

## Kathy Lund Dean, Ph.D.

✚ Board of Trustees Distinguished Professor of Leadership & Ethics

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### Summary

- ✚ Inaugural holder of the Board of Trustees Distinguished Chair in Leadership & Ethics
- ✚ Long-term leadership positions in the *Academy of Management* and *Management & Management & Organizational Behavior Teaching Society*
- ✚ Certified Mediator (National Association of Certified Mediators)
- ✚ Faculty advisor for student members on Board of Trustees Investment Committee and Skone Investment Club
- ✚ Gustavus Ombuds for informal conflict resolution
- ✚ Fulbright Specialist to increase underrepresented scholars in mainstream journals
- ✚ Responsible for external stakeholder engagement to increase students' career readiness
- ✚ Responsible for growing experiential learning opportunities & expertise
- ✚ Responsible for mentoring authors in publishing & scholarship productivity worldwide

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### Education

**Ph.D., Management & Ethics**  
Saint Louis University, St. Louis, Missouri

**M.M. [Master of Management]**  
Graduate School of Management  
Aquinas College, Grand Rapids, Michigan

**B.A., Arts & Letters Program for Administrators**  
Business Administration and French  
University of Notre Dame, Notre Dame, Indiana

## Academic Experience--Scholarship

### Refereed Journal Articles

- Lund Dean, K. (2025 November). "I'm not that Kind of Doctor": Experiential Learning as the Student Mental Health & Wellbeing Superpower. *Journal of Management Inquiry*, 35(1), 90-92. Two-minute [video summary](#) as the 2025 MED keynote address, Academy of Management, Copenhagen.
- Lund Dean, K. and Bolinger, A. (2025, August Online First). Recapturing skillful managerial performance in remote work: The phenomenology of how to be a great manager when you can't "be there." *Journal of Management Inquiry*, <https://journals.sagepub.com/doi/10.1177/10564926251364183>
- Woodside, S.; Eury, J.L.; Taylor, P.G.; Buis, B.C.; Lund Dean, K.; Fornaciari, C.J.; Stark, J.B.; and Flynn, E.J. (2024). Building a community of practice: Insights from vicarious learning and crowdsourcing. *Management Teaching Review*, 9(3), p. 279-288. <https://doi.org/10.1177/23792981231180210>
- Lund Dean, K. (2023). Rebordering the total institution: Designing thriving business schools through creative resourcing and educator agency. *Academy of Management Learning & Education*, 22(3), 407-424.
- Asarta, C.J.; Bento, R.F.; Ferrera, Z.; Fornaciari, CJ; Hwang, A.; Lund Dean, K.; Mendez-Carbajo, D. (2023). Key authors in business and management education (BME) with a bibliometric analysis of economic education scholarship by gender. *Advances in Economics Education*, 2(1), p. 45-68.
- Wright, S.L.; Lund Dean, K. and Forray, J.M. (June 2021). Negative student emotions and educator skill in experiential education: A taxonomy of classroom activities. *Higher Education: The International Journal of Higher Education Research*, <https://doi.org/10.1007/s10734-021-00720-9>.
- Lund Dean, K. (April 2021). Too much of a good thing: Escalating developmental needs in the educator—student relationship. *Academia Letters*, 495, <https://doi.org/10.20935/AL495>.
- Lund Dean, K., Wright, S., and Forray, J. (December 2020). Experiential pedagogy and the moral duty of business schools. *Academy of Management Learning & Education*, 19(4), 569-583.

#### Runner up: Best Paper of 2020 in AMLE

- Beatty, J.E., Leigh, J.S.A., and Lund Dean, K. (October 2020). The more things change, the more they stay the same: Teaching philosophy statements and the state of student learning. *Journal of Management Education*, 44(5), 533-542.
- Lund Dean, K., Fornaciari, C., Bento, R., and Asarta, C. (September 2020). Premises, promises and perils of the Academic Potemkin Village. *Management Learning*, 51(4), 491-510.
- Wright, S.; Forray, J. and Lund Dean, K. (September 2019). From Advocacy to Accountability in Experiential Learning Practices. *Management Learning*, 50(3), 261-281. <https://journals.sagepub.com/doi/full/10.1177/1350507618814645>

- Asarta, C., Bento, R., Fornaciari, C., Lund Dean, K., Arbaugh, J.B., and Hwang, A. (December 2018). The scholarship of teaching and learning: Changing the dominant narrative about (and in) research institutions. *Journal of Management Education*, 42(6), 731-748.  
<https://doi.org/10.1177/1052562918777271>
- Lund Dean, K. (September 2018). Academic gerrymandering? Expansion and expressions of academic work. *Journal of Management Inquiry*, 27(4), 405-410.  
<https://doi.org/10.1177/1056492618774849>
- Lund Dean, K. and Forray, J. (March 2018). The long goodbye: Can academic citizenship sustain academic scholarship? *Journal of Management Inquiry*, 27(2), 164-168.  
<https://doi.org/10.1177/10564926177264>
- Lund Dean, K. and Wright, S. (September 2017). Embedding engaged learning in high enrollment lecture-based classes. *Higher Education: The International Journal of Higher Education Research*, 74(4), 651-668.
- Asarta, C., Fornaciari, C.J., Arbaugh, J.B., Bento, R., Lund Dean, K., and Hwang, A. (July 2017). Key institutions in business and management education research. *Journal of Education for Business*, 92(5), 220-229.
- Arbaugh, J.B.; Asarta, C.; Fornaciari, C.J.; Hwang, A.; Bento, R.; Lund Dean, K. (May 2017). Key authors in business and management education research: Productivity, topics, and future directions. *Decision Sciences Journal of Innovative Education*, 15(3), 268-302.
- Lund Dean, K.; Safranski, S.R.; and Lee, E.S. (October 2015). Bad apples, behaving badly? Workplace religious discrimination disputes and resolution behaviors. *Journal of Management, Spirituality & Religion*, 12(3), 227-256.
- Associated TEDx Talk (April, 2016).** “Religious discrimination is un-American”, available at <https://www.youtube.com/watch?v=7365IO9l-tw>
- Fornaciari, C.J. and Lund Dean, K. (October 2014). The 21<sup>st</sup> century syllabus: From pedagogy to andragogy. *Journal of Management Education*, 38(5), 701-723.
- Lund Dean, K. and Fornaciari, C.J. (October 2014). The 21<sup>st</sup> century syllabus: Tips for putting andragogy into action. *Journal of Management Education*, 38(5), 724-732.
- Lund Dean, K.; Safranski, S.R.; and Lee, E.S. (April 2014). Religious accommodation in the workplace: Understanding religious identity threat and workplace behaviors in legal disputes. *Employee Responsibilities and Rights Journal*, 26(1), 75-94.
- Lund Dean, K. and Fornaciari, C.J. (February 2014). Creating masterpieces: How course structures and routines enable student performance. *Journal of Management Education*, 38(1), 10-42.
- Fornaciari, C.J. and Lund Dean, K. (December 2013). I, S, T, and J grading techniques for Es, Ns, Fs, and Ps. *Journal of Management Education*. 37(6), 828-853.
- Accompanying podcast** available at <http://jme.sagepub.com/site/misc/Index/podcasts.xhtml>
- Lund Dean, K. & Jolly, J. (June 2012). Student identity, disengagement, and learning. *Academy of Management Learning & Education*, 11(2), 228-243.

Lund Dean, K.; Mullins Beggs, J.; & Keane, T. (November, 2010). Mid-level managers, organizational context, and (un)ethical encounters. *Journal of Business Ethics*, 97(1), 51-69.

Fornaciari, C.J., and Lund Dean, K. (December, 2009). Foundations, lessons and insider tips for MSR research. *Journal of Management, Spirituality and Religion*, 6(4), 301-322. [Winner, best paper in Academy of Management MSR division, 2009]

Lips-Wiersma, M.; Lund Dean, K.; and Fornaciari, C.J. (December, 2009). Theorizing the dark side of the workplace spirituality movement. *Journal of Management Inquiry*, 18(4), 288-300.

**Winner, *Breaking the Frame Award* for best paper, 2009**

Beatty, J.E.; Leigh, J.S.A.; and Lund Dean, K. (February, 2009). Philosophy rediscovered: Exploring the connections between teaching philosophies, educational philosophies, and philosophy. *Journal of Management Education*, 33(1), 99-114.

Beatty, J.E.; Leigh, J.S.A.; and Lund Dean, K. (February, 2009). Finding our roots: An exercise for creating a personal teaching philosophy statement. *Journal of Management Education*, 33(1), 115-130.

These companion articles have won **the *Fritz Roethlisberger Memorial Award* for best paper, 2009 and the *Lasting Impact Award*, 2020**

**Accompanying podcast** available at

[http://jme.sagepub.com/site/misc/Index/podcast\\_archive.xhtml](http://jme.sagepub.com/site/misc/Index/podcast_archive.xhtml)

Kilpatrick, J., Lund Dean, K., and Kilpatrick, P. (September, 2008). Philosophical concerns about interpreting AACSB assurance of learning standards. *Journal of Management Inquiry*, 17(3), 200-212.

Lund Dean, K. and Safranski, S.R., (February, 2008). No harm, no foul? Organizational intervention in workplace spirituality. *International Journal of Public Administration*, 31(4), 359-371.

Lund Dean, K., Mullins Beggs, J., and Fornaciari, C.J. (December, 2007). Teaching ethics and accreditation: Faculty competence, methods, and assessment. *Journal of Business Ethics Education*, 4, 5-26.

Lund Dean, K. and Fornaciari, C.J. (August, 2007). Empirical research in management, spirituality, & religion during its founding years. *Journal of Management, Spirituality, and Religion*, 4(1), 3-34.

Lund Dean, K. (January, 2007). Book review: *Qualitative Interviewing: The Art of Hearing Data* (2nd), by Rubin and Rubin. *Organizational Research Methods*, 10(1), 184-187.

Mullins Beggs, J. and Lund Dean, K. (January, 2007). Legislated ethics or ethics education? Faculty views in the post-Enron era. *Journal of Business Ethics*, 71, 15-37.

Lund Dean, K. and Mullins Beggs, J. (February, 2006). University professors and teaching ethics: Conceptualizations and expectations. *Journal of Management Education*, 30(1), 15-44

Fornaciari, C.J., Sherlock, J.J., Ritchie, W.J., and Lund Dean, K. (December, 2005) Scale development practices in the measurement of spirituality. *The International Journal of Organizational Analysis*, 13(1), 28-49.

- Fornaciari, C.J., and Lund Dean, K. (August, 2005). Experiencing organizational work design: Beyond Hackman & Oldham. *Journal of Management Education*, 29(4), 631-653.
- Fornaciari, C.J., and Lund Dean, K. (August, 2004). Diapers to car keys: The state of spirituality and religion at work research. *Journal of Management, Spirituality and Religion*, 1(1), 7-33.
- Lund Dean, K. (March, 2004). Systems thinking's challenge to spirituality and religion at work research: An interview with Ian Mitroff. *Journal of Organizational Change Management*, 17(1), 11-25.
- Lund Dean, K., Fornaciari, C.J., and McGee, J.J. (August, 2003). Research in spirituality, religion, and work: Walking the line between relevance and legitimacy. *Journal of Organizational Change Management*, 16(4), 378-395.
- Lund Dean, K., and Fornaciari, C.J. (October, 2002). How to create and use experiential case-based exercises in a management classroom. *Journal of Management Education*, 26(5), 586-603.
- Fornaciari, C.J., and Lund Dean, K. (July, 2001). Making the quantum leap: Lessons from physics on studying spirituality and religion in organizations. *Journal of Organizational Change Management*, 14(4), 335-351.
- Katz, J.A., Harshman, E., and Lund Dean, K. (April, 2000). Nondisclosure agreements in the classroom: A student entrepreneur's refuge or risk?. *Journal of Management Education*, 24(2), 234-253.
- Lund Dean, K., and Christ, K. (Fall, 1998). Welfare reform: A game theoretic perspective. *Forum for Social Economics*, 28(1), 45-60.
- Lund Dean, K. (May, 1998). The chicken and the egg revisited: Ties between corporate social performance and the financial bottom line (Research Brief). *Academy of Management Executive*, 12(2).

*Refereed Book Chapters list, please ask*

## Books

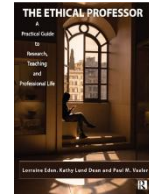


Lund Dean, K. (June 2024). [How to Become an Effective Journal Editor in Business and Management: A Guide to Developing Authors](#). Edward Elgar press. Part of the [How To](#) series by Elgar. [Conversation with Elgar's Alan Sturmer](#)

Lund Dean, K., Niemi, N. and Fornaciari, C. (April 2022). [Course Design & Assessment in Engaged Learning](#). *Teaching Methods in Business* series, J. Forray, J. Leigh, and S. Wright (Eds). Edward Elgar press. Introduction video <https://www.youtube.com/watch?v=k9tSCS50yhQ>



Eden, L., Lund Dean, K. and Vaaler, P. (May 2018). [The Ethical Professor: A Practical Guide to Research, Teaching and Professional Life](#). Routledge/Taylor & Francis press



✚ Chinese Language edition (2022). University of Peking press

✚ Eastern Academy of Management Learn & Share webinar from April 2022  
<https://youtu.be/utWPRO2ONdE>

✚ [Book review](#) by Sian Stephens (2019) in *Academy of Management Learning & Education*, 18(4).

✚ [Book review](#) by Wayne Eastman (2020) in *Journal of Business Ethics*, 161(2).

## Refereed Conference Presentations

### ✚ 2026

**Western Academy of Management, [Session facilitator](#)**, Classroom-As-Organization as a Transformative Executive Education Opportunity: A Train-the-Trainer Workshop (with Marc Correa and Alvaro Espejo). Accepted, Santa Fe NM, March 11-14, 2026.

Paper presenter: Beyond Agency and Pathways: Expanding Snyder's Hope Theory for Organizational Research (with Marc Correa and Alvaro Espejo). Accepted.

Editors' panel: Publishing in the *Journal of Management Inquiry* and *Journal of Management Education*.

### ✚ 2025

**Academy of Management international conference, [Session facilitator](#)**, Emotions in experiential learning (with 4 others). Copenhagen, Denmark, July 24-29, 2025.

Keynote speaker: "I'm not that kind of doctor": Experiential pedagogy as the bridge between educators and student mental health support. [MED Divisional Plenary](#), Copenhagen.

Workshop facilitator, Teaching in the Rough (chaired by Hooria Jazaieri). Peer coaching and team evaluation tactics-- helping students manage under-performing teammates, Copenhagen.

Workshop facilitator: Ethical issues for doctoral students. New Doctoral Student Consortium, Copenhagen.

**League of Minnesota Cities, [Session facilitator](#)**, Active Listening: The Difficult Conversation Superpower (with Todd Prafke & Aimee Gourlay). Presented at the annual meeting, Duluth MN, June 25-28, 2025

**Western Academy of Management, [Session facilitator](#)**, Hidden social identity exercise: A Train-the-trainer experience. Kelowna, BC, Canada, March 19-22, 2025

Editors' panel: Publishing in the *Journal of Management Inquiry*, Kelowna

Paper presenter: Recapturing Skillful Managerial Performance In Remote Work: The Phenomenology Of How To Be A Great Manager When You Can't "Be There" (with Alex Bolinger), Kelowna.

 **2024**

**Academy of Management international conference, Session facilitator**, Design & Assessment in Experiential Learning (with 4 others), Facilitated, Chicago, August 8-13, 2024.

Workshop facilitator, Teaching in the Rough (chaired by Hooria Jazaieri). Speed Peer Coaching & Vicarious Learning: Bring your Challenge! Facilitated, Chicago.

Panelist: Late Career Consortium for the Entrepreneurship Division. Participated, Chicago.

Member: The newly resuscitated Ethics Education Committee (2024-2026). Chaired by Rachel Balven.

**League of Minnesota Cities, Session facilitator**, Building Trust & Creating Hope to Resolve Difficult Situations (with Todd Prafke & Aimee Gourlay). Presented at the annual meeting, Rochester MN, June 26-28, 2024.

**MOBTS Conference, Workshop facilitator**, To Discuss or Not? Navigating Global Crises and Significant Events in the Classroom (with 7 others). Presented, Salem State University, June 11-14, 2024.

Workshop facilitator, Learning & Developing Relational Skills as New Managers: The Role of Management Education (with Sarah Wright). Presented, Salem State.

Awards Committee Chair, The Peter Frost Mentoring Award. Chaired selection committee, Salem State.

 **2023**

**Academy of Management international conference, Session facilitator**, In Pursuit of Meaningfulness: The Job and Career Choices of Management Academics (with 5 others; chaired by Debra Comer at Hofstra U). Presented, Boston, August 3-8, 2023.

Workshop facilitator, Teaching in the Rough-- Bring ethical analytic models to (science fictional) life: The Cold Equations (1954) as short fictional exemplar. Presented, Boston.

**Western Academy of Management, Session facilitator**, Effective and ethical experiential learning facilitation: A train-the-trainer session for Bolman & Deal's power simulation (with Alex Bolinger and Dave Hannah). Facilitated at the annual meeting, Long Beach, CA, March 13-16 2024.

Editors' panel: Publishing in organizational studies journals (with 5 other editors). Doctoral consortium panel, Long Beach.

Paper presenter: "Can we Talk?" An ecological systems frame for educator responses to student mental health needs (with Regina Bento). Presented, Long Beach.

**International MOBTS Conference, Session facilitator**, Assessing student learning outcomes: Let's create some rubrics (with Sarah Wright). Presented, University of St. Andrews, UK, July 21-25, 2023.

Workshop facilitator, Discussing the undiscussables: Developing deeper conversational skills in the management education classroom (with Sarah Wright). Presented, University of St. Andrews.

**MOBTS Conference, Workshop facilitator**, You, me, and a COP: How to locate or create a community of practice to boost your teaching effectiveness (with 7 others). Presented, Jacksonville University, FL, June 6-10, 2023.

Workshop facilitator, Enhancing alignment among course policies and student outcomes: Assessing participation and offering make-ups as micro-cases (with Sarah Wright). Presented, Jacksonville University.

Workshop participant, Search and you shall find! Celebrating MOBTS's 50th anniversary with a scavenger hunt (and discussing how such experiential activities can be integrated into business-related courses) (with Melanie Robinson & Jen Leigh). Presented, Jacksonville University.

Workshop invited presenter, Publishing in SOTL with the MOBTS Doctoral Institute. Invited to discuss publishing strategies and the MOBTS' journals with DI participants. Jacksonville University.

## 🌈 2022

**Academy of Management, Workshop facilitator**, Flattening the (Learning) Curve: Course Design and Assessment in Engaged Learning Courses (with Sarah Wright & Jeanie Forray). Presented, August 4-10, 2022, Seattle.

**Finalist: Best PDW in Management Education & Development division**

Keynote presenter, The Teaching and Learning Conference [TLC]: We should really be more careful about this! Ethics in experiential learning. Presented, Seattle.

Workshop facilitator, Teaching Cognition in the Rough roundtable session (Alex Bolinger is chair). Conflict as "our finest moments:" Re-imagining conflict as the source of connection, creativity, and commitment. Presented, Seattle.



**MOBTS Conference, Workshop facilitator**, Never EVER blow on a tarantula! (with 6 others). Accepted for presentation at the annual meeting, Cal Poly Pomona, CA, June 8-11, 2022.

**Western Academy of Management, Paper presenter**, "Not even trying" to be innovative? Network ties and homophily in management research leadership. Presented, March 16-19, 2022, Hawaii

Workshop facilitator: Manuscript development session for *Journal of Management Inquiry* (with Richard Stackman). Accepted for facilitation.

Workshop facilitator: Meet the Editors (with 5 other editors of business journals). Accepted for facilitation.

## 🌈 2021

**Academy of Management, Workshop facilitator**, Teaching Cognition in the Rough roundtable session (Alex Bolinger is chair). Learning innovations & outcomes from the COVID 'experiment'. Accepted for presentation, Philadelphia, PA. July 29- August 4, 2021. Virtual format.

**vMOBTS Conference, Workshop facilitator**, Engaging with reviewer feedback (with JME editorial team). Presented at virtual conference, June 17-21, 2021. Virtual format.

Workshop facilitator, JME manuscript incubator. Presented.

Workshop facilitator, Solving for M-Theory: Playing with time and space during the pandemic (with Charles Fornaciari). Presented.

Workshop facilitator: Mentoring in an upside down world (5 others). Presented.

**Western Academy of Management**, Workshop facilitator, Editors' Panel (with editors from 7 journals). Accepted for doctoral consortium presentation, Reno, NV. March 2021. Virtual format.

 **2020**

**British Academy of Management**, Workshop facilitator, Becoming an Education-Focussed Professor (with editors from 3 journals). Hosted by Ashley Roberts, The University of Warwick, U.K. October 28, 2020. Virtual format.

**Academy of Management**, Workshop facilitator, Teaching Cognition in the Rough roundtable session (Alex Bolinger is chair). Leveraging learning with blended course structures. Accepted for presentation, Vancouver, B.C., Canada. August 11, 2020. Virtual format.

**vMOBTS Conference**, Workshop facilitator, Managing reviewer feedback and writing response to reviewer letters (with JME editorial team). Accepted for virtual conference, June 29-July 1, 2020.

Workshop facilitator, Academic reviewing best practices. Accepted for virtual conference.

Plenary host & contributor, "Can we talk?" A Two-Part Symposium on COVID-19 and faculty mental health from a 360 perspective. Accepted for virtual conference.

**Western Academy of Management**, Paper presenter, Examining the Aftermaths: Forensic Crime Analysis of Ethical Breaches (with Bob Giacalone). Accepted for presentation, March 18-21, 2020, Hilton Waikoloa Village, HI. CANCELLED.

Workshop facilitator, Editors' Panel (with editors from 7 journals). Accepted for doctoral consortium presentation, HI. CANCELLED.

**International MOBTS Conference**, Session facilitator, Publishing in the scholarship of teaching, learning & education (with editors of 3 SOTL journals). Presented, January 30-Feb 2, 2020, University of Canterbury, NZ.

Session facilitator, Meet the MOBTS' Journals. Presented, University of Canterbury.

Session presenter, Gather 'round the experiential fire ('speed dating' experiential exercise showcase). Presented, University of Canterbury.

Session facilitator, Developing excellent reviewer skills in SOTL. Presented, University of Canterbury.

**Research in Management Learning & Education UnConference**, Co-Host and session facilitator, Wait, Don't Tell me That! (with Jeanie Forray and Sarah Wright). Presented, January 28-29, 2020, University of Canterbury, NZ.

 **2019**

**Academy of Management**, Keynote plenary facilitator, Management Education & Development division (with Jeanie Forray). Planes, Trains & Automobiles: How to Collaborate in the

Scholarship of Teaching and Learning (and Have Fun Doing it). Presented at the annual meeting, August 9-13, 2019, Boston.

Paper presenter, Experiential Learning and the Moral Duty of Business Schools (with Sarah Wright and Jeanie Forray). Presented, Boston.

Workshop facilitator, Publishing and reviewing in the scholarship of teaching and learning (with editors from 4 SOTL journals). Presented, Boston.

Workshop facilitator, Teaching Cognition in the Rough roundtable session (Alex Bolinger is chair). Don't skip the ethics part! Facilitating ethical analysis if you are not an ethicist. Presented, Boston.

**Research in Management Learning & Education UnConference**, Co-Host and session facilitator, The ideal team? Characteristics, considerations, and conflicts (with 4 co-authors). Presented, July 1-3, 2019, University of Dubrovnik, Dubrovnik, Croatia.

**MOBTS Conference**, Workshop facilitator, What could go wrong? Ethical challenges in experiential teaching and learning (with Sarah Wright & Jeanie Forray). Presented, June 6, 2019, Ramapo College, NJ.

Workshop facilitator, Publishing and reviewing in the scholarship of teaching and learning (with editors from JME, MTR & OMJ). Presented, Ramapo College.

## 2018

**Academy of Management**, All-Academy Workshop facilitator, The ethical professor: Practical advice in research, teaching and professional life (with Lorraine Eden and Paul Vaaler). Presented, August 10-14, 2018, Chicago.

All-Academy Plenary panel, OB Division keynote plenary exploring ethics (with Linda Trevino & Ed Freeman). Invited participation, Chicago.

Workshop facilitator, Publishing and reviewing in the scholarship of teaching and learning (with editors from 4 SOTL journals). Presented, Chicago.

Workshop facilitator, Teaching Cognition in the Rough roundtable session (Alex Bolinger is chair). Enhancing creativity through nominal group technique. Presented, Chicago.

Paper author: Author Productivity In Business and Management Education (BME) Scholarship (2008-2017) (with BME research team; see publications in BME). Presented, Chicago.

**Research in Management Learning & Education UnConference**, Co-Host and session facilitator, The ethics of experiential learning for in-class activities: Presumed competence? (with Jeanie Forray and Sarah Wright). Presented, University of St. Andrews, St. Andrews, Scotland, July 2-4, 2018.

Workshop facilitator, Publishing in the scholarship of teaching and learning manuscript incubator (with 3 other SOTL journals). In association with the British Academy of Management, Presented, University of St. Andrews.

**International MOBTS Conference**, Session facilitator, Pushing our teaching and learning boundaries: Experiencing Bolman & Deal's Power Simulation (with Sarah Wright). Presented, June 25-28, 2018, Maynooth University, Ireland.

**MOBTS Conference, Workshop facilitator**, Harnessing our Heritage with a (not so simple) activity: Experiencing Bolman & Deal's Power Simulation (with Lee Bolman & Alex Bolinger). Presented at the annual meeting, June 6-9, 2018, Coastal Carolina University, SC.

**Western Academy of Management, Workshop facilitator**, Publishing from teaching: A process based approach. Presented, March 6-10, 2018, Salt Lake City.

*Conference presentations before 2018, please ask*

## Editorial & Reviewing Intellectual Contributions

### ***Journal of Management Education (Management & Organizational Behavior Teaching Society)***

- ✚ Co-Editor-in-Chief, 2014-2021 (with Jeanie Furray)
- ✚ Associate Editor, 2002-2014
- ✚ Guest co-Editor,
- ✚ Special issue of *JME*, The challenge of teaching ethics (February 2006)
- ✚ Special issue of *JME*, The shadow side of experiential learning (mid-2018)
- ✚ Editorial Review Board member (2022-present)

### ***Management Teaching Review (Management & Organizational Behavior Teaching Society)***

- ✚ Founding Co-Editor-in-Chief, 2015-2016 (with Jeanie Furray)
- ✚ Editorial Review Board member (2016-present)

### ***Journal of Management Education editorials***

- ✚ Being Present, Letting Go, and Moving On: Reflections on Editorial Transitions  
*June 2021, 45(3)*
- ✚ Small Silences: Privilege, Power, and Advantage as Management Educators  
*April 2021, 45(2)*
- ✚ Educators as curators: Displaying the caring art of teaching in management education  
*October 2020, 44(5)*
- ✚ A Silver Linings Playbook, COVID-19 edition *August 2020, 44(4)*
- ✚ Let's Get Together, Yeah Yeah Yeah: Teaching and Learning Consortia in Management Education *June 2020, 44(3)*
- ✚ Seeding the editorial garden: Revisiting a growth metaphor *April 2020, 44(2)*

- ✚ Planes, trains, and automobiles: Reflections from the Management Education & Development Division's Keynote Address *December 2019, 43(6)*
- ✚ Science, craft, and wisdom: Reflections on the 2019 MOBTS Conference *October 2019, 43(5)*
- ✚ 'Perception becomes reality': How our beliefs affect student learning outcomes *August 2019, 43(4)*
- ✚ Come on up, the view is (usually) lovely: Teaching and learning from the b-school corner office *June 2019, 43(3)*
- ✚ Teaching and learning in an age of (in)credulity: Facts and "alternative facts" in the classroom *April 2019, 43(2)*
- ✚ Re-opening the black box of editorship: Who reviews journal editors? *February 2019, 43(1)*
- ✚ On positioning, domains, and readerships: Some thoughts on management education journals *December 2018, 42(6)*
- ✚ The secret to staying on technology's cutting edge? Ask a teenager *October 2018, 42(5)*
- ✚ Slow down, you move too fast... *June 2018, 42(3)*
- ✚ Buying or renting? How students are acquiring knowledge about management *April 2018, 42(2)*
- ✚ Collegiality and collaboration in an era of competition *February 2018, 42(1)*
- ✚ Seeding the Scholarship of Teaching and Learning Garden *October 2017, 41(5)*
- ✚ Tumbling Down the Rabbit Hole: Innovation and Change in Context *June 2017, 41(3)*
- ✚ You're Just WEIRD: Considering the Nature of "Today's College Students" *April 2017, 41(2)*
- ✚ How to be a Superhero: Engaging Students with Learning Disabilities in our Classrooms *February 2017, 41(1)*
- ✚ A Round Peg in a Round Hole: Intentionality in Publication "Fit" *December 2016, 40(6)*
- ✚ Reframing "Conversation" as an Editorial Responsibility *October 2016, 40(5)*
- ✚ 'Malevolent, Callous, or Selfish'? Experiential Teaching and the Ethics of Student Deception *April 2016, 40(2)*

- ✚ Google, and Harzing, and Thomson! Oh My! Why Impact Is More Than Just Numbers  
*February 2016, 40(1)*
- ✚ Harry Potter in the Academy: Reviewing and our own Cloak of Invisibility  
*December 2015; 39(6)*
- ✚ Breaking Through Without Crashing Through *October 2015; 39(5)*
- ✚ Still Crazy (About Content) After All These Years *June 2015; 39(3)*
- ✚ Broadening Our Frame to Enrich the SoTL Conversation *April 2015; 39(2)*
- ✚ How Do We Know What We Know . . . and How Do We Show It?  
*December 2014; 38(6)*
- ✚ Taking the Long View on the Publication Process *October 2014; 38(5)*
- ✚ Some Thought on *JME's* Direction... *August 2014; 38(4)*

#### ***Academy of Management Learning & Education***

- ✚ Editorial Review Board member, 2011-present (4-5 manuscripts/year)
- ✚ Outstanding Editorial Board member reviewing awards **2012, 2013, 2016, 2017, 2018, 2019, 2020, 2023, 2024, 2025**

#### ***Journal of Management Inquiry***

- ✚ Editorial Review Board member, 2020-present

#### ***British Journal of Management***

- ✚ Editorial Review Board member, 2024-present

#### ***Journal of Management, Spirituality & Religion***

- ✚ Associate Editor (New Horizons section), 2009-2012
- ✚ Editorial Review Board member, 2004-2019

## **Multimedia Contributions**

### **Podcasts**

#### **Rockin' the Publication podcast series, Sage Publications 2018-2021**

- ✚ A series designed to help authors of any journal be more effective at getting their research published

<https://journals.sagepub.com/page/jme/rockinthepublication>

### **Teaching Becomes Her and Her College, March 2024**

#### ***Practice Podcast***

- ✚ Interview with Dave Fearon examining the roots of experiential teaching and what contributed to winning the MOBTS David L. Bradford Award  
[https://www.podomatic.com/podcasts/dsfearonsr58172/episodes/2024-03-10T10\\_41\\_11-07\\_00](https://www.podomatic.com/podcasts/dsfearonsr58172/episodes/2024-03-10T10_41_11-07_00)

### **The Business Imperative for Doing Right, November 2020**

#### ***Gustavus Learning for Life podcast***

- ✚ Interview with host Greg Kaster examining my research, teaching and private sector background as they relate to my role at Gustavus in helping students understand the business case for doing the right thing in work  
<https://anchor.fm/gustavus--adolphus-college/episodes/The-Business-Imperative-for-Doing-Right-elg28u>

### **Merging Into Traffic: Scholarship as Conversation, December 2020**

#### ***Phronesis: Practical Wisdom for Leaders podcast***

- ✚ Interview with host Scott Allen examining my leadership role in academic publishing as co-editor and editorial board member of multiple journals. We focus on how authors can re-frame considering their scholarship as ‘merging into traffic’ of an existing conversation and strategies for being more successful in publishing efforts  
<https://www.buzzsprout.com/979897/6737206-dr-kathy-lund-dean-merging-into-traffic>

## **Videos & Webinars**

### **TEDx “[Religious discrimination is un-American](#)”, 2016**

- ✚ Shares research outcomes examining 14 years of Title VII religious discrimination disputes, common discrimination behaviors, resolution tactics, and shortcomings of Title VII in protecting members of religious traditions rooted in collective practices

### **Academy of Management & Academy of International Business “Ethical Organizational Cultures in the Academy”, 2025**

- ✚ [Webinar](#) exploring how ethical organizational cultures are created and sustained through a variety of lens. Collaboration between the AOM’s Ethics Education Committee and the AIB’s Ethics Committee



### **Eastern Academy of Management Learn & Share webinar, 2022**

- ✚ Webinar sharing mini-cases and discussion points from The Ethical Professor, with co-authors Lorraine Eden and Paul Vaaler.  
<https://youtu.be/utWPRO2ONdE>

### **Inside the Manuscript webinar, MOBTS 2020**

- ✚ Vodcast designed to help newer and less experienced researchers submit their research to common manuscript submission platforms  
<https://mobts.org/itm/>

### **Teaching & Learning in a COVID world, Academy of Management 2020 vodcast**

- ✚ Vodcast describing course-level changes for any instructor to consider as a result of COVID’s impacts on students.  
[https://drive.google.com/file/d/1CkXzmzBWHtfsk0t2S\\_3haz8DpWeovE7/view?usp=sharing](https://drive.google.com/file/d/1CkXzmzBWHtfsk0t2S_3haz8DpWeovE7/view?usp=sharing)

### **Faculty Mental Health and COVID: A 360 Perspective**

- ✦ Presented as an expert panel and research-based discussion of the wide-ranging impacts of COVID on faculty members' mental health

#### **Part I**

[https://www.youtube.com/watch?v=OZXKYNyO2Jg&feature=emb\\_title](https://www.youtube.com/watch?v=OZXKYNyO2Jg&feature=emb_title)

#### **Part II**

[https://www.youtube.com/watch?v=4wtlInldy5Y&feature=emb\\_title](https://www.youtube.com/watch?v=4wtlInldy5Y&feature=emb_title)

## **Online Resources**

**Teaching Philosophy statement online portal**, [Cathcart, Greer, & Neale, University of Queensland developers, from my 2009 article]. Online version of the card sort exercise originally published in 2009

<https://app.teachingadvantage.org/>

## **Joint Appointment & External Institutional Engagements**

**University of St. Andrews, St. Andrews, Scotland. *Honorary Professor 2021-2024, 2024-2027***

✦ **Visits: July 2025; June 2024; July 2023; April 2022; May 2021**

- ✦ Faculty development sessions delivered in-person and online. Each engagement includes manuscript development and experiential learning practice; other sessions as requested. Peer coaching, how to create a research network, experiential learning outcomes assessment, creating a community of practice, and developing reviewing skills are among them.

**University of Canterbury, Christchurch, New Zealand. *Adjunct Professor 2021-2024, 2024-2027***

✦ **Visits: February 2019; March 2018; November 2016; February-April 2015; February-April 2009**

- ✦ **[Erskine Fellow](#) (2015 & 2009):** executive MBA program, diversity course, and undergraduate OB. Research presentation about religious discrimination claims and court remedies.

- ✦ **MBA and MBA Master Class teaching.** Courses include management skills development, business ethics, and group dynamics.

- ✦ **Faculty & doctoral student development sessions** including the ethics of teaching, and how to publish from teaching activities. Research presentation on the philosophy and educational roots of experiential learning and how to assess student performance.

**Rikkyo University, Tokyo, Japan. *Visiting Scholar & Fulbright Specialist***

✦ **Visits: May-June, 2024; March 2023**

- ✦ **[Fulbright Specialist](#)** appointment assisting with faculty development in publishing, experiential learning practices and outcomes assessment, AACSB Assurance of Learning data. Created student exchange program with my institution directly to College of Business. Manuscript consults and one-on-one manuscript development

## Maynooth University, Maynooth, County Kildare, Ireland

- ✚ **Visits: Summers 2020-2023; September 2019; Summers 2014-2017**
- ✚ **External examiner**, MSc program in Business Management
- ✚ **Visiting Scholar & workshop facilitator** for discipline-based research seminars and workshops about publication opportunities in competitive journals. Presented research about ethical issues in experiential teaching.

## Other Invited Talks, Fellowships, Reviews & Seminars

**Mora Folkhögskola, Mora, Sweden** (January 2023). Taught conflict management and assisted with English language instruction at our Sweden Today study abroad program partnership institution. This is a pilot for a faculty exchange program to increase our Mora engagement and support this partnership.

**Fulbright Specialist** (2022 –2025). Named Fulbright Specialist for invited program facilitation to develop research article publication skills, mainly in countries and institutions with little faculty mentoring or coaching. Three year term to assist institutions globally.

**Northumbria University, Newcastle School of Business** (April 20, 2022). Baltic Series invited speaker sharing research integration of Selznick’s sociology to global organization studies audience.

**Research Day at Minnesota State University, Mankato** (April 1, 2022). Inaugural [Tenorio Endowed Lecture Series keynote speaker](#) for College of Business Research Day event. Topic: “Using experiential pedagogy effectively and ethically within a business school community of practice.”

**The University of Saskatchewan, Saskatoon, Canada** (May 1-3, 2019). Conference co-facilitator for cross-disciplinary U.S. group sponsored by the Edwards Experiential Learning Initiative in the Edwards College of Business. Faculty development session for moving experiential teaching practices to published scholarship and individual author consults. Invited session facilitation as part of sabbatical leave.

**Regents University/The University of Bath, UK**, (April 6-14, 2019). Invited sessions for experiential learning ethics research talks, publishing incubator, and individual faculty consults for SOTL projects. Part of sabbatical leave.

**LaSalle University, Philadelphia, PA** (March 24-April 2, 2019). Provost’s Visiting Scholar engaged in facilitating multiple all-faculty development sessions including publishing from teaching, CBL/SL faculty consults, office hour consults for research projects, and an Explorer’s Café presentation about ethics in teaching for students and faculty (<http://wp.lasalle.edu/cel/the-explorer-connection/explorer-cafes/>). Invited Scholar role as part of sabbatical leave.

**Western New England University, Springfield, MA** (March 3-8, 2019). Engage with career center professionals and counselors at WNE for Real Test Day (placement event) and programs assessment data gathering and best practices workshop. Invited participation as part of sabbatical leave.

**Victoria University, Wellington, New Zealand**, (February 20-22, 2019). Visiting Scholar to lead all-faculty workshops about publishing from teaching activities, and a research presentation of ethics in experiential learning. Invited sessions as part of sabbatical leave.

**Bond University, Gold Coast, Australia**, (February 4-7, 2019; March 2011). Visiting Scholar to facilitate publishing from teaching and the scholarship of teaching and learning sessions. All-faculty workshop session (2019) as part of sabbatical leave. In 2011, Business Links series roundtable about organizational ethics audits; guest class facilitator in Negotiation.

**Mayo Clinic & Rochester Technical College Learning is ForEver program**, (April 21, 2017). Fostering Ethics & Ethical Decision-Making in Today's Organizations, Rochester, MN.

**IES Abroad Faculty Seminar—Vienna & Berlin** (April 2-8, 2017). Selected for faculty development seminar examining the European immigration crisis and the EU response, to integrate into the business ethics course.

**California State University—Bakersfield**, (March 9-10, 2017). Invited to share ethical decision-making research with College of Business faculty and facilitate a publishing best-practices seminar, "Publishing from Teaching".

**Money Magazine**, (September 21, 2016). Interviewed for article, "3 Things Every Business Major should Demand in a College" by Kim Clark. Available at <http://time.com/money/4501382/business-majors-demand-college/?iid=sr-link1>

**TEDx Talk (April, 2016)**. "Religious discrimination is un-American", available at <https://www.youtube.com/watch?v=7365IO9I-tw>

**Gates Foundation & Social Science Research Council** (2014-2015). Project participant, Measuring College Learning (April 2014; January 2015; August 2015), New York. Learning assessment tool development project organized by Richard Arum and Josipa Roksa. The project's culmination was the book, *Improving Quality in American Higher Education* (2016, Jossey-Bass).

**Gustavus Adolphus College**, Community Engaged Scholars Fellows program (2013-2014). Community-based learning & scholarship fellowship supported by the Center for Servant Leadership, Gustavus Adolphus College

**St. Mary's University** (2011). External examiner for Ph.D. dissertation, Halifax, Nova Scotia, Canada (April 2011). Research collaboration discussions with members of the Spirituality in the Workplace center.

**Illinois State University**, Center for Teaching, Learning & Technology (2011, February, with Jeri Mullins Beggs). Faculty research presentation about teaching ethics for the Teaching Excellence Series. Beggs presented our co-authored work from the longitudinal ethics & decision-making research project.

**Myers-Briggs Type Indicator [MBTI]** Qualification training (2007, May). Minneapolis MN.

## Honors & Awards

*Academy of Management*, [Management Education & Development J.B. "Ben" Arbaugh Outstanding Member Contribution & Leadership Award, 2025](#): This award recognizes the MED member who best exemplifies a career of dedication and service to the MED division. Awarded at the 2025 annual meeting, Copenhagen, Denmark.



***Gustavus Adolphus College, [Paul Magnuson Award for Leadership and Service, 2024](#): Advisor to the E. Terry Skone Investment Club which won this award to “recognize the significant contributions that individual students and student groups make to campus life” for its many years of educational and networking outreach, its philanthropy to scholarships and its officers’ excellent stewardship of invested funds.***

***Management & Organizational Behavior Teaching Society, [Peter J. Frost Mentoring Award, 2023](#): Honored as “...an individual who has distinguished him or herself as not only a gifted teacher and scholar but also as someone who unselfishly imparts these gifts through his or her mentoring ... [and] recognizes the energy and dedication of a mentor who, through his/her willingness to provide advice, guidance, friendship and a supportive ear, furthers the development of current and future teachers, scholars, and mentors...”***

***Minnesota Campus Compact & Gustavus Adolphus College, [Presidents’ Civic Engagement Steward Award, 2023](#). Honored as “a member of the faculty, administration, staff, or a group that has significantly advanced their campus’ distinctive civic mission by forming strong partnerships, supporting others’ civic engagement, and working to institutionalize a culture and practice of engagement.”***

***Management & Organizational Behavior Teaching Society, [The Susan Herman Service Award, 2022](#): Honored for “..voluntary contributions over a significant number of years to the Society by an individual or a team. Outstanding service above and beyond the call of duty...” Co-recipient is my long-time co-editor, Jeanie Forray.***

***Management & Organizational Behavior Teaching Society, [The David L. Bradford Distinguished Educator Award, 2022](#): Acknowledges “one person or a teaching team with consistently demonstrated achievement over a lifetime, focusing on teaching and learning excellence. These individuals have contributed substantially to the Society, and have impacted the field as a whole, with their innovations and ideas extending to a wide audience.”***

***Management & Organizational Behavior Teaching Society [Fellow, 2021- future](#): Elected as a Fellow for the Society. This is MOBTS’ highest honor, recognizing long-term positive impact and multi-faceted service to the Society through journal editing, Board service, conference engagement, member coaching, and conference governance service.***

***[Lasting Impact Award 2020, Journal of Management Education](#): This award recognizes an article published in JME at least 10 years prior that continues to have a significant impact on management education or educators, either conceptually or practically, since its publication. Winning articles are from 2009: "Philosophy rediscovered: Exploring the connections between teaching philosophies, educational philosophies, and philosophy" and "Finding our roots: An exercise for creating a personal teaching philosophy statement," Journal of Management Education, Volume 33, Issue 1 (2009).***

***Association of American Publishers Prose Award Finalist, 2019: *Management Teaching Review* (I am founding co-editor) was a Finalist for Best New Journal in the Social Sciences. A publisher’s award, it honors publications of “extraordinary merit that make a significant contribution to a field of study in a given year.” Full list at <http://newsroom.publishers.org/association-of-american-publishers-announces-finalists-for-2019-prose-awards/> .***

***Academy of Management, MED Global Forum Best Paper Award, 2016***  
***Awarded for the paper, “Key institutions and discipline area competencies in business and management education research” (with Ben Arbaugh and 4 others). At the annual meeting, Anaheim***

*Awards prior to 2016, please ask*

## Institutional Development & Leadership

### Presidential Search Committee: Faculty representative (2024-2025)

- ✦ Elected faculty representative to select Rebecca Bergman's successor
- ✦ Engage with search firm, stakeholders and constituents for selection process

### Strategic Committee: Financial Working Group (2022-2023)

- ✦ Faculty representative on one of five Strategic Committee working groups
- ✦ Goal is to "complete the financial analytical work required to understand Gustavus' long-term fiscal outlook and options"
- ✦ Responsible for modeling financial implications of considered initiatives
- ✦ Responsible for creating prioritization model for resource allocation decisions

### Facilitator, Linnaeus Deliberation Circle (2020-2021)

- ✦ Process creator and facilitator for managing the College's first name removal case
- ✦ Led group deliberation process for examining persistent impacts of Linnaeus' body of work on BIPOC
- ✦ Collaborated with President's Council on Diversity, Equity & Inclusion and Board of Trustees
- ✦ Generated decision scenarios with likely impacts for changing or removing Linnaeus' name from the Gustavus Arboretum
- ✦ Deliverables also included crafting processes for ethically and inclusively managing naming and re-naming policies for the College as a whole

### Co-Chair: COVID Action Response Team for Cultural & Behavioral Adaptation (2020-2021)

- ✦ Led team responsible for recommending cultural and behavioral practices to respond to COVID-19 restrictions allowing Gustavus to welcome students and staff back to campus
- ✦ Deliverables:
  - Described new norms and how they will be supported
  - Created the Gusties ROAR model
  - Described tactics to socially norm new behaviors
  - Identified training resources for employees and for students
  - Identified general healthy lifestyle and mental health supports
  - Communicated in multi-modal ways to support new behaviors



### Interim Co-Director, Center for International & Cultural Education (9/2019 – 5/2020)

- ✦ Co-Director responsibilities while other Director worked from Germany
- ✦ Responsible for CICE's strategic growth and positioning
- ✦ Responsible for managing professional and student staff members (English Language Learners Coordinator; International Students Coordinator; Study Away Advisor)
- ✦ Represented CICE at campus meetings & events

### Faculty Advisor, E. Terry Skone Investment Club (2014-present)

- ✦ Advise student leadership team for Gustavus' student-led investment fund
- ✦ \$310,000+ portfolio and weekly meeting programming
- ✦ Led and co-facilitated Gustavus community outreach programming
- ✦ Advise and facilitate networking and site visit opportunities for student members
- ✦ Led development of investing principles and philosophy
- ✦ Serve as liaison with Controller's office to coordinate annual scholarship donation from portfolio's gains (\$110K donated in 10 years)



### Faculty Advisor, Board of Trustees Investment Committee student members (2016-present)

- ✦ Recruit, direct selection, and advise four students who sit on the endowment management Investment Committee
- ✦ Attend quarterly meetings of the full Committee and monthly sub-Committee meetings as needed with students
- ✦ Advise and coordinate major student project deliverables serving the Committee, presented at each quarterly meeting
- ✦ Serve as liaison between Committee Chair(s), Gustavus Controller, Gustavus CFO & our investment partners



### Personnel Committee (College-wide promotion & tenure)

- ✦ Chair 2017-2018; member 2016-2018, 2019-2022; 2024-2025
- ✦ Led student evaluation of teaching (SET) revision & online platform reconfiguration
- ✦ Led post tenure review policy benchmarking, creation, and recommendation process
- ✦ Initiated ongoing implicit bias training for all PC members

### Faculty Host, The Nobel Conference

- ✦ 52<sup>nd</sup> Nobel Conference, In Search of Economic Balance (2016), Faculty host for Dan Ariely, Duke University
- ✦ 61<sup>st</sup> Nobel Conference, Sugar: Bringing Sweetness to Light (2025), Faculty host for C. Ford Runge, University of Minnesota
- ✦ Select and coach student hosts to prepare for each speaker
- ✦ Prepare readings and preparation materials about each speaker for the public



## Teaching & Course Development

### Management

- ✦ Organizational Behavior (Undergrad, MBA & EMBA)
- ✦ Managerial Decision-Making (MBA)
- ✦ You're the Boss! Essential Supervisory Skills (Undergrad)
- ✦ Strategic Management (Undergrad & MBA)
- ✦ Management Skills Development (Undergrad & MBA)
- ✦ Conflict Resolution (Undergrad & Community)
- ✦ Diversity in Organizations (Undergrad)

### Business Ethics

- ✦ Business Ethics & Society (Undergrad & MBA)
- ✦ Independent study research fellowship in ethics (Undergrad)

## Creativity, Entrepreneurship & Networking

- + Gusties Connect!—Domestic study away course connecting with a US alumni group (Undergrad)
- + Advanced Business Planning (MBA)

## Leadership & Service

### Community

#### + St. Peter & Mankato

- 2023-present: City of St. Peter Council meeting attendance & partnership with City Administrator to ascertain conflict resolution and mediation needs
- 2019- 2021: St. Peter Community Free Clinic Board of Trustees (governance Board for community clinic Providing services to those without access to healthcare. Part of Mayo Clinic/Family medicine Residency Program)
- 2016-2018: Ignition Fitness corporate consultant (small business development support; engaging interns for marketing & organizational assistance)
- 2012- 2023 St. Peter Public Schools (classroom and sports teams parent participation, leadership and financial support)
- 2018-2019: St Peter Boosters (athletic fundraising and outreach group benefiting all St Peter Public School sports teams; varsity soccer team representative)

### Professional

#### + Academy of Management

##### Board of Governors-level

- Education Ethics Committee member, 2010-2014; 2024-2026
- Editor, The ETHICIST Blog, teaching section, 2010-2014 <http://ethicist.aom.org/>
- Ethics Adjudication Committee, 2024-2025

##### Management, Spirituality and Religion interest group

- Nominations Chair, 2009-2010
- Division Chair-Elect and Division Chair, 2008-2009
- Program Chair, 2006-2007
- PDW Chair and Program Chair-Elect, 2005-2006
- Paper & symposium reviewer, 2000-present
- Division Mentor Award committee chair, 2004-2005
- Reviewer Mentorship committee chair, 2004-2005
- At-Large Board member, 2001-2002
- Nominations/Elections Committee, 2000-2001
- Founding Executive Committee, 1999-2000

#### + Management & Organizational Behavior Teaching Society (MOBTS formerly OBTS)

- Board of Directors (Program Chair, 2010), 2008-2010; 2014-2021
- Chair, New Educator Award committee, 2006
- Member of the committee, 2005 and 2007
- Annual conference (OBTC) reviewer, 2001-present

Chair, Roethlisberger Memorial Award committee (2011)

Chair, Peter Frost Mentoring Award (2024)

## Industry Experience

### Management & Small Business

- ✦ Small business owner of commercial manufacturing company
- ✦ Partnership in academic professional development and mentoring firm
- ✦ Banking manager in retail branches and operations

### Consulting

- ✦ Corporate and non-profit strategic planning
- ✦ Corporate and non-profit organizational systems analysis (reward, communication, culture)
- ✦ Corporate and non-profit mission & vision statement process facilitation
- ✦ Executive coaching; typical competencies include effective communication, effective feedback & performance appraisal administration, new supervisor coaching

### Sample Client Sessions

- ✦ St Peter Area Free Clinic: strategic planning & visioning
- ✦ Department of Family Medicine: strategic planning & clinic manager coaching
- ✦ Idaho State University College of Pharmacy: Dean's Council strategic planning
- ✦ Campfire USA Board of Directors: strategic planning
- ✦ The Hospital Cooperative: effective feedback & performance appraisals
- ✦ Portneuf Medical Center: new supervisors' training
- ✦ Pulaski Bank: effective feedback & performance appraisals

## Employment History

Gustavus Adolphus College	2012-present
<i>Board of Trustees Distinguished Professor of Leadership &amp; Ethics</i>	
Idaho State University, Pocatello, ID	2002-2012
<i>Assistant Professor 2002-2006</i>	
<i>Associate Professor 2007-2008</i>	
<i>Professor 2009-2012</i>	
Saint Louis University, St. Louis, MO	
Partner: Ver-Tech Systems, Inc., Grand Rapids, MI	
Michigan National Bank, Grand Rapids, MI	
Star Bank, N.A., Cincinnati, OH	

## References upon request