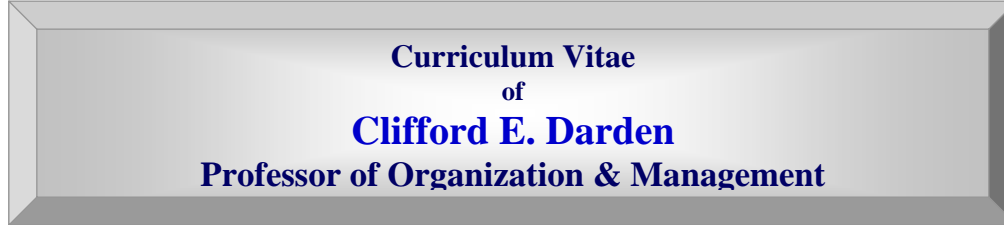


PEPPERDINE UNIVERSITY

Graziadio School of Business and Management



I. COLLEGIATE AND PROFESSIONAL EDUCATION

Harvard University, Graduate School of Business Administration - D.B.A., 1982
Special Field: Organization Behavior/Organization Theory

Harvard University, Graduate School of Business Administration - M.B.A., 1969
Concentration: General Management

The University of Southern California - B.S., 1967
Major: Business Administration

II. TEACHING EXPERIENCE

1984 - 2007

Pepperdine University School of Business and Management
Los Angeles, California

Professor of Organization & Management (1995 – 2007)

Associate Professor of Organization & Management (1984-1995)

1983 - 1984

Atlanta University Graduate School of Business
Atlanta, Georgia

Associate Professor of Business Administration (1983-1984)

Assistant Professor of Business Administration (1981-1983)

1974 - 1977

Tuskegee University School of Applied Sciences
Tuskegee, Alabama

Lecturer in Management

Short-Term Faculty Appointments:

April 2007 & December 2006

Assumption University of Thailand, Graduate School of Business
The Doctor of Management in Organization Development Program
Bangkok, THAILAND

Visiting Professor in Organization and Management

April 2007

Assumption University of Thailand, Faculty of Communication Arts

Bangkok (Pattaya), THAILAND

Developer and Facilitator of Workshop in Case Research, Writing, and Teaching

April 2004 & April 2005

Wuhan University - Executive M. B. A. Program

Wuhan, PEOPLE'S REPUBLIC OF CHINA

Lecturer - Organizational Analysis, Design, and Change

August 2001, August 2002 & October 2003

International Case Development Workshop

National Institute of Public Administration

Damansara Heights, Kuala Lumpur, MALAYSIA

Guest Lecturer in Case Research

May 2001 - August 2001

Universiti Kebangsaan Malaysia, Faculty of Business Management,

Bangi, MALAYSIA

Visiting Professor in Organization and Management & Case Research

June 2000 - August 2000

Assumption University of Thailand, Graduate School of Business

Bangkok, THAILAND

Visiting Professor in Case Research

June 1987

Stonier Graduate School of Banking, American Bankers Association

Washington, D.C.

Lecturer in Organizational Culture and Change (in Mid-Level Executives Curriculum)

June 1969 - December 1969

Harvard University Graduate School of Business Administration

Boston, Massachusetts

Research Assistant (Course Head: Professor Paul R. Lawrence)

June - August 1968

Harvard University Graduate School of Business Administration

Boston, Massachusetts

Assistant in Research (Supervisor: Professor George Cabot Lodge)

III. BUSINESS AND PROFESSIONAL EXPERIENCE

Management Consulting and Training Experience:

2001 - 2006

United States Postal Service - Pacific Area, San Diego, California
Designer/Instructor - Leadership Development Program (Area Executives and Managers)

1993 - 1998

Southern California Edison Company, Rosemead, California
Member, Faculty Team - Leadership Development Program (High-Potential Managers)

1986 - 1990

1-Day Paint & Body Centers, Inc., Torrance, California
Member, Faculty Team - Management Development Program (Operations Managers)
Consultant: Organizational Analysis & Team Building (1986-87)

June - July 1984

The Eastern & Southern African Management Institute, Arusha, Tanzania
Consultant: Case Research Project (U.S.A.I.D. contract)

March 1982

Nigerian Economic Services, Ltd., Benin City, Nigeria
Member, Faculty Team - Advanced Marketing Program

November 1981

Nigerian Economic Services, Ltd., Benin City, Nigeria
Member, Faculty Team - Executive Development Program

June - August 1977

U. S. Department of Transportation, Transportation Systems Center, Cambridge, MA
Consultant: Project Management (Plans and Programs Office)

June - August 1976

American Telephone & Telegraph, Long Lines Department, New York, New York
Consultant: Organizational Analysis (Sales Planning Office)

Other Business and Professional Experience:

1973 - 1974

Associate, *PACT Consultants, San Francisco, California*

1971 - 1972

Assistant to the General Manager, *National Development Corporation, Dar es Salaam*

1970 - 1971

Deputy Director, *Small Business Development Center, Boston, Massachusetts*

IV. MEMBERSHIP IN PROFESSIONAL AND HONOR SOCIETIES

2001 - present: Case Writers Association of Malaysia

2001 - present: Harvard Business School Alumni Club of Malaysia

1984 - present: Academy of Management

1985 - present: Western Academy of Management
1987 - 2001: American Society for Training & Development
1991 - present: North American Case Research Association
1991 - present: Western Casewriters Association
1985 - present: Harvard Business School Association of Southern California
1988 - 2002: Advisory Board - Annual Editions in Business Ethics, Dushkin Publishing
1992 - 1993: Case Review Panel, Entrepreneurship: Theory and Practice Journal
1969 - present: *Beta Gamma Sigma* National Business Honor Society (life membership)
1968 - 1969: The Century Club (honor society), Harvard Business School

V. HONORS AND SPECIAL RECOGNITIONS

Harriet and Charles Luckman Distinguished Teaching Fellow Award, Pepperdine University, September 1993

Honorable Mention Award in “Best Case Study” Competition, Southwest Case Research Association, March 1992

W. E. B. DuBois Predoctoral Fellowship, Graduate School of Arts and Sciences, Harvard University, September 1980 - June 1981

Whitney M. Young, Jr. Predoctoral Fellowship, Harvard Business School, September 1979 - June 1980

Outstanding Teaching Award, Tuskegee University, May 1977

Dwight D. Eisenhower Fellowship, Harvard Business School, September 1967 – June 1969

The Hamilton Award (Outstanding Graduate in Business), The University of Southern California, June 1967

VI. SCHOLARLY ACTIVITIES:

Published Cases with Instructional Notes (Last 15 Years Only):

“Maxim Systems, Inc.,” The Journal of Applied Case Research (in print). [Also in *The 1992 Proceedings of the Western Casewriters Association*.]

“The ZX Software Development Group,” in P. F. Buller and R. S. Schuler (authors), Managing Organizations and People, (Cincinnati: South-Western), 2000.

“American Health Concepts, Inc.,” The Journal of Applied Case Research, Vol.1, No. 1, 1997, pp. 73-86.

“Qwik Paint Centers, Inc. (B),” in Thomas Cummings and Christopher Worley (authors), Organization Development and Change, (San Francisco: West Publishing), 1997.

“Qwik Paint Centers, Inc. (A),” in Wright, Pringle, and Kroll (authors), Strategic Management: Text and Cases, (New York: Allyn and Bacon), 2nd edition, 1993

“Amalgamated Financial Group, Inc.,” in *The 1993 Proceedings of the Western Casewriters Association*.

Books and Monographs:

“An On-Site Assessment of the Nigerian Management Development Market,” 1982.
[Presented to the Dean, Atlanta University Graduate School of Business.]

Professional Presentations:

“Leading Effective Case Discussions: A Practicum.” Presented at International Case Development Program (2002), *Institut Tadbiran Awam Negara* (National Institute of Public Administration), Kuala Lumpur, Malaysia.

“Case Publishing: Standards, Outlets, and Processes.” Presented at Annual Meeting of the Case Writers Association of Malaysia (2001), Kuala Lumpur, Malaysia.

“Is Case Research *Really* Research?” Presented at Faculty Case Development Workshop (2001), National University of Malaysia, Bangi, Selangor, Malaysia.

“A Word about Case Research.” Presented at Faculty Symposium (2000) of *Fakulti Pengurusan Perniagaan*, National University of Malaysia, Bangi, Selangor, Malaysia.

“Strategies in Case Research and Writing.” Presented at Faculty Symposium (2000) of the Graduate School of Business, Assumption University, Bangkok, Thailand.

“Corporate Universities: Strategic Allies or Strategic Threats?” Presented at the Sixth (1999) International Organizational Behavior Teaching Conference, Milan, Italy.

“Incubating Change Agents in the Utility Industry.” Presented at the Fifth (1997) International Organizational Behavior Teaching Conference, Cape Town, South Africa.

“Approaches to Diversity in Management Education.” Presented at the Fourth (1997) International Organizational Behavior Teaching Conference, Hong Kong.

“Strategic Partnering: Corporations and Universities.” Presented at International Conference of the Western Academy of Management (1996), Guadalajara, Mexico.

“The Future of Work and Organizations in the 21st Century.” Presented at 1995 management seminar for Pioneer Electronic Services Corporation, Carson, California.

“Developing Cases From Consulting: Possibilities and Pitfalls.” Presented at the 1994 Annual Meeting of the Western Casewriters Association, Santa Fe, New Mexico.

“The ZX Software Development Group: Santa Cruz Site,” Presented at the 1993 Annual Meeting of the North American Case Research Association, Atlanta, Georgia.

“Amalgamated Financial Group, Inc.,” Presented at 1993 Annual Meeting of the Western Casewriters Association, San Jose, California.

“Teaching by the Case Method,” Presented at the Practicum on Pedagogical Techniques at the 1993 Annual Faculty Conference of Pepperdine University, Los Angeles.

“American Health Concepts, Inc.,” Presented at the 1992 Annual Meeting of the North American Case Research Association, New Orleans, Louisiana.

“Maxim Systems, Inc.,” Presented at the 1992 Annual Meeting of the Western Casewriters Association, Spokane, Washington.

“Qwik Paint, Inc. (B),” Presented at the 1991 Annual Meeting of the North American Case Research Association, Atlanta, Georgia.

“Qwik Paint, Inc. (A),” Presented at the 1991 Annual Meeting of the Western Casewriters Association, Santa Barbara, California.

Course Development:

“**Organizational Analysis**”: *Elective* course in *B. Sc. in Management* curriculum, 2002.

“**Managing Diversity**”: *Required* course in the *B. Sc. in Management* curriculum, 1997.

VII. PROFESSIONAL ACTIVITIES: MEETINGS AND CONFERENCES

1994 - 2000: Member, **The Board of Overseers’ Committee to Visit the Graduate School of Business Administration**, Harvard University

1990 - 1995: Participant, Annual Meetings of **Academy of Management**

1990 - 1997: Participant, Annual Meetings of the **Western Academy of Management** Session Chair (1990); Reviewer (1990, 1991, & 1992)

April 1997: Convener, **Faculty Colloquium at the Graziadio School of Business and Management**, with Professor Alvin Ng of Nanyang Technological University (Singapore) as the invited presenter

May 1996: Participant, *Faculty Study Abroad Program*, **The University of Antwerp**

1991 - 1997: Participant, Meetings of the **North American Case Research Association**

Board of Directors (1994 - 98)
Track Chair (1994 & 1996)
Reviewer (1992 -1996)
Discussant (1992 - 1995)

1991 - 1994: Participant, Annual Meetings of the **Western Casewriters Association**
President (1993 - 94)
President-Elect & Program Chair (1992 - 93)
Session Chair, Reviewer, and Discussant (1991 - 94)

VIII. INSTITUTIONAL AND COMMUNITY SERVICE

(Selective) Institutional Service -- Pepperdine University:

1994 - present: BSM Program Committee (Chairman)
1997 - 1998: Search Committee for Associate Deans (John Nicks, chair)
1997 - 1999: Administrative Restructuring Task Force (Ann Feyerherm, chair)
1996 - 2000: GSBM Personnel Committee
1996 - 1999: AACSB Task Force (Chris Worley, chair)
1995 - 1996: GSBM Faculty Council
1993 - 1994: Professional MBA Program Committee
1992 - 1994: SBM Academic Council
1988 - 1995: SBM Faculty Organization: Vice President (1993-95)
Executive Committee (1988-95)
1986 - 1994: Admissions Committee, Professional MBA Program
1988 - 1993: Executive MBA Program Committee
1984 - 1986: BSM Program Committee
1984 - 1985: P/KE Program Task Force

(Selective) Institutional Service -- Atlanta University:

1982 - 1984: Acting Chairman, Executive Programs for Nigerian Parastatals
1982 - 1984: Chairman, Committee on Academic Standards and Performance

Community Service:

1989 - present: Parishioner, St. John's Episcopal Church, Los Angeles, California
- Member, The Vestry (The Parish Governing Board), 1999-2000
- Board of Directors, Carter House for the Homeless, 1994-95
- Member, Financial Audit Committee of the Vestry, 1991-92

1987 - 1990: Advisor, The Management Institute, 1-Day Paint & Body Centers, Inc.,
Torrance, California

1968 - 1969: Director, Business Assistance Program, Harvard Business School