

October, 2013

VITA

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EDUCATION:

Ph.D., Business Administration, University of California, Berkeley, May 1988.

Master of Business Administration, University of California, Los Angeles, June 1978.
Finance Major.

Bachelor of Arts, cum laude, University of California, Los Angeles, December 1975.
Economics & Geography Major.

PROFESSIONAL POSITIONS:

Professor, Department of Management, College of Business, Washington State University, Vancouver, Vancouver, WA, August 2002 - present.
Primary teaching areas: Strategy Formulation & Implementation, Managing Stakeholder Relationships, Business Ethics. Major research interests include restorative justice in organizations, organizational ethics, organizational governance.

Associate Professor, Department of Management and Decision Sciences, College of Business and Economics, Washington State University, Vancouver, WA, July 1996 – July 2002.

Assistant Professor, Department of Management and Systems, College of Business and Economics, Washington State University, Vancouver, Vancouver, WA, August 1990 - July 1996.

Assistant Professor, Department of Business Administration, School of Commerce and Business Administration, University of Illinois at Urbana-Champaign, Urbana, IL, January 1988-May 1990.

Personnel Representative, Hewlett-Packard Company, Santa Clara Division, CA, 1981-1983.

Directly responsible for the management of college and professional recruiting activities for a division of 2,000 employees. Also involved with coordinating training and development programs for supervisory and non-managerial employees.

Assistant to the Executive Vice President, Two/Ten National Foundation, Inc., Boston, MA, 1980-81.

Assisted the Executive Vice President in all aspects of fund raising and foundation management for this international philanthropic foundation. Managed staff of five and had significant operational responsibility for the management of major foundation programs and services.

Assistant Director, Northeastern University Graduate School of Business Administration, Boston, MA, 1978-1980.

Responsible for the recruitment, selection, and counseling of students within the full-time MBA program. Administrative responsibility for graduate teaching and administrative assistantship program employing over 40 students throughout the university.

PUBLICATIONS:

Refereed Journal Publications

Cote, J., Goodstein, J., & Latham, C. "Giving Voice to Values: A Framework to Bridge Teaching and Research Efforts." Journal of Business Ethics Education, 8, 70-75, 2011.

Blair-Loy, M., Wharton, A.J. & Goodstein, J. "Exploring the Relationship between Mission and Values Statements and Family-Friendly Practices in Organizations." Organization Studies, 32 (3), 427-450, March 2011.

Goodstein, J. & Butterfield, K. Extending the Horizon of Business Ethics: Restorative Justice and the Aftermath of Unethical Behavior. Business Ethics Quarterly, 20 (3), 453-480. July 2010.

Goodstein, J. & Aquino, K. "And Restorative Justice for All: Redemption, Forgiveness, and Reintegration in Organizations." Journal of Organizational Behavior, 31 (4), 624-628, May 2010.

Goodstein, J., & Velamuri, R. "States, Power, Legitimacy and Maintaining Institutional Control: The Battle for Telecommunication Services in Zimbabwe." Organization Studies, 30 (5), 489-508, 2009.

- Wicks, A. & Goodstein, J. "Stakeholder Responsibility and Stakeholder Commitment." Politeia, 25 (93), 9-24, 2009.
- Gruys, M.L, Burroughs, S.M, Goodstein, J., Bing, M., & Wicks A. "Walking the Talk: Developing and Testing a Model of Values Based Performance." Journal of Management, 34 (3), 806-843, August 2008.
- Wright, T.A., & Goodstein, J. "Character is not 'Dead' in Management Research: A Review of Individual Character and Organization-Level Virtue." Journal of Management, 33 (6), 928-958, December 2007.
- Goodstein, J., & Wicks, A. "Corporate and Stakeholder Responsibility: Making Business Ethics A Two-Way Conversation." Business Ethics Quarterly, 17 (3), 375-398, July 2007.
- Stephen, J., Murmann, P., Boeker, W., & Goodstein, J. " Bringing Managers Into Theories of Multipoint Competition: CEOs and the Determinants of Market Entry." Organization Science, 14 (4), 403-421, September 2003.
- Gallagher, J.A., & Goodstein, J. "Fulfilling Institutional Responsibilities in Health Care: Organizational Ethics and the Role of Mission Discernment." Business Ethics Quarterly, 12 (4), 433-450, October 2002.
- Dacin, T., Goodstein, J., & W.R. Scott. "Institutional Theory and Institutional Change: Introduction to the Special Research Forum." Academy of Management Journal, 45 (1): 45-57, February, 2002.
- Goodstein, J. "Moral Compromise and Personal Integrity." Business Ethics Quarterly, 10 (4), 805-820, October, 2000.
- Goodstein, J., & R. Potter, "Beyond Financial Incentives: Organizational Ethics and Organizational Integrity," HEC Forum, 11 (4): 293-305, December 1999.
- Luoma, P. & J. Goodstein. "Institutional Environments and Stakeholder Representation on Corporate Boards of Directors." Academy of Management Journal, 42 (5), 553-563, October 1999.
- Goodstein, J. & B. Carney, "Actively Engaging Organizational Ethics in Health Care: Four Essential Elements," Journal of Clinical Ethics, 10 (3): 224-229, Fall 1999.
- Ray, L., Goodstein, J., and M. Garland, "Linking Professional and Economic Values in Healthcare Organizations, " Journal of Clinical Ethics, 10 (3): 216-223, Fall 1999.
- Cote, J. & J. Goodstein, "A Breed Apart? Securities Analysts and Herding

- Behavior." Journal of Business Ethics, 18 (3): 305-314, 1999.
- Molinari, C., Hendryx, M., & J. Goodstein. "The Effects of CEO-Board Relations on Hospital Performance." Health Care Management Review, 22 (3): 7-15, Summer 1997.
- Boeker, W., Goodstein, J., Stephen, J., & P. Murmann. "Competition in a Multi-Market Environment: The Case of Market Exit." Organization Science, 8: 423-440, March-April 1997.
- Gautam, K. & J. Goodstein. "Proportion of Insiders and Business Directors on Hospital Boards and Strategic Change." Hospital and Health Services Administration, 4:126-142, Winter 1996.
- Goodstein, J., Boeker, W., & J. Stephen. "Professional Interests, Professional Power, & Organizational Structure." Strategic Management Journal, 17: 577-586, July 1996.
- Goodstein, J. "Employer Involvement in Eldercare: An Organizational Adaptation Perspective." Academy of Management Journal, 38:1657-1671, December 1995.
- Goodstein, J. "Institutional Pressures and Strategic Responsiveness: Employer Involvement in Work/Family Issues." Academy of Management Journal, 37: 350-382, April 1994.
- Goodstein, J., Gautam, K., & W. Boeker. "The Effects of Board Size and Diversity on Strategic Change." Strategic Management Journal, 15: 241-250. April 1994. This research appears in the Research Translation section of the Academy of Management Executive, 9:67-68. May 1995.
- Boeker, W. & J. Goodstein. "Performance and Successor Choice: The Moderating Effects of Governance and Ownership," Academy of Management Journal, 36:172-186. February 1993
- Boeker, W. & J. Goodstein. "Organizational Performance and Adaptation: The Effects of Environment and Performance on Changes in Board Composition," Academy of Management Journal, 34:805-826. December 1991.
- Goodstein, J. & W. Boeker. "Turbulence at the Top: A New Perspective on Governance Structure Changes and Strategic Change," Academy of Management Journal, 34:306-331. June 1991.
- Carroll, G. R., Goodstein, J., & A. Gyenes. "Managing the Institutional Environment: Evidence from Hungarian Agricultural Cooperatives," European Sociological Review, July 1989.

Carroll, G. R., Goodstein, J., & A. Gyenes. "Organizations and the State: Effects of the Institutional Environment on Agricultural Cooperatives in Hungary," Administrative Science Quarterly, 33: 233-256. June 1988.

Non-Refereed Book & Journal Publications

Goodstein, J. & Butterfield, K. Invited book chapter, *Oxford Handbook of Justice in Work Organizations*, edited by Maureen Ambrose & Russell Cropanzano. Forthcoming, 2014.

Goodstein, J. Invited book chapter, *Research in the Sociology of Organizations: The Legacy of Philip Selznick*, edited by Matthew Kraatz. Forthcoming, 2014.

Goodstein, J., Aquino, K., & Skarlicki, D. "Opening a New Conversation in Organizational Justice: A Conceptual Model of Offender Reintegration in Organizations." In *Research in Social Issues Management: Emerging Perspectives on Organizational Justice & Ethics*, pp. 75-104, edited by Dirk Steiner. 2011.

Goodstein, J., Blair-Loy, M., & Wharton, A.J. "Organization-based Legitimacy: Core Ideologies and Moral Action." In *Meaning and Method: the Cultural Approach to Sociology*, pp. 68-93, edited by Isaac Reed and Jeffrey Alexander, Paradigm Publishers, New York. 2009.

Goodstein, J. & Wicks, A.C. "Stakeholder Responsibility." *Encyclopedia of Business Ethics and Society*, edited by Robert Kolb, Sage Publications, Los Angeles, 2007.

Goodstein, J. & Wicks, A.C. "Stakeholder Responsibility: Making Business Ethics a Two-Way Conversation." Batten Briefings, Spring 2006, pp. 1 & 7.

Goodstein, J. Book Review. *Work and Family: An International Perspective*. Administrative Science Quarterly, 50: 645-646. December, 2005.

Goodstein, J. "Integrity-based Governance: Challenges and Opportunities for Corporate Boards of Directors. In, *Leading in Turbulent Times*, pp. 167-181, edited by Ronald Burke & Cary Cooper, Blackwell Publishers, London. 2004.

Gallagher, J.A., & Goodstein, J. "Fulfilling Institutional Responsibilities in Health Care: Organizational Ethics and the Role of Mission Discernment." In, *Developing Organization Ethics in Healthcare: A Case-Based Approach to Policy, Practice, and Compliance*, pp. 169-191, edited by Ann E.Mills, Edward M. Spencer, and Patricia H. Werhane, University Publishing Group, Hagerstown, Md., April 2001.

Goodstein, J. Book Review, *Greening the Boardroom*, Administrative Science Quarterly, 44 (3), 636-638, September, 1999.

Goodstein, J. "Small Business and Corporate Social Performance: An Empirical Exploration of Small Business Involvement in Employer Supported Childcare," Research in Corporate Social Performance and Policy. Vol. 13, pp. 141-158. James Post, Ed., JAI Press, Greenwich, CT, March, 1993.

Goodstein, J., Gautam, K., & W. Boeker. "Board Characteristics and Strategic Change: The Case of Hospital Boards and Medical Services Changes," Proceedings, 7: 31-317. Southern Management Association. November, 1991.

Goodstein, J. "Institutional Fragmentation and Organizational Change in the Health Care Sector," Proceedings, 170-174, Academy of Management Annual Meeting, Los Angeles, August, 1988.

Carroll, G.R., Delacroix, J., & J. Goodstein. "The Political Environment of Organizations: An Ecological View," Research in Organizational Behavior, Volume 10, pp. 359-392, Barry Staw and Larry Cummings, eds., JAI Press, Greenwich, CT. June, 1988.

WORKING PAPERS:

Chen, V., Hobdari, B., Sun, P. & Goodstein, J. "Institutional velocity and board structure." Presented at 2014 Strategic Management Society. Data collected and analyzed and manuscript in preparation. Target journal: Academy of Management Journal.

Goodstein, J., & Butterfield, K. "Punishment and restoration: A model of managerial responses to interpersonal counterproductive work behavior." Rejected from Academy of Management Review (3rd round) and being revised as empirical study for future resubmission.

Goodstein, J., Neale, N., & Butterfield, K. "Repairing interpersonal harm in the workplace: An exploratory study." Rejected at Human Relations and being revised for resubmission to Business Ethics Quarterly.

OTHER PUBLICATIONS:

Goodstein, J. & Wicks, A.C. "Corporate and Stakeholder Responsibility: A Two Way Conversation. Batten Briefings, Darden Graduate School of Business Administration, Spring 2006.

Goodstein, J. & Baker, D. 2001. "Navigating conflicted waters," Universe, 13 (2), 12-15,

Winter, 2000/2001.

Jaksich, J., Meneghin, K., & J. Goodstein. "Employer Involvement in Child Care In Washington State: 1989 and 1991," LMI Review, April: 11-23, 1993.

Goodstein, J. & J. J. Jaksich. "Balancing Work & Family Demands," Currents, June/July: 18, 27, 1992.

PROFESSIONAL PRESENTATIONS:

"Institutional Velocity and Board Structure." Presented at Strategic Management Society. September, 2013. With V. Chen (Presenter), B. Hobdari, and P. Sun.

"Drawing on Research to Develop GVV Curriculum Materials." Presented at Giving Voice to Values Teaching & Research Conference. Boston, MA, 2011

"Giving Voice to Values in the Workplace." Presented at Washington Public Employees Labor Relations Association Fall Conference. Bremerton, WA. September, 2009.

"And Restorative Justice for All: Redemption, Forgiveness, and Reintegration in Organizations." Presented at Annual Meeting of the Academy of Management. August, 2009. With Karl Aquino.

"Restorative Justice and 'Making Things Right' in Organizations." Presented at Annual Meeting of Ethics and Compliance Officers Association. September, 2008. Orlando.

"Normative Orientations and Stakeholder Responsibility: The Influence of Implicit Self-Concept." Presented at Annual Meeting of the Academy of Management. August, 2008. Anaheim. With G. Fairchild and A.C. Wicks.

"Walking the Talk: Developing and Testing a Model of Values Based Performance." Presented at Annual Meeting of the Academy of Management. August, 2005. Honolulu. With M.L. Gruys, S. Stewart, and A.C. Wicks.

"The Moral Lens in Organizational Research: Work-Family Policies and Beyond." Presented at Yale Center for Cultural Sociology Inaugural Conference, May, 2005. New Haven, CT. With M. Blair-Loy and A. Wharton.

"Corporate and Stakeholder Responsibility: A New Foundation for Stakeholder Theory and Firm Stakeholder Commitment." Presented at Ruffin Lectures in Business Ethics, November, 2004. Charlottesville, VA. With A.C. Wicks.

- “Resisting the Resistance: Organizational Defiance and Institutional Response.”
Presented at Annual Meeting of the Academy of Management. August, 2004.
New Orleans. With R. Velamuri.
- “The Moral Lens in Organizational Research: Work-Family Policies and Beyond.”
Presented at Annual Meeting of the American Sociological Association, August,
2004. San Francisco. With M. Blair-Loy and A. Wharton
- “Stakeholder Responsibility: Implications for Stakeholder Theory and Corporation-
Stakeholder Relationships. Presented at Darden Graduate School of Business
Administration, University of Virginia, March, 2003. Charlottesville, VA. With
Andrew C. Wicks.
- “Stakeholder Representation on Corporate Boards: Implications for Firm Financial and
Social Performance. Presented at Society for Business Ethics Annual
Meeting, August, 2001. Washington D.C. With Patrice Luoma and Mark Guise.
- "Fulfilling Institutional Responsibilities in Health Care: Organizational Ethics and the
Role of Mission Discernment." Presented at Society for Business Ethics
Annual Meeting, August, 2000, Toronto, Canada. With John A. Gallagher.
- "The Effect of Stakeholder Board Representation on Executive Compensation."
Presented at the International Strategic Management Society Annual Meeting,
Vancouver, B.C., Canada, October, 2000. With Patrice Luoma and Sanjay Goel.
- "Stakeholder Representation on Corporate Boards: Symbol or Substance?"
Presented at the International Strategic Management Society Annual
Meeting, Berlin, Germany, October, 1999. With Patrice Luoma.
- "Corporate Governance and Corporate Social Performance: An Examination of the
Relationships Between Corporate Social Performance and Board Composition
and Structure." Presented at the International Strategic Management Society
Annual Meeting, Orlando, November, 1998. With Patrice Luoma.
- "Beyond Financial Incentives: Organizational Ethics and Organizational Integrity."
Presented at Conference on Organization Ethics in Health Care: A New National
Agenda, University of Virginia, September, 1998. With Robert Potter.
- "Moral Compromise and Personal Integrity." Presented at Society for Business Ethics
National Conference, August, 1998, San Diego.
- "Institutional Environments and Stakeholder Representation on Corporate Boards of
Directors," College of Business and Economics, Washington State University.
Presented at the International Strategic Management Society Annual Meeting,
October, 1997, Barcelona. With Patrice Luoma.

- "The Influence of the Legal and Institutional Environment on the Role/Structure of the Board of Directors," College of Business and Economics, Washington State University. Presented at the Strategic Management Society Annual Meeting, October, 1995, Mexico City. With Patrice Luoma.
- "Competition in a Multi-Market Environment: The Case of Market Exit," College of Business and Economics, Washington State University. Presented at the Annual Meeting of the Academy of Management, August, 1994, Dallas, TX. With Warren Boeker, John Stephen and Peter Murmann.
- "Professional Backgrounds, Professional Values, and Resultant Negotiation Processes: A Field Study of Conflict Resolution Within Hospital Boards," College of Business and Economics, Washington State University. Presented at the Annual Meeting of the International Association of Conflict Management, June, 1994. Eugene, OR. With Thomas M. Tripp.
- "Institutional Pressures and Strategic Responsiveness: Employer Involvement in Work/Family Issues". College of Business and Economics, Washington State University. Presented at the Annual Meeting of the Academy of Management , August, 1993, Atlanta, GA.
- "Professional Interests, Professional Power, & Organizational Structure," College of Business and Economics, Washington State University. Presented at the Annual Meeting of the Academy of Management, August, 1993, Atlanta, GA. With Warren Boeker and John Stephen.
- "Strategic Change: Competition in a Multimarket Environment," College of Business and Economics, Washington State University. Presented at the Annual Meeting of the Academy of Management, August, 1993, Atlanta, GA. With Warren Boeker, John Stephen and Peter Murmann.
- "The Functions of the Board, Board Structure and Organizational Adaptation: The Effects of Board Size and Diversity on Strategic Change in Turbulent Environments." Paper presented at the Annual Meeting of the Academy of Management, Las Vegas, NV, August, 1992. With Kanak Gautam and Warren Boeker.
- "Board Characteristics and Strategic Change: The Case of Hospital Boards and Medical Service Changes." Paper presented at Annual Meeting of Southern Management Association, Atlanta, GA, November, 1991. An earlier version of this paper was also presented at the University of Oregon, May, 1991. With Kanak Gautam.
- "Organizational Performance and Adaptation: The Effects of Environment and Performance on Changes in Board Composition." Paper presented at the Annual Meeting of the Academy of Management, Miami, FL, August, 1991. With Warren Boeker.

- "Chief Executive Succession as a Political Process: Managerialist and Agency Perspectives." Paper presented at the Annual Meeting of the Academy of Management, San Francisco, CA, August, 1990. With Warren Boeker.
- "A New Perspective on Executive Dynamics: The Effects of CEO Succession, Ownership Changes, and Change in the Board of Directors on Organizational Change." Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C., August, 1989. With Warren Boeker.
- "Institutions, Interests and Organizational Adaptation: Hospital-Physician Integration and Strategic Change." Paper presented at the Conference on Institutional Theory in the Health Care Sector, University of Michigan, Ann Arbor, MI, June, 1989.
- "Institutional Fragmentation and Organizational Change in the Health Care Sector." Paper presented at the Annual Meeting of the Academy of Management, Los Angeles, CA, August, 1988.
- "Its What's Up Top That Counts: The Role of Executive Team Demography and Team Dynamics in Determining Firm Success and Failure." Paper presented at the 1987 President's Forum, American Electronics Association, Palm Springs, CA, November, 1987. With Charles A. O'Reilly III.
- "Managing the Institutional Environment: Evidence from Hungarian Agricultural Cooperatives." Paper presented at the Conference on Institutional Change in Organizations, Center for Advanced Study in the Behavioral Sciences, Palo Alto, CA, May, 1987. With Glenn R. Carroll.

PROFESSIONAL HONORS:

Research

College of Business Dean's Excellence Award (Research, Teaching, and Service):
2008, 2007, 2006, 2004

Batten Institute Fellowship, Darden Graduate School of Business Administration,
University of Virginia, January – April, 2003.

Washington State University, College of Business & Economics. Recipient of Faculty
Excellence Award in Research, May 1999.

WSU Vancouver Department of Management rated No. 1 in the country in per-faculty
contribution to the Academy of Management Journal, 1990-1994.

Washington State University, Vancouver. Recipient of WSU Vancouver Research
Excellence Award, May 1994.

Teaching

Department of Business. Washington State University, Vancouver. Recipient of MBA Student Association Teacher of the Year Award, May 2009.

College of Business and Economics, Washington State University. Recipient along with three colleagues of a Teaching Innovation Grant, 2004-2005.

Washington State University, Vancouver. Recipient of WSU Vancouver Student's Choice Outstanding Teacher Award, May 1994.

College of Business and Economics, Washington State University. Recipient of Shell Instructional Excellence Award for Department of Management & Systems, May, 1993.

Professional Service

Co-editor, Business Ethics Quarterly Special Issue on Reintegrating Individuals and Organizations Following Ethical and Legal Transgressions. Forthcoming, 2014

Appointed to serve on 2011 Business Ethics Quarterly Best Article Selection Committee

Appointed Associate Editor, Business Ethics Quarterly (2008-2011, 2011-2014)

Appointed to Editorial Board, Business Ethics Quarterly (2006-2009)

Appointed to Associate Editor, Journal of Management (2005-2008)

Co-editor with Prof. Tina Dacin (Texas A&M) and Prof. Dick Scott (Stanford) on an Academy of Management Journal Special Issue devoted to Institutional Change and Organizations. February, 2002.

Appointed to serve on 1997 Best of the Academy of Management Journal Article Selection Committee.

One of five editorial board members to receive recognition by the Academy of Management Journal for high quality reviews during the 1996-97 year.

Member of the Academy of Management Journal editorial board, 1995-1999.

Selected to serve on editorial board of Administrative Science Quarterly, February, 1996.

Recipient of Academy of Management Organization & Management Theory Division ABCD (Above and Beyond the Call of Duty) Award for exceptional service,

August, 1995.

Selected to serve on editorial board of the Academy of Management Journal, March, 1995.

Selected as a senior faculty facilitator for 2000, 1998, 1995 Academy of Management Joint Organizational Behavior-Organizational & Management Theory Junior Faculty Workshops.

Selected as junior faculty participant for 1989 Academy of Management OMT Junior Faculty Workshop

Ad Hoc Reviewer for Academy of Management Journal, Academy of Management Review, Organization Science, Journal of Management Studies

GRANTS RECEIVED:

WSUV Department of Business Research Grant, \$10,000. Summer, 2013.

Social Science and Humanities Research Council of Canada, \$147,375. Spring 2013. Member of four person research team (non-PI) pursuing research on offender reintegration in the workplace.

WSUV Department of Business Research Grant, \$10,000. Summer, 2012.

WSU College of Business Research Grant, \$5,000. Summer, 2011.

WSU Vancouver Diversity Grant, \$1,500 (with Claire Latham and Rebecca Portnoy). "Exploring Patterns of Economic Growth Clusters & Minority and Women-Owned Business Clusters in S.W. Washington." September, 2010 – May, 2011.

WSU Vancouver Internal Research Mini-Grant, \$1,820. "A Multidisciplinary Perspective on Responding to Disruptive Physician Behavior in Health Care Organizations. June, 2010 – May, 2011.

Robert Johnson Legacy Scholar, Page Center, Pennsylvania State University, \$5,000 (with Amy Wharton and Mary Blair-Loy). "The Role of Publicly Communicated Corporate Mission and Values in Firm Decisions Regarding Pension Fund Changes." June, 2007 – June, 2008.

WSU Vancouver and Southwest Washington Medical Center Research Partnership in Health Care Mini-Grant, \$4,000 (with Melissa Gruys). "When Health Care Managers & Employees Walk the Talk: The Effects of Values- Based

Performance on Departmental Service Quality and Patient Satisfaction.” July, 2005 – December, 2006.

International Business Institute, College of Business & Economics, \$1,000. Resisting State Corruption in International Contexts: Lessons from the Econet Wireless Zimbabwe Experience. April, 2006.

Southwest Washington Medical Center Health Care Mini-Grant, \$10,000. “Developing and Testing a Model of Values-Based Performance in Health Care Organizations. July 1, 2003-May 30, 2004.

WSU Vancouver Summer Grant, \$7,500. Summer, 2003

Recipient of Southwest Washington Medical Center Grant funds to study organizational ethics issues in health care. Summer 1999, 2000, 2001, 2002.

Oregon Health Sciences University. Co-recipient with two colleagues at OHSU of a \$4,500 grant to examine service value congruence in health care organizations. December, 1997.

Washington State University, Vancouver. Co-recipient with two colleagues at WSU Spokane of a \$40,000 grant from the Washington State Health Care Policy Board to develop a model to assess the community impact of antitrust immunity for health care organizations in Washington. May, 1996.

Washington State University, Vancouver. Recipient of \$595 research mini-grant to attend the Health Care Ethics Seminar at the University of Washington. January, 1996.

Washington State University, Vancouver. Recipient of \$1000 grant to support instructional innovation using virtual technology. December, 1995.

College of Business and Economics, Washington State University, Vancouver. Recipient of \$2,000 research funding for study on hospital governance and strategic adaptation in the Washington State health care sector. Fall 1993 - Winter 1994.

College of Business and Economics, Washington State University. Co-developed with Donna Randall a successful proposal to establish the \$50,000 Jerry and Angelina Burtenshaw Endowment in Business Ethics, November, 1994

College of Business and Economics, Washington State University, Vancouver. Recipient of Summer Research Grant, Summer 1991

School of Commerce and Business Administration, University of Illinois. Recipient of Investors in Business Education Summer Research Grant - 1988 and 1989

Institute of Government and Public Affairs, University of Illinois. Recipient of \$6000. grant to pursue research on public policy issues within the health care sector. October, 1988

UNIVERSITY SERVICE:

Member of WSU Vancouver Research Advisory Council 2013- present
Chair of WSU Vancouver College of Business Management Search Committee 2013- Present
Member of WSU Vancouver College of Business Strategy Task Force
Member of Vice-Chancellor for Academic Affairs Search Committee 11/12 - 5/13
Member of College of Business Tenure & Promotion Committee, 2012 – present
Chair of MISE Dept. Strategic Planning Committee, 2012-2014
Faculty Director, WSU Vancouver MBA Program 9/10 – present
Member of WSU Graduate Studies Committee 9/11 - present
WSU Vancouver Academic Affairs Budget Committee 12/10 – 5/11
WSU Vancouver Business Program Strategy Committee 4/1/10 - 8/15/10
WSU Vancouver Academic Integrity Committee 9/1/10 – present
Member of WSU Department of Management and Operations Strategy Search Committee (Tri-Cities Campus), 2009-2010
Director of WSU Vancouver Emerging Business Initiative, May 2009 – May, 2010
Member of WSU Honorary Doctoral Degree Committee, 2006-2008
Member of College of Business BSE Task Force, 2008-2009
Chair of Dept. of Management & Operations Human Resource Management Search Committee, 2006-2007
Member of WSU Reorganization Committee, 2004-2005.
Member of WSU College of Business & Economics MBA Curriculum Task Force 2003
Member of Department of Management & Decision Sciences OT/Strategy Search Committee, 2003
Member of WSU College of Business & Economics Dean Search Committee, 2001-2002
Member of WSU Vancouver Strategic Planning Task Force, 2001-2002
Member of WSU Vancouver Research Task Force, 2001
Member of Department of Management & Decision Sciences Strategy Search Committee, 2000-2001
Member of CBE Tenure & Promotion Committee, 1999-2007
Member of Department of WSU Vancouver OB/HRM Search Committee, 1998-99
WSU Vancouver MBA Program Advisor, 1997-2007
Member of CBE Associate Dean Search Committee, 1997-98
Member of Department of Management & Decision Sciences Strategy Search Committee, 1997
Acting Program Coordinator of Business Administration Program at WSU Vancouver, 1995-96
Member of CBE MBA Program Committee, 1994-96
Member of CBE Honors & Awards Committee, 1995-96
Member of CBE Undergraduate Curriculum Committee, 1995-96
Member of WSUV Campus Dean Review Committee, 1995-96

Member of WSU College of Business & Economics Dean Search Committee, 1994-95
Member of WSU Vancouver Reinstatement Committee 1994
Chair of WSU Vancouver Department of Management & Systems Faculty Search Committee, 1992-93
Member of WSU Vancouver Department of Education Faculty Search Committee, 1992-93
Member of WSU Vancouver Head Librarian Search Committee, 1992-93
Member of Graduate Faculty, Spring 1993.

COURSES TAUGHT:

Undergraduate

Seminar in Business Ethics
Business Strategy and Policy
Organizational Design
Principles of Management

Graduate

Resources, Stakeholders, & Competitive Advantage
Strategy Formulation and Organization Design
Seminar in Business Ethics
Principles of Management