

**JLW 1-12-18**

**James Leland (J. Lee) Whittington**

2620 Rollingshire Dr.

Bedford, Texas 76021

(817) 271-6085

[jlee1@udallas.edu](mailto:jlee1@udallas.edu)

[jleewhitt@aol.com](mailto:jleewhitt@aol.com)

**EDUCATION:**

**Ph.D.** - 1997: The University of Texas at Arlington  
Dissertation: “An Integrative Model of Transformational Leadership and Follower Behavior”

Major Area: Organizational Behavior

Minor Areas: Research Methods; Psychology

**MBA** - 1981: The University of Texas at Arlington

**BA** - 1979: Austin College, Sherman, Texas. Concentration Areas: Economics and Political Science

**TEACHING and UNIVERSITY EXPERIENCE:**

January 2017 – Present: Founding Co-Director, Master of Leadership program, University of Dallas.

September 2012 – September 2016: Founding Director of Doctoral Programs, Satish & Yasmin Gupta College of Business, University of Dallas.

June 2010 – 2014: Management Concentration Academic Program Director.

April 2007 – Present: Professor of Management, University of Dallas.

January 2005 – December, 2008: Dean, College of Business Administration and the Graduate School of Management, University of Dallas.

April 2004 - April 2007: Associate Professor of Management (promoted with

tenure April 8, 2004).

April 2004 – May 2010: Strategic Leadership Program Director, Graduate School of Management, University of Dallas.

June 2000 – April 2004: Assistant Professor of Management, Graduate School of Management, University of Dallas.

June 2000 – June 2004: Human Resource Management Program Director, Graduate School of Management, University of Dallas.

June 1998 – May 2000: Director of Graduate Studies, School of Business, Texas Wesleyan University.

June 1998 – May 2000: Founder and Director of the Wesleyan Center for Effective Organizations, Texas Wesleyan University.

June 1996 – July 2000: Assistant Professor of Management, Texas Wesleyan University.

September 1994 - August 1996: Graduate Teaching/Research Assistant, Department of Management, University of Texas at Arlington.

September 1987 – August 1994: Instructor, Department of Management, University of Texas at Arlington.

September 1985 – August 1987: Part-time Instructor, Department of Management, University of Texas at Arlington.

August 1983 - December 1984: Part-time Instructor in Business Administration, Tarrant County Junior College - Northwest Campus.

**TEACHING HONORS and AWARDS:**

*Gupta College of Business Innovation Award, 2017*

*Sabbatical, University of Dallas, Spring 2016*

*King/Hagar Scholar, University of Dallas, 2015*

*Haggerty Teaching Excellence Award, University of Dallas, 2011*

*Outstanding Commitment to Research, College of Business, University of Dallas,*

2010

*King/Hagar Scholar*, University of Dallas, 2010

*OB/HR Distinguished Scholar*, Southwestern Academy of Management, 2010.

*King/Hagar Scholar*, University of Dallas, 2004

Selected as Honorary Member of the *Guardians of the Golden Shears*, Texas Wesleyan University, December 1999

*Outstanding Graduate Professor Award*, School of Business, Texas Wesleyan University, 1998-1999

*Heads Above the Crowd Award*, Texas Wesleyan University, 1998-1999

*Outstanding Graduate Teaching Assistant*, Department of Management 1995-1996, University of Texas at Arlington

*Outstanding Undergraduate Teacher*, College of Business Administration 1993-1994, University of Texas at Arlington

*Outstanding Undergraduate Teacher*, College of Business Administration 1989-1990, University of Texas at Arlington

Nominated for *Chancellor's Award for Excellence in Teaching* 1987-1988, University of Texas at Arlington

### **SCHOLARSHIP:**

**Note:** \* indicates research collaboration with doctoral (DBA) students.

### **Books:**

Whittington, J. Lee, Meskelis, S., Asare, E. & Beldona, S. 2017. ***Enhancing Employee Engagement: An Evidence-based Approach***, New York: Palgrave Macmillan. \*

Whittington, J. Lee, 2015. ***Biblical Perspectives on Leadership and Organizations***, New York: Palgrave Macmillan.

Galpin, Timothy J., Whittington, J. Lee, & Bell, R. Greg, 2012. ***Leading the Sustainable Organization: From Strategy to Results***, New York: Routledge.

### **Publications:**

Whittington, J.Lee. 2018. Spiritual Disciplines for Transformation, Renewal, and Sustainable Leadership, in ***Handbook of Personal and Organizational Transformation***, Judith Neal, Editor, Springer, Forthcoming.

Rhame, S., Bell, G., Whittington, J.L., Fodness, D., & Miller, R. 2018. Infusing a Practice-Based Mission Throughout a College of Business," in ***Mission-Driven Approaches in Modern Business Education***, Forthcoming.

Whittington, J.Lee & Gilley, Matt. 2017. Becoming a smart city requires smart leadership, ***Texas CEO Magazine***, September, 16-17. This content is also available on-line <https://texasceomagazine.com/departments/becoming-smart-city-requires-smart-leadership/>

Meskelis, S. & Whittington, J.Lee. 2017. Work as Worship: Bringing Meaning to Work Through an Integrated Faith, in ***Faith and Work: Christian Perspectives, Research and Insights into the Movement***, Timothy Ewest, Editor, Published by Information Age Publications, In Press. \*

Whittington, J.Lee. 2017. Creating a Positive Organization through Servant Leadership, in ***Servant Leadership and Followership: Examining the Impact on Workplace Behavior***, Crystal Davis, Editor, Palgrave Macmillan.

Miller, R., Bell, R.G., Whittington, J.L. & Fodness, D. 2017. Sustainability through stakeholder value creation: Redesigning an MBA curriculum, in Arevalo, Jorge A., and Mitchell, Shelley F. (Eds.) ***Handbook of Sustainability in Management Education: In Search of a Multidisciplinary, Innovative and Integrated Approach***. Edward Elgar Publishing, Cheltenham, UK and Northampton, MA. USA. In press.

Bell, R.G., & Whittington, J.L. 2017. Exploring the Full Range of Leadership Across the Organizational Life Cycle and Growth States of Entrepreneurial Firms, in ***Research Handbook on Entrepreneurship and Leadership***, edited by R. T. Harrison and C. M. Leitch, Edward Elgar, in press.

Whittington, J. Lee, 2016. *Legacy Leadership: Leadership Wisdom of the Apostle Paul* 30-day Bible study/devotional available on the ***YouVersion Bible App***. <https://www.bible.com/reading-plans/2499-legacy-leadership-wisdom-of-the-apostle-paul>.

Whittington, J.Lee & Bell, R.G., 2016. Leader-Member Exchange, Enriched Jobs, and Goal-Setting: Applying Fuzzy Set Methodology, ***Journal of Business***

**Research**, 69: 1401-1406

Galpin, Tim, Whittington, J.Lee, & Bell, Greg, 2015. Is Your Sustainability Strategy Sustainable? Cultivating a Culture of Sustainability, **Corporate Governance: The International Journal of Business in Society**, 15(1), 1-15.

Galpin, Tim, Whittington, J.Lee, & Herndon, Mark, 2014. The Deal Flow Model: Pitfalls and Best Practices throughout the M&A Process, in T.J. Galpin and M. Herndon, **The Complete Guide to Mergers & Acquisitions, 3<sup>rd</sup> Edition**, San Francisco: Jossey-Bass, 27-56.

Whittington, J.Lee, McKee, Victoria, Goodwin, Vicki & Bell, Greg, 2013. Applying Fuzzy Set Methodology to Evaluate Substitutes for Leadership, in Fiss, P., Cambre, B., & Marx, A. (Eds.), **Research in Sociology of Organizations (RSO): Configurational Theory and Methods in Organizational Research**, 279-302.

Galpin, Tim, Maellaro, Rosemary Whittington, J. Lee, 2012. Evidence from the Field: OD Tools and Methods that Positively Impact M&As, **The OD Practitioner**, 44(3), 13-18.

Maellaro, Rosemary & Whittington, J. Lee, 2012. What MBA Students Really Need to Learn: An Evidence Based Prescription for Curriculum Reform, **The Journal of Higher Education Theory and Practice**, 12(4), 66-80.

Galpin, Tim & Whittington, J. Lee, 2012. Sustainability Leadership: From Strategy to Results” in **Journal of Business Strategy**, 33 (4), 40-48.

Galpin, Tim, Whittington, J. Lee, & Maellaro, Rosemary, 2012. Identifying, Retaining, and Re-Engaging Key Talent during Mergers and Acquisitions: A Best Practices Framework, **People & Strategy**, 35(1), 42-48.

Galpin, T. J. & Whittington, J. L., 2012. Creating a Culture of Sustainability in Entrepreneurial Enterprises, in M. Wagner (Ed.), **Entrepreneurship, Innovation and Sustainability**, pp. 68-87, Sheffield, UK: Greenleaf Publishing

Goodwin, Vicki, Whittington, J. Lee, Murray, Brian & Nichols, Tommy, 2011. Moderator or Mediator? Examining the Role of Trust in the Transformational Leadership Paradigm. **Journal of Managerial Issues**, 23(4), 409-425.

Whittington, J. Lee, Maellaro, Rosemary, & Galpin, Tim. J., 2011. Redefining Success: The Foundation for Creating Work-Life Balance, in S. Kaiser, M. J.

Ringlstetter, D. R. Eikhof, & M. Pina e Cunha (Eds.), **Creating Balance? International Perspectives on the Work-Life Integration of Professionals**. Springer: Berlin/Heidelberg, 65-77.

Whittington, J. Lee & Galpin, T.J. 2010. The Engagement Factor: Building a High Commitment Organization in a Low Commitment World, **Journal of Business Strategy**, 31 (5), 14-24.

Galpin, Tim. J. & Whittington, J. Lee. 2010. Merger Repair: A Conceptual Framework for Restoring Employer/Employee Relationships, **Journal of Behavioral and Applied Management**, 12(1), 48-68.

Galpin, Tim J. & Whittington, J. Lee. 2009. Creating a Culture of Candor in the Leadership Classroom, **Journal of Leadership Education**, 8(2), 10-19.

Goodwin, V.L., Bowler, M., & Whittington, J. Lee, 2009. Social Network Perspective on LMX Relationships: Accounting for the Instrumental Value of Leader and Follower Networks. **Journal of Management**, 35(4), 954-980.

Whittington, J. Lee, Holloway, R., Ickes, W., Goodwin, V.L., & Murray, B., 2009. Transactional Leadership Revisited: Self-Other Agreement and Its Consequences. **Journal of Applied Social Psychology**, 39(8), 2860-1886.

Maellaro, Rosemary & Whittington, J. Lee, Management Development for Well-Being and Survival: Developing, the Whole Person 2009. , in J. Quick, C. Cooper, & M. Schabracq (Eds.). **Work and Health Psychology: The Handbook, 3rd Edition**, pp. 295-327.

Fry, L.W., Whittington, J. Lee, Matherly, L.L., & Winston, B.L., 2007. Spiritual Leadership as an Integrating Paradigm for Servant Leadership, in Sing-Sengupta, S., & Fields, D. (Eds.), **Integrating Spirituality and Organizational Leadership**. Macmillan India Ltd., pp.70-82.

Whittington, J. Lee & Maellaro, Rosemary, 2006. Servant-Leadership at TD Industries: Principles and Practice, **The John Ben Shepperd Journal of Practical Leadership**, (1), 130-144.

Whittington, J. Lee, Kageler, W., Pitts, T. & Goodwin, V.L., 2005. Legacy Leadership: The Leadership Wisdom of the Apostle Paul. **The Leadership Quarterly**, 16(5), 749-770.

Diddams, M., Whittington, J. Lee, & Davigo, T., 2005. Creating in the Name of God Who Creates: A Biblical View of Vocation and Work. ***Journal of Management, Spirituality and Religion***, 2(3), 310-331.

Fry, L.W. & Whittington, J. Lee, 2005. In Search of Authenticity: Spiritual Leadership Theory as a Source for Future Theory, Research, and Practice on Authentic Leadership, in W. Gardner, B. Avolio, F. Walumbwa (Eds.) ***Authentic Leadership Theory and Practice: Origins, Effects and Development***, JAI Press, pp. 183-200.

Whittington, J. Lee & Evans, B.D., 2005. The Enduring Impact of Great Ideas. ***Problems and Perspectives in Management***, 2, 114-122.

Whittington, J. Lee, Goodwin, V.L., & Murray, B., 2004. Transformational Leadership, Goal Difficulty, and Task Design: Independent and Interactive Effects on Employee Outcomes. ***The Leadership Quarterly***, 15(5), 593-606.

Whittington, J. Lee, 2004. Corporate Executives as Beleaguered Rulers: The Leader's Motive Matters. ***Problems and Perspectives in Management***, Number 3(1), 163-179.

Diddams, M. & Whittington, J. Lee, 2003. Revisiting the Meaning of Meaningful Work, ***Academy of Management Review***, 28(3), 508-512.

Quintanilla, H. & Whittington, J. Lee, 2003. Applied Learning in Graduate Education: An Academic and Professional Collaboration. ***Management Accounting Quarterly***, 4(2), 27-33.

Whittington, J. Lee, 2003. Motivational Strategies for a New Millenium: An Integrative Model of Transformational Leadership, Followership, Job Enrichment and Goal-Setting, in B. Pattanayak and V. Gupta (Eds.) ***Creating Performing Organizations***, Sage Publications, 2003.

Whittington, J. Lee, Paulus, P.B., Quick, J.C., 2002. Management Development, Well-Being and Health in M. Schabracq, J. Winnubst, and C. Cooper (Eds.) ***Handbook of Work and Health Psychology, Revised Edition***. Chichester, England: John Wiley & Sons, 2002. Reprinted in Second Edition, 2005.

Wofford, J.C., Whittington, J. Lee, & Goodwin, V.L., 2001. Follower Motive Patterns as Boundary Conditions for Transformational Leadership Effectiveness. ***Journal of Managerial Issues***, 13(2), 196-211.

Whittington, J. Lee & Gerloff, E., 1999. Saindo da selva das teorias de gestao: uma revisao e nova sintese in **Teoria Organizacional: Perspectivas e Prospectivas**, edited by Miguel Pina e Cunha, Publicacoes Dom Quixote.

Joplin, J.R.P., Quick, J.C., Nelson, D.L., Quick, J.A., & Whittington, J. Lee, The Self-Reliance Inventory, in **Evaluating Stress: A Book of Resources, Vol. 2**, C. P. Zalaquett and R. J. Wood, (Eds.), Lanham, MD: Scarecrow Press, 1998.

Wofford, J.C., Goodwin, V.L., & Whittington, J. Lee, 1998. A Field Study of a Cognitive Approach to Understanding Transformational and Transactional leadership. **The Leadership Quarterly**, 9(1), 55-84.

**Organizational Behavior, Annotated Instructor's Text, 2nd Edition**, 1997.

D. L. Nelson and J. C. Quick. Prepared all points to emphasize, discussion questions, alternative examples for 18 chapter textbook, and answers for 18 end-of-chapter case studies. West Publishing.

Whittington, J. Lee, Quick, J.C., Paulus, P.B, Larey, T.S., & Nelson, D.L. 1996. Management Development, Well-Being and Health in M. J. Schabracq, J. Winnubst, and C. L. Cooper (Eds.) **Handbook of Work and Health Psychology**. (Chichester, England: John Wiley & Sons.

Quick, J.D., Nelson, D.L., Matuszek, P., Quick, J.C., & Whittington, J. Lee, 1995. Social Support, Secure Attachments, and Health in C. L. Cooper (Ed.) **Handbook of Stress Medicine and Health**, pp. 269-287. Boca Raton, FL: CRC Press.

#### **Conference Proceedings (Refereed):**

"I Am Among You: Using Biblical Metaphors as Models of Authentically Engaged Leadership" (Theory Development). Proceedings of the Southwestern Academy of Management, March 2014.

"What MBA Students Really Need To Learn: An Evidence Based Prescription For Curriculum Reform" (Field Study with Rosemary Maellaro). Proceedings of the Southern Management Association, November, 2011. This paper received the *Best Paper Award* in the SMA Management History/Management Education Track.

"The Prison Entrepreneurship Program (PEP): Social Entrepreneurship in the Texas Prison System" (Case Analysis with Tim J. Galpin and John Watters), Proceedings of the USASBE Annual Conference, January 2011.



“Looking for Clues: Identifying the Antecedents of Cognitive Differences in Leaders” (Theory Development), Proceedings of the Southern Management Association, Annual Meeting, November 2009.

“Merger Repair: A Conceptual Framework for Restoring Employer/Employee Relationships” (Theory Development with Tim Galpin), Proceedings of the Southern Management Association, Annual Meeting, November 2009.

“Servant versus Transformational Leadership: A Conceptual Investigation” (with R. Maellaro and D. Crockett),\_Proceeding of the Institute of Behavioral and Applied Management, Annual Meeting, Charleston, S.C., 2001.

“Transformational Leadership, Goal Difficulty, and Task Design: Independent and Interactive Effects on Employee Outcomes” (Field Study with V. L. Goodwin) in Best Paper Proceedings of the 2001 Academy of Management Annual Conference.

“On the Universality of Transformational Leadership: Premature Closure and Rival Hypotheses” in Proceedings of the 2000 Texas Conference on Organizations. Kerrville, Texas, April 2000.

“Through the Jungle and Back: Resynthesizing Organizational Theory” in Proceedings of the 1996 Texas Conference on Organizations. Austin, Texas, April 1996.

"Looking for Clues: Development Antecedents of Transformational Leadership," in Proceedings of the 1995 Texas Conference on Organizations. Austin, Texas, April 1995.

### **Presentations:**

Brightenburg, M., Whittington, J.Lee, & Bell, G. “Millenials in the Workplace” (Field Study), Accepted for presentation, Academy of Management Symposium, August 2018.\*

Brightenburg, M., Whittington, J.Lee “Ethical Leadership: A Review and Research Agenda” (Theory Development; PDW), Western Academy of Management, March 2018.\*

Dickey, G. & Whittington, J.Lee “Enhancing Audit Quality: The Role of Teamwork Engagement” (Theory Development: PDW), Engaged Management Scholarship Conference, September, 2017. \*

Whittington, J.Lee & Rogers, D. "Information Processing in the Leadership-Followership Process: Foundation for an Integrative Model" (Theory Development). Academy of Management, Cognition in the Rough (PDW), August 2017. \*

Meskelis, S. Whittington, J.Lee, Beldona, S., & Galpin, T. "An Integrative Model of Meaningfulness and Employee Engagement" (Field study). Western Academy of Management, March 2017. \*

Meskelis, S. Whittington, J.Lee "Making Work Meaningful or Bringing Meaning to Work? Exploring the Spirituality-Meaningfulness-Engagement Relationship" (Field study). Western Academy of Management, March 2017. \*

Asare, E., Meskelis, S., Whittington, J.Lee, & Galpin, T. "Enhancing Employee Engagement: An Evidence-based Integration of HR Practices and Leadership Behaviors" (Field study). Western Academy of Management, March 2017. \*

"A Cross-Cultural Study of an Integrative Model of Meaningfulness and Employee Engagement" (Field study with Meskelis, S., Beldona, S., Whittington, & Galpin, T.) Academy of International Business, June, 2016. \*

"Exploring the Spirituality-Meaningfulness-Engagement Relationship: A Cross-Cultural Analysis" (Field Study with Meskelis S. & Beldona, S.) Academy of International Business, June, 2016. \*

"Honesty-Humility and Its Consequences in Organizational Settings: An Exploratory Study" (Field study) Meskelis, S. & Whittington, J.Lee. Western Academy of Management, March 2016. \*

"The Information Processing Approach to Leadership: Review and Future Directions" Rogers, D., Lamkin, M., & Whittington, J.Lee Western Academy of Management, March 2016. \*

"Sustainability in Management Education: Advancing Philosophy, Pedagogy, Integration and Roles. Sustainability through stakeholder value creation: The University of Dallas MBA. Miller, R., Bell, R.G., Whittington, J.L. & Fodness, D. Academy of Management Annual Meeting. Vancouver, BC. August, 2015.

"Leader-Member Exchange, Enriched Jobs, and Goal-Setting: Applying Fuzzy Set Methodology," (Field study with Greg Bell) Global Innovation and Knowledge Academy (GIKA) conference. Special invitation for papers using QCA/fuzzy set methodology. July 2015.

“Positive Organizations: Moving From Scholarship to Practice” Western Academy of Management Annual Conference, March 2015.

“Phases and Stages: Life Cycles as Contextual Factors for Leadership” Western Academy of Management Annual Conference, March 2015.

“Images of Leadership: Using Biblical Metaphors to Understand the Complexity of Leadership” Western Academy of Management, March 2014.

“Toward a Comprehensive Integrated Model of Leadership” Western Academy of Management, March 2014.

“I Am Among You: Using Biblical Metaphors as Models of Authentically Engaged Leadership” Southwestern Academy of Management, March 2014.

“Evaluating Substitutes for Transformational Leadership: A Configurational Perspective” (Field Study with Greg Bell). Organizational Behavior Division, Academy of Management, August 2013, Orlando, FL.

“Using Integrative Reflective Essays in Graduate Management Courses” Academy of Management Teaching and Learning Conference, August 2013. This presentation was selected as a lead presentation in the Master Teacher Roundtable sessions.

“Using Snapshots of Leadership to Generate Critical Multiplism in Leadership: Interpreting Paul through Multiple Models of Leadership,” Western Academy of Management, March 2013

“Evaluating Potential Substitutes for Leader-Member Exchange Using Fuzzy Set Methodology” (Field Study with Greg Bell and Tim Galpin). Western Academy of Management, March 2012. *Nominated for Best Paper.*

“Leading the Sustainable Organization,” (Synthetic Narrative with Tim Galpin and Greg Bell) Mountain Plains Management Conference, October, 2011.

“What MBA Students Really Need To Learn: An Evidence Based Prescription For Curriculum Reform” (Field Study with Rosemary Maellaro). Southern Management Association, November, 2011. This paper received the *Best Paper Award* in the SMA Management History/Management Education Track.

Green Leadership: Toward a Comprehensive Model of Corporate Sustainability, from Strategy to Results (Synthetic Narrative with Tim J. Galpin). Western

Academy of Management, March 2011.

“The Prison Entrepreneurship Program (PEP): Social Entrepreneurship in the Texas Prison System” (Case Analysis with Tim J. Galpin and John Watters), USASBE Annual Conference, January 2011.

“From Rival Hypotheses to Equifinality: Applying Fuzzy Set Methodology in Leadership Research” (Field Study with Greg Bell, Vicki Goodwin, & Victoria McKee). Organization Behavior Division, Academy of Management, August 2010.

"How Deals Flow: Toward a Comprehensive Process Model of Mergers and Acquisitions" (Theory Development with Tim J. Galpin), Organizational Management and Theory Division, Academy of Management, August 2010.

“Integrating Spirituality in the MBA Curriculum” Professional Development Workshop with Richard Perego, Academy of Management Annual Meeting, August 2010.

“Retention and Re-engagement: Identifying, Keeping, and Re-Engaging Key Talent during Mergers and Acquisitions” (Theory Development with Tim J. Galpin & Rosemary Maellaro), Eastern Academy of Management, May 2010.

“Understanding Leadership: Looking for Clues” (Recap of research program past, present, and future) Presentation in conjunction with recognition as OB/HR Distinguished Scholar, Southwestern Academy of Management, Annual Meeting, March 2010.

“Leadership Across the Curriculum (Pedagogical Case Study with Rosemary Maellaro, Tim Galpin, Richard Perego). Southwestern Academy of Management, Annual Meeting, March 2010.

“Looking for Clues: Identifying the Antecedents of Cognitive Differences in Leaders” (Theory Development), Southern Management Association, Annual Meeting, November 2009.

“Merger Repair: A Conceptual Framework for Restoring Employer/Employee Relationships” (Theory Development with Tim Galpin), Southern Management Association, Annual Meeting, November, 2009.

“The Engagement Factor: Building a High Commitment Organization in a Low Commitment World” (Theory Development with Tim J. Galpin), Academy of Management, Management Consulting Division, August 2009.

“Sustainability and Transformational Leadership: Unlocking Keys to Employee Engagement” (Theory Development and Archival Study with Greg Bell and Sri Beldona), Academy of Management, Organizations and the Natural Environment Division, August 2009.

“The Craft of Teaching Ethical Dimensions of Leadership” Professional Development Workshop with Richard Peregoy, Academy of Management Annual Meeting, August 2009

“Transformational Leadership and Follower Behavior: An Integrative Review and Extension” (Theory paper with Vicki Goodwin), Organizational Behavior Division, Academy of Management Annual Meetings, August 2008.

“A Longitudinal Study of Strategic Leadership and Performance in Non-Profit Religious Organizations” (Archival Study with Greg R. Bell & G. Tyge Payne) Festschrift Honoring James (Jerry) G. Hunt, Texas Tech University, October 2007.

“Moderator or Mediator? Examining the Role of Trust in the Transformational Leadership Paradigm” (Field study with Vicki Goodwin, Brian Murray, and Tommy Nichols), Organizational Behavior Division, Academy of Management Annual Meetings, August 2007.

“The Characteristics of Character: An Implicit Theory Approach” (Qualitative field study with Margaret Diddams and Esther Hayman), Management Spirituality and Religion Division, Academy of Management Annual Meetings, August 2007.

“A Strategic Institutional Approach to Online Learning.” (Panel Symposium with Stan Kroder, Ruth May, and Vanessa Cox), Symposium presentation to Management Education and Development Division, Organizational Communication and Information Systems Division, Technology and Innovation Management Division, Academy of Management Annual Meetings, August 2007.

“Spiritual Leadership as an Integrating Paradigm for Servant Leadership” (Theory development with Fry, Matherly, & Winston) manuscript presented at the International Conference on Integrating Spirituality and Organizational Leadership, Delhi, India, February 2007

“Asking for Influence: Advice Seeking as Ingratiation Tactic” (Field study with Matt Bowler, Troy Voelker, and Vicki Goodwin). Southern Management Association Annual Meetings, October 2006.

“Servant-leadership in Organizations: Scale Development and Validation (Field Study with Blake Frank, Ruth May, Brian Murray & Vicki Goodwin). Management, Spirituality, and Religion Division, Academy of Management Annual Meeting, Atlanta, GA, August 2006.

“Transactional Leadership Re-visited: Self-Other Agreement and Its Consequences” (Field study with R. Holloway, W. Ickes, & V. Goodwin) Managerial and Organizational Cognition Division, Academy of Management Annual Meeting, Honolulu, HA, August, 2005.

“Spiritual Leadership Theory as a Source for Organization Development and Transformation” (Theory development with Jody Fry) Organization Change and Development Division, Academy of Management Annual Meeting, Honolulu, HA, August, 2005.

“LMX and Social Networks” (Field study with Vicki Goodwin and Matt Bowler). Organizational Behavior Division, Academy of Management Annual Meeting, New Orleans, LA, August 2004.

“Servant Leadership in Organizations: Inspirational Moral *and* Effective” (Case study of Jack Lowe and TDIndustries with Rosemary Maellaro and Giovanna Romero). Management, Spirituality and Religion Division, Seattle, WA, August 2003.

“The Gospel of Affirmation: A Model of Spiritual Leadership” (Theory Development with Ruth May). Management, Spirituality and Religion Division, Academy of Management Annual Meeting, Seattle, WA, August 2003.

“Legacy Leadership: The Leadership Wisdom of the Apostle Paul” (Theory Development with Woody Kageler and Tricia Pitts). Management, Spirituality and Religion Division, Academy of Management Annual Meeting, Denver, CO, August, 2002.

“Creating in the Name of God Who Creates: A Biblical View of Vocation and Work” (Theory Development with Margaret Diddams and Teresa Davigo). Management, Spirituality and Religion Division, Academy of Management Annual Meeting, Denver, CO, August, 2002

“Servant versus Transformational Leadership: A Conceptual Investigation”

(with R. Maellaro and D. Crockett), Institute of Behavioral and Applied Management, Annual Meeting, Charleston, S.C., November, 2001.

“In the Eyes of the Beholder: Follower Perceptions as a Mediator of the Effects of Transformational Leadership on Follower Behavior” (Field Study) Institute of Behavioral and Applied Management, Annual Meeting, Charleston, S.C., November, 2001.

“Transformational Leadership, Goal Difficulty, and Task Design: Independent and Interactive Effects on Employee Outcomes” (Field Study with V. L. Goodwin), Academy of Management Annual Meeting, Washington, DC, August 2001.

“Recruiting, Supervising, and Using Applied Projects in the Classroom (with Hector Quintanilla). 26<sup>th</sup> Annual Seminar on Accounting Education, Texas Society of Certified Public Accountants, Houston, Texas, October 2000.

“Leader-Member Exchange, Interpersonal Trust, and Transformational Leadership: Independent and Interactive Effects on Employee In-Role and Extra-Role Performance” (Field Study with J.C. Wofford and V. L. Goodwin). AOM Symposium: Building Trust, Academy of Management Annual Meeting, Toronto, Canada, August 2000.

“Implicit Leadership Theory and Personality Differences: A Cross Cultural Analysis” (Lab Experiment with J. C. Wofford, T. M. Coalter, S. Lovett), Academy of Management Annual Meeting, Chicago, IL, August 1999

“Inner City Benchmark Studies Best Practices and Learnings” (Panel Presentation), The Initiative for a Competitive Inner City National Business School Network, Boston, MA, April 1999

“An Empirical Extension of the Transformational Leadership Construct” (with J. C. Wofford and V. L. Goodwin), Academy of Management Annual Meeting, San Diego, CA, August, 1998.

“Out of the Management Theory Jungle: A Review and Resynthesis” (with E. A. Gerloff) Academy of Management Annual Meeting, Boston, MA, August 1997.

"A Field Study of a Cognitive Approach to Understanding Transformational and Transactional Leadership" (with J. C. Wofford and V. L. Goodwin). Academy of Management Annual Meeting, Cincinnati, Ohio, August 1996.

"Implicit Leadership Theory and Individual Differences: Potential Threats to the Transformational Leadership Paradigm" (Lab Experiment with T. M. Coalter and J. C. Wofford). Academy of Management Annual Meeting, Cincinnati, Ohio, August 1996.

### **Manuscripts Under Review:**

Conscious Capitalism: A Positive Approach to Teaching Management and Strategy, Book Review Essay, manuscript under review, *Academy of Management Learning and Education*.

### **Working Papers:**

Whittington, J.Lee, Meskelis, S., Asare, E., & Beldona, S. "Exploring the Impact of Individual Differences and Cultural Values on Employee Engagement: A Cross-Cultural Study."

Asare, E., Meskelis, S., Whittington, J.Lee, & Galpin, T. "Bridging the HR Value Chain and Leadership to Enhance Employee Engagement" (Theory Development). \*

Asare, E., Meskelis, S., Whittington, J.Lee, & Galpin, T. "Enhancing Employee Engagement by Bridging the HR Value Chain and Effective Leadership" (Theory Development). \*

*Legacy Leadership: The Leadership Wisdom of the Apostle Paul*. 154 page book manuscript.

"Toward an Understanding of Advice-Seeking Behavior: A Social Network Perspective on Seeking Advice and Gaining Influence in Organizations" (Field Study with Matt Bowler, Vicki Goodwin, & Mark Bolino).

"The Full-Range Model of Leadership: Optimal Profile and Implications for Leader Development" (Field study with Brian Murray and Vicki Goodwin).

"Servant-Leadership in Organizations: Scale Development and Validation (Field Study with Blake Frank, Ruth May, Brian Murray & Vicki Goodwin).

"A Field Study of Cognitive Processes in Interpersonal Influence" (Field study with J. C. Wofford, and D. Mack)

"Follower Motive Patterns and Implicit Leadership Theories: A Cross-Cultural Test" (with S. Lovett and J. C. Wofford).



“Diversity Training in a Blue Collar Setting: A Field Study” (with Myrtle Bell)

“Interpersonal Influence: A Cognitive Approach.” (Theory Development with J. C. Wofford, T. Coalter, D. Mack)

"Escalation of Commitment: The Case of the Supercollider Vote" (Archival Study with J. C. Wofford).

"Implicit Leadership and Preferred Leadership Styles: Development and Factor Analysis of a Proposed Questionnaire" (Lab Experiment).

“The *Social* Psychology of Trust in Organizations” (Theory Development).

**Presentations (Non-Refereed):**

“Spirituality of Leadership” 4-part workshop for Dallas Diocese Deacon Formation program, September – December, 2017

“Strengthening the Soul of Your Leadership: Spiritual Disciplines for Sustainable Leadership,” presented at the Dallas Ministry Conference, October 19, 2017.

“Enhancing Employee Engagement through Meaningful Work”, Keynote presentation for Hochheim Prairie Insurance Agent Annual Conference, San Antonio, Texas, October 8, 2017.

“Preparing Your Co-op for Disruption: Building Capacity & Leading Strategic Change” Keynote presentation ALDC Conference, Minneapolis, Minnesota, May 11, 2017 (with Matt Gilley).

Attracting, Engaging, & Retaining NextGen Co-op Leaders. Presentation to Oklahoma Electric Co-Ops Annual Meeting, April 10, 2017 (with Matt Gilley).

“Legacy Leadership” University of Texas at Arlington, Goolsby Leadership Academy, October 2016

“Led by the Spirit, Leading by the Spirit: Paul as Prototype of Spiritual Leadership” Dallas Ministry Conference, September 2016.

“Two Ways of Leading: Evaluating Leaders through the Lens of Scripture” Dallas Ministry Conference, September 2016.

“Employee Engagement: Evidence from the Field” The Joe Vincent Conference, Independent Insurance Agents of Texas, Austin, January 25, 2016.

“The Engagement Factor: A Comprehensive, Evidence-Based Model” The Joe Vincent Conference, Independent Insurance Agents of Texas, Austin, January 27, 2015.

“The Engagement Factor: Building a High-Commitment Workforce in a Low Commitment World” Keynote Address, Chicago Bridge & Iron (CB&I) 2015 Global Human Resource Conference, May 19, 2015.

“The Engagement Factor: Building a High-Commitment Workforce in a Low Commitment World” Keynote Address, The Joe Vincent Conference, Independent Insurance Agents of Texas, Austin, January 27, 2015.

“Understanding Leadership: Looking for Clues” OB/HR Distinguished Scholar presentation, Southwestern Academy of Management, March 2010.

“Spirituality of Leadership: The Legacy of the Apostle Paul” presented at the University of Dallas Ministry Conference, October 25, 2008.

“Stuff that Works” Keynote Presentation to the Dallas Bar Association 7<sup>th</sup> Annual Coordinator and Clerk Seminar, July 23, 2004.

“Stuff that Works: Reflections of a Scholar-Practitioner, Part I” Keynote lecture presented at the University of Dallas, Graduate School of Management. Ethics and Lectures Series, July 15, 2004.

“Applied Research: The Frustrations, the Fun, and the Fame” (Keynote Presentation) LeTourneau University, Faculty Development Workshop, February 6, 2004.

“Corporate Executives as Beleaguered Rulers: The Leader’s Motive Matters” presentation at Beleaguered Leaders Symposium University of Dallas, Irving, TX, January, 2001.

“Leading Change: Transformation and Renewal” Texas Council of Administrators of Special Education (TCASE), Mid-Winter Conference, Austin, Texas, January 2001.

“Southeast Fort Worth Strategic Benchmark Study”, The Initiative for a Competitive Inner City National Business School Network, Kansas City, MO,

April 2000.

“Lessons in Leadership with Tom Peters and Ann Richards” (Panel Discussion Moderator), Dallas, TX, June 1999.

“Metaphors for Learning: An Interdisciplinary Discussion” Texas Wesleyan University, University College Symposium, Spring 1999.

“What Matters Most: Diversity Training in a Blue Collar Setting: A Field Study” (with Myrtle Bell) Texas Wesleyan University, University College Symposium, Spring 1998.

“An Integrative Model of Transformational Leadership and Follower Behavior” Texas Wesleyan University, University College Symposium, Spring 1997.

**Reports for Industry and Government:**

Brinks Home Security, Employee Turnover and Retention Study, Spring 2004 (MBA Project)

Penson Financial Services, Correspondent Satisfaction Survey, Spring 2003 (MBA Project)

Fort Worth Chamber of Commerce, Evaluation of Transit Needs in the Alliance Region, Summer 2003 (MBA Project)

Valor Telecom, Employee Attitude Survey, Summer 2003 (MBA Project)

Dallas Institute, Organizational Effectiveness Study, Summer 2003 (MBA Project)

Penson Financial Services, Employee Attitude Survey, Fall 2002, (MBA Project)

Good Shepherd Community Center, Organizational Effectiveness Study, Fall 2002, (MBA Project)

Nurse Today, Inc., Marketing and Employee Recruitment Assessment, Fall 2002, (MBA Project)

Fort Worth Chamber of Commerce, CampFire Boys and Girls, and The Women’s Shelter, Assessment of Training and Development Resources in Tarrant County, Fall 2002, (MBA Project)

Freese and Nichols, Development of Succession Planning Model, Summer

2002, (MBA Project)

Partnership for Children, Stakeholder Analysis, Summer 2002, (MBA Project)

CampFire USA, Strategic Plan for El Tesoro , Spring 2002, (MBA Project)

Freese and Nichols, Development of a Competency Model for Architects and Engineers, Fall 2001, (MBA Project)

GMAC, Evaluation of Performance Planning and Appraisal System, Summer 2000, (MBA Project)

AIS Insurance, Employee Attitude and Well-Being Survey, Spring 2001, (MBA Project)

Nagaraj Kikkeri, M.D., Development and Validation of Organizational Stress Assessment Instrument, Fall 2000, (MBA Project)

John Peter Smith Hospital, Physician Group Employee Attitude and Well-Being Survey, Spring 2000 (MBA Project)

John Peter Smith Hospital, Employee Attitude and Well-Being Survey, Spring 2000 (MBA Project)

Mansfield Independent School District, Employee Attitude and Well-Being Survey, Spring 2000 (MBA Project)

Employee Survey for the Strategic Issues Committee on Employee Recruitment and Retention, Texas Wesleyan University, Fall 1999 (MBA Project)

South East Fort Worth Strategic Benchmark Study, Fort Worth Chambers of Commerce, Fort Worth Metropolitan Black Chamber of Commerce Spring 1999 (MBA Project)

Fort Worth Stockyards Benchmark Study, Fort Worth Chamber of Commerce, Spring 1999 (MBA Project)

Downtown Arlington Benchmark Study, Arlington Chamber of Commerce, Spring 1999 (MBA Project)

Business Outlook Survey, Fort Worth Hispanic Chamber of Commerce, Fall 1999 (MBA Project)

Employee Attitude and Well-Being Survey, The Women's Shelter, Fall, 1999  
(MBA Project)

Employee Attitude and Well-Being Survey, Dallas Metrocare Services, Fall 1999  
(MBA Project)

Economic Impact Analysis of the Fort Worth Business Assistance Center, Fall  
1999 (MBA  
Project)

Operational Effectiveness Audit, The Red Cross, Fall 1999 (MBA Project)

Arlington Municipal Court Customer Satisfaction Survey, Fall 1999 (MBA  
Project)

Dallas Area Rapid Transit (DART) Employee Satisfaction Survey, DART Human  
Resource Department, Spring 1998, (MBA Project)

Dallas County Mental Health and Mental Retardation Employee Satisfaction  
Survey, DCMHMR Human Resource Department, Spring 1998, (MBA Project)

Customer Satisfaction Survey, Texas Jet, Spring 1998, (MBA Project)

Customer Satisfaction Survey, Cumby Financial Services, Spring 1998, (MBA  
Project)

Customer Satisfaction Survey, Texas Motors Ford, Spring 1998, (MBA Project)

Health Services Department Survey of Pet Adopters and Veterinarians, City of  
Arlington, Spring 1998, (MBA Project)

Customer Satisfaction Survey, Arlington YMCA, Spring 1998, (MBA Project)

Stakeholder Survey, Ambassadors of Christ Academy, Fort Worth, Fall 1998  
(MBA Project)

Member Awareness and Satisfaction Survey, Fort Worth Metropolitan Black  
Chamber of Commerce, Fall 1998 (MBA Project)

Employee Attitude and Well-Being Survey, Siemens ElectroCom L.P., Fall 1998  
(MBA Project)

Health Services Department Customer Satisfaction Survey, City of Arlington,

Spring 1997, (MBA Project)

Evaluation of Training Effectiveness, SABRE, Spring 1997, (MBA Project)

Member Retention and Recruitment Survey, American Ambulance Association, Spring 1997.

Strategic Plan for the Transportation Department, City of Arlington, Spring-Fall 1997 (MBA Project)

Evaluation of Skill-Based Pay System, City of Arlington Utilities Department, Summer 1997, (MBA Project)

Internal Customer Satisfaction Survey, Fiscal Services Department City of Fort Worth, Fall 1997, (MBA Project)

Benchmarking the Human Resource Function, City of Arlington HR Department, Fall 1997-Spring 1998, (MBA Project)

Strategic Plan for the Neighborhood Housing Authority of Fort Worth, Fall 1997, (MBA Project)

Strategic Plan for the Revitalization of Downtown Midlothian, Fall 1997-Spring 1998, (MBA Project)

Survey of Berry Street Business Owners and Operators, Berry Street Initiative, Spring 1997, (MBA Project)

Employee Attitude and Well-Being Survey, Loral-Vought DCMC, Spring 1996, (MBA Project)

Manufacturer Retention Study, Fort Worth Chamber of Commerce, Fall 1996, (MBA Project)

Economic Impact of Paschal High School on Berry Street, Berry Street Initiative, Fall 1996, (MBA Project)

Survey of Berry Street Neighborhoods, Berry Street Initiative, Fall 1996, (MBA Project)

Analysis of the Arlington Handitran Operation, City of Arlington Transportation Department, Fall 1996, (MBA Project)

Dallas Area Rapid Transit (DART) Employee Satisfaction Survey, DART Human Resource Department, Fall 1996, (MBA Project)

**ACADEMIC HONORS:**

Member Beta Gamma Sigma International Business Honor Society

John Howard and Edith Burris Fellowship Recipient - 1995, The University of Texas at Arlington

Member Pi Gamma Mu National Social Science Honor Society

Member Omicron Delta Epsilon International Honor Society in Economics

Invited to participate in Departmental Honors Program in Political Science - Austin College

Invited to participate in Departmental Honors Program in Economics - Austin College

**INDUSTRY EXPERIENCE:**

March 1994 - Present: Bedford Consulting Group - President. General Management Consultant: Seminars and workshops have included: Strategic Leadership, Leading Organizational Change, Empowering the Work Force, Leadership Development, Manager Training, Team-Building, and Constructive Conflict Resolution.

**Clients include** Life.Church (Edmond, OK), Association of Missouri Electric Co-Ops, Vendor Resource Management, Independent Insurance Agents of Texas, City of North Richland Hills, Womack Machinery, Inc., N3 Development, City of Southlake, Nokia, RadioShack, Schumacher Group, Summit Bank, Valor Telecom, Penson Financial Services, Camp Fire USA, Partnership for Children, Siemens Electrocom, Siemens Energy and Automation, FedEx Kinko's, U. S. Army Corps of Engineers, Ft. Worth Independent School District, Memorex-Telex, The Associates, T U Electric, Fort Worth Chamber of Commerce, Martin Sprocket and Gear, Reynolds Metals, City of Arlington, United Way of Tarrant County, Dallas County Mental Health and Mental Retardation, Dallas Metrocare Services, Tandy Information Services, RadioShack, Northwest Independent School District, Ball Container, C. R.

Bard, TCASE, Boys and Girls Club.

June 1990 - March 1994: Industrial Air and Hydraulics/Air Dreco - Material Control Manager. General Manager during merger between IAH/Air Dreco.

March 1987 - June 1990: Industrial Air and Hydraulics, Inc. - Marketing Analyst/Assistant to CEO.

November 1984 - March 1987: SurTex, Inc. - Vice President, General Manager.

January 1982 - November 1984: Industrial Air and Hydraulics, Inc. - Corporate Materials Manager.

December 1980 - January 1982: Industrial Air and Hydraulics, Inc. - Administrative Assistant to the President and Vice President of Administration.

March 1980 - November 1980: Dillard's Distribution Center - Stock Control Manager, Big Ticket Area.

August 1979 - March 1980: J. C. Penney District Distribution Center. - Assistant Delivery Supervisor.

April 1974 - August 1979: J. C. Penney District Distribution Center. Part time/full time position through high school, college and graduate school.

**COURSES TAUGHT:**

**University of Dallas:**

Undergraduate Courses

BUS	3302	Leadership and Organizations*
BUS	4305	Organizational Behavior *

Graduate Courses

MGT	6304	Experiential Leadership
MGT	6386	Human Behavior in Organizations
MGT	7336	Managing Complex Organizations
MGT	8390	The Capstone Experience
MGT	7341	Power Influence and Leadership*
MGT	8350	Strategic Management
MGT	5371	Data Analysis for Decision Making
MANA	7395	Ethical Dimensions of Leadership
MANA	7393	Leading Change*



MANA	6305	Value Based Leadership
MANA	6307	Managing Complex Organizations*
BUAD	8310	Business & Society
BUAD	8380	Applied Research Methods
MANA	7310	Managerial Behavior*
DBUA	8320	Designing Applied Research*
DMGT	8325	The Engagement Factor*
DMGT	8335	Leadership & Followership*
LDRS	5320	The Craft of Leadership*

New course developments for on-line delivery are indicated by asterisk.

**Texas Wesleyan University:**

Undergraduate Courses:

ECO	2305	Principles of Economics I
ECO	2306	Principles of Economics II
ECO	3313	Intermediate Macroeconomic Theory
GST	3213	Leadership Wesleyan
MANA	3319	Management Process Theory
MANA	4301	Industrial Relations
MANA	4313	Human Resource Management
MANA	4324	Leadership
MANA	4331	Organizational Behavior
MANA	4337	Business Policy and Decision Making
MANA	4340	Conflict Resolution and Negotiation Skills

Graduate Courses:

BUAD	6301	Research Methods for Managerial Decisions
MANA	6319	Strategic Management (MBA)
MANA	6320	Organizational Behavior (MBA)
MANA	6321	Human Resource Management (MBA)
MANA	6322	Organizational Design and Analysis (MBA)
MANA	6323	Organizational Change and Development (MBA)
MANA	6324	Power, Influence and Leadership (MBA)
MANA	6325	Business and Society (MBA)

**The University of Texas at Arlington:**

Undergraduate Courses:

BUSA	2301	Human Behavior in Organizations
BUSA	4322	Business Policy (Strategic Management)
MANA	3319	Management Process Theory

MANA	3320	Personnel/Human Resource Management
MANA	4323	Organizational Theory
MANA	4324	Organizational Behavior
MANA	4327	Business and Society

Graduate Courses:

BUSA	5337	Business and Society
MANA	5311	Social Science in Management
MANA	5312	Management
MANA	5320	Organizational Behavior
MANA	5326	Organizational Change and Development
MANA	5390	Applied Organizational Research
MANA	5321	Complex Organizations
MANA	5329	Methods of Organizational Research

**Tarrant County Junior College:**

Principles of Economics I  
Principles of Economics II  
Principles of Accounting

**SERVICE TO THE UNIVERSITY:**

**University of Dallas:**

Provost Search Committee 2017

Gupta College of Business Curriculum Committee, 2016 –

Gupta College of Business Faculty Search 2016-2017

Gupta College of Business Tack Force on Quality Intellectual Contributions  
2017

DBA CIC Committee, Chair September 2012 – 2016

DBA Admissions Committee, 2013- 2016

Leadership Studies, Co-Director 2015 – present

Faculty Mentor (Bell, Maellaro, Gu, Olivetti, Calias)

Faculty Search Committee (Ad Hoc: Management; Psychology)

Chair Task Force on Standards for Tenure & Promotion, 2013

University Rank & Tenure Committee (2009-2010; 2011-2013)

College of Business, Rank and Tenure Committee (2009-present)

College of Business Faculty Research and Development Committee, Chair  
(2009- 2016)

College of Business, Capstone Committee (2009-2010)

University Strategic Planning Committee – Chair for SWOT subcommittee (Fall  
2004)

Undergraduate Business Curriculum Committee (Spring 2002 – present)  
Faculty Senate (Fall 2001)

Braniff/Constantin/GSM Cooperative Committee

Fort Worth Campus Evaluation Committee

Lecture Series Improvement Committee (Chair)

GSM Admissions Committee

**Texas Wesleyan University:**

Weekend University Advisory Committee

General Education Curriculum Committee

Graduate Studies Committee

University Athletics Committee

University College Advisory Board

University College Day Planning Committee

Session Moderator - University College Day, Spring 1997; Spring 1998

School of Business Dean Search Committee, 1997

School of Business Management Faculty Search Committee, 1997-1999.  
Chairperson 1998-2000

Facilitated FastTrac Joint Venture Between Texas Wesleyan and the Fort Worth Chamber of Commerce

Facilitated Chamber University Joint Venture Between Texas Wesleyan and the Fort Worth Chamber of Commerce

Developed Proposal for Wesleyan Center for Effective Organizations. Founding Director 1998

Kellogg Grant Proposal Committee, Summer 1997

Supervision of survey of Tarrant County Non-profit Sector (Needs Assessment to support Kellogg Grant and American Humanics)

American Humanics Faculty advisory committee  
3PR Faculty Advisor

Presentation to Russian Summer Interns "Human Resource Management,"  
Summer 1997

Coordinated Human Resource Internship at Reynolds Metals

Customer Service Workshops (2) conducted for administrative staff employees,  
Texas Wesleyan, Spring 1998

Facilitated strategic planning retreat/workshop for the Communications  
Department, Texas Wesleyan University

Field supervision of Survey of Alumni Attitudes about Wesleyan (MBA Project),  
Spring 1998

Employee Survey for the Strategic Issues Committee on Communication,  
Structure and Decision Making, Texas Wesleyan University, Fall 1999 (MBA  
Project)

"Ethical Dimensions of Power, Influence and Leadership" presentation to 3PR  
Program, September 1999

## **SERVICE TO THE PROFESSION**

Ad hoc reviewer, Journal of Management Studies

Ad hoc reviewer, Journal of Social Psychology

Ad hoc reviewer, Journal of Applied and Behavioral Management

Ad hoc reviewer, Journal of Managerial Issues

Ad hoc reviewer, Academy of Management – Organizational Behavior Division

Ad hoc reviewer, Academy of Management - Management Spirituality and Religion Division

Ad hoc reviewer, Southern Management Association - Organizational Behavior Division

Ad hoc reviewer, Western Association of Management

## **SERVICE TO THE COMMUNITY:**

Life.Church Edmond Oklahoma, Executive Coach; Leadership Development – Digerati Group, Central Leadership team (2013 – present)

Life.Church – Keller Texas, Host Team and Life Group leadership; Campus start-up team; Pastoral counseling as needed. 2013-present.

Life Church.TV – Fort Worth. Life Group Leadership development workshops, Marriage Seminars, Life Group Leader. 2010 – 2013.

Prisoner Entrepreneurship Program, Dallas Advisory Board – 2009 – 2012.

121 Community Church, Life Group Leadership development workshops, February – March 2010

Fellowship Church, Grapevine, Married Life Leadership Team; Men’s Ministry Leadership Team; NearlyWed seminar Lead teacher; Power Source/FC Studies Master Teacher, 2000 – 2010.

Fort Worth Chamber of Commerce, Local Area Council Strategic Planning Retreat, Spring 2002

Fort Worth Chamber of Commerce, facilitated strategic planning process, Summer-Fall 2001

“The Southeast Fort Worth Benchmark Study” presentation given to the East Fort Worth Business Association, June 1999

“The Southeast Fort Worth Benchmark Study” presentation given to the Joint

Area Councils of the Fort Worth Chamber of Commerce, October 1999

Member of Interim Board of Directors Southeast, Inc. 1999

“The Leadership Imperative” Presentation to the Fort Worth Women’s Forum, August 1999

“Entrepreneurial Opportunities” Quarterly Workshop presented at the Fort Worth Business Assistance Center, 1999

“The New Urban University: Community Based Initiatives” Presentation made to the Best Practices Forum of Vice President Gore’s Summit on Lifelong Learning, January 1999

Customer Service Presentation to Staff and Volunteers of the Gladney Center, September 1999

Fort Worth Housing Authority Redevelopment Task Force Consulting Team

Transitional Care Parent, The Gladney Center, Fort Worth, Texas, 1994 – 2002

“Perspectives on the Prodigal Son” Sermon delivered to First Baptist Church Hurst, September, 1998

First Baptist Church of Hurst, 5-part expository series on the book of James, Sunday Night Adult Discovery Series Elective, Fall 1996

Trinity United Methodist Church, Arlington, Guest Speaker in the Adult Bible Class, December 1996, December 1999

First Baptist Church of Hurst, Sunday School Teacher - Young Married Couples. Fall 1997 – April 2000

“The Call of Service” Sermon based on Philippians 2 and John 13 delivered to First Baptist Church of Hurst, August 1997

Ordained Minister of the Gospel, First Baptist Church-Hurst, August 1998

Interim Pastor, Trinity Baptist Church, Bedford, Texas, January-April, 1998

Member Fort Worth Chamber of Commerce Small Business Council

“Motivating and Retaining Employees” Workshop delivered for the Fort Worth Chamber of Commerce Small Business Council, September, 1997

“Leadership” Workshop delivered to Leadership Arlington, November, 1997

“Customer Service” Workshop delivered for the Fort Worth Chamber of Commerce Small Business Council, November, 1997

Field supervision of MBA Student Projects (see project titles under reports to government and industry section)

“Communication and Leadership” workshop provided for Leadership Fort Worth (mid-year retreat)

“Motivating and Retaining Employees” workshop delivered for the Personnel Connection Quarterly Luncheon, January, 1998

### **PROFESSIONAL DEVELOPMENT:**

Global Leadership Summit, Willowcreek Association, August 2010; August 2012.

Jepson Institute for Leadership and the Liberal Arts, University of Richmond, May 2008

Creative Church Conference, Fellowship Church, 2003-2010

*LEAD* (Leadership Effectiveness Assessment and Development), Dallas Theological Seminary, May 2007

North Texas Business Ethics Roundtable Workshop: “Ethics as a Business Principle,” SMU Maguire Center for Ethics and Public Responsibility, October, 1999

The Initiative for a Competitive Inner City, National Business School Network, Annual Meeting Planning Committee, 1999-2000

Bass Grant Recipient, August 1997, Texas Wesleyan University. Attended the Academy of Management Annual Meetings and presented paper

Bass Grant Recipient, August 1998, Texas Wesleyan University. Attended the Academy of Management Annual Meetings and presented paper

Academy of Management Teaching Task-Force: "The Future of University OB (Organizational Behavior)." Fall 1997-Summer 1998