Joan V. Gallos

business address: University of Missouri-Kansas City
Henry W. Bloch School of Business and Public Administration
5110 Cherry Street, Bloch 310A
Kansas City, MO 64110
phone: 816-235-2841
email: gallosj@umkc.edu

EDUCATION

1985 – **Doctor of Education**. **HARVARD GRADUATE SCHOOL OF EDUCATION**. Administration, Planning and Social Policy Program. Focus of study: organization behavior and professional education

1976 – **Master of Education**. **HARVARD GRADUATE SCHOOL OF EDUCATION**. Administration, Planning and Social Policy Program. Focus of study: organization behavior and intervention theory

1973 – **Bachelor of Arts, *cum laude***. **PRINCETON UNIVERSITY**. Concentration: English literature

1978 to 1980 – **Graduate Student Professional Development Program**, **NTL INSTITUTE FOR THE APPLIED BEHAVIORAL SCIENCES**, Alexandria, VA. Two-year program with intensive work in group development and diagnosis, program design and implementation, experiential education, counseling/group process skills, and change strategies

PROFESSIONAL EXPERIENCE: FACULTY, ADMINISTRATIVE, and RESEARCH POSITIONS

2005 to present – **PROFESSOR OF LEADERSHIP and UNIVERSITY OF MISSOURI CURATORS' DISTINGUISHED TEACHING PROFESSOR, University of Missouri-Kansas City (UMKC), Henry W. Bloch School of Business and Public Administration, Department of Public Affairs.** Tenured full professor. University of Missouri Curators' appointment (2008). Director, the Executive MBA Program (2008-present). Member of the graduate and doctoral faculties. Doctoral student advising, committee membership, and chairing. *EMBA courses:* Leadership and Organizations, first year Leadership Residency, second year International Residency. *Other Bloch graduate courses:* Leadership for Public Service; University-Community Partnerships: Community Development, Civic Citizenship, Institutional Enhancement, Entrepreneurial Drive; Organizational Change and Development; Capstone Seminar in Public Administration. *Bloch executive education*: leadership, teams, career development, political savvy.

1993 to 2005 – **PROFESSOR, University of Missouri-Kansas City, School of Education, Division of Urban Leadership and Policy Studies in Education**. Tenured and promoted to full professor (1997). Member of the graduate and doctoral faculties. Doctoral student advising, committee membership, and chairing. Director, Higher Education Graduate Programs (2003-2005). G*raduate courses*: Educational Leadership; Leadership in Higher Education; Gender and Leadership; Power and Influence in Organizations; University-Community Partnerships: Civic Citizenship, Entrepreneurism, and Institutional Reality; Organization and Administration of Higher Education; Theory of Educational Administration; Graduate Fieldwork Seminar. *Faculty development seminars*: Effective Case Teaching I and II; Finding and Developing a Research Voice.

2001 to present – **FACULTY, Harvard Leadership Institute, Harvard Graduate School of Education (HGSE), Cambridge, MA**. Core faculty for summer leadership professional development institute, sponsored by HGSE in collaboration with the Association of College and Research Libraries (ACRL)

2002 to 2003 – **FOUNDING DIRECTOR, Truman Center for the Healing Arts, Truman Medical Center (TMC), Kansas City, MO.** Administrative and programmatic leadership during sabbatical year to launch a collaboration involving TMC, UMKC, and the local arts and education communities. Goal: use of the creative

and performing arts and humanities to enrich the work and healing environments on the three campuses of TMC, Kansas City's public, *safety-net* hospital. Developed and implemented Center concept, as well as first and second year pilot programming: *literature and medicine* discussion series, arts and humanities courses for the Truman Corporate Academy, lobby concert series, arts-infused celebrations of TMC's workforce diversity, and original theater-based public health education and outreach. Winner: Kansas City Business Committee for the Arts 2004 Partnership Award. PI, director, artistic producer: *Intergenerational Teen Health and Wellness Theater Project*

1999 to 2001 – **DEAN, School of Education, University of Missouri-Kansas City.** Administrative and academic leadership to a land-grant School with undergraduate, graduate, doctoral and continuing education programs; a $3.6M annual rate budget; 53 faculty; 3 academic and 4 administrative divisions; 16 centers. Major accomplishments: clarified policies and procedures; piloted staff evaluation; initiated enrollment management; increased external funding 37%; facilitated college articulation agreements and community partnerships; and recruited faculty and staff. Other campus leadership: Academic Council, Deans Council, Chancellor's Extended Cabinet, Urban Initiative Task Force, the UM President's Advisory Council on Academic Leadership, the Missouri Higher Education Partnership in support of the KCMO Schools, and other initiatives

1999 – **SPECIAL ASSISTANT TO THE CHANCELLOR FOR STRATEGIC PLANNING, University of Missouri-Kansas City**. Leadership to strengthen the university-level strategic plan, rejuvenate academic unit-level planning, and realign planning with institutional values and budgeting in anticipation of a new Chancellor

1997 to 1999 – **COORDINATOR OF CAMPUS ACCREDITATION, University of Missouri-Kansas City**. Designed and managed campus self-study process for successful reaccreditation through the North Central Association of Colleges and Schools (NCA). Developed "special emphases" self-study on *interdisciplinarity*, *assessment*, and *collaboration/new partnerships* through NCA's experimental reaccreditation program. Involved more than 350 faculty, staff, students, and Kansas City community members in accreditation-related activities. Laid groundwork for UMKC's Center for the City. Assumed additional responsibilities for the University's Office of Assessment and in the UMKC Division of Academic Affairs

1986 to 1993 -- **INSTRUCTOR IN MANAGEMENT, Radcliffe Seminars, Harvard University.** *Graduate courses*: Leadership and Power in Organizations; The Partnership of Writing and Analysis; Organizational Behavior; Consulting Skills; Effective Supervision; Small Group Behavior; and Women as Leaders: Gender and Leadership Effectiveness. Member of the *Discovery* faculty: a management degree program for underemployed, female, financial heads of household

1983 to 1986 -- **VISITING ASSISTANT PROFESSOR OF MANAGEMENT, Babson College**, Wellesley, MA. *Undergraduate and graduate courses*: Organizational Behavior. *Executive education modules*: Managerial Decision Making; Performance Evaluation

1979 to 1981 -- **INSTRUCTOR, University of Massachusetts-Boston, College of Management and Professional Studies**. *Undergraduate courses*: Introduction to Human Resources Management

1977 to 1980 -- **TEACHING FELLOW, Harvard Graduate School of Education**. *Graduate courses*: Introduction to Organizational Theory and Behavior; Interpersonal Behavior in Administration

1976 -- **RESEARCH ASSISTANT**, **Harvard Graduate School of Education**. Analysis of the effects of TITLE III funding on developing higher education institutions

1973 to 1975 -- **ASSISTANT DIRECTOR OF THE ALUMNI COUNCIL, Princeton University.** Coordinated alumni activities and public relations for Eastern U.S. and Canada. Frequent travel, friend raising, fund raising, project administration, and staff supervision

PROFESSIONAL EXPERIENCE: EXECUTIVE EDUCATION

1980 to present – Executive and professional education on leadership, teaching effectiveness, educating for the professions, organizational effectiveness, adult development, and group dynamics in programs at institutions such as the Harvard Graduate School of Education, University of British Columbia, University of Missouri-Kansas City (the Bloch School and the School of Medicine), Babson College, Harvard=s Kennedy School of Government, and the NTL Institute=s Graduate Student Professional Development Program

PROFESSIONAL EXPERIENCE: CONSULTING

1975 to present -- Organizational consulting, program design, professional education, and management development projects for public and private sector organizations in the U.S. and abroad, such as the Hanover Insurance Company, Polaroid Corporation, Unitarian Universalist Association, Association of College and Research Libraries, Rohm & Haas, Florida Library Association, American Council on Education, U.S. Air Force, Harvard University, Chase Manhattan Bank, the Governor's Office of Employee Relations for the State of New York, Westinghouse, American Association for Continuing Higher Education, and others

EDITORIAL LEADERSHIP, WRITING, and PUBLICATIONS

Scholarly focus: expanding and deepening conceptions of what, how, and why professionals learn; professional effectiveness; innovative management education and leadership pedagogy for a diverse work world; capacities for organizational learning, change, and development. **Current interests**: understanding and developing contemporary models of healthy leadership and followership; the arts as a vehicle for leadership and organizational development

editorial positions

Journal of Management Education: Editor-in-Chief, 1993-1997; Associate Editor, 1991-1993; member of the editorial review board, 1990-1991 and 1997-present

Journal of Management Inquiry: Editorial Review Board, *Reflections on Experience* section, 2008-present.

Academy of Management Learning and Education: Editorial Board, founding member 2001-2008.

Journal of Organizational Change Management: Editorial Advisory Board, 1996-2001

Manuscript reviewer (e.g., Jossey-Bass Publishers, Sage Publications, Stanford University Press, etc.), 1990-present

books: published

Lee G. Bolman and Joan V. Gallos (2011). *Reframing Academic Leadership*. San Francisco: Jossey-Bass.

Joan V. Gallos (2008). *Business Leadership: A Jossey-Bass Reader (2nd edition)*. San Francisco: Jossey-Bass.

Joan V. Gallos (2006). *Organization Development: A Jossey-Bass Reader*. San Francisco: Jossey-Bass.

> **Named a "Notable Book for 2006" by *Training and Development* (publication of the American Society for Training and Development), December 2006**

Joan V. Gallos and V. Jean Ramsey (1997). *Teaching Diversity: Listening to the Soul, Speaking From the Heart*. San Francisco: Jossey-Bass.

***Excerpted* in the *Institute for the Management of Lifelong Education Bulletin*, Harvard Programs in Professional Education, December 1996**

books: in development

Joan V. Gallos and Lee G. Bolman. The Work of *Leadership: Essentials for Success in a Complex World.* San Francisco: Jossey-Bass.

Lee G. Bolman and Joan V. Gallos. *Managing Difficult People.*

professional writing: published curricular and instructional materials

Joan V. Gallos, James Clawson, and Roy Lewicki (2009). "Future Directions for the Scholarship of Management Teaching, Part II" in *Proceedings: From Good Teaching to Good Learning.* Charleston, SC: College of Charleston. [ISBN: 0-9741259-5-4].

Joan V. Gallos, Darlyne Bailey, Diana Bilimoria, Joseph Garcia, and Roy Lewicki (2008). "Future Directions for the Scholarship of Management Teaching" in D. Fearon, D. Greenberg, and K. Rollag (ed.). *Proceedings: Summoning Innovation: Entrepreneurial Teaching, Entrepreneurial Learning, Entrepreneurial Practice*. Babson Park, MA: Babson College. [ISBN: 0-9741259-5-4].

Jonah Friedman and Joan V. Gallos (2008). "Hold the Mustard, Spread the Mayo: Lessons for Management Educators on Quality, Collaboration, Ambiguity, and Compassionate Leadership from the Mayo Clinic" in D. Fearon, D. Greenberg, and K. Rollag (ed.). *Proceedings: Summoning Innovation: Entrepreneurial Teaching, Entrepreneurial Learning, Entrepreneurial Practice*. Babson Park, MA: Babson College. [ISBN: 0-9741259-5-4].

Joan V. Gallos and William R. Torbert (2008). "Beyond Communities of Practice: Creating and Fostering True Communities of Inquiry" in D. Fearon, D. Greenberg, and K. Rollag (ed.). *Proceedings: Summoning Innovation: Entrepreneurial Teaching, Entrepreneurial Learning, Entrepreneurial Practice*. Babson Park, MA: Babson College. [ISBN: 0-9741259-5-4].

Joan V. Gallos (2008). *Business Leadership: An Instructor's Guide for Effective Teaching*. Companion volume for *Business Leadership: A Jossey-Bass Reader (2nd edition)*. San Francisco: Jossey-Bass. http://bcs.wiley.com/he-bcs/Books?action=index&itemId=0787988197&bcsId=4262

---------- (*fourth edition,* 2008; *third edition*, 2003; *second edition*, 1997; *first edition*, 1991). An *Instructor's Guide to Effective Teaching: Reframing Organizations*. San Francisco: Jossey-Bass. http://bcs.wiley.com/he-bcs/Books?action=index&bcsId=1748&itemId=0787964263

---------- (2006). *Organization Development: An Instructor's Guide for Effective Teaching*. Companion volume for *Organization Development: A Jossey-Bass Reader*. San Francisco: Jossey-Bass. http://bcs.wiley.com/he-bcs/Books?action=index&itemId=0787984264&bcsId=3160

---------- (2004). *Management Skills Development: An Instructor's Guide for Effective Teaching*. Companion volume for *Management Skills: A Jossey- Bass Reader.* San Francisco: Jossey-Bass. http://bcs.wiley.com/he-bcs/Books?action=index&itemId=0787973416&bcsId=2168

---------- (2004). "Grand Rounds*:* Adapting a Medical Model to Improve Student Preparation, Writing, and Participation in the Management Classroom" in J. Spees (ed.) *The Traditions of Teaching: An Organizational Behavior Teaching Conference Theme Resource*. Redlands, CA: University of Redland [ISBN: 0-9741259-1-1]

---------- (2003). "Understanding the Management Classroom: An Application of Developmental Theory," in W. Ferris and J. Forray (eds.). *Teaching as Liberal Art: An Organizational Behavior Teaching Conference*

Theme Resource. Springfield, MA: Western New England College, 2003 [ISSN: 1544-9203, ISBN: 0-9741259-0-3]

---------- (2003). "Arts and the Art of Organizational Development," in W. Ferris and J. Forray (eds.). *Teaching as Liberal Art: An Organizational Behavior Teaching Conference Theme Resource.* Springfield, MA: Western New England College [ISSN: 1544-9203, ISBN: 0-9741259-0-3]

---------- (1996). "Using 'Gender and Participation: An Exploration of Differences' in the Classroom" in C. Harvey and M. J. Allard (ed.). *Understanding Diversity: Readings, Cases and Exercises: Instructor's Manual*. New York: Harper-Collins.

---------- (1988). *Instructor's Manual and Learning Guide* for use with John Miner's *Organizational Behavior, Performance and Productivity*. New York: Random House.

articles and chapters

Joan V. Gallos. (2009). "Artful Teaching: Using the Visual, Creative and Performing Arts in Contemporary Management Education" in Steve Armstrong and Cindi Fukami (ed.). *Handbook of Management Learning, Education and Development*. Thousand Oaks: Sage.

---------- (2009). "Reframing Shared Governance: Rediscovering the Soul of Collaboration." Journal of Management Inquiry 18:2 (June), 136-138.

_____ (2009). "Creativity Forums: Learning from the Lives of Extraordinary Leaders." Organization Management Journal (OMJ).

---------- (2008). "Charting a New Course for the Scholarship of Management Teaching and Learning: Future Directions, Powerful Opportunities, A Hopeful Future." Journal of Management Education 32:5, 535-540.

---------- (2008). "Making Sense of Organizations: Leadership, Frames, and Everyday Theories of the Situation" in Joan V. Gallos (ed.). *Business Leadership: A Jossey-Bass Reader*. San Francisco: Jossey-Bass.

---------- (2008). "Learning From the Toxic Trenches: The Winding Road to Healthier Organizations—and to Healthy Everyday Leaders." Journal of Management Inquiry. 17:4 (December), 354-367.

#32 of the "The Most-Read Full-Text Articles" for the Journal of Management Inquiry (Feedage.com, January 1, 2009)

---------- (2008). "*Einstein: His Life and Universe*." Academy of Management Learning and Education. 7:4, 594-600.

---------- (2007). "Joan Didion's *The Year of Magical Thinking* -- Loss and Change: A Developmental Opportunity for Teaching Wisdom, Compassion, and Respect for the Human Condition." Academy of Management Learning and Education, 6:2, 286-292.

---------- (2006). "Reframing Complexity: A Four Dimensional Approach to Organizational Diagnosis, Development and Change" in Joan V. Gallos (ed.). *Organization Development: A Jossey-Bass Reader*. San Francisco: Jossey-Bass.

---------- (2006). "*Seedfolks:* A Celebration of Diversity and the Human Spirit." Academy of Management Learning and Education, 5:1, 135- .

---------- (2005). “Career Counseling Revisited: A Developmental Perspective,” Career Planning and Adult Development, 21:1, 9-23, Spring.

---------- (2002). “The Dean’s Squeeze: Myths and Realities of Academic Leadership in the Middle.” Academy of Management Learning and Education, I:2, 174-184.

---------- (1998). “Education for Leadership: On Developing a Pedagogy of Courage, Passion, and Love.@ Journal of Management Systems, 10:4, 13-20.

---------- (1997). "On the Art of Teaching Management." Journal of Management Education, XXI: 4, November.

---------- (1997). "On Poetry and the Soul of Management Education." Journal of Management Education, XXI: 3, August.

---------- (1997). "On Learning About Diversity: A Pedagogy of Paradox." Journal of Management Education, XXI: 2, May.

---------- (1997). "On Creating Leaders: A Pedagogy of Courage and Passion." Journal of Management Education, XXI: I, February.

---------- (1997). "Women's Adult Development,” in P. Dubeck and K. Borman (eds.). *Women and Work: A Reader*. New Brunswick: Rutgers University Press.

---------- (1996). "Women's Adult Development,” in P. Dubeck and K. Borman (eds.). *Women and Work: A Handbook*. New York: Garland Publishing.

---------- (1996). "On Becoming a Scholar: One Woman's Journey" in P. Frost and S. Taylor (eds.). *Rhythms of Academic Life*. Newbury Park, CA: Sage.

---------- (1996). "Gender and Participation: An Exploration of Differences" in C. Harvey and M. J. Allard (ed.). *Understanding Diversity: Readings, Cases and Exercises*. New York: Harper-Collins.

---------- (1996). "Evolution and Revolution in Management Education: the Joys and Challenges of Change." Journal of Management Education, XX: 4, November.

---------- (1996). "On Teaching and Educating Professionals." Journal of Management Education, XX: 3, August.

---------- (1996). "On Teaching and the Simpler Life." Journal of Management Education, XX: 2, May.

---------- (1996). "On Valuing Good Teaching." Journal of Management Education, XX: 1, February.

---------- (1995). "When Authority = She: A Male Student Meets a Female Instructor." Journal of Management Development, 14:2, 76-86.

---------- (1995). "On Management Education for Women: Faulty Assumptions, New Possibilities." Selections: The Journal of The Graduate Management Admissions Council, Winter, 24-31.

---------- (1995). "Gender and Silence: The Implications of Women's Ways of Knowing for Effective College Teaching." College Teaching, 43:3, Summer, 101-105.

---------- (1995). "Toward a New Definition of Faculty Service." Journal of Management Education, XIX:4, November.

---------- (1995). "Good Management Teaching: Art, Craft and Science." Journal of Management Education, XIX:3, August.

---------- (1995). "On Creating a Chance for Students to Dream." Journal of Management Education, XIX:2, May.

---------- (1995). "Sustaining Good Teachers." Journal of Management Education, XIX:1, February.

---------- (1994). "Writing with Passion and Clarity." Journal of Management Education, XVIII:4, November.

---------- (1994). "Why Publish in Scholarly Journals?" Journal of Management Education, XVIII:3, August.

---------- (1994). "What is a Good Journal of Management Education?" Journal of Management Education, XVIII:2, May.

---------- (1993). "Understanding the Organizational Behavior Classroom: An Application of Developmental Theory." Journal of Management Education, XVII:4, November, 423-439.

---------- (1993). "Developmental Diversity and the Management Classroom: Implications for Teaching and Learning," in C. Vance (ed.) *Mastering Management Education: Innovations in Teaching Effectiveness*. Newbury Park: Sage.

---------- (1993). "Women's Experiences and Ways of Knowing: Implications for Teaching and Learning in the Organizational Behavior Classroom." Journal of Management Education, XVII:1, February, 7-26

Finalist for the 1994 Fritz Roethlisberger Memorial Award for the best peer-reviewed article on management education published in the *Journal of Management Education* in 1993

#21 of "The 50 Most-Frequently Cited Articles in the *Journal of Management Education*" (Sage Publications, January 1, 2009)

---------- (1993). "Teaching about Reframing with Films and Videos." Journal of Management Education, XVII:1, February, 127-132

#15 of "The 50 Most-Frequently Cited Articles in the *Journal of Management Education*" (Sage Publications, January 1, 2009)

---------- (1992). "Educating Women and Men in the Twenty First Century: Gender Diversity, Leadership Opportunities," Journal of Continuing Higher Education, 40:1, Winter, 2-8.

---------- (1992). "Revisiting the Same Case: An Exercise in Reframing." Journal of Management Education, XVI:2, May, 257-261

---------- (1992). "Educating Women and Men in the Twenty First Century," Administrator Issues in Higher Education Administration, May.

---------- (1989). "Developmental Diversity and the OB Classroom: Implications for Teaching and Learning." In the special series on Managing Diversity in Organizations: Professional and Curricular Issues, Organizational Behavior Teaching Review, XIII:4, November, 33-47.

Winner of the 1990 Fritz Roethlisberger Memorial Award for the best peer-reviewed article on management education published in the *Organizational Behavior Teaching Review* in 1988-1989

---------- (1989). "Exploring Women's Development: Implications for Career Theory, Practice, and Research," in M. Arthur, D. Hall, and B. Lawrence (ed.) *Handbook of Career Theory: Perspectives and*

Prospects for Understanding and Managing Work Experiences. Cambridge, England: Cambridge University Press, 110-132.

---------- (1989). "How Do We Understand a *Career*?" *Institute for the Management of Lifelong Education Bulletin*, Harvard Programs in Professional Education, II:2.

---------- (1989). "The Women's Center and Feminism," and "Princeton Women in the 'Real World'" in K. Bibbins, A. Chiang, and H. Stephenson (eds.) *Women Reflect About Princeton*. Princeton, NJ: Princeton University Office of Publications.

---------- (1988) "A Need for Reframing the Gulag Theory of Teaching: A Developmental Perspective." Organizational Behavior Teaching Review, XII:4, 74-76.

L. Bolman and J. Gallos (1979). "Existential Dilemmas in Learning for Ministry." Boston: Unitarian Universalist Association.

E. St. John, T. Tingley, and J. Gallos (1977). "Descriptive Analysis of Institutional Change Using HEGIS, OCR, and TITLE III Data Bases." PAPER C, The Development of Institutions of Higher Education by George B. Weathersby and others. Washington, D.C.: Office of Education.

Article drafts

---------- (2008). The Blind Men and the Elephant: The Power and Possibilities of the New OD

Joan Gallos and Lee Bolman (2010). Leading from the Middle: The Academic Leader as Boundary Spanner

fiction and plays

Joan V. Gallos (2002). *Mamillius and Me*. Children's novel draft.

---------- (2003). "Because We Love You: An Open Letter to Parents and Caring Adults." Three act play.

Kara Armstrong and Joan V. Gallos (2003). "Voices of Courage: Teen Talk." One act play. [6 public performances in Kansas City, Missouri in November 2003]

TV and VIDEO

1991 -- American Management Association, New York. *Coaching for Top Performance*. One of three management educators featured in this educational video

1990 -- WCVB-TV -- Boston. *Chronicle*. Featured on relationships between men and women in the 1990's

1975 -- NBC-TV, New York. *Of Women and Men*. Featured segment on my experiences as a woman in the first coeducational class at Princeton in this prime-time telecast documentary; two pre-show TV commercials

AWARDS, HONORS, FELLOWSHIPS, and GRANTS

research, scholarship, and professional contribution

Named an *Icon of Education* (January 2011) by *Ingram's Magazine* for academic leadership and outstanding career contributions to education in Missouri and Kansas.

Named University of Missouri Curators' Distinguished Teaching Professor (September 2008). A Curators' Professorship is a system-wide appointment and the highest faculty rank awarded by the University. This is the only Curators' appointment in the history of the Bloch School.

Winner, 1990 Fritz Roethlisberger Memorial Award, best article, Organizational Behavior Teaching Review

Finalist, 1994 Fritz Roethlisberger Memorial Award, best article, Journal of Management Education

Salzburg Seminar Fellowship, 1995. Participation in "Higher Education: Institutional Structures for the 21st Century," held in Salzburg, Austria, April 1995

Thomas D. Barr Faculty Development Fellowship, 1995

Thesis adviser to winner of the University of Missouri-Kansas City Outstanding Dissertation Award for 1995 [Ph.D. thesis: *Descriptions of Leadership Among Female College and University Chief Executive Officers*]

Recognition for national achievement in research, UMKC Fall Convocation 1999

Sabbatical, full academic year 2001-2002

Organization Development (Jossey-Bass, 2006) named a notable book for 2006 by *Training and Development* (ASTD), December 2006

Author of two of the 50 Most-Frequently Cited Articles in the *Journal of Management Education* (computed by Sage Publications monthly; two articles have been listed since Sage's initial publication of the listing in 2006) and #32 of the "The Most-Read Full-Text Articles" for the *Journal of Management Inquiry*

teaching

Appointment, 2009 OBTS Fellow: Sage of the Society, Organizational Behavior Teaching Society

2009 Management Educators Honor Roll, Organizational Behavior Teaching Society

Henry W. Bloch School, Department of Public Affairs candidate for the University of Missouri Elmer Pierson Teaching Award, 2006, 2007, 2009

The Organizational Behavior Teaching Society's Invited *30th Anniversary* presentation: "Understanding Teaching and Learning: An Application of Developmental Theory," Springfield, MA, 2003

The Radcliffe College/Harvard University *Excellence in Teaching* Award, 1993

service

2009 Distinguished Service Award, Organizational Behavior Teaching Society

Founding Director, Truman Center for the Healing Arts. Winner: 2004 Kansas City Business Committee for the Arts Partnership Award for the best partnership between the arts and a large organization

Recognition for national achievements in professional service, UMKC Fall Convocation 1994 through 2001

Nomination, *Kansas City Up and Comers* Award, 1996

individual project grants

Henry W. Bloch School of Business and Public Administration, Kemper Summer Research grant (2008): Exploring Leadership through the Arts: An Exploration of Possibilities, $13,500

Greater Kansas City Community Foundation, *Creative Communities* grant (2002): Intergenerational Teen Health and Wellness Theater Project, $10,000

institutional grants

Missouri Department of Elementary and Secondary Education, Kansas City Regional Professional Development Center (1999-2000), $132,805

Missouri Department of Elementary and Secondary Education, Kansas City Regional Professional Development Center (2000-2001), $140,323, $8,000, $1835

Missouri Department of Elementary and Secondary Education, Kansas City Regional Professional Development Center (2001-2002), $141,289

Mid-continent Regional Education Laboratory, Missouri Collaborative State Action Team (1999-2000), $7,000

Missouri Department of Elementary and Secondary Education, Missouri Accelerated Schools Project (1999-2000), $265,733

Missouri Department of Elementary and Secondary Education, Missouri Accelerated Schools Project (2000-2001), $277,382

Missouri Department of Elementary and Secondary Education, Missouri Accelerated Schools Project (2001-2002), $103,606

Missouri Department of Elementary and Secondary Education, STARR Teachers Program (2000-2001), $7,500

Missouri Department of Elementary and Secondary Education, Missouri Assessment Project (2000-2001), $127,384

Missouri Department of Elementary and Secondary Education, Missouri Center for Safe Schools (2000-2001), $219,966

Great Cities Program, The Great Cities' Universities Urban Educators Corps Partnership Initiative (2000-2001), $10,344

The Learning Exchange, Urban/Rural Opportunities Supplemental Grant (2000-2001), $125,000

Truman Charitable Foundation (2002): start-up funding, Truman Center for the Healing Arts, $53,000

Lighton Foundation (2003): program support, Truman Center for the Healing Arts, $25,000

SELECTED PROFESSIONAL AFFILIATIONS and POSITIONS

The Organizational Behavior Teaching Society [member 1980-present]: David L. Bradford Outstanding Educator Award Selection Committee, 2007-present; 2008 Conference Program Committee 2007-2008; Past-president 2007-2010; President 2005-2007; President-elect 2004-2005; Board of Directors 1990-1997, 2004-

2007; Conference Site Committee (chair) 2004-2005; Fritz Roethlisberger Memorial Award Committee, 1991-1992; Governance Committee, 1990-1993; Teaching Awards Policy Committee, 1995-1996.

The Academy of Management [*Management Education,* and *Gender and Diversity in Organizations* division memberships], 1984-present

Kansas City Public Library Foundation, Founding Board of Directors, 2005-2009

Actors Theater of Kansas City, Founding Board of Directors, 2005-2008

Heart of American Shakespeare Festival, Education committee, 2003-2005

Toy and Miniature Museum of Kansas City, Board of Directors, 2000-2005

Friends of Chamber Music, Board of Directors, 2003-2005

Mayor=s Kansas City Collaborative for Academic Excellence: Building Civic Capacity for Urban School Reform, 2001-2004; early childhood education sub-committees, 2001-2004

Pembroke-Hill School, Academic Affairs Strategic Planning Committee, 1998-2000; Trustee=s Committee of Diversity, 2000-2002; Middle School Council, 2003-2004; Sixth Grade Community Learning Day Committee (founding chair) 2003-2004; Arts Council, 2003-2004, treasurer 2003-2004

The Hall Family Foundation Merit Scholarship Review Committee, 2000-2003

The Forum for Early Childhood Organization and Leadership Development, National Advisory Council, Midwest Center for Non-Profit Leadership, 1996-2002

Missouri Higher Education Partnership for the KCMO Schools, founding member, 2000-2001

Kansas City Urban Teaching Fellows, Steering Committee, 2000-2001

Kauffman and Danforth Foundations Missouri Superintendent=s Forum, Advisory Board, 1999-2001

The Basic School Regional Center, Board of Directors, 1999-2001

Missouri Council on Economic Education, Board of Trustees, 2000B2001

W. K. Kellogg Foundation Review and Dissemination Team, college age youth leadership development cluster, 1996-1998

National Steering Committee, New *Models of Management Education* project, a joint effort of the Graduate Management Admissions Council (GMAC) and American Assembly of Collegiate Schools of Business (AACSB), 1994-1997

W. K. Kellogg Foundation "**Leadership Applied: Reinventing the University@** project development team, 1997-1998

National Training Laboratory (NTL) Institute for the Applied Behavioral Sciences, professional member 1983-1993. Faculty: Graduate Student Professional Development Program, 1980-1981

SELECTED UNIVERSITY OF MISSOURI SERVICE ACTIVITIES

UM System

Thomas Jefferson Award Committee, 1998-2000; Award Redesign Committee, 2000-2001

University of Missouri Consortium of Educational Policy Analysis: Board of Deans, 1999-2001; State Advisory Board, 1999-2002

The University of Missouri System President=s Advisory Council on Academic Leadership, 1998-2000

University of Missouri Research Board Reviewer, 1997-1999

University of Missouri Collaborative Ed.D. Planning, 1998-99

UMKC campus

Campus-level search committees: Bloch School Dean (2008-2009); Director of *The Center for the City* (2000-2001); Vice Chancellor for Student Affairs (1999); Director of Institutional Research (1997-98, 1998-99)

UMKC Curators Professorships, Selection Committee, 2009-present

President's Award for Research and Creativity, Selection Committee, 2006

Center for the City, Strategic Planning and Review Committee, 2005-2006

Chancellor's Advisory Committee to the UMKC Women's Center, 2004-2005

Graduate Council, 2003-2005

University Tenure and Promotion Committee, 2003-2004

Faculty Advisory Committee, Center for Creative Studies, 2003-2005

Faculty Council on Urban Affairs, 2004-2006

Academic Council, 1999-2001

Deans Council, 1999-2001

Chancellor=s Extended Cabinet, 2000-2001

Urban Initiative (*Center for the City)* Planning Committee, 1998-2000; Co-chair, Community Education Task force, 1999-2000

Great Ideas for the 21st Century Lecture Series Planning Committee, 1999-2000

Executive Committee, Center for Interdisciplinary Studies, 1999-2000

Co-chair, Local Hosting Committee, *Initiative for a Competitive Inner City* conference, 1999-2000

Chair, UMKC-North Central Association Reaccreditation Campus Steering Committee, 1997-1999

Chair, UMKC-North Central Association Reaccreditation Unit Coordinators Committee, 1997-1999

National Collegiate Athletic Association (NCAA) Accreditation Steering Committee, 1997-1999

Chair, Salzburg Seminar Fellowship Selection Committees, 1995-1998; member 1998-2003

Chair, Thomas Barr Fellowship Selection Committees, 1995-1998; member 1998-2003

Bloch School of Business and Public Administration

Faculty advisor, Pi Alpha Alpha Honor Society, 2009 – present

Bloch School Research and Awards Committee, 2009 – present

Search Committee, Assistant Professor of Non-Profit Leadership, 2008-2009

Bloch School Faculty Executive Committee, 2008

Bloch School Marketing Committee, 2006-2008

Bloch School Faculty Evaluation and Assessment Committee, 2006-2008

MPA Admissions Committee, 2006-2008

Search Committee, Associate Dean for Academic Programs, 2006

School of Education

Chair, Higher Education Planning Committee, 2003-2004

School of Education Scholarship committee, 2003-2004

Search Committee, Assistant Professor Counseling Psychology, 2004

Chair, School Reorganization Committee: facilitated data-gathering, retreat design work, and two faculty/staff retreats to reorganize the divisional structure of the school, 1999

Chair, School of Education Graduate and Doctoral Faculty Nominating Committee: committee revised doctoral faculty criteria and marshaled changes through unanimous School of Education faculty and University approval, 1996-1998; member, 1998-99

Chair, Dean's Committee on Scholarship and Research Enhancement: committee developed policies for and administered Dean's Research Fund, and developed school-wide recommendations to enhance research and scholarship, 1995-1998; member: committee spear-headed plans for a School of Education faculty development center; wrote center proposal 1994-1995

Committee on Tenure and Promotion, 1998-1999

Workload Policy Taskforce: drafted faculty-approved unit workload policy, 1998-1999

Ann Boyle Memorial Lecture Series Committee, 1994-1998

School of Education Executive Committee, 1994-1996

Higher Education faculty search committees: assistant professor, 1995-1996; visiting professor, 1996-1997; visiting assistant professor, 2004

Urban Leadership and Policy Studies doctoral application review committee, 1995-present

Higher Education Graduate Program Committee, 1995-1998; Program Redesign Committee: author of the program design and committee final report, 1993-1995