VITA

RICHARD G. MILTER

100 International Drive   410.234.9422
Baltimore, MD 20201   milter@jhu.edu

EDUCATION

Ph.D.   Organizational Behavior, concentrations in Policy Analysis and Group Decision Support Systems. University at Albany, State University of New York.
Dissertation: An Exploration of Criteria for Effective Decision Making in Organizations and an Evaluation of a Group Decision Support System: A Case Study Approach

M.Ed.   Education, Loyola University of Chicago
Post-master's study in Human Development, Loyola University of Chicago

B.A.   English Literature (Cum Laude), Ohio University, Athens, Ohio

TEACHING EXPERIENCE

Carey Business School - Johns Hopkins University

Master of Business in Health Sciences
Strategic Planning in Medical Organizations, Strategic Marketing

Master of Public Health/Master of Business Administration
Capstone: Integrative Field Experience

Master of Education in the Health Professions
Leadership in Health Professions Educational Programs
Leadership Theory in Action for Health Professions Educators

Master of Business Administration
Strategy Consulting Practicum, Leadership in Organizations, Effective Teaming, Managing Complex Problems, Business Leadership & Human Values, Strategic Management, Leadership Ethics Seminar, CityLab: Introduction to Urban Social Enterprise, Solving Organizational Problems: Collaboration, Evidence, and Experimentation, Facilitating Strategic Change, Negotiation, Leading Effective Teams, Managing Conflict: A Problem-Solving Approach, Creative Business Thinking, Leadership: Theory and Practice, Management and Organizational Behavior, Thought & Discourse Seminar, Competitive Strategy

Transformative Leadership Institute
Essentials of Transformative Leadership

Master of Science in Organization Development and Strategic Human Resources
Leading Organizations: Strategy, Structure, and Roles; Organization Development Process: Entry, Contracting, and Diagnosis

Bachelor of Science in Business
Organizational Leadership, Teamwork & Diversity in Global Environments, Project Management, Organizations & Society, Hopkins Capstone: Advanced Strategic Management Client Project, Organizational Behavior, Final Thesis Seminar

<u>University of Maryland University College</u>

Doctor of Management Program, Leadership & Change, Management Theory, Doctoral Dissertation Advising
Doctor of Business Administration Program, Research as a Tool for Management Decision Making, Doctoral Dissertation Advising

<u>Maastricht School of Management – Bucharest, Romania</u>

Executive MBA Program
Critical Thinking, Masters Capstone Thesis Advisor

<u>College of Business - Ohio University</u>

- o Management Systems Department
  Managerial Decision Making and Problem Solving, Creativity and Innovation Leadership, Management of Information Systems, Organizational Behavior, Seminars in Intelligence and Problem Identification, Design and the Art of Exploring Creative Solutions, Ethical Dilemmas and Management Decisions: A Question of Priorities, Ethical Leadership, Conflict Management, and Negotiation Skills for Managers, Working in the New Age Organization, Professional Ethics in Information-Age Organizations, Principles of Management
- o IQUIP/Sogeti Program: Faculty Member and Member of Design and Delivery Team
- o Global Learning Community: Faculty Member and Member of Design and Delivery Team
- o MBA Without Boundaries Program: Faculty Member of Design and Delivery Team
- o Marietta MBA Program: Coordinator of leadership skills development
- o Ironton MBA Program: Coordinator of leadership skills development
- o Honors Tutorial Program: Faculty Tutor
- o Bank One Program: Instructor, Columbus, Ohio
- o Lancaster MBA Program: Coordinator of leadership skills development
- o Copeland Scholar Program: Faculty Mentor
- o Executive MBA Program: Project Advisor

<u>Faculty of Business and Economics -- Janus Pannonius University, Pecs, Hungary</u>

- o Capstone course: Business Policy and Strategy, Special seminars in Foundations for Marketing Course
- o Executive MBA Program: Managerial Decision Making

<u>IKATAN - Tenaga Nasional, Kuala Lumpur, Malaysia</u>

Executive workshops in decision making, leadership skills, ethics, creativity, and critical thinking

<u>Mara Institute of Technology - Shah Alam, Malaysia</u>

- MBA Program: Organizational Behavior, Business Communication, Leadership, Public Speaking, Business Policy, Strategy Formulation, Problem Solving and Decision Making
- Co-director of Joint Student Study Project for MBA students in Ho Chi Minh City
- Executive MBA Program: Project Advisor

<u>School of Management - Boston College</u>

- BBA Program: Organizational Behavior and Leadership
- MBA Program: Decision Making, Project Faculty Advisor

<u>School of Business - State University of New York at Albany</u>

- BBA Program: Organizational Behavior, Leadership, Decision Making, Intermediate Statistics
- MBA Program: Statistical Decision Systems, Multivariate Statistics, Bayesian Analysis

EXECUTIVE DEVELOPMENT PROGRAMS

- Army Research Laboratory, Talent Enrichment and Entrepreneurial Mindset Program, Center for Leadership and Innovation
- ASB Real Estate Investments, Leadership Exposure and Development, Center for Leadership and Innovation
- BGE, Design Thinking and Leading Innovation, Center for Leadership and Innovation
- Johns Hopkins Medicine Transformative Leadership Development Program, Transformative Leadership Institute, Johns Hopkins Bloomberg School of Public Health
- Centers for Medicare and Medicaid Services (CMS) Leadership Development Program, Center for Leadership and Innovation, UMBC Training Centers, Columbia, MD
- U.S. Social Security Administration Senior Leadership Development, Center for Leadership and Innovation, UMBC Training Centers, Columbia, MD
- DISA Senior Leadership Program, Center for Leadership and Innovation, UMBC Training Centers, Columbia, MD
- DISA Explorations of Leadership Program, Center for Leadership and Innovation, UMBC Training Centers, Columbia, MD
- Mitre Leadership Development Program, The Secrets to Leading Innovation Development, UMBC Training Centers, Columbia, MD
- U.S. Social Security Administration: Building Leadership Skills for Delegation & Coaching, Baltimore, MD
- U.S. Social Security Administration: Navigating Critical Conversations in the Workplace, Baltimore, MD
- U.S. Social Security Administration: Managing and Leveraging Conflict in the Workplace, Baltimore, MD
- Lockheed Martin Leadership Association: Leading High Performance Teams, Baltimore, MD
- Radical Pragmatism: Skills for Leading into the Future -- Remarkable Women: Leadership Strategies for 2013 – Johns Hopkins Alumni Association, Washington, DC
- Lockheed Martin Leadership Association: Keys to Leadership in Large Organizations, Baltimore, MD
- DIA Workshop: Tomorrow's Project Manager: Evolving Competencies for Biopharmaceutical Professionals, Bethesda, MD
- Booz Allen Hamilton/Johns Hopkins University, Corporate MBA Program, Design Team Leader and Consultant
- Ohio University Without Boundaries, Design Team Member and Consultant
- Executive Workshops for OHIC Risk Management Program
- Management Advancement Programs, The Ohio State University, Columbus, OH: Courses in conflict management, negotiation, executive judgment, and group decision processes
- School of Business, Indiana University, Bloomington, IN: Seminar session for X630 Doctoral Teaching Seminar on "The Use of Problem-Based Learning to Enhance Critical Thinking Skills"
- Boston College Center for Management Development, Chestnut Hill, MA: Training programs in strategic planning
- Department of Public Administration, Graduate School of Public Affairs, Rockefeller College of Public Affairs and Policy, SUNY Albany, NY: Graduate courses and seminars in decision making, policy analysis, and group decision support systems
- Advanced Public Management Program, Department of Continuing Education, SUNY Albany, NY: Courses in strategic planning and group decision making
- NYS/UUP Professional Development Program, Albany, NY: Team-taught courses in government budgeting and organizational administration and behavior
- Executive Training Program, NYS Education Department, Albany, NY: Course in individual and group problem-solving methods
- Department of Educational Administration and Policy Studies, School of Education, SUNY Albany, NY: Course in communication and conflict management as part of Summer Management Program
- Executive Development Program, Division of Management/Confidential Affairs, Governor's Office of Employee Relations, Albany, NY: Course in public policy analysis

- Public Management Trainee Program, NYS Department of Civil Service, Albany, NY: Course covering selected topics of small group processes, negotiation, and facilitation methods
- Adult Continuing Education Program, Fulton-Montgomery Community College, Amsterdam, NY: Courses in executive goal setting, management by objectives, organizational development, and team building
- School of Education, SUNY Albany, NY: Courses in helping skills, leadership training, interpersonal relations, and group skills
- Graduate School of Education, Loyola University of Chicago, IL: Seminars in educational administration and leadership development

ACADEMIC POSITIONS

- Professor, Johns Hopkins Carey Business School (July 2007 – Present)
- Professor of Management (Adjunct), University of Maryland University College (May 2013 – Present)
- Associate Professor of Management, Johns Hopkins University (July 2006 – July 2007)
- Visiting Associate Professor of Management, Johns Hopkins University (January - June 2006)
- Associate Professor of Management (with Tenure), Ohio University (June 1993 - June 2006)
- Visiting Associate Professor of Management, Janus Pannonius University, Pecs, Hungary (August 1998 - December 1998)
- Assistant Professor of Management, Ohio University (June 1987 - June 1993)
- Visiting Assistant Professor of Organizational Studies, School of Management, Boston College (August 1986 - May 1987)
- Adjunct Faculty Member, School of Business, SUNY Albany (January 1983 - June 1986)
- Adjunct Faculty Member, Graduate School of Education, Loyola University of Chicago (June 1976 - December 1978)
- Teacher, Notre Dame High School, Chicago, IL (August 1973 - June 1974)

LEADERSHIP POSITIONS – Academic

Lead Faculty – Strategy Consulting Projects (August 2014 – Present)
- ABET
- Baltimore Business Lending, Inc.
- Harbor Labs, Inc.
- Department of General Services, Baltimore City
- Public Health United, Inc.
- National Association of Senior Advocates
- Museum Trustee Association
- Made: In America, Inc.
- Johns Hopkins Medicine Department of Occupational and Environmental Medicine
- Johns Hopkins Medicine Armstrong Institute for Patient Safety and Quality
- Johns Hopkins Medicine Physical Medicine and Rehabilitation
- Sibley Memorial Hospital Division of Gastroenterology
- Sibley Memorial Hospital Multidisciplinary Pancreas Clinic
- Johns Hopkins Medicine Zayed Endoscopy Unit
- Johns Hopkins Medicine Pediatric Drug Development Center
- RKMD Cosmeceuticals, Rebecca Kazin, MD
- RND Associates

Faculty Director – Capstone Programs (May 2013 – May 2016)
- Developed and maintained database management system
- Conducted review of corporate applications for client projects
- Recruited faculty for leadership of selected projects
- Structured program outreach for students and potential clients

Co-Designer – Executive Management Advancement Program and Executive Team Advancement Program, Johns Hopkins Medicine International (September 2008 – November 2009)
- Lead architect of learning platform to prepare senior executives of clinics and hospitals globally
- Developed initial outcomes survey to gain sensitivities from key hospital leaders
- Facilitated interviews and focus group activity regarding requisite skills for senior leadership
- Structured an 8-month program to meet leadership needs

Interim Chair, MBA Department, Carey Business School, Johns Hopkins University (July 2006 – Nov 2009)
- Staffed course listings for 1250 students from pool of full-time and part-time faculty
- Instrumental in design of program-wide MBA Orientation Day, September 2006 & February 2007
- Revised learning platform for Saturday MBA program to include integration across disciplines
- Organized recruitment strategy for World MBA Tour

Co-Chair, MBA Executive Board (July 2006 – Nov 2009)
- Recruited and appointed faculty and executives to serve as board members
- Developed agenda and structured action plan for progression of board oversight
- Maintained due diligence regarding the policy and procedures of MBA programs
- Led quarterly sessions of the Board and maintained interim email contact

Director, MBA Fellows Program, Carey Business School, Johns Hopkins University (Jan 2005 – Nov 2009)
- Led faculty design team in development of learning outcomes and action projects
- Organized recruitment efforts to field inaugural cohort of 30 Fellows from across the US
- Led faculty delivery team in launching inaugural program (November 2006)
- Facilitated development of faculty delivery team for all subsequent cohort programs

Director, MBA Without Boundaries, Ohio University (July 1998 - June 2003)
- Achieved AACSB Best Practice Award for technology-mediated learning program (February 2000)
- Award of Excellence for Creative Credit Program (October 1999)

Program Manager, IQUIP/Sogeti/Ohio Executive Development, Ohio University (July 2000 - June 2004)
- Coordinated partnership activities with IQUIP, the Netherlands and Ohio University
- Selected and trained faculty for learning facilitation roles
- Led faculty in program delivery

Faculty Coordinator, Joint Student Consulting Projects, University of Pecs, Hungary (June 1991 - June 1999)
- Coordinated partnership activities with local companies in Pecs
- Facilitated orientation and team building programs
- Led faculty in program delivery

Faculty Lead, Curriculum Design, Global Learning Community, Ohio University (January 1998 – June 1999)
- Developed initial methodologies for curriculum delivery platform
- Helped recruit the inaugural class of student participants
- Led faculty in program delivery

Director, Leadership Development Program for City of Athens (August 1996 - December 1997)
- Represented College of Business in meetings with Mayor and City Service Director
- Provided training workshops to city employees
- Provided data analysis for improvements in city planning

Chair, Departmental Honors Program, Management Systems Department, Ohio University (June 1990 - June 1999)

Coordinator, MBA Leadership Skills Development Programs, Ohio University (June 1988 - June 1997)

Director, Peer Judicial Systems, University at Albany, State University of New York
(August 1979 - May 1982)

Acting Director, Institute of Pastoral Studies, Graduate School of Education, Loyola University of Chicago
(January 1978 – June 1978)

Associate Director, Institute of Pastoral Studies, Graduate School of Education, Loyola University of
Chicago (February 1976 - December 1978)

Administrative Assistant, Institute of Pastoral Studies, Graduate School of Education, Loyola University of
Chicago (May 1974 - February 1976)

Director of Religious Education, Christ The King Parish, Athens, OH (September 1971 - March 1973)

LEADERSHIP POSITIONS – Non-Academic

- Co-Director, Founder Institute, Baltimore, MD (February 2014 - 2017)
- Director, Decision Conferencing, Executive Decision Services, Inc. (January 1988 - June 1997)
- Associate Director, Decision Techtronics Group, Albany, NY (August 1982 - June 1986)
- Manager, Summer Conference Housing Operations, SUNY Albany (May 1981 - September 1982)
- Residence Director, SUNY at Albany (January 1979 - May 1982)
- Trainee, Management Certification Program, S.S. Kresge Corporation (March 1973 - August 1973)
- Assistant Plant Manager, Peerless Cement Company (June 1969 - January 1972 summer and winter)

REFEREED PUBLICATIONS

Thompson, L. and **Milter, R.G.** Livable Cities: The Moral Measure of Urban Century Wealth.
International Studies of Management & Organization. Submitted January 22, 2019.

Thompson, L. and **Milter, R.G.** CityLab: An Academic Business Capstone for the Urban Century.
Business and Professional Ethics Journal, Chicago, Vol. 37, No 2, January 2018.

Milter, R.G. and Petcovic, W.L. Targeting Shared Ownership: A Framework for Leader
Communications. International Journal of Linguistics & Communication, Madison,
Wisconsin/American Research Institute for Policy Development, Vol. 4, No 2, December 2016.

Milter. R.G., Matveev, A.V., and Deselnicu, D.C. Developing intercultural competence: exploring
individual competence of U.S. and Romanian professionals serving on multicultural teams.
Proceedings of the 2013 Managing in a Global Economy Conference of the Eastern Academy of
Management, Seville, Spain, June 23-27, 2013.

Milter, R.G., Matveev, A.V., and Deselnicu, D.C. Impact of multicultural competence for teams
addressing strategic challenges: a training and development model. Journal of Management and
World Business Research, Perth, Australia, Vol. 10, No 1, June 2013.

Milter, R.G., Matveev, A.V., and Deselnicu, D.C. A Case for International Academic and Industry
Partnerships: Expanding Multicultural Competence Via a Project-Based Action Learning Platform.
Proceedings of the 5th Biennial Conference of the Academy of World Business, Marketing, and
Management Development on Managing, Marketing and Financing Organizations in an Era of
Economic Uncertainty, Budapest, Hungary, July 2012.

Milter, R.G. The Power of Video Feedback and its Efficacy in the Classroom. Proceedings of the
19th International Conference of the EDiNEB Network on The Role of Business Education in a
Chaotic World, Haarlem, the Netherlands, May 2012.

Milter, R.G. and Matveev, A.V. Capturing reflective competence in business students: Targeting learning outcomes via team projects. Proceedings of the 6th International Conference on <u>Quality Management in Higher Education</u>, Tulcea, Romania, July 2010.

Matveev, A.V. and **Milter**, R.G. An Implementation of Active Learning: Assessing the Effectiveness of the Team Infomercial Assignment. <u>Innovations in Education and Teaching International</u>, Routledge Publications, Taylor & Francis Group, Vol. 47, No.2, April 2010, 201-213.

Matveev, A., Bracken, A., **Milter**, R. Reflection in Active Learning: Does the Open Reflection Really Work? In <u>Evolution and Revolution in the Global Knowledge Economy: Enhancing Innovation and Competitiveness Worldwide</u>. Fuxman, L., Delener, N., Lu, V., and Rivera-Solis, L. (Eds.) Madrid: Global Business and Technology Association: July 2008, pp. 744-750.

Milter, R.G. and Matveev, A. Action Learning via Team Infomercials: A Constructivist Learning Approach. <u>Proceedings of the 33rd Annual Meeting of the Northeast Business and Economics Association</u>, Port Jefferson, New York, October 13, 2006, pp. 205-206.

Van Doorn, M. and **Milter**, R.G. Adapting a Face-to-Face Training Program to a Distance Delivery Model: a Case Study of a Professional Training Program. In <u>Educational Innovation in Economics and Business IX: Breaking Boundaries for Global Learning</u>. Milter, R.G., Perotti, V.S., Segers, M.R. (Eds.) Berlin: Springer: Science + Business Media, 2005, pp. 221-236.

Matveev, A.V. and **Milter**, R.G. The Value of Intercultural Competence for Performance of Multicultural Teams. <u>Team Performance Management Journal</u>, Volume 10, Number 5/6, 2004, pp. 104-111.

Mumpower, J., Sheffield, J., Darling, T., and **Milter** R.G. The Accuracy of Post-Negotiation Estimates of the Other Negotiator's Staff. <u>Group Decision and Negotiation</u>, May 2004, vol. 13, no. 3, pp. 259-290.

Milter, R.G. Developing Learning Communities via Asynchronous Collaborative Platforms. <u>Proceedings of the E-Learn 2003 World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education</u>, Phoenix, AZ, November 7-11, 2003, pp. 649-651.

Matveev, A. and **Milter**, R.G. Improving Performance of Global Teams: A Cross-Cultural Perspective. <u>Proceedings of Managing in a Global Economy, 10th Biennial Conference of the Eastern Academy of Management International</u>, Porto, Portugal, June 20-24, 2003, pp. 1-12.

Milter, K.S. and **Milter**, R.G. The Impact of Technology in MBA Programs: A Comparison of Learner Reactions in Part-Time and Full-Time Environments. <u>Proceedings of the 10th Annual EDiNEB Conference</u>, Salzburg, Austria, June 18-20, 2003, p. 114.

Matveev, A. and **Milter**, R.G. High Performance Multicultural Team: A Cross Cultural Communication Perspective. <u>Proceedings of the 40th Annual Meeting of the Eastern Academy of Management</u>, Baltimore, MD. April 30 - May 3, 2003, pp. 1-15.

Zucker, A. and **Milter**, R.G. PBL Yes or No: A Critical Review of Some Basic Tenets of Problem-Based Learning. <u>Proceedings of the Ninth Annual EDiNEB Conference</u>, Guadalajara, Mexico June 19-21, 2002. p.85

Cutright, K. and **Milter**, R.G. Developing Knowledge and Skill via a New Learning Architecture: Growing Learning Communities in an MBA Program. <u>Proceedings of the Decision Sciences Institute</u> 2001. DSI Annual Conference, San Francisco, CA. November 20, 2001, pp. 231-233.

Milter, R.G. and Stinson, J.E. Developing Technology-Mediated Content Delivery at Ohio University's MBA Without Boundaries Program. <u>Proceedings of the Eighth International EDiNEB Conference</u>, Nice, France. June 20, 2001, pp. 24-25.

Milter, R.G., Matveev, A., and Rao, N. Developing Effective Global Teams: The Impact of Intercultural Communication Competence on Multicultural Team Performance in a Multinational Corporation" Proceedings of the Eighth International EDiNEB Conference, Nice, France. June 22, 2001, pp. 152-153.

Milter, R.G. Innovation in Learning Methodologies for Adult Learners: Implications for Theory and Practice, Virtual University Journal, 2000, vol. 3, no. 6, pp. 228-236.

Milter, R.G. and Matveev, A. Developing Effective Global Teams: The Impact of Cross-Cultural Communication Competence of Managers on Decision Making and Problem Solving in the Global Marketplace. Proceedings of the Seventh International EDiNEB Conference, Newport Beach, CA. June 21, 2000, pp. 19-20.

Duffy, T., **Milter**, R.G., and Ronteltap, F. "WEB, WEb, Web: Tools for Support of Collaborative Learning." Proceedings of the Seventh International EDiNEB Conference, Newport Beach, CA. June 23, 2000, pp. 75-76.

Sherman, H. and **Milter,** R.G. An Action Learning Approach to International Business Education. Proceedings of the Fifth International EDiNEB Conference, Cleveland, OH. September 2-5, 1998, pp. 63-64.

Kirch, D. **Milter,** R.G., and Stinson J.E. The Delivery of Quantitatively Intense Subject Matter in a Project Based Distance Learning Environment. Proceedings of the Fifth International EDiNEB Conference, Cleveland, OH. September 2-5, 1998, pp. 72-73.

Milter, R.G. and Stinson, J.E. Design and Implementation of an Electronic Collaborative Learning Platform. Proceedings of the American Education Research Association, San Diego, CA, April 13-17, 1998, pp. 97-99.

Milter, R.G. Innovation in Learning Methodologies for Adult Learners Implications for Theory and Practice. Proceedings of the Fifth International EDiNEB Conference, Edinburgh, Scotland. September 1-3, 1997. pp. 66-67.

Day, W. and **Milter**, R.G. Decision Making in Action. Proceedings of the Third International EDiNEB Conference, Orlando, FL. December 4-7, 1996, p. 71.

Milter, R.G. and Stinson, J.E. Using Lotus Notes to Facilitate Action Learning. Proceedings of the Business/Economics Teaching Conference, Sixth Annual Business/Economics Teaching Conference, November 9 - 11, 1996.

Milter, R.G., Darling, T., and Mumpower, J. The Effects of Substantive Task Characteristics on Negotiators' Ability to Reach Efficient Agreements. Acta Psychologica, Volume 93, Elseveir Science B.V., September 1996, pp. 207-228.

Milter, R.G. & Stinson, J.E. Educating Leaders for the New Competitive Environment. Educational Innovation in Economics and Business Administration, W.H. Gijselaers and others (Ed.), Dordrecht: Kluwer Academic Publishers, 1995, pp. 30-38.

Milter, R.G. and Stinson, J.E. The Enabling Impact of Information Technology: The Case of the Ohio University MBA. Proceedings of Computer Support for Collaborative Learning '95, October 17-20, 1995.

Milter, R.G and Miller, P.M. The Dark Side of Empowerment: Tales from the trenches. Proceedings of the Society for Advancement of Management International Conference, Newport Beach, CA. April 8, 1995, pp. 9-13.

Milter, R.G. Action Learning Across Cultures: A Comparative Study Of Student Consulting Projects in Asia and Eastern Europe. <u>Proceedings of the Southeast TIMS Conference</u>, October 5 - 8, 1994, pp. 246-248.

Milter, R.G., Stinson, J.E., Izard, R.S., and Zucker, A. Information-Age Organizations and New Strains of Ethical Issues, <u>Published Proceedings at ACM Conference</u>, November 1994, pp. 136-144.

Milter, R. G. and Zucker, A. Ethics Committees, Officers, and Codes of Ethics: Issues of Viability. <u>Book of Proceedings, Fifth Annual National Conference on Ethics in America</u>, March 9-11, 1994.

Milter, R. Training Future Business Leaders via International Contexts. <u>The Journal of the College of Business Administration and Information Science</u>, Volume 8, Special Issue by Chubu University, Aichi, Japan, January 31, 1994.

Milter, R.G., Darling, T.A. and Mumpower, J.L. Experimental Negotiation Results - The Cover Story Matters. <u>TIMS/ORSA Proceedings</u>. May 16, 1993, p. 64.

Day, W., **Milter**, R.G., and Stinson, J.E. Collaborative Education Done Globally. <u>Developments in Business Simulation & Experiential Exercises</u>, Volume 20, ABSEL Publication, April 1993, p. 122.

Barone, F., Carvalho, G., **Milter**, R.G., Perotti, V., Stinson, J., Yost, E. A Symposia: MBAs Working in a Problem-Based Environment, Managing the Evolution of PBL, Role of the Tutor. <u>Proceedings of the First International Conference of EDiNEB</u>, Maastricht, the Netherlands, December 1993, pp. 91, 95, 100.

Milter, R.G. and Stinson, J.E. Constructivism, Collaborative Learning, and Technology: Components of an International Training Platform. <u>Proceedings of the 22nd Annual Conference of the International Society for Exploring Teaching Alternatives</u>, San Pedro, CA, October 1-3, 1992, p. 106.

Milter, R.G. Using a Group Decision Support System for Performance Evaluation. <u>Transactions of the 12th International Conference on Decision Support Systems</u>, Chicago, IL, June 8-10, 1992.

Milter, R.G. Four Perspectives of Group Decision - Making Processes. <u>Proceedings of Behavioral Decision Research in Management</u>, Berkeley, CA. May 29, 1992.

Milter, R.G., Yost, E., and Scamehorn, R.C. Demonstrating an Integrated Learning Platform in Training MBA Students. <u>Proceedings of the 2nd Annual Organizational Behavior Teaching Conference</u>, Dearborn, MI, May 15,1992. pp. 17-19.

Milter, R.G., Yost, E., Licata, B.J., and Stinson, J.E. Lessons Learned in Five Years of Teaching Skills Competencies to MBAs. <u>1992 Eastern Academy of Management Proceedings</u>, Baltimore, MD, May 8, 1992.

Milter, R. G. and Stinson, J.E. Training Teachers to Incorporate Ethics in the Classroom, <u>Proceedings of the Conference on Leadership and Social Responsibility</u>, Monmouth, NJ, April 1992.

McCartt, A. and **Milter**, R.G. Evaluating the Effectiveness of GDSS in Organizations; Decision Conference Settings, <u>Proceedings of the TIMS/ORSA</u>. April 29, 1992, p. 82.

Nutt, P.C. and **Milter**, R.G. Contract Management and Institutional Cost Control. Hospital & Health Services Administration, February 1992, vol. 1, no. 37, pp. 115-130.

Milter, R.G., Zucker, A., Stinson, J.E., and Harris, W. Group Approaches for Developing Individual Ethical Leadership. Proceedings of the National Conference on Ethics in America, Long Beach, CA, February 1992.

Milter, R.G. and Stinson, J.E. A question of Priorities: A Hypermedia Learning Module in Business Ethics, HyperNEXUS: Journal of Hypermedia and Multimedia Studies, Volume 2, No. 2, Winter 1991, pp. 27-32.

Day, W.A., **Milter**, R.G., Stinson, J.E. Management Education in the Information Age: Problem-Based Learning Utilizing a Hypermedia Learning System. Proceedings of the Twenty-First Annual Conference of ISETA (International Society for Exploring Teaching Alternatives), Cocoa Beach, FL, October 3-5, 1991, pp. 27-28.

Milter, R.G. and Stinson, J.E. A Hypermedia Learning Module in Business Ethics. Proceedings of The Organizational Behavior Teaching Conference, Dearborn, MI, May 10, 1991. pp. 23-30.

Milter, R.G. Development of the Decision Process Diagnostic Survey: An Effective Way to Assess Decision-Making Processes in Organizations. On the Cutting Edge of Management, Proceedings of the Twenty-Fourth Annual Meeting, Eastern Academy of Management, Boston, MA, 1987, pp. 67-70.

Milter, R.G. and Rohrbaugh, J. Microcomputers and Strategic Decision Making, In Strategic Issues in Public Sector Productivity: The Best of Public Productivity Review, 1975-1985. Holzer, M. and Halachmi, A. (Eds.) San Francisco: Jossey-Bass Inc., 1986, pp. 215-226.

Milter, R.G. Resource Allocation Models and the Budgeting Process, Applying Decision Support Systems in Higher Education, J. Rohrbaugh and A. McCartt (Ed.), San Francisco: Jossey-Bass Inc., March 1986, pp. 75-91.

Milter, R.G. Microcomputers and Strategic Decision Making: An Investigation into the Usefulness of Automated Decision Conferencing. Focus Proceedings, The Association of Human Resource Management and Organizational Behavior, New Orleans, LA, November, 1986.

Milter, R.G. and Rohrbaugh, J. Microcomputers and Strategic Decision Making, Public Productivity Review, Volume IX, No. 2-3, Summer/Fall, 1985. pp. 175-189.

Mumpower, J., **Milter**, R.G., and Rohrbaugh, J. An Experimental Study of the Use of Computer-Assisted Conflict Resolution Techniques in Mediation, Published Proceedings in the 34th Annual Conference of the Association of Labor Relations Agencies, Portland, MN, July 1985.

BOOKS

Van den Bossche, P., Gijselaers, W., and **Milter**, R.G. (Eds.) Facilitating Learning in the 21st Century: Leading through Technology, Diversity, and Authenticity, Advances in Business Education and Training, Dordrecht: Springer Science+Business Media, 2013.

Van den Bossche, P., Gijselaers, W., and **Milter**, R.G. (Eds.) Learning at the Crossroads of Theory and Practice, Advances in Business Education and Training, Dordrecht: Springer Science+Business Media, 2012.

Van den Bossche, P., Gijselaers, W., and **Milter**, R.G. (Eds.) Building Learning Experiences in a Changing World, Advances in Business Education and Training, Dordrecht: Springer Science+Business Media, 2011.

Milter, R.G., Perotti, V.S., Segers, M.R. (Eds.) Educational Innovation in Economics and Business IX: Breaking Boundaries for Global Learning. Berlin: Springer: Science+Business Media, 2005.

Bentsen-Bilkvist, A., Gijselaers, W. and **Milter** R.G. (Eds.) Innovation in Business Education: Educating Knowledge Workers for Corporate Leadership. Dordrecht, London, Boston: Kluwer Academic Publishers, 2002.

Borghans, L., Gijselaers W., **Milter** R.G. and Stinson J.E. (Eds.) Educational innovation in economics and business V: Business Education for the Changing Workplace, Dordrecht, London, Boston: Kluwer Academic Publishers, 2000.

Milter, R.G., Stinson, J.E. and Gijselaers, W. (Eds.) Innovation in Business Education: Theory and Practice, Dordrecht, London, Boston: Kluwer Academic Publishers, 1998.

INVITED BOOK CHAPTERS

Thompson, L.J. and **Milter**, R.G. Livable Cities: Wealth for Human Flourishing. In Ikejiaku, B.V. (Ed.) The Capability Approach and the Sustainable Development Goals. London: Routledge Taylor & Francis Group, 2024.

Milter, R.G. and White, K.A. Leadership and Health Scholars. In Fitzgerald, A.S. and Bosch, G. (Eds.) Education Scholarship in Healthcare: The Health Scholar's Toolbox. Cham, Switzerland: Springer Nature, 2023

Milter, R.G. The Impetus for Change: Why Entrepreneurial Universities Will Transform the Future (While Others Will Cease to Exist). In Dailey-Hebert, A. and Dennis, K.S. Transformative Perspectives and Processes in Higher Education, Advances in Business Education and Training Volume 6, ISBN 978-3-319-09246-1, DOI 10.1007/978-3-319-09247-8, Springer Cham Heidelberg New York Dordrecht London, 2015.

Van den Bossche, P., Gijselaers, W.H., and **Milter**, R.G. Learning at the Crossroads of Theory and Practice. In Van den Bossche, P., Gijselaers, W.H., and Milter, R.G. (Eds.) Learning at the Crossroads of Theory and Practice: Research on Innovative Learning Practices. Dordrecht: Springer, 2012, pp. 1-4.

Gijselaers, W. and **Milter**, R.G. Issues in Accounting/Business Education. In Baker, E., McGaw, B, & Peterson, P. International Encyclopedia of Education 3rd Edition, Education in the Professions, Chung, G. & O'Sullivan, P. (Eds.) Oxford: Elsevier, 2010.

Milter, R.G., Schloemer, S., and Ungaretti, A. Learning to Appreciate Diversity through Action Learning. In Leading in Complexity: New Ways of Management Schloemer, S. and Tomaschek, N. (Eds.). Heidelberg, Germany: Carl-Auer-Systeme. 2010, pp.161-176.

Gijselaers, W. and **Milter**, R.G. Sharing Expertise about Educational Innovation in Economics and Business: A Case History of the EDiNEB Network. In Being and Becoming a Management Education Scholar. Wankel, C. and DeFillippi, R. (Eds.) in the series Research in Management Education and Development Volume Seven. Charlotte: Information Age Publishing: 2010.

DeFillippi, R. and **Milter**, R.G. Problem-based and Project-based Learning Approaches: Applying Knowledge to Authentic Situations. In the SAGE Handbook of Management Learning, Education and Development. Armstrong, S. and Fukami, C. (Eds.). London: Sage Publications Ltd. March 2009, pp. 344-363.

Milter, R.G. Breaking Boundaries for Global Learning. In <u>Educational Innovation in Economics and Business IX: Breaking Boundaries for Global Learning</u>. Milter, R.G., Perotti, V.S., Segers, M.R. (Eds.) Berlin: Springer: Science + Business Media, 2005, pp. 3-10.

Milter, R.G. Educating Knowledge Workers for Corporate Leadership: Learning into the Future. In <u>Innovation in Business Education: Educating Knowledge Workers for Corporate Leadership</u>. Bentsen-Bilkvist, A., Gijselaers, W. and Milter R.G. (Eds.) Dordrecht, London, Boston: Kluwer Academic Publishers, 2002, xvii – xxiii.

Milter, R.G. Developing an MBA Online Degree Program: Expanding Knowledge and Skills via Technology-Mediated Learning Communities. In <u>Communication and Collaboration in the Online Classroom: Examples and Applications</u>, P. Comeaux (Ed.), Bolton, MA: Jossey-Bass, Anker Publishing, January 2002, pp. 3-22.

Milter, R.G. and Stinson, J.E. Problem-Based Learning in Business Education: Curriculum Design and Implementation Issues, <u>Bringing Problem-Based Learning to Higher Education</u>, a special issue of <u>New Directions for Teaching and Learning in Higher Education</u>, W.H. Gijselaers and Wilkerson (Ed.), San Francisco: Jossey-Bass Inc., Issue 68, Winter 1996. pp. 33-42.

Milter, R.G. Management Exercises and Training Modules. In Schermerhorn, J.R. and Others, <u>Managing Organizational Behavior</u>, New York: John Wiley & Sons, Inc., Fourth Edition, 1991.

Milter, R.G. and Rohrbaugh, J. Judgment Analysis and Decision Conferencing for Administrative Review: A Case Study of Innovative Policy Making in Government. <u>Advances in Information Processing in Organizations,</u> Puffer, S. (Ed.), Greenwich: JAI Press Inc., Volume 3, 1988. pp. 245-262.

CITED/APPEARANCES IN POPULAR PRESS AND MEDIA

- Interviewed by Tyler Waldman for story in *Technical.ly Baltimore* on entrepreneurship and learning for an article "Founder Institute nears launch of Baltimore chapter" appearing October 6, 2014.
- Invited expert response regarding issue of decision making and information availability in *Business 2.0*, January/February 2004, p. 115.
- Quoted in an interview by Santokh Singh for a featured story "Yes, these are done by students" appearing in <u>The Electric New Paper</u> (Singapore Press Holdings Ltd.), November 29, 2001, nplo408.
- Special Guest on OLN "In Touch" program on <u>New Learning Technologies</u> aired on PBS on April 10, 2001.
- Quoted in featured story "Ohio University Serves as E-Business Training Site for Workers from Amsterdam" appearing in <u>Akron Business Online</u>, February 15, 2001, abo081700.
- Quoted in an interview by Karin Connelly for a featured story "To B-school or Not to B-school" in The Inside Business Guide to Education & Training, <u>Inside Business</u> (January 2001), pp. 59-64.
- Interviewed on American Airlines <u>In-Flight</u> in a special "Focus on Education" audio segment (January and February 2000).
- Interviewed for audio segment of "The Business & Technology Report" and listed in <u>World Traveler</u> aboard flights on Northwest Airlines (August 2000).
- Quoted in an interview regarding innovations to executive learning platforms in <u>BusinessWeek</u> (April 5, 1999), p. 120.
- Quoted in an interview by Laurie Joan Aron in a featured story "Online U." in *Across the Board*, The Conference Board Magazine, Vol. XXXVI, No.8, September 1999, pp. 63-66.
- Featured in story by Eileen Dempsey "OU Professor aids brainstorming in wake of Midwest flooding" in <u>The Columbus Dispatch</u>, Sunday, September 5, 1993, p. 10D.
- Featured in "OU prof will help experts sift through flood issues" in <u>The Messenger</u>, Athens, Sunday August 22, 1993, p. A-9.

- Milter, R. Spreading Your Wings. An essay published in the <u>Phi Gamma Nu National Newsletter</u>, November 1992.
- Interviewed by David Druffner for Feature Interview on "Leadership" in *The Fulton Review: A Journal of Management Studies*, Vol. 1, Issue 2, Spring/Summer 1987.
- Interviewed for feature "Executives Deal with Cyber phobia" aired during evening news on ABC television affiliate in Albany, NY, September 1983.
- Interviewed for feature "Executives Use Computers in Boardrooms" aired during evening news on NBC television affiliate in Albany, NY, September 1983.

TECHNICAL REPORTS

Thompson, L. and **Milter**, R. <u>A Strategic Secretariat Staff Development Plan</u>. A report to the governing board working group on secretariat models. ACT Alliance. September 2012.

Duffy, T., Stinson, J., **Milter**, R., and Kirkley, J. <u>Facilitator Guidebook: Inquiry Based Learning</u>. U.S. Army Management Staff College. February 2009.

Milter, R.G. Technology-Mediated Learning Best Practices Partner Study: Ohio University MBA Without Boundaries, AACSB/APQC Sponsored Survey. August 1999.

Milter, R.G. <u>Steelcase Classroom Furniture Study</u>. Conducted and compiled by members of Ohio University College of Business/MBA Program, 1995.

Milter, R.G. and Schuman, S. <u>FEMA Hazard Mitigation Report: The Great Flood of 1993</u>. Public document, 1993.

Milter, R. G. and Schuman, S. <u>FEMA Hazard Mitigation Report: Hurricane Andrew</u>. Public document, 1992.

Quinn, R.E., Rohrbaugh, J., and **Milter**, R.G. <u>Modeling the Indicators of Standards Relevant to Utilization Review for Outpatient Psychiatric Care Cases</u>, A report to the New York State Office of Mental Health, 1980.

Milter, R.G. <u>An Organizational Diagnosis of the Top Supervisory Level in the Physical Plant Department at the State University of New York at Albany</u>, A report to the Assistant and Director of Physical Plant, State University of New York at Albany, 1980.

Milter, R.G. and Deady, S.A. <u>Construction of a Procedural Evaluation Model to Identify "Ideal" Research Proposals and Effective Staffing</u>, A report to the New York Sea Grant Institute, State University of New York and Cornell University, 1980.

Milter, R.G., Faerman, S.R., and McGrath, M.R. <u>Developing the Critical Indicators for Personnel Selection Criteria in University Student Affairs Positions,</u> A report to a sub-committee within the Student Affairs Division, State University of New York at Albany, 1980.

Milter, R.G. <u>Judgment Analysis in Judicial Sanctions: A New Aid for Training and Establishing Consistency in Peer Judicial Processes</u>, A report to the Associate Dean of Student Affairs, State University of New York at Albany, 1980.

Hines, E.R., Howes, N.J., Theophilides, C., Magee, D., and **Milter**, R.G. <u>Quality, Accreditation, and Program Review in Higher Education</u>, A report to the Office of Master Planning, Central Staff, State University of New York, 1979.

KEYNOTE AND INVITED PLENARY PRESENTATIONS

"Failing to Succeed" a Ted Talk delivered at JHU Tedx at Johns Hopkins School of Advanced International Studies, Washington, DC, February 24, 2018.

"Refining Research for Progressive Practice in Business Education: How EDiNEB Can Pave the Way" an opening keynote address with Wim Gijselaers at the annual meeting of the Educational Innovations in Economics and Business Conference at Milton Keys, England, June 5, 2013.

"Challenges in Developing an e-Learning Program for Technology Transfer and Entrepreneurism and Their Use in the Federal Technology Transfer Strategy" a plenary panel session of the 2012 Meeting of the Northeast & Mid-Atlantic Region of the Federal Laboratory Consortium for Technology Transfer, Cambridge, MD, August 2012.

"Developing the Competent Project Management Process Skills for Tomorrow's Biopharmaceutical Organizations" a keynote address at DIA Conference on Tomorrow's Project Manager, Bethesda, MD, October 27, 2010.

"Advances in Business Education and Training" a closing plenary address at the 16th Annual Conference of EDiNEB, Baltimore, MD, June 5, 2009.

"Key Skills for Entrepreneurs" a plenary address at Good-to-Go International's 2009 Conference, Bucharest, Romania, April 11, 2009.

"The Future of Learning for Business Leaders" a keynote presentation for the Greater Baltimore Committee Business and Professional Development Series, Baltimore, MD, March 11, 2009.

"Validating Learning Outcomes: Building Curriculum Targets for Technology-Mediated Learning Programs" at the Conference on Learning, Maastricht, the Netherlands, November 18-20, 2008.

"Rethinking Executive Education: Encountering Global Shifts of Paradigm" an opening plenary dinner address at the Symposium of the Centre for Management Development and Knowledge Transfer, University of Augsburg, Augsburg, Germany. October 4, 2006.

"Great Program Design…Now, Who Will Deliver It? – A Question of Faculty Development" a plenary session at Academic Impressions, Pittsburgh, PA, August 1, 2006.

"Leading Innovation in Global Education & Training" a closing plenary address at the 13th Annual Conference of EDiNEB, Lisbon, Portugal. June 14, 2006.

"Innovating the Dynamics of Organizing Learning in Business and Business Education" an opening plenary address at the 12th Annual Conference of EDiNEB, Antwerp, Belgium. June 15, 2005.

"The Changing Face of Globalization: Its Impact on Educating Future Leaders" a closing address at the 11th Annual EDiNEB Conference, Maastricht, the Netherlands. June 16, 2004.

"Impact of Culture and Education on Learning Practices" an opening plenary address at the 10th Annual Conference of EDiNEB, Salzburg, Austria. June 18, 2003.

"Innovative Learning Models in the Professional Schools" a plenary presentation provided to participants at *New Pathways in University Education: A Working Conference on Strategic Choice, Curriculum Reform, and Innovative Learning Methods*, Maastricht, the Netherlands. December 13, 2002.

"Value of PBL Approaches to Learning Across the Curriculum" presented to executive council, deans, and department heads at Temasek Polytechnic, Singapore, November 11, 2001.

"Distance Learning: New Challenges, New Opportunities" keynote address at the University of Arkansas for campus-wide meeting of faculty and administrators. January 9, 2001.

"Applying Technology and New Learning Models to Build Learning Communities" presented at the 2000 AACSB Continuous Improvement Symposium in Tampa, FL. September 18, 2000.

"Effective Use of Technology-Mediated Learning to Enhance Program/Course Quality and Student Learning Outcomes" featured speaker at the 2000 Learning Technologies Workshop sponsored by AACSB, The International Association for Management Education at Emory University in Atlanta, GA. May 21, 2000.

"The Evolution of the MBA Without Boundaries" presented as an invited speaker in a plenary session meeting of Corporate University Xchange, Las Vegas, NV. May 2, 2000.

Benchmark presentation on the MBA Without Boundaries at the AASCB and APQC "Knowledge Transfer Session" in Houston, TX. February 3, 2000.

"The Use of Video-Conferencing Tools for Enhanced Learning Potential" to University of Arkansas faculty members via video connection in Cleveland, OH. March 25, 1999.

"Internet-Based Distance Learning Technologies" presented to the American Assembly of Collegiate Schools of Business/European Foundation for Management Development in Boston, MA. May 29, 1997.

"Virtual Organizations: Freedom and Responsibility" invited forum speech, presented to participants at CyberRisk 96, a conference of the National Computer Security Association and the Computer Ethics Institute, Washington, DC. November 7, 1996.

"The Need to Reinvent Business Education and the Importance of Problem-Based Action Learning" (written with John Stinson) presented as a keynote address at the inaugural EDiNEB conference at the University of Limburg, Maastricht, the Netherlands. December 9, 1993.

"Educating Tomorrow's Business Leaders" presented to Ohio University Alumni College Association, Athens, OH. July 17, 1992.

"Social Judgment Analysis as an aid to consensus building in library administration" presented to the American Library Association, New York Annual Conference, New York City. June 1986.

"Automated decision Conferencing: How does this technique improve organizational decision making?" presented to the International Congress on Information and Office Management, Boston. June 1986.

"Computer-aided consensus building techniques for organizational development and conflict resolution" presented at a conference of the International Personnel Management Administrators, Rensselaer, NY. June 1985.

"Microcomputer support for policy and decision making in public welfare situations" presented to the Northeast Regional Conference of the American Public Welfare Association, Providence, RI. September 1984.

"A process to improve consistency in candidate selection" presented to a conference of the International Personnel Management Administrators, Rensselaer, NY. June 1984.

"A computer-assisted model for group decision making in judicial processes" presented to the Northeast Association of College and University Housing Officers, Albany. March 1982.

REFEREED PAPER PRESENTATIONS

"Learning Ethical Competence in the Age of STEM (Science, Technology, Engineering, & Mathematics) (with Lindsay Thompson) at the International Vincentian Business Ethics Conference, Dublin, Ireland. October 26, 2023.

"Business Education for Social Impact: Building Next Generation Business Ecosystems" (with Lindsay Thompson) at the International Vincentian Business Ethics Conference, Buffalo (virtual). October 23, 2020.

"Livable Cities: The Moral Measure of Urban Century Wealth" (with Lindsay Thompson) at the International Vincentian Business Ethics Conference, New York City. October 26, 2018.

"How to Develop a Problem-Based Learning Experience" (with Toni Ungaretti) at the Academy of Management Annual Meeting, Anaheim, CA. August 7, 2016.

"Targeting Shared Ownership: A Framework for Leader Communications" (with Larry Petcovic) at the Association for Business Communications Midwest/Southeast Conference, St. Louis, MO. April 23, 2016.

"A Model of Teaching as Practice: The Adaptive Curriculum Challenge of PRME" (with Lindsay Thompson) at the International Vincentian Business Ethics Conference, New York City. October 23, 2015.

"A Case for International Academic and Industry Partnerships: Expanding Multicultural Competence Via a Project-Based Action Learning Platform" at the 5th Biennial Conference of the Academy of World Business, Marketing, and Management Development, Budapest, Hungary. July 18, 2012.

"The Power of Video Feedback and its Efficacy in the Classroom" at the 19th International Conference of the EDiNEB Network, Haarlem, the Netherlands. May 3, 2012.

"Innovative Learning Designs for Leadership Development" at Open 2011, the NCIIA 15th Annual Conference on Catalyzing Innovation, Washington, DC. March 26, 2011.

"Capturing reflective competence in business students: Targeting learning outcomes via team projects" (with Alexei Matveev) at the 6th Annual International Conference on Quality Management in Higher Education Tulcea, Romania. July 8, 2010.

"Reflective Journaling in Business Education: A Solution to Critical Reflective Skills Deficiency in Global Leaders" (with Alexei Matveev and Ann Bracken) at the 16th International EDINEB (Educational Innovations in Economics and Business) Conference, Baltimore, MD. June 3, 2009.

"Developing Intercultural Competence of Global Leaders via a Multicultural Student Consulting Project: A Case of the US and Romanian Multicultural Work Teams" (with Dana Deselnicu and Alexei Matveev) at the 16th International EDINEB (Educational Innovations in Economics and Business) Conference, Baltimore, MD. June 3, 2009.

"Impact of an International Consultancy Learning Outcomes Project Based Course on the Management Education Learning of Organization Development and MBA Graduate Students" (with Antoinette Ungaretti and Sebastian Schlömer) at the   Questions We Ask – Academy of Management Annual Conference, Anaheim, CA. August 8-13, 2008.

"Documentation of Learning: A Reflective Tool for Leadership Development" (with Alexei Matveev and Ann Bracken) at the Business Education and Teaching Innovation/Interdisciplinary Studies Division of the Global Business and Technology Association, Madrid, Spain. July 8-12, 2008.

"Validating Learning Outcomes: Building Curriculum Targets for MBA Programs" (with Antoinette Ungaretti) at the 14th International EDINEB (Educational Innovations in Economics and Business) Conference, Malaga, Spain. June 12, 2008.

"Action-Based E-Learning Experience: When Knowledge is not Enough" (with Deborah DeWolfe Waddill and Robert DeFillippi) at the 2008 Society for Advancement of Management International Business Conference, Virginia. April 4, 2008.

"Developing Global Business Leadership Competencies: A Case for the Multicultural Consulting Project" (with Sebastian Schlömer and Alexei Matveev) at the 13th International EDINEB (Educational Innovations in Economics and Business) Conference, Vienna, Austria. June 20, 2007.

"Action Learning via Team Infomercials: A Constructivist Learning Approach" presented (with Alexei Matveev) at the 33rd Annual Meeting of the Northeast Business and Economics Association, Port Jefferson, New York. October 13, 2006.

"Cross-Cultural Dimensions of Management: A Synthesis of Russian and American Managers' Perspectives on Multicultural Team Effectiveness" presented (with Alexei Matveev) at the 2006 International Conference of the Global Business and Technology Association. Moscow, Russia. June 29, 2006.

"Management E-Learning: When Knowledge is Not Enough" presented (with Waddill, D. and DeFillippi, R.) as part of a OCIS/MED/TTC sponsored Professional Development session at the Annual Meeting of the Academy of Management. Honolulu, HI. August 7, 2005.

"A Blended Approach to Project-Based Learning in a Corporate Certificate Program" presented as a "Best Practice Session" to participants at the ED-MEDIA World Conference on Educational Multimedia, Hypermedia and Telecommunications. Montreal, Canada. June 30, 2005.

"Managing the Business of Bionanotechnology: Implications for Educators" presented (with Arthur Zucker) to participants at the 12th International EDINEB (Educational Innovations in Economics and Business) Conference, Antwerp, Belgium. June 16, 2005.

"The Future of Learning: Visions from Two Towers – Corporate and Ivory" presented to participants at the 12th International EDINEB (Educational Innovations in Economics and Business) Conference, Antwerp, Belgium. June 16, 2005.

"The Impact of Technology in MBA Programs: A Comparison of Learner Reactions in Part-time and Full-time Environments" presented to participants at the Impact of Culture and Education on Learning Practices, the 10th Annual Conference of EDiNEB, Salzburg, Austria. June 19, 2003.

"High Performance Multicultural Teams: A Cross Cultural Communication Perspective" presented (with Alexei Matveev) at the 40th Annual Meeting of the Eastern Academy of Management, Baltimore, MD. May 1, 2003.

"Adapting a Face-to-Face Certificate Program to a Distance Delivery Model" presented with Menno van Doorn to participants at the Ninth Annual EDiNEB Conference, Guadalajara, Mexico. June 20, 2002.

"Developing Innovative Learning Programs: Lessons Learned at Ohio University" presented to participants at the AACSB Continuous Improvement Symposium, St. Louis, MO. October 8, 2001.

"Knowledge Leadership in the 21st Century: Using the Internet to Develop Learning Communities" presented as a poster session at AACE's WebNet 2000 conference in San Antonio, TX. November 2, 2000.

"The MBA Without Boundaries – An Insider's View" presented as a poster session at the PBL 2000 conference in Birmingham, AL. October 30, 2000.

"Improving Assessment Effectiveness Through Stakeholder Involvement" (for R. Thacker) presented at the Academy of Management Conference, Toronto, Canada. August 9, 2000.

"A New Time, A New Millennium, A Creative Pedagogical Style of Management Education: The Ohio Model for Integrated, Problem-based Learning" presented (with Gary Coombs, Valerie Perotti, Hugh Sherman, Ann McCarthy, and Mary Tucker) in a Symposium for the Management Education Division of the Academy of Management Conference, Toronto, Canada. August 8, 2000.

"Design, Development, and Delivery of the Global Learning Community: An Alliance Between Two Colleges Seeking to Prepare Students for Leadership Roles in the 21st Century" with Alex Matveev, presented to participants at the Sixth International EDiNEB (Educational Innovations in Economics and Business) Conference, Bergen, Norway. June 26, 1999.

"Innovation in Learning Methodologies for Adult Learners: Implications for Theory and Practice" presented at the annual meeting of ED-MEDIA, Seattle, WA.   June 23, 1999.

"Electronic Collaborative Learning Architecture: Spanning Time and Distance in Professional Development", presented at the annual meeting of ED-MEDIA, Seattle, WA. June 22, 1999.

"Groupware and Internet Conferencing" (with Valerie Perotti) presented at the conference for Leadership in the Networked Academy: Building Sustainable Partnerships that Support IT hosed by the OSC (Ohio Supercomputer Center) and the CITL (Center for Innovations in Teaching and Learning) in Athens, OH. October 6, 1998.

"Design and Implementation of an Electronic Collaborative Learning Platform" (written with John Stinson) presented to over 100 individuals as part of a panel symposium "Problem-Centered Learning in a Distributed Learning Environment: Tools and Strategies" at the Annual Meeting of the American Educational Research Association in San Diego, CA. April 13-17, 1998.

"Design and Implementation of a Boundaryless Project-based Graduate Degree Program for Business Professionals" (with John Stinson), presented at the Fourth Annual EDiNEB (Educational Innovations in Economics and Business) Conference in Edinburgh, Scotland. September 1-3, 1997.

"Development of a Collaborative Project-Based Learning Program via the Web" presented at the WebNet 96, World Conference of the Web Society and the Association for the Advancement of Computing in Education, San Francisco, CA. October 16-20, 1996.

"Evaluating Performance Using SJA" presented at the Society for Judgment and Decision Making Annual Conference at Los Angeles, CA. November 11-13, 1995.

"Using Lotus Notes to Facilitate Action Learning" presented with John Stinson at the Sixth Annual Business/Economics Teaching Conference, Chicago, IL. November 9-11, 1995.

"The Enabling Impact of Information Technology: The Case of the First Ohio University MBA" presented with John Stinson at the first International Conference on Computer Support for Collaborative Learning, Bloomington, IN. October 17-20, 1995.

"Groupware Applications in Higher Education: A Virtual MBA" (with John Day and Hao Lou) presented at the First America Conference on Information Systems, Association for Information Systems, Pittsburgh, PA. August 25-27, 1995.

"The Effect of Substantive Task Characteristics on Negotiators' Ability to Reach Efficient Agreements" with T.A. Darling and J.L. Mumpower, presented by Mumpower at the 15th Bi-Annual Conference on Subjective Probability, Utility and Decision (SPUDM), sponsored by the European Association of Decision Making (EADM), Jerusalem, Israel. August 20-24, 1995.

"Establishing and Managing a PBL Curriculum: A Tale of Two Cities: Athens and Maastricht" (with Wim Gijselaers and John Stinson) at the second International Conference of EDiNEB, Uppsala University, Sweden. August 17-19, 1995.

"The Dark Side of Empowerment: Tales from the Trenches" presented (with Peggy Miller) at the Society for Advancement of Management (SAM) International Conference, Newport Beach, CA. April 7-8, 1995.

"Information-Age Organizations and New Strains of Ethical Issues" presented (with John Stinson and Arthur Zucker) at the Conference on Ethics in the Computer Age, Gatlinburg, TN. November 11-13, 1994.

"Action Learning Across Cultures: A comparative study of student consulting projects in Asia and Eastern Europe" presented at Southeast TIMS Conference, Myrtle Beach, SC. October 5-8, 1994.

"Ethics Committees, Officers, and Codes of Ethics: Issues of Viability" presented (with Arthur Zucker) at the Fifth Annual National Conference on Ethics in America at Long Beach, CA. March 9 -11, 1994.

"MBAs working in a Problem-Based Environment" presented as a symposium at the EDiNEB conference at the University of Limburg, Maastricht, the Netherlands. December 10, 1993.

"Managing the Evolution of Problem-Based Learning in the MBA Program at OU" presented as a symposium at the EDiNEB conference at the University of Limburg, Maastricht, the Netherlands. December 10, 1993.

"Using SJA to Improve Decision Quality in Small Groups" presented as part of the seminar series on Improving Decision Quality in Small Groups at the Speech Communication Association meeting in Miami, FL. November 17, 1993.

"Impact of Cultural Differences on Problem Identification" presented at the Judgment and Decision Making conference at Washington, DC. November 7, 1993.

"Training Future Business Leaders via International Contexts" presented at the International Symposium on International Business in a Competitive, Shrinking World sponsored by Ohio University and Chubu University at Athens, OH. September 17, 1993.

"Leadership 2000: Educating Business Leaders for the Global Village" presented (with John Stinson) at New Jersey Conference on Ethical Leadership at Monmouth College, Monmouth, NJ. July 3, 1992.

"Building International Business Experiences into the MBA Curriculum: A Tale of Two Cities -- Bangkok and Pecs" presented (with Ed Yost, Richard Scamehorn, and Frank Barone) at the 19th Annual Organizational Behavior Teaching Conference, Calgary, Alberta, Canada. June 24-27, 1992.

"Four Perspectives of Group Decision-Making Processes" presented at the 5th Behavioral Decision Research in Management Conference, Berkeley, CA. May 29-31, 1992.

"Integrating Thinking and Behavior in the Living Classroom" presented (with John Stinson and Ed Yost) at the Annual Business Teaching Conference, Bloomington, MN. April 30, 1992.

"Lessons Learned in Five Years of Teaching Skills Competencies to MBA Students" presented (with John Stinson) at Eastern Academy of Management (EAM) meeting, Baltimore, MD. March 24, 1992.

"Evaluating the effectiveness of GDSS in organizational decision conference settings" presented (with Ann McCartt) at the joint annual meeting of TIMS/ORSA, Orlando, FL. April 27, 1992.

"The Effects of Issue Labels on the Efficiency of Negotiated Agreements" presented (with Tom Darling and Jeryl Mumpower) at the Annual Meeting of the Society for Judgment and Decision Making, San Francisco, CA. November 24, 1991.

"Strategy Formulation and the Maintenance of Issue Tension Fields" presented (with David Landsbergen, Bin Shiang, Bob Backoff, and Paul Nutt) to the session on Strategic Planning, Organizational Design, and Public Management at the National Public Management Research Conference, Washington, DC. September 21, 1991.

"An Applied Framework for Evaluating Group Decision Processes: Decision Process Diagnostic Survey" presented (with Pat Reagan-Cirincionne) at The Institute for Management Sciences and Operations Research Society of America Joint National meeting in Nashville, TN. May 10-12, 1991.

"Personal Choices and Corporate Decisions" presented (by Arthur Zucker) at the International Conference on the Present and Future State of Applied Ethics in Business, Medicine, and Environmental Policy at the University of British Columbia, Vancouver, Canada. June 7, 1990.

"Teaching Organizational Behavior in Non-Western Cultures: Issues of Curriculum Adaptation and Personal Transformation" presented (with Sue Faerman) at the 17th Annual Organizational Behavior Teaching Conference in Richmond, VA. June 13, 1990.

"Teaching Strategy Using Integrated Contextual Learning on Living Cases" presented (with John Stinson and William Day) at the 17th Annual Organizational Behavior Teaching Conference in Richmond, VA. June 14, 1990.

"The Effects of Problem Structure on Negotiation Process and Outcome" presented (with Tom Darling and Jeryl Mumpower) at the Annual Meeting of the Society for Judgment and Decision Making, New Orleans, LA. November 19, 1990.

"Camden Boats: An Experiential Learning Simulation for Management Training" presented to the Annual Meeting of the Association of Business Simulations and Experiential Learning, Orlando, FL. March 1989.

"Using Social Judgment Analysis as a Pedagogical Tool" presented to participants at the International Meeting on Social Judgment Theory, Boulder, CO. October 1988.

"Decision Aids and Strategic Decision Making" presented to the joint annual meeting of TIMS/ORSA, New Orleans, LA. May 1987.

"Beyond Information: Models of Expert Judgment and Personal Values" a panel presentation to the American Society of Public Administration, Albany, NY. October 1986.

"Automated Decision Conferencing: A Tool for Organizational Consensus Building" presented as part of a symposium to the Eastern Academy of Management in Albany, NY. May 1985.

"Policy Capturing Modeling for Decision Making in Accounting" presented to the Northeast Regional meeting of the American Accounting Association, Boston. April 1984.

INVITED PRESENTATIONS

"Achieving Shared Goals for Patient-Centric Outcomes: Finding Opportunity in a Multi-Stakeholder Environment" presented to global country directors and medical directors at Pfizer. February 24-25, 2021.

"Teaming for Innovation" presented to science and engineering faculty at UMBC. January 18, 2019.

"Design Thinking as a Strategy for Innovation" presented to students, faculty, and administrators at the Alex Brown Center for Entrepreneurship, UMBC. November 7, 2018.

"Creativity & Innovation: Selling the Concept" presented to members of Lockheed Martin Leadership Association, Baltimore, MD, October 10, 2013.

"Leading High Performance Teams" presented to members of Lockheed Martin Leadership Association, Baltimore, MD, August 28, 2013.

"Leading Your Company Toward Sustainability: Personal Impact" presented to members of Lockheed Martin Leadership Association, Baltimore, MD, August 22, 2012.

"Value of Strategic Intervention on Future Business Positioning" presented to City University of New York class in Staten Island New York, April 24, 2012.

"Learning is All About You" presented at MSc Management of Learning Program, Expert Speaker Series, Maastricht University, Maastricht, the Netherlands, December 7, 2009.

"Blended Learning Frameworks for Graduate Programs at Professional Schools" presented to faculty at Maastricht University, Maastricht, the Netherlands, December 7, 2009.

"Learning Designs for Graduate Business Education" presented at MSc Management of Learning Program, Expert Speaker Series, Maastricht University, Maastricht, the Netherlands, November 19, 2008.

"Inquiry-Based Learning Approaches for Leadership Development" presented to faculty and leadership of the Army Staff Management College, Fort Belvoir, VA, November 6, 2008.

"Inquiry-Based Learning Approaches for Leadership Development" presented to faculty and leadership of the Army Staff Management College, Fort Belvoir, VA, October 30, 2008.

"Inquiry-Based Learning Approaches for Leadership Development" presented to faculty and leadership of the Army Staff Management College, Fort Leavenworth, KS, October 16, 2008.

"Management Education for Complexity" with Toni Ungaretti and Sebastian Schlomer, Leading in Complexity, Augsburg, Germany, October 7-9, 2008.

"How Do You Know They Know" at the faculty-wide retreat for the Carey Business School, Johns Hopkins University, Baltimore, MD, April 4, 2007.

"Innovating the Dynamics of Organizing Learning in Business and Business Education" presented as a focal plenary session to participants at the 12th Annual International Conference of the EDiNEB Network, Antwerp, Belgium, June 17, 2005.

"The Changing Face of Globalization: Its Impact on Educating Future Leaders" presented as a focal plenary session to participants at the 11th Annual International Conference of the EDiNEB Network, Maastricht, the Netherlands, June 18, 2004.

"Impact of Culture and Education on Learning Practices" presented in a focal plenary session to participants at the 10th Annual International Conference of the EDiNEB Network, Salzburg, Austria, June 18, 2003.

"Distance Learning at Ohio University: Implications for the Adult Learner" presented to council members of the Ohio Learning Network Northeast Ohio Regional Advisory Council at their meeting at Kent State University, Kent, OH. September 10, 2002.

"Suggestions for Integrating PBL and Technology" presented to executive management team at ITESM (Institute of Technology Monterrey), Guadalajara, Mexico. April 4, 2002.

"Educational Innovations in Professional Development: New Models for Design and Delivery" presented at Cap Gemini Nederland BV, Utrecht, the Netherlands. February 19, 2001.

"Integrating IT and PBL" presented to Temasek Polytechnic Business School Faculty, Singapore. November 17, 2000.

"Global Implications for Professional Learning Platforms" to a meeting of delegates from Beijing, China, in Athens, OH. November 15, 1999.

"Organized for Action Learning: Use of Technology and Program Models" to participants at the 74th annual meeting of the Ohio Association of Collegiate Registrars and Admissions Officers (OACRAO), Athens, OH. November 3, 1999.

"Adult Learning Models and Life-Long Potential" to a meeting of the Ohio Insurance Institute, Athens, OH. October 20, 1999.

"The Use and Misuse of Technology for Professional Learning" to educational professionals at Headquarters Office of the Prudential Insurance Company, Newark, New Jersey. September 27, 1999.

"Future of Learning for Professionals" presented to business and education leaders at Janus Pannonius University, Pecs, Hungary. November 11, 1998.

"Preparing Companies for the EU" presented to MBA students from Hungary and the Netherlands (with Loyd Woodward) at the JPU MBA International Weekender Program, Pecs, Hungary. October 31, 1998.

"Value Offered by the Global Learning Community" presented to members of the Kiwanis Club of Downtown Athens, Athens, OH. July 23, 1998.

"New Directions in Learning for Executive Education" presented to executive officers and key faculty at Tsinghua University, Beijing, China, August 17, 1997.

"Working with a Web-based Graduate Program" presented to faculty at the University of Orebro, Sweden. June 12, 1997.

"Development and Use of an Online Educational Platform for Graduate Training" presented to the Department of Educational Development and Educational Research, the Faculty of Economics, the Faculty of Health Sciences, and the Faculty of Medicine at the University of Maastricht, the Netherlands. August 22, 1997.

"The Ethics of Cloning" panel member (with Gene Blocker, Michael Bugeja, Calvin James, Thomas Shostak, and Arthur Zucker). Athens, OH. May 5, 1997.

"Business Industry and Ethics" a guest lecture at Strayer College, Washington DC. November 8, 1996.

"Critical Thinking Skills & Problem-Based Learning Pedagogy" presented to graduate faculty at the Faculty Teaching Seminar on Advanced Teaching and Learning, College of Business, Indiana University, Bloomington, IN. October 6, 1996.

"Incorporating Action Learning Strategies into Business Education Curricula" presented to the faculty at the College of Business Administration and Information Science, Chubu University, Nagoya, Japan. November 27, 1995.

"Use of Problem-Based Learning to Increase Critical Thinking Skills" presented to graduate faculty and doctoral students at two separate teaching seminars at the School of Business, Indiana University, Bloomington, IN. October 6, 1995.

"Innovative Methods in Business Education" presented to faculty and graduate students at the Moscow Power Engineering Institute, Moscow, Russia. September 5, 1995.

"Applying Action Learning Strategies in Business Education" presented with Ed Yost, to the faculty of the Saigon University of Foreign Languages and Information Technology, Ho Chi Minh City, Vietnam. November 28, 1994.

"Application of Action-Learning in Training Managers Across Cultures" presented to the Faculty of Economics at the University of Uppsala, Uppsala, Sweden. June 3, 1994.

"Judgment Analysis Modeling in the Classroom" at the Judgment Analysis Workshop: Method and Application, Albany, NY. June 7, 1991.

"Cognitive Feedback and Consistency in Judgment" presented to the faculty and staff of the Mara Institute of Technology - Perlis Campus, Perlis, Malaysia. May 1989.

"The Value of Intuition and Analysis in Executive Decision Making Behavior" presented to the Executive MBA Class and Alumni, Petaling Jaya, Malaysia. May 1989.

"New approaches to decision making" presented to the Hudson Mohawk Training and Development Society, Albany. April 1984.

"Computer-supported decision making" presented to the National Standing Conference on Technology and the Public Services, Newport, RI. June 1983.

"Innovative approaches to decision making by executive staff" presented to the National Conference of the American Society for Public Administration, New York City. April 1983.

"Decision making: new approaches, new techniques" presented to the American Society for Public Administration, Albany. May 1982.

"Administrative decisions and political reality" presented to the 36th Annual Conference of the New York State Political Science Association, Albany. April 1982.

"Application of decision analytic methodologies to strategic issues in the Northeast" presented to the Regional Conference of the American Society for Public Administration, Hartford, CT. October 1981.

TRAINING WORKSHOPS

"Entrepreneurial Skillset Training Program" over five days presented to science and engineering faculty members at UMBC. January 22-26, 2018.

"Navigating Critical Conversations in the Workplace" two workshops presented to HR leadership at the Social Security Administration in Baltimore. March 18, 2015.

"Navigating Critical Conversations in the Workplace" a workshop presented to supervisors at the Social Security Administration in Baltimore, Chicago, and San Francisco regions. November 19, 2014.

"Managing and Leveraging Conflict in the Workplace" a workshop presented to supervisors at the Social Security Administration in Baltimore, Chicago, and San Francisco regions. November 19, 2014.

"Developing Leaders via Inquiry-Based Learning" a three-day workshop presented to faculty of the Army Management Staff College, Fort Leavenworth, KS. October 14-16 and November 4-6 2008.

"Developing Leaders via Inquiry-Based Learning" a three-day workshop presented to faculty of the Army Management Staff College, Fort Belvoir, VA. October 28-30, 2008.

"Developing Strategies for Online and Blended Learning Environments in Higher Education" a workshop presented to educators from across the country at *Taking Learning Online: Instructional Strategies for Blended and Online Learning*, Pittsburgh, PA. July 31 - August 2, 2006.

"Innovative Action-Based E-Learning Strategies" a workshop presented with Deborah Waddill to participants at the Academy of Human Resource Development, Columbus, OH. February 24, 2006.

"Ethics in the Workplace" a workshop presented to senior administrative officers at Ohio University. December 7, 2005.

"Negotiation Skills for Health Care Risk Managers" a workshop for OHIC participants, Lancaster, OH. November 5, 2005.

"Nanotechnology and Journalism" a workshop presented (with Soghomonian, Stewart, and Zucker) to faculty, professional journalists, and graduate students. Athens, OH. January 14, 2005.

"Development of Ethics Modules" a workshop presented (with Borchert, Stinson, and Zucker) to faculty members at Ohio University, Athens, OH. December 2-3, 2004.

"Ethics Across Campus" a workshop presented (with Borchert, Stinson, and Zucker) to 24 professors from 20 departments at the University, December 2003.

"Strategies for Dealing with Obstacles to Change" a workshop provided to participants at *New Pathways in University Education: A Working Conference on Strategic Choice, Curriculum Reform, and Innovative Learning Methods*, Maastricht, the Netherlands. December 12-13, 2002.

"Program Implications for PBL" address at the International PBL Workshop, Maastricht, the Netherlands. December 10, 2002.

Designed and co-directed the Institute for Applied and Professional Ethics two-day workshop for 20 faculty members of various Ohio University departments serving to introduce ethics modules into the curriculum, Athens, OH. December 4-5, 2001.

"Tutor Training in PBL Workshop" presented to faculty and administrators across all disciplines at Temasek Polytechnic, Singapore, November 5-12, 2001.

"Negotiation Skills for Health Care Risk Managers" a workshop for OHIC participants, Lancaster, OH. October 20, 2001.

Facilitated strategic planning workshops for the Athens Chamber of Commerce, Athens, OH. April - November 2000.

"Negotiation Skills for Health Care Risk Managers" a workshop for OHIC participants, Lancaster, OH. October 21, 2000.

"Making Learning Real: The Ohio Model Workshop on Integrated, Problem-based Learning." (with Gary Coombs, Valerie Perotti, Hugh Sherman, Ann McCarthy, and Mary Tucker) for Professional Development Pre-Conference Workshop, Management Education of the Academy of Management Conference, Toronto, Canada. August 5, 2000.

"Developing a Project-Based Action Learning Community at a Business School" a workshop delivered to faculty in the Business School at University of Wisconsin-Oshkosh, Oshkosh, WI. January 13, 2000.

"Negotiation Skills for Health Care Risk Managers" a workshop for OHIC participants, Lancaster, OH. October 23, 1999.

"Strategic Uses of E-commerce in the New Millennium" a three-day intensive executive workshop for Dunn&Bradstreet in Hong Kong, China. August 25-27, 1999.

"How to Make Virtual Learning Real" a workshop (with John Stinson) provided to participants at the Fifth Annual EDiNEB (Educational Innovations in Economics and Business) Conference in Cleveland, OH. September 2, 1998.

"How to Make Real Learning Realistic" a workshop (with Valerie Perotti) presented to participants at the Fifth Annual EDiNEB (Educational Innovations in Economics and Business) Conference in Cleveland, OH. September 2, 1998.

"Action Learning Approaches to University Curriculum" a two-day training workshop (with Barbara Dyer) for 35 faculty members and staff at ITM, Shah Alam, Malaysia. February 22-23, 1997.

"Ethical Dilemmas in Groups" a series of quarterly workshops for Phase II participants in the Ohio University Leadership Development Program. 1991-1996.

"Skills Development Workshop" at MBA visitation weekend. February 23, 1996.

"Teaching Problem-Based Tutorials: It is up to you!" presented with Jannette Hommes, at EDiNEB workshop in Maastricht, the Netherlands. December 11, 1995.

"Case Presentation Workshop" for the Society for Advancement of Management Case Team Development Program. Winter 1995.

"Problem-Based Learning: Design Implications for Delivery Systems" a workshop presented to learning coaches and subject matter experts at Learning & Professional Development, American Management Systems, Inc., Falls Church, VA. September 18, 1995.

Facilitated strategic planning sessions for leaders in Learning & Professional Development at American Management Systems, Inc., Fairfax, VA. May 12-15, 1995.

Presented "Making the US Visit Meaningful for Tenaga" (with Gary Coombs) at CMBA meeting, Athens, OH. August 28, 1995.

"Second International EDiNEB Workshop: Re-inventing Business Education: An Action Learning Approach to Educational Redesign" a three-day workshop developed and facilitated (with John Stinson) for representatives from corporate training centers across the US, Athens, OH. April 17-19, 1995.

"Professional Development and Training" presented at Barrows Institute, Springfield, IL.
March 23-25, 1995.

"A Symposium on Organizing Your Curriculum and Preparing Your Teachers" (with colleagues from EDiNEB Network) for international participants at University of Limburg, Maastricht, the Netherlands. December 5-9, 1994.

Coordinated strategic planning workshop for managers at Tenaga Nasional, Kuala Lumper, Malaysia. December 2-4, 1994.

"Developing Creative Thinking in Strategic Planning" a workshop presented (with Ed Yost) to the staff of the Department of Industrial Relations, Ministry of human Resources, Kuala Lumpur, Malaysia. November 19, 1994.

"Time Management as Self Management for Attorneys" a workshop presented to participants at the Southeastern Ohio Legal Services meeting, New Philadelphia, OH. May 9, 1994.

"The Role of the Tutor in Problem-Based Learning" a training workshop presented to participants at the EDiNEB conference at the University of Limburg, Maastricht, the Netherlands. December 11, 1993.

"Improving Management Judgment" a two-day training seminar to 35 managers from various state and federal agencies at the Fawcett Center for Tomorrow, Columbus, OH. March 3-4, 1993.

"Ethics Across the Curriculum" a two-day workshop (with Borchert, Stinson, and Zucker) for 20 faculty members of various Ohio University departments serving to introduce ethics modules into the curriculum, Athens, OH. November 26-27, 1992.

"Negotiating Your Way Through Conflict" a two-day training seminar for 35 managers from various state and federal agencies at the Fawcett Center for Tomorrow, Columbus, OH. June 10-11, 1992.

"Time Management is Self Management" a workshop presented to 45 managers with Speer Industries, Inc. at Burr Oak State Park, Chauncey, OH. November 9-10, 1991.

"Developing Effective Goal Planning Models" a workshop presented to 35 managers from the insurance industry at the Malaysian Insurance Institute in Kuala Lumpur, Malaysia. August 22, 1991.

"Improving Management Judgment" a full-day workshop presented to participating managers at the Malaysian Institute of Management, Petaling Jaya, Malaysia. August 21, 1991.

"Negotiation Techniques for Managers" a two-day workshop presented to 35 executives at Petronas Headquarters in Kuala Lumpur, Malaysia. August 20-21, 1991.

"Negotiation Techniques for Managers" a full-day workshop presented to participating managers at the Malaysian Institute of Management, Petaling Jaya, Malaysia. August 20, 1991.

"Negotiation Techniques for Managers" a full-day workshop for 40 managers and engineers at the Petronas petroleum plant in Kuantan, Malaysia.   August 18, 1991.

"Improving Management Judgment" a full-day workshop for 30 managers from the insurance industry at the Malaysian Insurance Institute in Kuala Lumpur, Malaysia. August 17, 1991.

"Unleashing Your Potential for Creative Thinking" a full-day workshop for 35 managers from the insurance industry at the Malaysian Insurance Institute in Kuala Lumpur, Malaysia. August 16, 1991.

"Negotiation Techniques for Managers" a full-day workshop to 40 executives and professional staff of the PKNS Development Agency in Petaling Jaya, Malaysia. July 31, 1991.

"Assessing Your Power Skills: How To Command Effectiveness on the Job" a full-day training program for the Wellston Area Chamber of Commerce, Wellston, OH. April 23, 1991.

"Negotiating Your Way Through Conflict" a full-day training seminar for 35 managers from various state and federal agencies at the Fawcett Center for Tomorrow, Columbus, OH. April 10-11, 1991.

"Negotiation and Conflict Management" a two-day workshop presented to 30 executives from over a dozen state agencies at the Fawcett Center for Tomorrow, Columbus, OH. April 18-19, 1990.

"Ethics Across the Curriculum" a two-day workshop for 20 faculty members of various Ohio University departments serving to introduce ethics modules into the curriculum, Athens, OH. November 26-27, 1990.

"Leading Groups Toward Effective Decision Making" a two-day workshop for 28 executive managers from 15 state and federal agencies at the Fawcett Center for Tomorrow, Columbus, OH. November 15-16, 1990.

Directed a two-day training program in interpersonal conflict, the negotiation process, and third-party disputes for 40 executives with various agencies in Ohio state government, Columbus, OH. April 1988 and March 1989.

"Effective Interviewing Skills" a workshop presented to participants of "Facing Your Future" sponsored by the Society for Advancement of Management, Athens, OH. February 1989.

"Public Relations and Negotiation" a two-day training program for executives with the NYS School Library System, Albany, NY. December 1987.

"Goal Setting and Strategic Planning" a two-day training session for executive members of the Management Involvement Steering Committee, United States Postal Service, Boston, MA. April 1987.

"Communication Skill and Leadership" a training session presented to 100 elected officers in Senior Service Centers and Senior Clubs, Albany, NY. April 1986.

"Conflict Management in Service Agencies" a training session delivered to management staff of Senior Service Centers of the Albany Area, Inc., Albany, NY. March 1986.

Provided a series of training sessions in models for strategic planning to executives in Advanced Public Management Training from various New York State agencies, Albany, NY. September 1983 – April 1984.

"Improving Underwriters' Judgment Skills" a workshop presented to executives with the New Providence Corporation, RI. April 1984.

"Executive Skills for Decision Making" a workshop presented to executive officers in the New York State Division of Audit and Control, Albany, NY. January 1984.

"Computer-assisted Modeling for Evaluation and Selection" a training session provided to state administrators and graduate students in the Public Administration Training Program, Albany, NY. December 1983.

"Stress Management and Conflict Resolution" a training session provided to Niagara Mohawk Power Corporation executives in the Advanced Public Management Training Program, Albany, NY. May 1983.

Developed a series of training workshops in assertiveness, conflict management, and negotiation skills provided to various community associations in the greater Albany area, NY. January - March 1981.

PROFESSIONAL CONSULTANCIES

ACT Alliance, Geneva, Switzerland
Allendale Mutual Insurance Company, Providence, Rhode Island
American Management Systems, Inc., Fairfax. Virginia
Arrow Publicity Company, Cleveland, Ohio
Association of Retarded Citizens of Albany, New York
AT&T Communications, Inc., Basking Ridge, New Jersey
Athens Area Chamber of Commerce, Athens, Ohio
Big Brothers/Big Sisters, Inc. of Schenectady, New York
Blue Cross Blue Shield of New York

Capella University, Minneapolis, Minnesota
Catholic Charities of Albany New York
Center for Leadership and Innovation, UMBC Training Centers
Central European University, Budapest, Hungary
City of Chillicothe, Ohio
Coalition for a Healthy Maryland, Baltimore, Maryland
Convista Inc., Washington, DC
Executive Decision Services, Inc., Albany, New York
Federal Emergency Management Agency (FEMA), Washington, D.C.
GTCO CalComp, Columbia, Maryland
Johns Hopkins University, Baltimore, Maryland
IQUIP, the Netherlands
Institute for Community and Area Development, University of Georgia, Athens, GA
Malaysian Ministry of Rural Development, Kuala Lumpur, Malaysia
Michigan Department of Natural Resources, Battle Creek, Michigan
Mountain State Blue Cross Blue Shield, Parkersburg, West Virginia
National Association of Social Workers, Washington, D.C.
Natural History Society of Maryland, Baltimore, Maryland
New York State Department of Labor, Albany, New York
New York State Department of Motor Vehicles, Albany, New York
New York State Department of Transportation, Albany, New York
New York State Division of Alcoholism and Alcohol Abuse, Albany, New York
New York State Education Department, Albany, New York
New York State Insurance Department, Albany, New York
New York State Library Association, New York City
New York State Office for the Aging, Albany, New York
New York State Office of Employee Relations, Albany, New York
New York State Office of Mental Health, Albany, New York
New York State Office of Parks, Recreation, and Historic Preservation, Albany, NY
New York State Psychological Association, New York City
New York State Temporary Commission on the Returnable Beverage Container Law
Ohio Emergency Management Agency, Columbus, Ohio
Practice Group Builders, Los Angeles, California
Presidential Budget Force, State University of New York at Albany, Albany, New York
Project Liberty Ship, Inc. Baltimore, MD
Realogic, Inc., Cleveland, Ohio
Republic Polytechnic, Singapore
Robertson Equipment Company, Cleveland, Ohio
Rockin' the Rage, Rockville, MD
Senior Citizens Centers of Albany, New York
Sogeti, the Netherlands
State of Rhode Island Department of Social and Rehabilitative Services
State of Texas Department of Human Resources, Austin, Texas
SUNYA Presidential Task Force on Computing, Albany, New York
TEDCO, Columbia, Maryland
Temasek Polytechnic, Singapore
The City of Athens, Ohio
Third-Order Communications, Inc.
United States Army Management Staff College
United States Postal Service, Boston, Massachusetts
University of Maastricht, the Netherlands

University of Wisconsin-Oshkosh, Oshkosh, Wisconsin
Westlake Travel Inc., Westlake, Ohio

PROFESSIONAL SERVICE

Administration

- o Program Design Consultant for University of Maryland University College Doctor of Management Program, January 1014 - Present.
- o Program Design Consultant for University of Maryland Baltimore County Training Centers, May 2014 - Present.
- o Research Director, Coalition for a Healthy Maryland, Baltimore, MD. May 2008 – May 2012.
- o Program Design Consultant for Maastricht School of Management MBA program, Bucharest, Romania, December 2010.
- o Academic Program Review External Examiner for Leadership Specialization, School of Undergraduate Studies, Capella University, September - October 2010.
- o Academic Program Review External Examiner for Project Management Specialization, School of Undergraduate Studies, Capella University, September - October 2010.
- o External examiner for the Trans-national MBA at the Business School of Central European University, Budapest, Hungary, January – March 2009.
- o Chairman, Executive Board of EDiNEB (Educational Innovations in Economics and Business) Network. June 2001 - September 2009. Board member since 1993.
- o External examiner for the Temasek Business School at Temasek Polytechnic in Singapore, November 2000 – June 2011.
- o Advisory Panel Member, Masters Program in Information Strategy and Information Systems Architecture, Muskingum College, January 2005 – May 2010.
- o Editor-in-Chief, Educational Innovations in Economics and Business, book series by Kluwer Academic Publishers, June 2001 - July 2006.
- o External Examiner for Bachelor of Science in Business Program Review, School of Undergraduate Studies, Capella University, April - June 2006.
- o External Examiner for MBA Program Review, School of Business and Technology, Capella University, May - July 2005.
- o External Examiner for "Enterprise Skills 2: Managing Enterprise" program at the Republic Polytechnic, Singapore, December 2005.
- o External evaluator for Master of Science in Business Management degree program in the Department of Business at the College of Staten Island, City University of New York, August – October 2003.
- o External evaluator for the MBA program at the Lubin School of Business at Pace University, New York City, May - December 1999.
- o Chief Organizer and Convener for International EDiNEB Conferences in North America: June 2002 (Guadalajara), June 2000 (Newport Beach, CA), September 1998 (Cleveland, OH), and December 1996 (Orlando, FL).
- o Participant in APQC (American Productivity and Quality Center) Benchmark Study on eLearning, May 2001 - November 2001.
- o Member, Development Committee (with representatives from business schools at Duke, Emory, Indiana, and Seton Hall) for AACSB Learning Technologies Workshops, Atlanta, GA. February 18, 2000.
- o Process Moderator at Inaugural Collaborative Planning Session on Problem-Based Learning, with the Barrows Institute and Motorola University, Springfield, IL. March 24, 1995.

Editorial Boards

- o Associate Editor, *Advances in Business Education and Training*, Springer Science+Business Media, January 2009 - Present.
- o Editorial board member for the book series *Research in Management Education and Development*, Information Age Publishing, Greenwich, CT, November 2005 - Present.

- o   Editorial Board Member, *Innovation and Change in Professional Education*, Springer Verlag, Berlin, January 2001 – Present.
- o   Editor-in-Chief of *Educational Innovation in Economics and Business Series*, Springer Verlag, Berlin, June 2002 - July 2006.
- o   Member, *Fortune* Business Leader Council, January 2005 - July 2006.
- o   Member of the Editorial Review Board for the 2006 (Lisbon), 2005 (Antwerp), 2004 (Maastricht), 2003 (Salzburg), 2002 (Guadalajara), 2000 (Newport Beach, CA), 1998 (Cleveland, OH), and 1996 (Orlando, FL) International EDiNEB Conferences.
- o   Editor of Network Newsletter for the EDiNEB (Educational Innovations in Economics and Business) Network, February 1998 - June 2001.

Editorial Reviewer

- Reviewer, "Cognitive activation in the classroom: how VET-teachers support learning processes in accounting lessons," grant proposal to Deutsche Forschungsgemeinschaft (DFG, German Research Foundation), March 2016.
- Reviewer, *How Teaching and Learning Can Reinvigorate Business,* proposed to Routledge and Kegan Paul Publishing, September 2015.
- Reviewer, *Problem Based Studies and Project Work*, edited by Anders Siig Andersen and Simon B. Heilesen, Book Proposal to Springer Verlag Publishers, 2013.
- Reviewer, *Teaching European Union Studies: Patterns in Traditional and Innovative Teaching Methods and Curricula*, Book Proposal to Springer Verlag Publishers, 2010.
- Reviewer, *Group and Organization Management*, 2008-2009.
- Reviewer, *Creativity at Work* manuscript for book to be published by Thomson South-Western, December 2005.
- Reviewer, *PBL Portfolio Peer Reviews*, Pew Charitable Trusts, Samford University, March 2005 - August 2006.
- Reviewer, *Decision Sciences* Journal, Fall 2004.
- Reviewer, *Journal of Instructional Science*, Kluwer Academic Publishers, November 2000 - January 2001.
- Reviewer, *Group Facilitation: A Research and Application Journal*, 1999, 1996-97.
- Reviewer, National Science Foundation. 1998, 1996-1997; 1995
- Reviewer, *Mid-American Journal of Business*. 1996-1997; 1995.
- Reviewer for Organizational Behavior Division of the Eastern Academy of Management, Boston, MA. Spring 1987.
- Reviewer for Organizational Communication Division of the Eastern Academy of Management, Philadelphia, PA. Spring 1986.

Session Chair and Representative Roles

- Session Judge, Ethics Bowl at the Annual Conference of the Association for Practical and Professional Ethics, Jacksonville, FL, March 2, 2006.
- Session Judge, Ethics Bowl at the Annual Conference of the Association for Practical and Professional Ethics, San Antonio, TX, February 24, 2005.
- Session Chair, Panel on "Author Meets the Critics: Beyond Rules in Society and Business" at the Annual Conference of the Association for Practical and Professional Ethics, Charlotte, NC, February 28, 2003.
- Member, American Productivity & Quality Center (APQC) International Benchmarking Clearinghouse, May 2001 – May 2006.
- Faculty representative on the AASCB 2000 Learning Technologies Workshop planning committee, January - May 2000.
- Session Chair, Panel on "Making the Global Connection" at the Global Learning Community national conference, Athens, OH, October 9, 1999.
- Session Chair, "New Strains of Ethical Issues" at the Conference on Ethics in the Computer Age, Gatlinburg, TN. November 11-13, 1994.

- Session Chair, "Negotiations and Incentives" at the joint national meeting of The Institute for Management Sciences and the Operations Research Society of America (TIMS/ORSA) in Chicago, IL. May 16-19, 1993.
- Session Chair, "Assessing and Improving Group Decisions in Applied Settings" Sponsored Session of the TIMS College on Group Decision and Negotiation at the 33rd Joint National Meeting of The Institute of Management Sciences and the Operations Research Society of America, Orlando, FL. April 27, 1992.
- Session Chair, "Organizational Modeling" at the Joint National Meeting of the Institute of Management Sciences and the Operations Research Society of America, Nashville, TN. May 15, 1991.
- Session Chair, "The Future of DSS" at the 48th Annual Meeting of the Academy of Management, Anaheim, CA. August 1988.
- Discussant on a panel "Bringing Relevance to the Classroom" at the 48th Annual Meeting of the Academy of Management, Anaheim, CA. August 1988.
- Discussant on panel "Individual Processes in Decision Making and Problem Solving" at the annual meeting of the Decision Sciences Institute. Boston, MA. November 1987.
- Discussant for session on motivational concerns in management, Eastern Academy of Management, Philadelphia, PA. Spring 1986.
- Session Chair for symposium on "Automated decision conferencing: a tool for the improvement of organizational decision making" presented to the Managerial Consultation Division of the 44th Annual Meeting of the Academy of Management, Boston, MA. August 1984.

University Committees

- Member, Board of Directors, Innovation Factory, Johns Hopkins University, April 2014 – Present.
- Member, Adobe CONNECT Users Group, Johns Hopkins University, August 2009 – August 2013.
- Faculty Representative, Carey Staff Council, August 2012 – August 2014.
- Member, International Affairs Coordinating Committee, Johns Hopkins University, January 2007 – December 2007.
- Team Leader, Corporate MBA program design team, Booz Allen Hamilton & Johns Hopkins University, December 2004 - December 2005.
- Member of the University Academic Advising Council, Ohio University. September 1995 - January 2006.
- Founding Member, Board of Directors for the Ohio University Institute for Applied and Professional Ethics. January 1989 - January 2006.
- Member of the Ohio University Regional Higher Education Study Committee. March 2003 - June 2004.
- Member of Teaching Continuous Improvement Team, Ohio University. July 1999 - June 2002.
- Member of the 1804 Fund Undergraduate Learning Review Committee, Ohio University. February 1999 - June 2001.
- Chair, Graduate Continuous Improvement Team, College of Business, Ohio University. July 1997 - June 1998.
- Reviewer, Experiential Learning Program, Ohio University, Spring 1998.
- University Academic Integrity Council, Ohio University. September 1995 - June 1999.
- Steering Committee Member, Master of Arts in International Affairs, Ohio University. January 1988 - March 1994.
- Member, Dean's Committee on Future Strategy for the College of Business, Ohio University. June - December 1999.
- Member, Dean's Task Force on Reorganizing the College of Business, Ohio University. March 1995.
- Member, Learning Design Laboratory development group at Ohio University. June 1990 - June 1994.

- Deans Evaluation Committee Member, College of Business Administration, Ohio University. 1992.
- Chair, College of Business Administration Teaching Task Force, Ohio University. July 1988 - June 1991.
- Deans Evaluation Committee Member, University College, Ohio University. 1991.

Doctoral/Masters Committees

- Doctoral Dissertation Committee member: Hans Otting, Department of Educational Research and Development, Maastricht University, December 2008 – December 2009.
- Doctoral Dissertation Committee member: Charles Thompson, Department of Psychology, March 2002 - June 2004.
- Doctoral Dissertation Committee member: Teri Combs, Interpersonal Communications, April 2002 - April 2003.
- Master's Program Committee member: Edward Newman, Department of Environmental Studies, November 2002 - May 2003.
- Doctoral Dissertation Committee member: Alex Matveev, Interpersonal Communications, March 1999 - June 2002.
- Doctoral Dissertation Committee member: Bridget C. Flannery, I/O Psychology Program, May 1999 - April 2001.
- Doctoral Program Committee member: Dan Putka, I/O Psychology Program, May 2000 - June 2001.
- Master's Program Committee member: Joel Witkowski, School of Telecommunications, September 1999 - September 2000.
- Master's Program Committee member: David Lavender, School of Telecommunications, December 1999 - March 2000.
- Master's Program Committee member: Teeraya Thongkam, School of Telecommunications, January 1998 - October 1998.
- Master's Program Committee member: Matthew Christian, School of Telecommunications, January 1997 - October 1998.
- Doctoral Dissertation Committee member: Yi-Han Kung, Department of Psychology, October 1996 - 1999.
- Doctoral Dissertation Committee member: Mark Pezzo, Department of Psychology, March 1990 - September 1996.
- Doctoral Program Committee Member: Peter Klein, College of Education, April 1992 - December 1995.
- Doctoral Dissertation Committee member: Jeffrey A. Jolton, Department of Psychology, January 1990 - November 1992.
- Doctoral Dissertation Committee member: Robert Farrell, Department of Psychology, March 1989 - June 1994.

Student Advising

- Mentor, Global Leadership Mentor Program, Fall 2014.
- Advisor to Society for Advancement of Management, Ohio University Chapter. September 1987 - January 2006.
- Academic Advisor, University College. September 1995 - January 2006.
- Faculty Reviewer for INCO 205, May 23, 2002.
- Corporate Leadership Fellows Selection Committee Member. June 1987 - June 2002.
- Faculty Reviewer for Ph.D. program research track in group decision making, Maastricht University, the Netherlands and Open University, the Netherlands, December 2001.
- Advisor to Phi Gamma Nu Professional Business Fraternity, Ohio University. June 1988 - 1998.
- Faculty Advisor, Honors Tutorial Students, January 1987- June 1997.

SERVICE TO THE COMMUNITY

- o Facilitator, Hopkins/Local Small Business Town Hall: Understanding the Impact of COVID-19 and Preparing for the Future. April 30, 2020.
- o Vice Chair, Board of Trustees, Rockin' The Rage, Bethesda, MD, January 2012 – June 2014.
- o Chair, Board of Trustees, Natural History Society of Maryland, June 2010 – June 2013.
- o Member, Board of Trustees, Rockin the Rage, Bethesda, MD, November 2011 – June 2014.
- o Board Member and Research Team Co-Lead, Coalition for a Healthy Maryland, May 2008 – June 2012.
- o Executive Board Member, Board of Trustees, Natural History Society of Maryland, July 2007 – June 2013.
- o Examiner, STEM projects for Baltimore County Public Schools, Spring 2010.
- o Facilitated strategic planning sessions for Athens Area Chamber of Commerce, March 1999 - June 2000.
- o Presented "Global Learning Community" at the meeting of the Downtown Athens Kiwanis Club, July 23, 1998.
- o Facilitated Leadership Planning Session for 25 senior managers in the City of Athens, Quality Inn, Nelsonville, OH. August 27-28, 1996.
- o Facilitated Planning Session for executive team of Southeastern Ohio Special Education Regional Resource Center, Athens, OH.   July 19, 1995.
- o Instructor for "Communiversity" program at Ohio University in Athens, Ohio offering classes and workshops in various management skills to community leaders. December 1987 - June 1993.
- o Facilitated strategic planning session for the Institute for Local Government Administration and Rural Development, Athens, OH. March 7, 1991.
- o Presented "Time Management Workshop" for Ohio University Community sponsored by the Women in Communications, Inc. October 17, 1990.
- o Consultant to the Ohio University Department of Political Science in their configuration of an administrative skills component serving public administration degree candidates. March 1990.
- o Closing speaker "What Have We Learned and Where Do We Go From Here" at the 2nd Annual Professional Conference sponsored by the Ohio University Society for Advancement of Management Conference "Success in the 90's." February 17, 1990.
- o Dinner Speaker for the Phi Gamma Nu Business Fraternity Founder's Day Dinner, Athens, OH. February 17, 1990.
- o University Speakers Bureau Member, State University of New York at Albany. January 1981 - September 1986.
- o Chairman of the Diaconate Board, Roman Catholic Diocese of Albany, May 1984 - June 1986. Served as advisor to Bishop as member of Diaconate Board. May 1982 - June 1986.
- o Provided training in life/learning skills to candidates for ordination to the priesthood, Diocese of Albany. Summer 1983.
- o Member, Board of Education, Archdiocese of Chicago School System, 1976-1978.

AWARDS, HONORS, and SELECTIONS

- • Best Paper Award (with Lindsay Thompson) at International Vincentian Business Ethics Conference, New York City. October 26, 2018.
- • Selected Participant, Richard Paul Workshop on Critical Thinking, August 26, 2003.
- • Selected Participant, Master Teacher Program, Georgia Tech University, Atlanta, GA. May 9-13, 2002.
- • Honoree – Division of Lifelong Learning, Ohio University, October 17, 2001.
- • Selected Participant, Focus Group for *Fast Company*, Toronto, Canada. August 2, 2000.
- • Invited Member, Pew Higher Education Roundtable, 1997.
- • College of Business Outstanding Advisor Recognition, Society for Advancement of Management, May 1996.

- Faculty/Staff Contribution Award -- "Outstanding Service to the College and University" – College of Business Administration, Ohio University. May 1994.
- International Outstanding Advisor Recognition, Society for Advancement of Management at the International Meeting at Dallas, Texas. April 1994.
- Mentor, Colloquium on Teaching, Ohio University, 1991-1993.
- Invited Participant, International Meeting of The Brunswik Society, New Orleans, LA. November 17, 1990.
- Participant, Colloquium on Teaching, Ohio University, 1990.
- 1985 article selected as among "the very best articles published in *PPR* over the past decade."
- Participant in OB, OD, OMT Doctoral Consortium, Academy of Management, San Diego, CA. August 1985.
- Participant in Public Sector Doctoral Consortium, Academy of Management, Boston, August 1984.
- Fellowship, State University of New York, Albany, NY. 1980.
- Invited Member, North Central Accreditation Team, Chicago, IL. 1978.
- Tutorial Program Participant, Ohio University, September 1971 - March 1973.

PROFESSIONAL AFFILIATIONS

AACE – Association for the Advancement of Computing in Education
AACSB International – The Association to Advance Collegiate Schools of Business
Academy of Management
AERA (American Education Research Association)
American Productivity and Quality Center
Associate for Practical and Professional Ethics
Brunswik Society
Corporate University Xchange
Decision Sciences Institute
Eastern Academy of Management
EDiNEB (Educational Innovations in Economics and Business)
ISETA (International Society for Exploring Teaching Alternatives)
Operations Research Society of America
The Institute of Management Science