

Journal of Conflict Resolution
Journal of Organizational Behavior
Academy of Management Journal
Journal of Business and Entrepreneurship

Academy of Management Annual Meetings
The Association on Employment Practices and Principle

