

INSIDE THE BELLY OF THE BEAST

Duane CoB's Review of Stephen Bushardt's C.V.

A January 2006 copy of CoB management professor Stephen Bushardt's vita was recently acquired by investigators at usmnews.net. That vita was obtained from Bushardt's instruction-based webpage, www.timbersnursery.com. We have asked our feature columnist, Duane Cobb, to review the c.v., and he has graciously agreed to do so. Using red typeface, Cobb provides a section-by-section review. Cobb's comments are placed below relevant items on the c.v.

VITA

Stephen Christian Bushardt, D.B.A.
Professor of Management
Department of Management & Marketing
The University of Southern Mississippi
Hattiesburg, MS 39406-5077
Telephones Numbers:
Office: 601-266-4673
Home: 601-261-2486
Bushardt@cba.usm.edu
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The first page of SB's c.v. provides the limited bit of information that you see above. It's sort of like a cover sheet, with some contact information (as of January of 2006).

The entire page after the brief cover intro page you see above is blank. This is an interesting way to "pump up" one's c.v. -- insert blank pages into it. So, we've got two pages on Bushardt so far and all we know is his phone number.

DEGREES

Post Doctoral Study, Louisiana State University, Fall 1986.

D.B.A., 1981, Mississippi state University; Major: Management; Minors: Finance and Marketing; Dissertation: "A Model for the Identification of the State of the Art in the Management Literature for Selected Management Concepts."

M.B.A., 1974, University of South Carolina, Columbia, South Carolina.

B.S., 1973, University of South Carolina; Major: Business Administration, emphasis in Management, Columbia, South Carolina.

I am wondering if, in the 8-year interim between M.B.A. and D.B.A, Bushardt acquired lots of the so-called "industry experience" that we hear so much about around USM (the CoB) these days. Here is another vote for having a D.B.A. also. Previous reports at usmnews.net indicate that Bushardt sometimes claims a Ph.D., and sometimes he claims a D.B.A. This might have something to do with EFIB Chair George Carter's "one's own standard of accuracy" rule.

The Post Doctoral Study at LSU is interesting. That will be covered in greater detail below.

ACADEMIC EXPERIENCE

1980-Present: Professor (1988), Associate Professor (1982), Assistant Professor (1980), Department of Management, The University of Southern Mississippi.

Note the 2-year promotion clock! Assistant Professor in 1980, and Associate Professor by 1982. This is outstanding.

2000-2003: Director of the Graduate School of Management, College of Business Administration, The University of Southern Mississippi. Locations: Hattiesburg, Long Beach, and Stennis.

"Director of the Graduate School of Management" and not "Director of Graduate Programs in the CoB." That's fine, let's let him (SB) have his fun.

1991-1995 Chair, Department of Management and MIS, College of Business Administration, The University of Southern Mississippi.

1986: Fall Term - visiting Associate Professor, Department of Management, Louisiana State University.

Which is it Stephen, Post Doctoral Study or Visiting Associate Professor of Management? One job creates two lines. I'll get back to this one for sure.

1979-1980: Instructor, Department of Management, Mississippi State University.

1975-1976: Instructor, Business Administration, St. Andrews Presbyterian College.

PROFESSIONAL AND HONORARY ORGANIZATIONS

Academy of Management.

Southern Management Association.

Beta Gamma Sigma, Business Administration, honorary.

Omicron Delta Epsilon, Economics, honorary.

Omicron Delta Kappa, honorary.

Sigma Iota Epsilon, Management, honorary.

Delta Sigma Pi.

Lots of organizations.

HONORS, AWARDS, AND CERTIFICATIONS

Granted Sabbatical Leave for the spring of 2004 to travel to the Slovak Republic. Invited by the Institute of Slovak and World Economies of the Slovak Academy of Sciences and the Slovak University of Technology Bratislava, the faculty of mechanical Engineering to participate in joint research and present several papers.

"... participate in joint research and present several papers." Classic CoB stuff! Looks like something pulled right off of the "Purpose and Place" section of one of CoB Associate Dean Farhang Niroomand's travel vouchers.

Invited Scholar in residence Ecole Superieure De Commerce International in Fontainebleau, France for January 1- 15 in 1997. Invited again for two weeks in March, 1998. All expenses paid by Ecole Superior De Commerce International.

Who covered his classes (in March of 1998)? Does anyone know? Call me.

Granted Sabbatical Leave for the Spring of 1994 to travel to the Slovak Republic. Invited by the Institute of Economics of the Slovak Academy of Sciences and the Technical University of Bratislava to participate in joint research and present several papers.

Does David Duhon coordinate a Slovakian Sabbaticals Program or something? Another sabbatical, another trip to Slovakia (1994 and 2004).

Recipient of the South Central Bell Outstanding Faculty Award, 1987. The award is presented to the outstanding faculty member of College of Business Administration annually. The recipient is chosen by the Business Student Advisory Council.

Granted Sabbatical Leave for the Fall of 1986 to visit Louisiana State University to study research design and methodology. I was given visiting Associate Professor status while in attendance.

Okay, now this has grown into a big issue. Was he on sabbatical at LSU, or was he on staff as a visiting associate professor. If it was simply a sabbatical, why was the title necessary? Sounds like he may have been teaching class(es) over there while on sabbatical, which would be a clear violation of IHL sabbatical policies. Does anyone know? Please call.

Recipient of the Louis K. Brandt Faculty Research Award in the College of Business Administration, 1986. Presented bi-annually to a faculty member who has contributed significantly to scholarly publication while employed by the University of Southern Mississippi. The recipient is selected by an external reviewer.

This is neat. We'll match the research production to it a little later. Oh, these days "external reviewer" = "Mohsen Bahmani Oskooee" (see LKB Award reports at usmnews.net).

Outstanding Management Teacher of the Year Award, given by the society for the Advancement of Management, 1981.

Richard D. Irwin Doctoral Fellowship in Business, Economics and Social Sciences, 1979-1980.

Management Student of the Year, University of South Carolina, 1973.

Nice.

FUNDED RESEARCH AND GRANTS:

Recipient of 1996 Summer Grant for the Improvement of Instruction from the University of Southern Mississippi for "Enhancing Student Learning through Global Competition: An International business Simulation." Received summer salary of approximately \$9,000. (With David Duhon)

Improvement of instruction? I was under the impression that Bushardt's students come by his office and read books to him.

Travel Grant Award provided by the University of Southern Mississippi from a grant received from the Mississippi Business Round Table and the U.S. Department of Education, Business, and International Education Program. The travel grant for \$3200.00 was to support travel to Slovakia in may1993.

Travel Grant Award? Where do they come up with this stuff?

Travel Grant Award from Financial Services Volunteer Corp to support travel to Bratislava, Czech and Slovak Federal Republic. Invited by the Rector of the Slovak Technical University to discuss curriculum development. April 29 – May 15, 1992. \$3600.00. (with Dr. Ty Black)

Another one? Okay.

Recipient of 1983 Summer Research Grant from the University of Southern Mississippi. Received summer salary of approximately \$4,000.

Bushardt, S.C. & Williams, D.C. (1983) The packaging of underutilized species of finfish for export from the gulf and south Atlantic regions: Problems, constraints and recommendations, A Monograph published by the Bureau of Business Research, the University of Southern Mississippi. Research Funded (\$20,000.00) by the Gulf and South Atlantic Fisheries Development Foundation, Incorporated (January, 1983).

This is great. Who was the marine economist?

Bushardt, S.C. & Debnath, S. (1983) A position paper and literature review on the use of the polygraph, a working paper, Research funded by McRae's Inc. (\$1500. 00)

In light of the new "Bushardt Says 'Yes'" series at usmnews.net, don't discount the possibility that this "position paper" instructs on how to beat the polygraph.

PUBLICATIONS

Articles in Professional Journals:

Topping, S., Duhon, D. & Bushardt, S. (forthcoming in 2006) "Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization" Journal of Management History. The acceptance letter is dated December 2005

Duhon, D., Bushardt, S. & Daniel, F. (accepted for December, 2005) "Performance Appraisal: An Experiential Exercise in Giving Feedback to Enhance Student Skills," Decision Sciences Journal of Innovative Education. The acceptance letter is dated January of 2005.

In-house outlet -- Bushardt is an editorial board member.

Bushardt, S.C., Fretwell, C., & Cumbest, P. (1994). continuous improvement through employee training: A case example from the financial services industry. The Learning Organization: An International Journal, 1,1, 11-16.

In-house outlet -- Bushardt is the Associate Editor.

Sheets, T.L. & Bushardt, S.C. (1994). Effects of the applicant's gender-appropriateness and qualifications and rater self-monitoring propensities on hiring decisions. Public Personnel Management. 23, 3, 373-382.

In light of the new "Bushardt Says 'Yes'" series at usmnews.net, this (above) might be worth checking out.

Holdnak, B.J., Harsh, J. & Bushardt, S.C. (1993). An examination of leadership style and its relevance to shift work in an organizational setting. Health Care Management Review. 18, 3, 21-30.

Fowler, A., Bushardt, S.C. & Jones, A. (1993). An evaluation of nurses job conflict resolution strategy and its implications for health care administrators. Health Progress. 74, 5, 25-29.

Bushardt, S.C. & Fowler, A. (1993). Differences in management theory and practices: Are management journals a contributing factor. Mid-Atlantic Journal of Business, 29, 1, 133-143.

Johnson, J, Duhon, D., & Bushardt, S.C. (1991). Change orientation of nursing personnel: Identifying catalysts for organizational adaptations. Nursing Management, 22, 11, 56-57.

Bushardt, S.C., Fretwell, C. & Holdnak, B.J. (1991). The mentor/protege relationship: A biological perspective. Human Relations, 44, 6, 619- 639.

This one (above) is part of the new "Bushardt Says 'Yes'" series at usmnews.net. It suggests that the CoB may have difficulties meeting the demands of the AACSB Peer Review Team by 2008.

Bushardt, S.C., Duhon, D. & Fowler, A. (1991). Management delegation myths and the paradox of task assignment: An integrative review. Business Horizons, 34, 2, 37-43.

Williams, Jr. D.C., Bushardt, S.C. & Nissan, E. (1991). Packaging for export: A case study of underutilized finfish, Marine Policy: The International Journal of Ocean Affairs, 15, 1, 15-22.

Holdnak, B.J., Clemons, T. & Bushardt, S.C. (1990) Evaluating organization training with the Solomon four-group design: A field study in self-esteem training, Journal of Managerial Psychology, 5, 5, 25-31.

Bushardt, S.C., Jenkins, M. & Cumbest, P.B. (1990) Less odious performance appraisals, Training and Development Journal, 44, 3, 29-32.

Bushardt, S.C., Fowler, A. & Debnath, S. (1990) A contingency approach to organizational effectiveness through structural adaptation, American Business Review, VII, 1, 16-24.

Jones, M.A., Bushardt, S.C. & Cadenhead, G. (1990) A paradigm for effective resolution of interpersonal conflict, Nursing Management, 21, 2, 64B-64L.

Bushardt, S.C., Fowler, A. & Debnath, S. (1988) Sales force motivation: A theoretical analysis, Human Relations, 41, 12, 901-914.

Bushardt, S.C. & Fowler, A. (1988) Performance evaluation alternatives, The Journal of Nursing Administration, 18, 10 40-44.

Myrick, M.B., Bushardt, S.C. & Cadenhead, G. (1988) Managerial success sex-role behavior and nursing leadership, Today's O. R. Nurse, 10, 9, 31-35.

Bushardt, S.C. & Allen, B. (1988) Role ambiguity in the male/female protege relationship, Equal Opportunities International, 7, 2, 5-8.

Bushardt, S.C., Fowler, A. & Fuselier, E.P. (1988) Delegation: Authority and responsibility: the myth and the reality, Akron Business and Economic Review, 19, 1, 71-77.

Bushardt, S.C., Fowler, A. & Caveny, R. (1988) Sex-role behavior and leadership: An empirical investigation, Leadership and Organizational Development Journal, 8, 5, 13-16.

Debnath, S., Fowler, A. & Bushardt, S.C. (1987) The strategic use of bankruptcy prediction models: An aid to executive decision-making, Journal of Business Strategies, 4, 2, 87-97.

Bushardt, S.C. & Fowler A. (1987) Improving teaching effectiveness: Merit pay vs. Organizational culture, Capstone Journal of Education, 7, 2, 28-38.

This one (above) is part of the new "Bushardt Says 'Yes'" series at usmnews.net. It suggests that the CoB may be a cult.

Fowler, A. & Bushardt, S.C. (1986) T.O.P.E.S.: Task oriented performance evaluation system, Advanced Management Journal, 51, 4,4-8.

Hudson, J. & Bushardt, S.C. (1986) Diagnosis and treatment of student motivational problems, Laboratory Medicine, 18, 1-07-109.

Bushardt, S'.C., Fowler, A. & Debnath, S. (1985) Behaviorally anchored rating scales: A valuable aid to the personnel functions, Akron Business and Economic Review, 16, 2, 26-32.

BARS? So, Bushardt was behind Doty's attack on CoB secretarial staff last year.

Fowler, A., Bushardt, S.C. & Brooking, S. (1985) An analysis of the authorship in management oriented journals: The relationship between school status, article type, publication outlet and author academic position, Journal of Business Communication, 22, 3, 25-36.

Wolfe, D.E. & Bushardt, S.C. (1985) Interpersonal conflict: Strategies and guidelines for resolution, Journal of the American Medical Records Association, 56, 2, 18-22.

Schnake, M.E., Bushardt, S.C. & Spottswood, C. (1984) Internal work motivation and intrinsic job satisfaction: The effects of goal clarity, goal difficulty, participation in goal setting, and task complexity, Group and Organizational studies, 9, 2, 201-219.

Bushardt, S.C. & Debnath S. 1984) Pay secrecy: The boomerang effect, Business Insights, 3, 1, 22-24.

Lipscomb, J.W. & Bushardt, S.C. (1984) Implementing robotics in Mississippi, Business Insights, 3, 1, 22-25.

Fowler, A. & Bushardt, S.C. (1982) Labor arbitration: A winning perspective, Business Insights, 2, 2, 9-11.

Bushardt, S.C., Moore, R.N. & Debnath, S. (1982) Picking the right person for your mentor, Advance Management Journal, 47, 3, 46-51.

This one (above) is part of the new "Bushardt Says 'Yes'" series at usmnews.net.

Bushardt, S.C. & Brooking, S. (1982) Managing the boss: Learning to manage your superior and reap recognition and reward, Management World, 11, 5, 38-39.

This one (above) is part of the new "Bushardt Says 'Yes'" series at usmnews.net. It instructs on how to manipulate one's boss to get desired rewards.

Bushardt, S.C. & Fowler, A. (1982) Compensation and benefits: Today's dilemma in motivation, The Personnel Administrator, 27, 4, 23-26.

Bushardt, S.C., Fowler, A. & Debnath, S. (1982) Work sampling in medical records departments, Journal of the American Medical Records Association, 53, 2, 34-38.

Bushardt, S.C., Toso, R. & Schnake, M.E. (1981) Can money motivate? Management World, 10, 11, 25-26. The original article was summarized and published in Changing Times, vol 36 no 2 (May 1982), pp. 20-21. Portions of the article was syndicated by Copley's National Radio Service, (summer 1992) .

Bushardt, S.C. & Miles, B. (1981) Behavioral anchored rating scales: A better method of performance appraisal, South Mississippi Business Insights, 1, 1, 1-4.

BARS? So, Bushardt was behind Doty's attack on CoB secretarial staff last year.

Bushardt, S.C. & Schnake, M.E. (1981) Employee evaluation, measure performance not attitude, Management World, 10, 2, 41-42.

NOTES: (1) Bushardt got a sabbatical in 1994 and failed to publish a refereed journal article for 10 years. Don't believe me, look above (again). Sounds like an egregious waste of MS tax dollars. (2) Bushardt got promoted to Associate Professor on the basis of a Management World (is that a magazine?) and a South Mississippi Business Insights (isn't that the rag that was published by the CBA's old Bureau?). What a travesty of justice. (3) So, Bushardt won the Brandt on the basis of a couple of Business Insights (old Bureau journal, renamed), Akron Business and Economic Review, and the Journal of the American Medical Records Association. Where was Ed Nissan? Was he ineligible?

Bushardt's record of "scholarship" is shown in a new light above.

PROCEEDINGS:

Topping, S., Duhon, D. & Bushardt, S. (forthcoming in 2006) "Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization" The Academy of Management meeting, August 2005, Honolulu, Hawaii.

Francis Daniel & Bushardt, S. C. (2005) "Managing Diversity from a Strategic Perspective: A Competing Values Approach" the Proceedings of 2005 SWDSI annual conference in March 2005.

Fowler, A. & Bushardt, S.C. (1997) Deselection: The fine art of terminating unneeded employees, Proceedings Academy of Strategic and Organizational Leadership, Allied Academies National Conference, Las Vegas, Nevada, 77-81.

Fowler, A. & Bushardt, S.C. (1997) Performance in organizations: Recognizing factors that contribute to Performance, Proceedings Academy of Strategic and Organizational Leadership, Allied Academies National Conference, Las Vegas, Nevada, 72-76.

Fowler, A., Duhon, D., Brown, G., & Bushardt, S.C. (1997) Sales force compensation and motivation to perform: An application of expectancy theory and operant conditioning, Proceedings Academy of Marketing Studies, Allied Academies National Conference, Las Vegas, Nevada, 38-43.

Fowler, A. & Bushardt, S.C. (1993) Franchise Staffing: The Practical Reality of Demographic Change, Proceedings The American Management Foundation and The Association on Employment Practices and Principles Annual Conference, San Diego, California.

Fowler, A. & Bushardt, S.C. (1993) Management: A new definition, a basis for better understanding, Proceedings the Association of Management, Atlanta, Georgia, 11,2,65-69.

Garrity, M.A., Holliman, B. & Bushardt, S.C. (1993) Trust, efficiency, effectiveness and job satisfaction, Proceedings Southwest Division of the Academy of Management, New Orleans, Louisiana, 61-65.

Debnath, S., Robin, D. & Bushardt, S.C. (1991) Multitrait-multimethod matrix: An assessment of two independent measurement methods among selected methods using a multidimensional scaling approach, Proceedings of the Southern Management Association, Atlanta, GA, 499-501.

Thomlinson, P. & Bushardt, S.C. (1991) Relationship between self-monitoring, tolerance for ambiguity, and risk taking to performance and job satisfaction in sales personnel, Proceedings of Southwest Division of the Academy of Management, Houston, Texas, 175-178.

Sheets, T.L., Holliman, B. & Bushardt, S.C. (1990) Effects of the applicant's gender-appropriateness and qualifications and rater self-monitoring propensities on hiring decisions, Proceedings of the Southern Management Association, Orlando, Florida, 381-383.

Fretwell, C., Debnath, S. & Bushardt, S.C. (1990) An analysis of perceived sex-role characteristics of mentors and protégés within the mentor/protege relationship, Proceedings of the Southern Management Association, Orlando, Florida, 222-224.

Williams, B.J., Nissan, E. & Bushardt, S.C. (1990) Packaging underutilized species of fish for export: A case study of finfish, Proceedings of the Fourth Conference of the International Institute of Fisheries Economics and Trade. (August 7-12, 1988) Esbjerg, Denmark. Seafood Trade. Fishing Industry Structures and Fish Stocks – the Economic Interaction. Vol. 1, pp. 328-35. Edited by Hans Frost and Peder Andersen, (September) 1990.

Holdnak, B.J., Clemons, T. & Bushardt, S.C. (1989) Self-esteem training and organizational correlates: A field study, Proceedings of the 1989 Southern Management Association, New Orleans, Louisiana, 205-207.

Bushardt, S.C., Fowler, A. & Davis, J.L. (1989) Career characteristics auction, Proceedings of the 26th annual meeting of the Eastern Academy of Management Meeting, Portland, Maine 79.

Duhon, D.L., Johnson, J. & Bushardt, S.C. (1989) A demographic analysis of change seekers: Potential catalysts for organizational adaptation, Proceedings of the Eastern Academy of Management Meeting, 26th annual meeting, Portland, Maine 130-132.

Fowler, A. & Bushardt, S.C. (1989) Collective bargaining simulations: Adding reality through point scoring, Proceedings of the Developments in Business Simulation & Experiential Exercises, 1989 ABSEL Meeting, Orlando, Florida, 16.

Fowler, A. & Bushardt, S.C. (1988). When arbitration conflicts with the law: An expansion of expansion of employee rights, Proceedings, Council of Employee Responsibilities and Rights Journal, Virginia Beach, Virginia.

Bushardt, S.C. & Fowler, A. (1987) Teaching evaluation: An experiential exercise in giving and receiving feedback, Proceedings, Eastern Academy of Management, Boston, MA, 225.

Debnath, S., Bushardt, S.C. & Capella, L.M. (1985) Behavior modification theory: An application to promotion game, Proceedings, Southwest Marketing Association Conference, New Orleans, Louisiana 1-4.

Bushardt, S.C., Caveny R. & Ferguson, G. (1984) The relationship between sex-role behaviors and leadership styles and effectiveness for supervisory nursing personnel, Proceedings, Southern Management Association, New Orleans, Louisiana, 92-94.

Bushardt, S.C., Brooking, S. & Fowler, A. (1982) A quantitative analysis of the relative importance of empirical and non-empirical articles with respect to the authors academic position, school status, and choice of journal types, Proceedings: Decisions Sciences In The Public And Private Sectors: Theory and Applications. Thirteenth annual conference, Southwest Region of AIDS, Dallas, Texas, 91-93.

Bushardt, S.C., Brooking, S. & Fowler A. (1982) The impact of the communication process on the business and academic view of selected management concepts: An empirical investigation through content analysis. The Proceedings of the Southwest Division of the American Business Communication Association, Dallas, Texas.

Bushardt, S.C., Fowler, A. & Brooking S. (1982) An empirical analysis of academic and professional journal publication during 1980: The impact of business school status and

author academic position, The Proceedings of the Southwest Division of the Academy of Management, Dallas, Texas, 58-61.

Bushardt, S.C. & Moore, R.N, (1981) Author and journal attitude expressed toward performance appraisal in selected management journals: An empirical analysis through content analysis, The Proceedings of the Southern Management Division of the Academy of Management, Atlanta, Georgia, 144-146.

Bushardt, S.C. & Schnake, M.E. (1980) An empirical investigation of author and journal bias toward MBO: An analysis of the literature, What Can Management Do To Improve Productivity In The 1980 Decade? Proceedings of the Southern Management Association, New Orleans, Louisiana, 135-137.

Lots of Proceedings.

Other Publications:

Bushardt, S.C. & Fowler, A. (1993) Enhancing Teacher ; Effectiveness: An Exercise in Giving and Receiving Feedback, Proceedings The American Management Foundation and The Association on Employment Practices, and Principles Annual Conference, San Diego, California, 269. [ABSTRACT]

Jones, A., Fowler, A., & Bushardt, S.C. (1992). Job conflict resolution styles of nurses Journal of Nursing Administration, 22, 11, 63. [ABSTRACT]

Bushardt, S.C. & Fowler, A. (1991) The art of feedback, The 1989 Annual: Developing Human Resources. University Associates, Inc. Publishers and Consultants, San Diego, CA, 9-16. An adaptation of the article is in Volume I of The Encyclopedia of Team-building and Team-development Activities, edited by J. William Pfeiffer. p. 84.

PROFESSIONAL MEETINGS

Bushardt, S.C., Allen, B. (May, 1987) Male-mentor and female-protege: Problems and opportunities" presented at the Women and Work Symposium sponsored by The University of Texas at Arlington.

Fowler, A., Caveny, R. & Bushardt, S.C. (May, 1986) An Explanation of The Leadership Perceptions of Women Managers and Their Subordinates. presented at the Women and Work Symposium sponsored by The University of Texas at Arlington, Texas. An abstract published in the Executive Summary. Stephen Christian Bushardt, Page 10.

Bushardt, S.C. & Fowler, A. (March, 1984) An empirical analysis of the role of journals as a contributing factor in differences in management theory and practice, presented at the Western Division of the Academy of Management in Vancouver, Canada.

Bushardt, S.C., Caveny, R. & Ferguson, R. (Spring, 1984) "Some research findings on the relationship between androgyny and leadership, presented at the, Nursing Conference held at the University of Southern Mississippi, sponsors: Gamma Lambda Chapter, Sigma Theta Tau, and the University of Southern Mississippi School of Nursing.

CURRENT RESEARCH INTERESTS

Behavioral perspective of organization culture and the role of culture as a mediating variable between formal rewards and individual behavior. sociobiological understanding of gender differences and their resulting impact on behavior within an organizational context.

Isn't this the same old stuff from www.timbersnursery.com?

OTHER PROFESSIONAL ACTIVITIES

Review Board Member for Decision Sciences Journal of Innovative Education, 2000-present.

Just like I said above.

Associate Editor on the Editorial Review Board of the Learning organization: An International Journal, 1992 to present.

Just like I said above.

Reviewer for The Journal of Business Strategies, 1985-present.

Adjunct member of Board of Reviewers for the Journal of Management Issues, 1988-Present.

Reviewer for The Personnel Administrator, 1981-1982.

Editor, Business Insights, 1983-1985.

This means that his two in Business Insights were in-house. That's weak.

Track-chairman for the Health Care Administration/ Public Sector/ Management History track of the 1991 southern Management Association meeting in Atlanta, GA, November, 1991.

Reviewed books for The Dryden Press, West Publishing Company and Harper & Row, Publishers, Inc.

COMMITTEES

Current committees

Graduate Council; Chair, Graduate Programs committee in the College of Business, University Grade Review Committee; College of Business and Economic Development Strategic Planning Committee;

Past committees

University Senate; Academic Council; University Council; University Sabbatical Request Screening Committee; Chair, College of Business Administration Research Enhancement Committee; Chair, College of Business Administration Strategic Planning Team.

Other committees

Dissertation committees in Psychology, Education and Nursing. Thesis committees in Psychology and Nursing.