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## **EDUCATION**

B.A. 1970 (honors)  
University of California (Santa Barbara)  
Major: Political Science

M.A. 1972  
The Ohio State University (Columbus)  
Major: Public Administration

Ph.D. 1976  
University of Massachusetts (Amherst)  
Major: Organizational Behavior and Administrative Theory

## **BOOKS and MONOGRAPHS**

Encouraging the Heart: Igniting Purpose and Providing Meaningful Recognition (with J.M. Kouzes). Hoboken, NJ: Wiley. May 2025

Lawyers as Leaders: Why It Matters and What It Takes (with D.J. Polden). Chicago: American Bar Association, October 2024.

The Student Leadership Challenge: Five Practices for Becoming an Extraordinary Leader. Fourth Edition (with J.M. Kouzes). Hoboken, NJ: Wiley. May 2024.

The Leadership Challenge: Making an Extraordinary Difference. Seventh Edition (with J.M. Kouzes). Hoboken, NJ: Wiley, January 2023.

Leading in Law: Leadership Development for Law Students (with D.J. Polden). Durham, NC:

Carolina Academic Press, April 2022.

Everyday People, Extraordinary Leadership: Making a Difference Regardless of Your Title, Role, or Authority (with J.M. Kouzes). Hoboken, NJ: Wiley, February 2021.

Leadership in Higher Education: Practices That Make a Difference (with J.M. Kouzes). Oakland, CA: Berrett-Koehler, September 2019.

Stop Selling & Start Leading (with J.M. Kouzes and D. Calvert). Hoboken, N.J.: Wiley, 2018. The Student Leadership Challenge (with J.M. Kouzes). Third Edition. Hoboken, N.J.: Wiley, 2018.

A Coach's Guide to Developing Exemplary Leaders (with J.M. Kouzes and E. Biech). Second Edition. Hoboken, N.J.: Wiley, 2017.

The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations (with J. M. Kouzes). Sixth Edition. Hoboken, N.J.: Wiley, May 2017. Shortlisted for Chartered Management Institute (CMI) Book of the Year. Selected by Soundview as one of the 25 best leadership books of all time.

Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader (with J.M. Kouzes). Hoboken, N.J.: Wiley, 2016.

Making Extraordinary Things Happen in Australia and New Zealand: Applying The Five Practices of Exemplary Leadership (with J.M. Kouzes and M. Bunting). Melbourne: Wiley, 2015.

Turning Adversity into Opportunity (with J.M. Kouzes). San Francisco: Wiley, 2014.

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The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations (with J. M. Kouzes). Fifth Edition. San Francisco: Jossey-Bass, 2012. Named among Top Dozen Books of the Year by FAST COMPANY. Included among the Top 100 Business Books of All Time.

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The Truth About Leadership: The No-Fads, Heart-of-the-Matter Facts You Need to Know (with

J. M. Kouzes). San Francisco: Jossey-Bass, 2010. Translations (to date): Chinese, Korean, Japanese, and Swedish. Named Top 30 Business Books by Soundview.

A Coach's Guide to Developing Exemplary Leaders (with J.M. Kouzes and E. Biech). San Francisco: Jossey-Bass, 2010.

The Leadership Challenge Activities Book (with J.M. Kouzes and E. Biech). San Francisco: Pfeiffer, 2010.

The Student Leadership Challenge: Five Practices for Exemplary Leaders (with J. M. Kouzes). San Francisco: Jossey-Bass, 2008.

The Leadership Challenge (with J. M. Kouzes). Fourth Edition. San Francisco: Jossey-Bass, 2007. Translations (to date): Chinese, German, Indonesian, Japanese, Korean, Polish, Portuguese, Russian, and Spanish. Named Top 3 Business Books (2007) by Amazon.com. Included among the Top 100 Business Books of All Time.

A Leader's Legacy (with J. M. Kouzes). San Francisco: Jossey-Bass, 2006. Translations: Chinese, Indonesian, Korean, Polish, Portuguese, Russian, and Vietnamese. Named Top 30 Books-of-the-Year by Executive Soundtrack and Top 10 Business Books by *Globe and Mail*.

Christian Reflections on The Leadership Challenge (with J. M. Kouzes and others). San Francisco: Jossey-Bass, 2004.

The Leadership Challenge Journal (with J. M. Kouzes). San Francisco: Jossey-Bass, 2003.

The Academic Administrator's Guide to Exemplary Leadership (with J. M. Kouzes). San Francisco: Jossey-Bass. 2003.

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The Leadership Challenge Planner: An Action Guide to Achieving Your Personal Best (with J. M. Kouzes). San Francisco: Jossey-Bass. 1999. Second edition 2003.

Encouraging the Heart: A Leaders Guide to Recognizing and Rewarding Others (with J. M. Kouzes). San Francisco: Jossey-Bass, 1999. Paperback edition (with a new foreword), February 2003.

The Leadership Challenge: How to Keep Getting Extraordinary Things Done In Organizations (with J. M. Kouzes). San Francisco: Jossey-Bass, 1995. Fifteen foreign language editions. Winner of Critic's Choice Award from nation's newspaper book review editors. Main Selection of Executive Book Club and Fortune's Book Club.

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The Leadership Challenge: How to Get Extraordinary Things Done In Organizations (with J. M. Kouzes). San Francisco: Jossey-Bass, 1987 (Eleventh Printing). Paperback edition: 1990 (Tenth Printing). Eight foreign language editions. American Council of Healthcare Executives Book-of-the-Year (1988).

Managerial Values in Perspective (with W. H. Schmidt). New York: AMACOM, 1983. Monograph.

Managerial Values and Expectations (with W. H. Schmidt). New York: AMACOM, 1982. Monograph.

## **INSTRUMENTS, WORKBOOKS, and VIDEOS**

The Student Leadership Challenge Workbook and Personal Journal (with J.M. Kouzes). Hoboken, NJ: Wiley, 2024

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The Student Leadership Challenge: Student Workbook (with J.M. Kouzes). San Francisco: Wiley, 2013.

The Leadership Practices Facilitator's Guide (4<sup>th</sup> Ed) (with J.M. Kouzes). Jossey-Bass (San Francisco): 2012

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The Leadership Challenge *video* (with J. M. Kouzes). CRM/Films (Carlsbad, CA): 1988; Revised 2003.

## **SCHOLARLY PUBLICATIONS**

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The Leadership/Management Concept Scale: Differentiating Leadership from Management (with R.T. Collins and C. Algaze-Yojay), *Leadership & Organization Development Journal* 2023, 44(5), 657-677.

The Five Fundamentals of Learning Leadership (with J.M. Kouzes). In E. Bierch (ed.) *ATD's Handbook for Training and Talent Development* 2022: 675-688.

Mixed Associations Between Grit and Transformational Leadership Behavior (with A. Caza). *Journal of Leadership Studies*, 2021, 15(3): 6-20.

Development of a Scale to Measure Followers' Satisfaction with Leaders Applicable in Cross-Cultural Studies (with A. Caza), *International Journal of Business Administration*, 2021, 12(6): 17-24.

Seeking and Finding Justice: Why and When Managers' Feedback Seeking Enhances Justice Enactment (with E.N. Sherf and R.S. Gajendran). *Journal of Organizational Behavior*, 2021, 42(6): 741-766.

Exemplary Leadership (with J.M. Kouzes), in *The SAGE Encyclopedia of Leadership Studies*, G.R. Goethals, S.T. Allison, and G.J. Sorenson (eds.).

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It's How Leaders Behave That Matters, Not Where They Are From. *Leadership & Organization Development Journal*. 2013, 34(6): 573-587.

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From Inside Out: Beyond Teaching *About* Leadership. *Journal of Leadership Education*. 2009, 8(1): 1-10.

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On Putting Theory Intro Practice. *Journal of Management Inquiry*. 2009, 18(2): 139-141.

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(January): 20-21.

Lead From the Inside Out (with J.M. Kouzes). *Journal of Values-Based Leadership*. 2008, 1(1): 33-37.

Be Leaders. Do Leadership. *BizEd* (Journal of the AACSB-International). 2008, 7(3): 26-27.

Leaders Gaze Beyond the Horizons (with J.M. Kouzes). *Sensex* (Bombay Stock Exchange), 2008, 1(6): 32-34.

The Play's the Thing: Reflections on Leadership from the Theater. *Journal of Management Inquiry*, 2008, 17: 35-41.

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## ACADEMIC PRESENTATIONS

Cutting Edge Examples of the Kouzes Posner Leadership Framework in Diverse Student Settings (symposium with others). International Leadership Association 2020 Global Conference (virtual), November 2020.

Leadership Research and Future Trends. Keynote for the Virtual Leadership Challenge Conclave, July 2020.

The Five Practices of Exemplary Leadership: Research and Relevance (with G. Sims). Leadership Challenge Summit (National: West Palm Beach, FL), June 2019.

Risky Business? Examining Public Sector Leader's Engagement of Entrepreneurial Behaviors (with W. Jacobsen, A.L. Shoenig and C. Lehmuller). Public Management Research Conference (Chapel Hill, NC), June 2019.

How Do We Design and Facilitate Leadership Experiences for Faculty and Staff in Higher Education? (with L.A. Roth). Association for Talent Development International Conference and Exposition (Washington, DC), May 2019.

Research on The Five Practices: What New and What's Cooking! The Leadership Challenge Summit (National: Chicago), June 2018.

Celebrating and Strengthening The Five Practices of Exemplary Leadership (with J.M. Kouzes). The Leadership Challenge Forum (National: San Diego), June 2017.

Evidence of Universal Leadership Effects on Follower Satisfaction (with A. Caza, & B. Caza). Western Academy of Management Conference (Palm Springs) March 2017.

Influence of Grit on Leadership Behavior (with A. Caza). Western Academy of Management Conference (Portland), March 2016.

Learning Leadership (with J.M. Kouzes). The Leadership Challenge Forum (National: Nashville), June 2016.

Cultivating a Culture of Leadership (with J.M. Kouzes). The Leadership Challenge Forum (National: San Francisco), June 2015.

Good Leadership is Universal: Evidence of Global Similarity in the Sources of Followers' Satisfaction with Leaders (with A. Caza). Western Academy of Management Conference (Kauai), March 2015.

A Longitudinal Study of Canadian Student Leadership Practices: What Matters and What Doesn't (with R.G. Crawford, & R. Denniston-Stewart). Western Academy of Management Conference (Kauai), March 2015.

Managing Conflicting Incentives in Universities: The Folly of Rewarding X while Hoping for Y and Z (with others). Western Academy of Management Conference (Kauai) March 2015.

The Five Practices of Exemplary Leadership: How Leaders Create an Engaged Workforce and a Great Workplace (with J.M. Kouzes). Conference of Government Administrative Leaders in the Kingdom of Saudi Arabia: Status and Aspirations (Riyadh, Saudi Arabia), December 2014.

What People Want from Their Leaders: Lessons and Applications. 21<sup>st</sup> International Vincentian Business Ethics Conference (Dublin, Ireland), October 2014.

Turning Adversity into Opportunity (with J.M. Kouzes). The Leadership Challenge Forum (National: New Orleans), June 2014.

Growing Together: Evidence of Convergence in American and Singaporean Sources of Satisfaction with Leaders (with A. Caza). Western Academy of Management (Napa), March 2014.

Academic Administration: The Good, The Bad, and the Ugly (with others). Western Academy of Management (Napa), March 2014.

Inspire a Shared Vision (with J.M. Kouzes). The Leadership Challenge Forum (National: San Francisco, July 2013.

The Impact of Gender, Ethnicity, School Setting, and Experience on Student Leadership. Western Academy of Management (Santa Fe), March 2013.

Academic Entrepreneurship Ten Years Down the Road (with others). Western Academy of

Management (Santa Fe), March 2013.

Leadership is a Journey (with J.M. Kouzes). The Leadership Challenge Forum (National: San Francisco, July 2012.

Credibility: Simply Said (with J.M. Kouzes). The Leadership Challenge Forum (National: Chicago, July 2011.

Doing What Matters: Starting and Continuing Your Academic Career. Western Academy of Management (Victoria, B. C.), March 2011.

The Leadership Challenge Around the Globe. The Leadership Challenge Forum (National: San Diego), August 2010.

What Does the Research Show About Student Leadership? The Leadership Challenge Forum (National: San Diego), August 2010.

What People Look for in Their Leaders. MBA Forum (Antalya, Turkey), April 2010.

Leveraging Leadership Across Generations. The Leadership Challenge Forum (National: Chicago), August 2009.

Enduring Truths About Leadership (with J.M. Kouzes). ASTD Conference (National: Washington, D.C.), June 2009.

Leadership for the Young: Whatever That Means. The Leadership Challenge Forum (National: Denver), August 2008.

Leading a Life That Matters. International Leadership Association (International: Vancouver), November 2007.

Spirituality and Leadership Among College Freshmen (with C.L. Slater, and others). Academy of Management (Western: Long Beach), April 2006.

Best Practices in Leading Advisory Boards. Western Association of Collegiate Schools of Business Deans Conference (Seattle), October 2005.

What Matters Most To Advisory Board Members? AACSB-International Conference on Management Education (San Francisco), April 2005.

Practicing What We Preach: Linking Rewards to Performance in Academia. Academy of Management (Western: Las Vegas), April 2005.

Leadership Development: Liberating the Leader Within. 15<sup>th</sup> Institute on College Student Values (Tallahassee), February 2005.

Developing Frontline Leaders. Global Leadership Conference (U.S. Military Academy, West Point), November 2003.

Strategies for Development and Fund-Raising. Association of Jesuit Colleges and Universities Business School Deans Conference (Baltimore), November 2003.

Leadership Styles: Industry vs. Academic Appointments. Western Association of Collegiate Schools of Business (Vail), October 2003.

Leadership Development: The Challenge From Within. Academy of Management (National: Denver), August 2002.

Leadership Development for a Global Economy. International Western Academy of Management (Lima, Peru), July 2002.

The Proactive Personality, Leadership, Gender and National Culture (with J.W. Harder). Academy of Management (Western: Santa Fe), March 2002.

Mapping the Terrain in Investigating the Effectiveness of Corporate Advisory Boards (with A. Morkel). Academy of Management (Western: Santa Fe), March 2002.

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Educating for Leadership. AACSB-International Conference (New York), April 2001.

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Learning to Lead: Exploring the Relationship Between Learning Tactics and Leadership Practices (with L.M. Brown). Western Academy of Management (Sun Valley), April 2001.

Acting with Integrity: Just What Does This Mean? International Western Academy of Management Conference (Shizuoka, Japan), July 2000.

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Post-Tenure Review: Much Ado About Nothing. Western Association of Collegiate Schools of Business (Big Sky, MT), October 1998.

Reflections on Learning From Experience: The WAM Factor. Academy of Management (Western: Portland), March 1998.

How to Get Extraordinary Things Done in Organizations: The Practices of Extraordinary Leaders. Keynote presentation for the Twentieth Annual Conference on Management

and Executive Development Programs (Tarpon Springs, FL), November 1997.

Future Challenges for MBA Education. Fourth Annual Conference of Part-Time MBA Deans (New York University), November 1997.

Leadership: What Our Audience Expects. Keynote presentation for the Fourth International Conference of the Western Academy of Management (Guadalajara), July 1996.

Managerial Values across Cultures: Australia, Hong Kong, and the United States (with R. I. Westwood). Third International Conference of the Western Academy of Management (Brisbane, Australia), July 1994.

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An International Perspective on Shared Values (with R. Westwood). International Academy of Business (Maui), October 1993.

An Updated Look at the Values and Expectations of Federal Government Executives (with W. H. Schmidt). Academy of Management (National: Atlanta), August 1993.

Managerial Values across Functions in the 1990s (with W. A. Randolph & W. H. Schmidt). Academy of Management (National: Atlanta), August 1993.

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A First Look at the Benefits of Educational Benefits Programs (with J. L. Hall & J. M. Munson). Academy of Management (Western: Santa Barbara), March 1991.

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Meeting the HRD Leadership Challenge. American Society for Training and Development (National: Orlando), May 1990.

Survey Research and the Study of Managerial Ethics and Values. Academy of Management (National: San Francisco), August 1990

Individual Characteristics and Shared Values: It Makes No Nevermind. Academy of

Management (Western Division: Salt Lake City), March 1990.

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Values: A Source of Intra-organizational Problems (with W. A. Randolph & W. H. Schmidt). Academy of Management (Southern Management Association: Atlanta), November 1985.

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The Trials and Tribulations of Participation. Organizational Behavior Teaching Conference (National: Charlottesville), June 1985.

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Performance Appraisal Systems: Current Practices--Future Needs (with J. Hall & J. Harder). Academy of Management (Western Division: San Diego), March 1985.

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Sex Discrimination: It's in the Applicants? (with W. A. Randolph & J. Schmidt-Posner). Academy of Management (National: Boston), August 1984.

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Top Executives: Their Values and Ethical Considerations. Academy of Management (National: San Diego), August, 1981.

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Hall). American Institute for Decision Sciences (Western Regional: Reno), March, 1979.

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What Individuals Mean By Having Power and Control in Organizations. Academy of Management (National: San Francisco), August, 1978.

Opportunities, Challenges and Pitfalls in Teaching Organization Development. Organizational Behavior Teaching Conference (National: Columbia, SC), May, 1978.

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A Comparison of Students and Public Sector Managers on Machiavellianism and Job-Related Correlates. American Institute for Decision Sciences (Western Regional: San Diego), March, 1978.

A Practical Decision Tree Approach to Designing Learning Situations (with W. A. Randolph). American Institute for Decision Sciences (National: Chicago), October, 1977.

Curriculum in Organization Development: A Survey of the State of the Art (with D. J. Moberg). Academy of Management (National: Orlando), August, 1977.

Perceived Situational Moderators of the Relationship Between Role Stress, Job Satisfaction and Organizational Effectiveness in a Hospital Setting (with W. A. Randolph). Academy of Management (National: Orlando), August, 1977.

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Seniority: A Problem in Performance-Reward Systems (with D. J. Moberg). Academy of

Management (Western Division: Sun Valley), March, 1977.

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## **LEADERSHIP DEVELOPMENT ACTIVITIES WITH:**

Adaptec	Alberta Health Services (Canada)
Alcoa	Alcoa of Australia
All Hallows College (Ireland)	Alliant University
ANCC National Magnet Conference	Amazon
Amdahl Corporation	American College of Cardiology
American Electronics Association	American Institute of Architects (AIA)
America Society of Healthcare Environmental Managers	
American Youth Museums	Amfac Resorts
Amoco Oil Company	Apple Computer
Applied Materials	ARCO Chemical Company
ARCO Coal Company	Asia Institute of Management (Philippines)
Association for Systems Management (ASM)	
Association of California Community College Administrators (ACCCA)	
Association of California Nurse Leaders	Association of Community College Trustees
Association of Fraternity Advisors (AFA)	
Australian Institute of Company Directors	Australian Institute of Management (Perth; Sydney)
Association of Leadership Educators	Association of Washington School Principals
Aurora Public Schools (Colorado)	Australia Post
Australian Taxation Office (WA)	
Automotive Holdings (WA)	BASF Structural Materials - NARMCO
BECA (New Zealand)	Beneficial Management Corporation
Benefits Cosmetics	Boyd Group
Boys & Girls Clubs of America	BrightRoll
Bunnings (Australia)	
California Agricultural Leadership Academy	
California Association of Nurse Leaders	
California Business-Higher Education Forum	
California City School Superintendents Association	
California Community College Association for Occupational Education	
California Community College Student Affairs Association	
California League of Food Processors	California Police Chiefs Association
California State Department of Business, Housing, and Transportation	
California State Manager's Forum	California State Automobile Association
California Pacific Medical Center	
California State University (Northridge, Sacramento, Sonoma)	
Camp Fire USA	

Canadian Association of University Business Officers

Canadian Society of Physician Leaders

Center for Disease Control

Cepheid

Chevron Mining (Western Australia)

Ciba-Geigy

Civil Service Leadership Institute (Manila)

City of Mountain View (CA)

Clorox

Colorado Athletics Directors Association

Community College League of California

Computer Sciences Corporation

Conference Board of Canada

Cotelligent

County of Sacramento (CA)

Cornerstone University (MI)

Curtin University (Australia)

DeAnza-Foothill Community College District (CA)

DFS Group (Hong Kong)

Dow Chemical

E! (Entertainment Television)

Electronics Association of California

Genetech

Gymboree Corporation

FCCLA (Family, Career, and Community Leaders of America)

Fentress Bradburn Architects

Florida International University

Florida State University

FMC

Harshaw - Filtrol Partnership

Hewlett-Packard

Honeywell

Human Capital Institute

IBM

Institute for Management Studies (Boston, Chicago, Connecticut, Dallas, Edinburgh, Houston, London, Los Angeles, Minneapolis, New Jersey, New Orleans, New York, Philadelphia, San Francisco, Seattle)

Instituto de Administracion Cientifica de las Empresas (México)

Internal Revenue Service (IRS)

International Management Council

Jumpstart

Kent State University (OH)

Knight-Ridder Newspapers

Hong Kong University of Science and Technology

Central Bank of Barbados

Charles Schwab

Chinese American BioPharmaceutical Society

CIBA VISION

Cisco

City of Los Altos (CA)

College of St. Thomas (MN)

Comerica Bank

Community Memorial Foundation

Concordia University (CA)

Control Data Corporation

Council of Autism Service Providers

CRM Films

DAVY Group (Ireland)

DeAnza-Foothill Community College District (CA)

DIAL Corporation

Drake University (IA)

EA (Electronic Arts) eBay

El Camino Hospital

Gavilan Community College (CA)

Gonzaga University (WA)

Farm Bureau Financial Services

First Republic Bank

Fletcher Building (New Zealand)

Harper College (IL)

Health Leaders Institute (Canada)

Hispanic Association for Corporate Responsibility

Hong Kong University of Science and Technology

Hyatt Legal Services

IKEA (China)

Institute for Management Studies (Boston, Chicago, Connecticut, Dallas, Edinburgh, Houston,

London, Los Angeles, Minneapolis, New Jersey, New Orleans, New York, Philadelphia,

San Francisco, Seattle)

Instituto de Administracion Cientifica de las Empresas (México)

ITT

Itau Unibanco (Brazil)

Kaiser Permanente Health Care

Kentucky Association of School Administrators

Korean Management Association	La Sierra University (CA)
Leadership Council of Non-Profits (Cincinnati)	
Leadership Kauai	Leadership San Jose
Leadership Palo Alto	Leadership Santa Cruz
Life Pacific College (CA)	Lingnan University (Hong Kong)
Lipscomb University (TN)	Lockheed Martin
Los Gatos City Council	Loyola University, Chicago
Lucille Packard Children's Hospital	Management Association of the Philippines
McDonnell Douglas	Measurex
Merck	Mervyn's
Milpitas Middle College High School	Monmouth College (IL)
Montecito Bank and Trust	Motorola
Mt. San Antonio College (CA)	National Association for Campus Activities (NACA)
National Association of Colleges and Employers (NACE)	
National Association of Credit Managers (NACM)	
National Association of Convenience Store Owners	
National Association of Graduate Admissions Professionals (NAGAP)	
National Association of State Information Resource Executives	
National Association of Student Personnel Administrators (NASPA)	
Navigation Technologies	NetApp
New Jersey HR Planning Society	New York Life
North-American Interfraternity Conference (NIC)	
Northcentral University	North Carolina State University
North Texas State University	Northwest Bank Corporation
Northern California Grant Makers	Northrop Grumman Corporation
Novacor (Canada)	Nursing Leadership Institute (Toronto)
Nvidia	Oakwood Temporary Housing
Pacific Association of College Registrars and Admissions Officers	
Pacific Telesis	Palo Alto Leadership Council
Pepperdine University (CA)	Petronas (Malaysia)
Philadelphia School District	
PNM (Public Service Company of New Mexico)	
PRAXAIR (Mexico)	President's Association (AMA)
Printpak	Promus Hotel Corporation
Providence Hospital	Public Allies
Public Service Commission (Australia)	
Public Service Commission (Regina, Saskatchewan)	
Public Service Company of New Mexico	Pugh Investment Corporation
Qualcomm	Quantum Corporation
Queen's University (Canada)	R&I Bank (Australia)
Raychem	Richmond School District (British Columbia)
Rockhurst University (KS)	Royal Roads University (British Columbia)
Sabanci University (Istanbul)	Sandia Labs
San Diego Hospice Center	

San Jacinto College (TX)	
San Jose Medical Group	
Santa Clara University (CA)	
Santa Cruz County Business Council	
Santa Clara County Office of Education	Schlumberger
Seattle University	
Semen Gresik (Indonesia)	Service King
Sharp Health Care	Sierra Club
Sigma Phi Epsilon Fraternity	Silicon Valley Bank (SVB Financial Services)
Silicon Graphics	Simon Fraser University (Canada)
Sisters of Mercy Hospitals	SkillPath
SK Telecom	Smithsonian Institute
Southwest Texas State University	Southern Pacific Lines
StandardAero	Stanford University Medical School
Saint Catherine University (MN)	Stark County Educational Partnership
State Energy Commission of Western Australia	
St. Joseph's University (PA)	Sun Microsystems
TACSEN (Hong Kong)	The Tom Peters Company
3M Corporation	Texas Medical Center
Topgolf Callaway Brands	Trader Joe's
Triad Systems	TRW
UC Dublin	Umpqua Community College (Oregon)
U.S. Chamber of Commerce	United States Coast Guard Academy
United States Postal Service (USPS)	U.S. Small Business Administration
United Way	US Venture Partners
Universitas Mercu Buana (Indonesia)	University of Auckland (New Zealand)
University College Dublin (UCD)	University of Calgary (Alberta)
University of California (Berkeley, Riverside, San Diego, Santa Barbara, Santa Cruz)	University of California (Berkeley, Riverside, San Diego, Santa Barbara, Santa Cruz)
University of Cincinnati	University of Dayton
University of La Verne (CA)	University of Massachusetts, Amherst
University of Minnesota	University of Nevada, Reno
University of North Carolina, Chapel Hill	University of Ottawa (Canada)
University of St. Thomas (MN)	
University of San Francisco	University of Saskatchewan
University of South Carolina	University of Southern Maine
University of Tampa (FL)	University of Texas (Austin, El Paso, San Antonio)
University of Western Australia	Uplift Family Services
Utah State University	Varian Medical Systems
WIC TV (Canada)	Western Mining Corporation (Australia)
Western Association of College & University Business Officers	
Western New England College	Westinghouse
Westpac Banking Corporation (Australia)	

## COMMUNITY AND PUBLIC SERVICE

Berkeley Food Network, Board of Directors (2024 – current)  
American Red Cross, Volunteer (2021-2024)  
SV Creates, Board of Directors (2016 – 2022)  
Global Women's Leadership Network, Board of Directors (2011 - 2018)  
Uplift Family Services, Board of Directors, (2006 - 2014)  
San Jose Repertory Theatre, Board of Trustees, (2002 - 2009)  
Board of Directors, Advanced Energy (NASDAQ: AEIS) (2004 - 2008)  
    Compensation Committee, Governance and Nominations Committee  
Junior Achievement of Silicon Valley, Board of Directors (2004 - 2005)  
Search Committee, CEO/EVP, American Institute of Architects (2005)  
American Institute of Architects (AIA), Board of Directors (2001 - 2003)  
Ernst & Young Entrepreneur of the Year (Northern California), Judge (1999 - 2001)  
Public Allies - Silicon Valley, Board of Directors (Chair: 1997 - 1999)  
Center for Excellence in Non-Profits, Board of Directors (1994 -1999)  
Big Brothers Big Sisters (Santa Clara County), Board of Directors (1994 -1997)  
Academy of Management (Western Division): Vice President (1986), President-Elect (1987),  
    President (1988), Past President (1989)  
Academy of Management, Innovation & Technology Division Exec Committee (1988 - 1989)  
Organizational Behavior Teaching Society, Board of Directors (1984 - 1986)  
Sigma Phi Epsilon Fraternity, Board of Directors (1972 - 1980)

## UNIVERSITY SERVICE

Chair, Department of Management and Entrepreneurship (2020 – Current)  
Committee on Promotion to Senior Lecturer (2019 – 2022)  
Faculty Grievance Committee (2016 - 2020)  
Coordinator, Pathways on Leadership and Social Change (2013 - 2021)  
University Rank and Tenure Committee (2013 - 2016)  
UCC Task Force on Providing Feedback to Academic Administrators (2015 - 2016)  
Faculty Coordinating Council, Experiential Learning in Social Justice (2010 – 2013)  
Valedictorian Selection Committee (2011)  
\*\* On sabbatical leave (2009- 2010)  
Dean, Leavey School of Business (1997 - 2009)  
Provost Council (1997 - 2009)  
University Planning Council (1997 – 2009)  
University Facilities Committee (1998 - 2009)  
University Policy Committee on Student Affairs (1995 - 1997)  
Associate Dean, Executive Development, LSB (1993 - 1997)  
MBA Policy Committee (1993 - 1995)  
Kenna Club, Board of Directors (1994 - 1995)  
University Budget Council (1992 - 1993)  
\*\* On sabbatical leave (1991 - 1992)  
University Graduate Council (Chair, 1990 - 1991)

College Rank and Tenure Committee (1990 - 1991)  
College Undergraduate Committee (Chair, 1990 - 1991)  
Undergraduate Curriculum Review (Chair, 1990 - 1991)  
Lucas Hall Building Task Force (1989 - 1991)  
Associate Dean, Graduate Programs, LSB (1987 - 1991)  
University Planning Council (1989 - 1990)  
University Committee on Excellence through Diversity (1989 - 1990)  
Markkula Center for Applied Ethics (Board of Fellows, 1987 - 1991)  
University Library Committee (1986 - 1988)  
\*\* On sabbatical leave (1985-1986)  
Kids on Campus (President) (1984 - 1985)  
Faculty Club, Board of Directors (1982 - 1984)  
Human Subjects Review Committee (1982 - 1983)  
Faculty Grievance Committee (1982 - 1985)  
President's Advisory Council (1979 - 1981)  
University Task Force on Alcohol Policy (Chair, 1981)  
Academic Personnel Committee (1979 - 1981)  
University Activities Committee (1977 - 1979)  
Faculty Senate Council (Elected Representative (1978 - 1980)  
Faculty Senate Secretary (1978 - 1979)  
Beta Gamma Sigma (Secretary) (1980 - 1985)  
SCU Parent's Day Speaker (1979 - 1983)  
Dean's Search Committee (1978 - 1979)

## **HONORS, AWARDS, AND EDITORIAL REVIEW BOARDS**

Editorial Review Board, *Leadership & Organization Development* (2022- current)  
Editorial Review Board, *Frontiers in Psychology* (2022 - current)  
Associate Editor, *Administrative Sciences* (2021 – current)  
Distinguished Visiting Professor, Seattle University (Spring 2024)  
Visiting Professor, Graduate School of Management, University of Auckland (August 2019)  
Top Thought Leaders in Trust (2014, 2015, 2016, 2017, 2018)  
Top 20 Most Influential Global HR Thinkers, *HR magazine* (2010, 2011, 2012, 2013, 2015)  
Outstanding Scholar Award for Career Achievement, *Journal of Management Inquiry* (2011)  
Visiting Professor, Sabanci University (Istanbul) (Spring 2010)  
Visiting Professor, Hong Kong University of Science and Technology (Fall 2009)  
Distinguished Contribution to Workplace Learning and Performance Award, Association for  
Talent Development (formerly ASTD) (2009)  
Isoabella Lecture on Social Psychology and Leadership -- Alliant University (2009)  
Advisory Board, *Leadership & Organization Development Journal* (2005 – 2021)  
Advisory Board, *International Journal of Servant-Leadership* (2004 -- current)  
Editorial Review Board: *Leadership Review* (2004 -- 2011)  
Editorial Review Board: *Leadership & Organization Journal* (2022 – current)  
Thomas Hawkins Johnson Visiting Scholar, U.S. Military Academy (November 2003)

*Who's Who Among American Writers* (2002) Best Paper Award, *Corporate Governance* (2002)  
McFeely Award (top management educator): International Management Council (2001)  
Citation Award Recipient, Sigma Phi Epsilon Fraternity (2001)  
Kamm Lecture in Higher Education – Oklahoma State University (2000)  
Extraordinary Faculty Award, Leavey School of Business (1997-1998, 2000-2001, 2006-2007, 2007-2008, 2008-2009, 2009-2010 – awards discontinued and resumed 2022-2023, 2023-2024)  
Volunteer of the Year Award: Center for Excellence in Non-Profits (1996)  
*Who's Who in the World* (1994)  
Visiting Professor, Graduate School of Mgt, University of Western Australia (1992 - 1993)  
Winkler-Lund Award for Faculty Distinction (1991)  
Editorial Board: *Journal of Business Ethics* (1997 - 2003)  
Editorial Board: *Journal of Management Inquiry* (1991 - 2004)  
JMI Section Editor: Reflections on Experience (1995 - 2004)  
Editorial Board: *Journal of Management Education* (1985 - 2001)  
Outstanding Referee Award: *Journal of Organizational Behavior* (1994, 1995)  
*Who's Who in Education* (1991)  
Chris Award for Best Management Development Video (1990)  
*Who's Who of Emerging Leaders in America* (1990)  
Book of the Year Award: American Council of Healthcare Executives (1989)  
Corporate Best Award: United Way of Santa Clara County (1989, 1991, 1993)  
Bridging Diversity Award: SCU's Student Resource Center (1989)  
*Who's Who Among Human Services Professionals* (1986)  
Best Paper Award: Public Sector Division, Academy of Management (1986)  
Dirksen Fellow (1983 - 1984)  
*Who's Who Among Frontier Science and Technology* (1983)  
President's Distinguished Faculty Award (1982)  
*Who's Who Among American Writers* (1982)  
Outstanding Young Men of America Recipient (1980)  
Santa Clara University Research Grants (50+)

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