

Dr. MARILYN L. FOX

Professor, Dept. of Management/MBA Director/
Director AACSB Accreditation
Minnesota State University, Mankato
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Mankato, MN 56001
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EDUCATION

Doctor of Philosophy in Business Administration (1990)

University of Nebraska - Lincoln

Major Areas: Organizational Behavior, Human Resource Management,
Organizational Theory, Statistics & Methods

Dissertation Title: An Investigation of the Moderating Effects of Work and
Non-work Control on the Stressor-Strain Relationship

Masters of Business Administration (1976)

Drury College, Springfield, Missouri

B.S. in Business Education (1973)

Southwest Missouri State University, Springfield, Missouri

ACADEMIC EXPERIENCE

Minnesota State University, Mankato Mankato, MN.

MBA Director	July 1, 2004 to present
Director of AACSB Accreditation	July 1, 2005 to present
Interim Dean, College of Business	July 1 2009 to July 1 2011
Professor of Management	August, 2000 to present
Interim Dean, College of Business	June 1 2001 to July 1 2002
Associate Professor of Management	September 1992 to August 2000
Chairperson, Dept. of Management	July 1993 to July 1996
Assistant Professor of Management	Sept. 1990 to Sept. 1992

University of Nebraska - Lincoln, Lincoln, NE.

Graduate Teaching/Research Assistant, Department of Management - August 1987 to May 1990.

**Minnesota State University, Mankato
Mankato, MN.**

Instructor, Department of Management - September 1983 to July 1987.

NON-ACADEMIC EXPERIENCE

Golden Pantry Foods, Inc. Madelia, MN. (1981 - 1983)

Consultant/Cost Accountant

Responsibilities included setting up product standards, preparation of financial statements and operating budget.

Kraft Foods Inc, Springfield, MO. and New Ulm, MN. (1968 - 1981)

Cost Accounting Supervisor

Responsibilities included preparing all product costs and standards, expense budgets, new product costs and inventories.

Quality Control Technician

Responsibilities included product testing, grading, cooking, and inspection. Also performed bacteriology testing and statistical process control.

Laboratory Analyst

Responsibilities included all product testing, (e.g., butterfat, protein, lactose, moisture) and raw material standards.

COURSES TAUGHT

MBA Organizational Behavior/Theory
MBA Managing Behavior in a Changing World
MGMT Human Behavior in Organizations
MGMT Human Resource Management
MGMT Training and Development
MGMT Principles of Management

Graduate Student Thesis Committees

- Trevor Frey (2020). The Effects of Positive and Negative Humor at Work.
- Christine Gunderman (2015). Created Equal? Comparing Disturbing Media Outcomes across Occupations.
- Alexander Techy (2015). The Effects of Transformational Leadership on Sales Performance in a Multilevel Marketing Organization.
- Jeffrey Dahlke (2014). An Analysis of the Role of Flow in a Model of Occupational Stress
- Roger Knutson (2014). Student Assessments of Professor Effectiveness.
- Hung Hoang (2014). The Role of Social Support and Job Meaningfulness in the Disturbing Media Exposure Job-Strain Relationship
- Jason Jaber (2012). The Moderating Effects of Work control and Leisure Control on the Recover-Strain Relationship
- Jessica Morales (2012). Disturbing Media Effects on the Legal Profession: Secondary Traumatic Stress and Burnout in Air Force Lawyers and Judges.
- Peter Sanacore (2011). Relationship Type Determines the Target of Threat in Perceived Relational Devaluation: Organizational Self- vs. Interpersonal Relationships
- Paige Woodruff (2011). Recovery from Stress: The Route to Success. The Moderating Effect of Proactive Personality on the Recovery-Strain Relationship
- Benjamin Devine (2010). The Anguish of Aiding: Post-Secondary Traumatic Stress, Burnout, and Coping among Federal Law Enforcement Agents.
- Jeremy Jones (2008). Secondary Traumatic Stress, Burnout and Turnover Intentions among Law Enforcement Agents Exposed to Violent and Disturbing Media Images
- Alexis Tange (2008). Job Stress-Need for Recovery Relationship and the Role of Personality
- Andrea Larson (2007). The Relationship between Incentives, the Big Five, and Product Favorability Ratings.
- Juliane J. Morgan (2006). Perceptions of Relational Devaluation in Personal and Professional Relationships.
- Chris Schmitt (2006). Examining the Relationship between Social Allergens, Counterproductive Work Behaviors, and Workplace Incivility.
- Lauren Hendersen (2005). My Co-Worker Stinks: How Personality Affects Coping Strategies Used to Deal with Annoying Work Associates.

- Tina Halphen (2005). You must be Just like Me! Effects of Perceived similarity on Trust in Dispersed Teams.
- John Zehr (2004). The Role of Personality and Coping Strategies in the Performance of Counterproductive Work Behaviors.
- Nicole J. Schultz (2004). Communication Diversity Training at Public Minnesota Universities: A Quantitative Contextual Comparative Analysis
- John Zehr (2004). The Role of Personality and Coping Strategies in the Performance of counterproductive Work Behaviors
- Pryia Kannan (2003). Comparison of Work-Family Conflict across Cultures
- Brent Moline (2003). An Ethnographic Study of Male Communication Patterns in Female Dominated Workplaces
- Sarah Nolte (2003). Relational devaluation at work: Potential Implications for Organizational Citizenship Behaviors
- Shakil Hossain (2002). Methodology for Rapid Application Development with visual Studio Net
- Kathryn Ruggle (2001). Using Volunteer Retention Techniques to Motivate and Retain Employees in a For-Profit Setting
- John Rollins (2001). Computer Mediated Communications: A Challenge to Organizational Control
- Joseph Koppi (2001). The Market Case History: Its Elements and Production
- Dennis Kuefner (2000). Active Learning as an Alternative to Traditional Methods of Teaching in Post Secondary Education
- Jan Jeske (2000). The Impact of Corporate Wellness Programs on Cost Containment of Employees Medical Expense Benefits
- Kathryn Oien (2000). Further Effects of Forbidden Information in Employee Selection
- Gail Moline (1999). Team Management Effectiveness on Productivity and Performance
- Myron Dummer (1999). Best Practices for Implementing Multi-Rater Review
- Paul Eichberger (1999). The Effects of Applicant Gender, Age, and Accountability in Resume Screening
- Elsa Maas (1999). Increasing Applicants' Perceptions of Selection Test Fairness and Self-Efficacy with Feedback.
- Dennis Sjogren (1999). Vocational Agricultural Education Perceptions and Impact on Stakeholders.
- Travis Boerboom (1999). An Adductive Interpretation of the Visual Symbols in Camel Cigarette Advertisements Published between August 1997 and August 1998.
- John Michael Congemi (1999). The Effects of Forbidden Information in Employee Selection.

- Jon Aspenson (1998). Perceptions of Pregnant Job Applicants in a Simulated Selection Situation
- Lisa Stevens (1998). The Intentional forgetting of forbidden Information in Employee Selection
- Jean-Philippe Naud (1998). Influence of Gender and Accountability on the Resume Screening of Older Applicants
- Stephen Hitchler (1998). Understanding the Attribution Process of Performance Appraisals
- James Schumacher (1997). Workplace Stress, Causes, Effects, and Personality Characteristics
- Rolland Woodward (1996). Using Quality Management at Menards
- Wendy Wright (1996). Sandbagging versus Self-Handicapping: Differentiation of Initial Claims of Effort
- Ann Raisler (1996). The Effects of Self-Esteem and Purpose of Appraisal on the Accuracy of Self Ratings
- Christine Sizer (1995). The Sixteen Personality Factor Model: Does it Predict Managerial and Executive Performance
- Margaret Gislason (1993). Source Credibility of Oprah Winfrey: Rhetorical Strategies to Enhance Derived Ethos during Talk Shows about Social Relations
- Carla Friese (1992). The Job Satisfaction and Motivation of the 1992 Mankato State University Faculty

SCHOLARLY CONTRIBUTIONS

Refereed Journal Articles

Mahoney, C.B., Schumann, P. L. & Fox, M.L. (2018). Differences in turnover intentions of nurse practitioners by practice area in the United States. **Journal of Organizational Psychology**, 18(5).

Dale, K., Fox, M.L., & Mahoney, C. (2018). The relationship between supervisor and subordinate value congruence and role stress. **Journal of Behavioral and Applied Management**, 18(1), 1-18.

Mayer, B., Dale, K., & Fox, M.L. (2014). Designing the business strategy game to promote student thinking and student engagement: An application of the four disciplines of execution. **Business Education Innovation Journal**, 6(2), 86-92.

Fox, M. L., Dale, K., & Mayer, B. (2013). Conflict management style, transformational leadership and follower's attitudes: A Test of direct effects and the mediating role of transformational leadership. **Leadership & Organizational Management Journal**, 4. 9-30.

Mayer, B.W., Dale, K. & **Fox, M.L.** (2011). Processes for developing simulation self-esteem. ***Business Education Innovation Journal*** 3(1), pp. 65-76.

Dale, K.M., Mayer, B.W. & **Fox, M.L.** (2010). Business students' perceptions towards environmental sustainability: is it a legitimate business issue? ***Business Education Innovation Journal***. 2(1), pp. 76-85.

Dale, Kathleen & **Fox, M. L.** (2008). Leadership style and organizational commitment: Mediating effects of role stress. ***Journal of Managerial Issues***, (1),109-130.

Fox, M. L. & Dwyer, D.J. (2006). The relationship between job demands and key performance indicators: Moderating effects of job resources in call centers. ***Journal of Business and Management***, 12 (2), 127-145.

Ganster, D.C., **Fox, M. L.** & Dwyer, D.J. (2001). Explaining employee health care costs: A prospective examination of stressful job demands, personal control, and physiological reactivity, ***Journal of Applied Psychology*** 86 (5), pp. 954-964.

Dwyer, D. J. & **Fox, M. L.** (2000). The moderating role of hostility in the relationship between job characteristics and health. ***Academy of Management Journal***, 43 (6), pp 1086-1096.

Fox, M. L. & Dwyer, D. J. (2000). Reducing stress by increasing control. ***Clinical Leadership and Management Review***, 4 (3), pp. 114-117.

Fox, M. L. & Dwyer, D. J. (1999). An investigation of the effects of time and involvement in the relationship between stressors and work-family conflict. ***Journal of Occupational Health Psychology***, 4, 164-174.

Fox, M. L. & Dwyer, D. J. (1995). Stressful job demands and health: An investigation of the effects of self-monitoring. ***Journal of Applied Social Psychology***, 23: 1973-1998.

Fox, M. L., Dwyer, D. J., & Ganster, Daniel, C. (1993). Effects of stressful job demands and control on physiological and attitudinal outcomes in a hospital setting. ***Academy of Management Journal***, 36: 289-318.

Schaubroeck, J., Ganster, D. C., & **Fox, M. L.** (1992). Dispositional affect and work-related stress. ***Journal of Applied Psychology***, 77: 322-335.

Dwyer, D. J., Schwartz, Robert H., & **Fox, M. L.** (1992). Decision-making autonomy in nursing: ***Journal of Nursing Administration***, 22: 17-23.

Luthans, Fred, **Fox, M. L.**, & Davis, Elaine (1991). Improving the delivery of quality service through behavioral management techniques. *Leadership and Organization Development Journal*, 12: 3-6.

Luthans, Fred & **Fox, M. L.** (1989). Update on skill-based pay. *Personnel*, March, 26-31.

Refereed Conference Proceedings/Abstracts

Mahoney, C., & **Fox, M. L.** (2019). Recovery from stress and its impact on turnover intentions in a sample of registered nurses. Irish Academy of Management. **Proceedings.**

Mahoney, C., Schumann, P. L., & **Fox, M. L.** (2018). Differences in Turnover Intentions of Nurse Practitioners by Practice in the United States. Irish Academy of Management. **Proceedings.**

Mahoney, C., Schumann, P., & **Fox, M. L.** (2018). The Determinants of Turnover of Nurse Practitioners in the United States. Western Decision Sciences Institute Annual Conference. **Proceedings.**

Mahoney, C. Schumann, P. & **Fox, M.L.** (2018). Differences in turnover intentions of nurse practitioners by practice in the United States. Presented at the Irish Academy of Management. **Proceedings.**

Mahoney, C., Schumann, P. & **Fox, M.L.** (2018). The determinants of turnover of nurse practitioners in the United States. Presented at the 2018 Western Decisions Sciences Institute Annual Conference in Hawaii. **Presentation/Abstract in Proceedings.**

Fox, M.L. & Dale, K. (2016). The relationship between personality type and team effectiveness among undergraduates enrolled in an integrated business experience. Presented at the 2016 Midwest Academy of Management Conference in Fargo, ND. **Presentation/Abstract in Proceedings.**

Fox, M.L. & Dale, K. (2014). An exploratory study of cyber loafing activities, justification and perceived seriousness. Presented at the 2014 Midwest Academy of Management Conference Minneapolis, MN. **Presentation/Abstract in Proceedings.**

Dale, K. & **Fox, M. L.** (2013). The relationship between conflict management style and perceptions of leader effectiveness, satisfaction with leader, and extra effort. ***Proceedings of the Midwest Decision Sciences Institute.***

Fox, M.L., Pragman, C.H. & Bowyer, S. (2009). Peer assessment of teamwork in business education. Presented at the 2009 Midwest Academy of Management Conference. **Proceedings.**

Dale, K.M., Mayer, B.W. & **Fox, M.L.** (2009). Environmental sustainability as a legitimate business issue. Presented at the 2009 Midwest Decision Sciences Institute. **Proceedings.**

Fox, M. L., Tange, A., & Perez, L. (2008). Conflict, workload and health: the moderating effects of recovery experiences. Presented at the 2008 Midwest Academy of Management Conference in St. Louis, MO, **Proceedings.**

Dale, Kathleen & **Fox, M. L.** (2007). Participation and organizational commitment: Does role stress mediate the process? Presented at the 2007 National Decision Sciences Institute Conference in Phoenix, AZ. **Proceedings.**

Dale, Kathleen & **Fox, M. L.** (2006). The congruence of values in a superior-subordinate dyad: Effect on organizational commitment. Presented at the 2006 Midwest Academy of Management Conference in Louisville, KY. **Proceedings.**

Dale, Kathleen & **Fox, M. L.** (2006). Loyalty: What can a leader do? Presented at the 2006 National Decision Sciences Institute Conference, San Antonio, TX. **Proceedings.**

Fox, M. L. & Dwyer, D.J. (2004). The relationship between work stress and key performance indicators: A test of the moderating effects of control and customer service training in call centers. Presented at the 2004 Midwest Academy of Management Conference in Minneapolis, MN. **Proceedings.**

Fox, M. L. & Dwyer, D. J. (1999). Shiftwork, health, and job satisfaction: moderating effects of social support and personal control. Presented at the 1999 National Decision Sciences Institute Conference in New Orleans, LA. **Proceedings.**

Eckert, L., Aspenson, J., **Fox, M. L.** & Goernert, P. (1999). Perceptions of pregnant job applicants in a simulated selection situation. Presented at The 1999 Midwest Academy of Management Conference in Lincoln, NE. **Proceedings.**

Dwyer, D. J. & **Fox, M. L.** (1996). A prospective study of Karasek's job demands-job decision latitude model in predicting employee health and well-being. Presented at the 1996 National Academy of Management Conference (OB Division) in Cincinnati, OH. **Proceedings.**

Dwyer, D. J. & **Fox, M. L.** (1996). The moderating role of the Type A Behavior Pattern in the relationship between job characteristics and health. Presented at the 1996 National Decision Science Institute (Org. Behavior/ Theory track) in Orlando, FL. **Proceedings.**

Fox, M. L. & Dwyer, D. J. (1994). Employee control, stress, and health: A longitudinal test of the job demands-job decision latitude model. Presented at the 1994 National Decision Sciences Institute Conference in Honolulu, HI. **Proceedings.**

Dwyer, D. J. & **Fox, M. L.** (1993). Assessment of work and nonwork demands on psychological health: A test of the spillover model. Presented at the 1993 Midwest Academy of Management Conference in Indianapolis, IN. **Proceedings.**

Pragman, Claudia H., & **Fox, M. L.** (1992), Predicting job tenure: An exploratory study of entry-level, blue-collar workers in manufacturing. Presented at the 1992 National Decision Sciences Institute Conference in San Francisco, CA. **Proceedings.**

Fox, M. L., Dwyer, D. J., & Ganster, Daniel C. (1991), Stress and control among nurses: Effects on physiological outcomes. Presented at the 1991 National Academy of Management Conference in Miami, FL. **Nominated for Best Paper Award Proceedings.**

Dwyer, D. J., & **Fox, M. L.** (1991). The role of self-monitoring on the stressor-strain relationship. Presented at the 1991 Midwest Academy of Management Conference in Cincinnati, OH. **Proceedings.**

Fox, M. L. & Davis, Elaine. (1990). The relationship between size and performance: A multiple operationalization perspective. Presented at the 1990 Midwest Academy of Management Conference in Milwaukee, WI. **Proceedings.**

Fox, M. L., & Dwyer, D. J. (1989). An activation theory approach for conceptualizing the work-leisure relationship. Presented at the 1989 National Decision Sciences Institute Conference in New Orleans, LA. **Proceedings.**

Academic Books, Textbooks, Chapters, and Supplements

Fox, M. L. (2006). Job Design. In J.J. Greenhaus & G.A. Callahan (Ed.) Encyclopedia of Career Development (pp 414 – 420). Sage Publications.

Co-authored Instructor's Manual to ***International Management*** by Richard Hodgetts and Fred Luthans. New York: McGraw-Hill, 1991.

Co-authored "Teaching Notes and Discussion Questions" for Instructor's Manual to ***Business*** by Fred Luthans and Richard Hodgetts. Chicago: Dryden Press, 1989.

Co-authored "Teaching Notes and Instruction Outlines" for ***Organizational Behavior***, 5th Edition by Fred Luthans. New York: McGraw-Hill, 1989.

Conference Presentations/Not Proceedings

Mahoney, C., **Fox, M.L.**, Byers, V. & van der Heijden, B. (2016). Nurses' job and occupational turnover: old approaches, new directions. Professional Development Workshop Presentation. National Academy of Management Annual Conference, Anaheim, CA.

Fox, M. L. (2003). Pedagogy and the Wireless Classroom. Instructional Technology Conference. Moorhead, MN.

Fox, M. L., Sullivan, Sherry E. & Crocitto, Madeline (2001). Symposium - The Academic Sideshow - How to Manage your Sabbatical. Presented at the 2001 Midwest Academy of Management Conference, Toledo, OH.

Dwyer, D. J., **Fox, M. L.** & Ganster, Daniel C. (1993). The relationship of stress and the conflict between work and nonwork domains: An investigation of the effects of work and nonwork time and energy. Presented at in the **Distinctive Poster Session** at the 1993 National Academy of Management Conference in Atlanta, GA.

Schaubroeck, John, Ganster, Daniel C., and **Fox, M. L.** (1991). Influences of positive and negative affectivity on work related stress. Presented at the 1991 National Decision Sciences Institute Conference in Miami, FL.

Ganster, Daniel C., **Fox, M. L.** & Mayes, Bronston, T. (1989). Relating job stress to strain: Is there really a dispositional difference? Presented at the 1989 National Academy of Management Conference in Washington, D.C.

Grants and Awards

Fox, M.L. & Mahoney, C. (2018). College of Business Research Excellence Award. \$5,000.

Mahoney, C. & Fox, M. L. (2013). Increasing Off Campus Master of Business Administration Enrollment, Minnesota State University, Mankato Strategic Priority Grant \$33,550

Women of Courage and Vision Award (2012). The Commission on the Status of Women, Minnesota State University, Mankato.

Women of Courage and Vision Award (2008). The Commission on the Status of Women, Minnesota State University, Mankato.

Women of Courage and Vision Award (2006). The Commission on the Status of Women, Minnesota State University, Mankato.

Distinguished Professor Award (2002). College of Business Advisory Council.

Who's Who Among America's Teachers. (2000) Nominated by Students.

Competitive Grant funded by the MSU Faculty Research Grant Program, November, 2000. The relationship between work stressors and key performance indicators: A field test of the mediating and moderating effects of emotional state, support, and perceived control.

Grant Recipient - Empowered work teams: A longitudinal study of their effects on work stress and strain. Competitive grant for \$3,950 funded by the MSU Faculty Research Grant Program, March, July, 1994.

Grant Recipient - Summer Research Grant funded by the College of Business, Minnesota State University, Mankato 1992, 1993, 1997, 1998

Grant Recipient - Effects of Stressful Job Demands on Psychological and Physiological Health: A Quasi Experiment. Competitive grant for \$3,821 funded by the Minnesota State University, Mankato Faculty Research Grant Program. November, 1991

Grant Co-Recipient - The Use of Feedback in Managing Quality Service in the Banking Industry: A Field Experiment. Competitive grant for \$10,000 funded by the Nebraska Bankers Association. Co-Investigator, Dr. Fred Luthans University of Nebraska - Lincoln. 1988, 1989.

INTELLECTUAL DEVELOPMENT ACTIVITIES

- D2L Competency-Based Course Development Training (2018). Owatonna and Mankato MN
- AACSB Annual Accreditation Conference (2016) Minneapolis, MN
- AACSB Annual Accreditation Conference (2015) Chicago, IL
- AACSB Annual Accreditation Conference (2014) Baltimore, MA
- Covey Leadership Certification - 7 Habits of Highly Successful People. Successfully Completed the Online Certification for the Covey Leadership 7 Habits of Highly Successful People (2013).
- Introduction to Qualtrics Survey Builder, Mankato, Minnesota. Attended workshop on using Qualtrics (2013).
- National Academy of Management Conference, 2013. Orlando, FL.
- AACSB Maintenance of Accreditation Seminar (2010, 2011). Tampa, FL. & New Orleans, LA.
- Data Analysis Using SPSS Part 2 & 3 (2009). Mankato, MN.
- AACSB Annual Meeting (2009). Orlando, FL.
- Finance for the non-Financial Administrator (2009). On line class offered by the MnSCU.
- New Administrator Training (2009). Minnesota State Colleges and Universities System Office, St. Paul, Minnesota.
- Data Analysis Using SPSS Workshop (2007). Mankato, Minnesota.
- AACSB Maintenance of Accreditation Seminar (2007). Tampa FL.
- AACSB Continuous Improvement Conference (2006). Minneapolis MN.
- AACSB Maintenance of Accreditation Seminar (2005). Tampa FL.
- Attended the Midwest Academy of Management Conference in Minneapolis, MN April, 2004.
- Invited Speaker: Minnesota State University – Moorhead Technology Conference, May, 2003.
- Desire to Learn Training Workshops (2003). Mankato, MN.
- Attended the Midwest Academy of Management Conference in Toledo, OH April 2001.
- Attended numerous workshops pertaining to the notebook computer and technology initiative of the College of Business during the Academic year 1999-2000, and 2000-2001. IBM, Winona State University demonstration, Erwin-McGraw-Hill are examples. Also, attended computer classes on Excel, Frontpage, and Access, SmartBoard, Intrakal, BlackBoard, Digital Camera, etc.

- Attended the Midwest Academy of Management Conference in Lincoln, NE. April 1999. **Past President and Member of the Executive Board.**
- Attended a workshop conducted by Richard Schmming, Minnesota State University, Mankato, February 1998, on Teaching and Learning within the Rhythms of the Semester.
- Attended the Midwest Academy of Management Conference in Kansas City, MO, April 1998. **President and Member of the Executive Board.**
- Attended the National Academy of Management Conference in Boston, MA. August, 1997. Participated in Doctoral Student Consortium as **President of the Midwest Academy of Management.**
- Attended the Midwest Academy of Management Conference in Ann Arbor, Michigan, April 1997. **Program Chair and Member of the Executive Board.**
- Attended a teaching workshop conducted by Dr. Harvey Brightman, Georgia State University, May 1996 on Teaching and Learning Techniques.
- Attended the Midwest Academy of Management Conference in South Bend, Indiana, April 1996. Program Chair Elect & Member of Executive Board
- Attended the AACSB Midwest Dean's Meeting in Lake Geneva. WI October 1995.
- Attended the 1995 National AACSB Meeting in Minneapolis, MN April 1995.
- Attended a workshop on Accessing and Searching on the Internet conducted by Library Media, MSU. February 1995.
- Attended a workshop on Streamlining Presentation Techniques conducted by Dr. Don Descy, Library Media, Minnesota State University, Mankato, October 1994.
- Attended a workshop on Cultural Diversity Research & Integrating Cultural Diversity into the Business curriculum conducted by Dr. Nancy DiTomaso, Rutgers University, May 23 & 24, 1994.
- Attended the National AACSB meeting in Orlando, Florida, April 1994.
- Attended a workshop and tutorial on Structural Equations Modeling at Purdue University, March 1994.
- Attended AACSB conference and workshop on Standards and Assessment in St. Louis, Missouri, September, 1993.
- Attended a workshop on Teaching Thinking and Problem Solving conducted by Dr. Peter A Cohen, Baylor University, March 1993.
- Attended a workshop on Teaching Portfolios and Improvement in Teaching conducted by Dr. John Barber, Ball State University, January 1993.

- Attended a workshop on integrating ethical issues into courses at Minnesota State University, December 1992.
- Attended a conference on Business Ethics, Minnesota State University, Mankato, October 1992.
- Attended a workshop on Total Quality Management conducted by IBM executive, Greg Lea, October 1992.
- Attended a Case writing workshop conducted by Dr. John Seegar, Harvard and Dr. Melvin Stanford, Minnesota State University, Mankato, April 1992.
- Attended Teaching Excellence Workshop conducted by Dr. Harvey Brightman, Georgia State University, May 1991.
- Attended Logit and Loglinear Models workshop at Metropolitan State University, February 1991.

SERVICE TO THE DISCIPLINE AND PRACTICE OF MANAGEMENT

Memberships in Professional Organizations

National Academy of Management
 Society for Human Resource Management
 Association for Talent Development

Elected Positions

Past President – Midwest Academy of Management, 1998-1999
 Task Force – National Academy of Management, 1998-1999
 President - Midwest Academy of Management, 1997-1998
 Program Chair - Midwest Academy of Management, 1996-1997
 Program Chair Elect- Midwest Academy of Management, 1995-1996

Editorial Contributions

Reviewer – Journal of Leadership & Organizational Studies (2019, 2020).

Reviewer – Academy of Management Annual Conference (2016).

Editorial Board – Journal of Leadership & Organizational Studies (Spring, 2003 to 2018).

Ad Hoc Reviewer – Journal of Leadership Studies (2014)

Academic Conference Panelist (2007). Midwest Academy of Management, Celebrating Legacies 50 years of the Midwest Academy Serving our Colleagues: Reflections from Past Presidents on the Past, Present, and Future.

Paper Reviewer – National Decision Sciences Institute (2006).

Session Facilitator – Midwest Academy of Management (1997, 1998)

Editorial Board - Journal of Management (1993 - July, 1995)

Reviewer - Academy of Management Journal (1993 – 1997; 1998 - 2011)

Reviewer - Journal of Organizational Behavior (1993-2004).

Paper reviewer - Midwest Academy of Management (1993, 1995-2000, 2006, 2007, 2008).

Paper Discussant/Paper Reviewer National Decision Sciences Institute Meeting, November, 1992.

SERVICE TO THE UNIVERSITY

2018-2019 Chair, College of Business Research Committee

2018 Chair Search Committee Director of Communication and Events – College of Business

2017 – 2019 Member, Graduate Education Sum Meet and Confer

2013 Chair Search Committee Director of Development – College of Business

2011 - 2015 College Assurance of Learning Ad Hoc Member

2010 - 2014 Graduate Curriculum, Policy and Admissions

2011 - 2012 Member, Budget Sub Meet and Confer

2009 - 2011 Chair, High Ability Sub Committee of Enrollment Management

2009 - 2011 Member, Budget Sub Meet and Confer: University Budget Planning

2009 - 2011 Member, Graduate Sub Meet and Confer

2009 - 2010 Chair, Search Committee for Assistant VP of Institutional Planning, Research and Assessment

2004 - 2016 Chair MBA admissions

2005 - 2007 Member University Graduate Sub Meet and Confer Committee

2002 - 2003 Co-Chair of the search committee to hire for the position of Vice President of University Advancement

2002 – 2002 Chair, committee to hire Associate Dean of Nursing

- 2000 Chair of the search committee to hire for the position of Director of Development, College of Business at Minnesota State University.
- 2000 Member of the search committee to hire for the position of Head Hockey Coach, Minnesota State University, Mankato.
- 1999 - 2000 Member of the College of Business Training & Curriculum Development Committee that supports the Notebook Computer Initiative.
- 2000 Member of the College of Business Technology Committee.
- 1999 - 2002 Chair College of Business Graduate Education Committee.
- 1999 - 2000 Member of the College of Business Enrollment Enhancement.
- 1998 - 2000 Member of the Department Personnel Committee.
- 2003 - 2006 Member of the Department Personnel Committee.
- 1998 - 1999 Member of the Search committee to recruit and hire for the position of Assistant to the Dean of the College of Business.
- 1998 Member of the Search Committee to recruit and hire for the position of Dean of the College of Business.
- 1997 Member of the Search Committee to recruit and hire for the position of Assistant Hockey Coach.
- 1997-1998 Member of the MBA Committee.
- 1996-1997 Faculty Chairperson, Annual Campus Campaign.
- 1993-1996 Chairperson, Department of Management.
- 1996 Member of Faculty Association Task Force investigating MSU Hockey moving to Division I status.
- 1994 University Committee - Designed & conducted research study investigating undergraduate advising at Mankato State University for Academic Affairs.
- 1993 Conducted a workshop on Personality and Preferences as part of the Annual University Development Day at Mankato State University.
- 1991-1993 Conducted a series of workshops on Personality and Preferences for the Department of Human Resources at Mankato State University.

Service to Community Organizations

- Invited Speaker, Minnesota Telephone Association's Annual Communication Seminar Fall Conference Mankato, MN October 1996. Topic: Dealing with Change
- Invited Speaker, Rotary Meeting, Mankato, MN April 1995. Title: Stress and Health in the Workplace.
- Invited Speaker, Business Executive Round Table Meeting, KEYC Television Station, Mankato, MN February 1995. Title: Stress and Health in the Workplace.
- Consultant to the Vice President of In-Patient Services at St. Elizabeth's Community Health Center, Lincoln, NE 1991 - 1997
- Trainer and Invited Speaker at St. Elizabeth's Community Health Center Lincoln, Nebraska, 1992, 1995
- Keynote Speaker at Marx & Newman Inc. (U.S. Shoe, Inc.) Annual Sales and Marketing National Meeting, New York City, June 1992. Title: Job Stress and Health. Conducted Management Development Seminar for executives of Kraft Foods, Inc., April, 1991