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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.

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Carolina Academic Press, April 2022.

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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.

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

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- 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.
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- The Leadership Challenge (with J. M. Kouzes). Third Edition. San Francisco: Jossey-Bass, 2002. Translations: Chinese, Russian, Japanese, Korean, Lithuanian, Portuguese, and Swedish.
- Winning the Checkered Flag: 10 Rules for Winning Projects (with W. A. Randolph). Englewood Cliffs, N.J.: Prentice-Hall. 2002.
- The Leadership Challenge Planner: An Action Guide to Achieving Your Personal Best (with J. M. Kouzes). San Francisco: Jossey-Bass. 1999. Second edition 2003.
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INSTRUMENTS, WORKBOOKS, and VIDEOS

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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	Central Bank of Barbados
Cepheid	Charles Schwab
Chevron Mining (Western Australia)	Chinese American BioPharmaceutical Society
Ciba-Geigy	CIBA VISION
Civil Service Leadership Institute (Manila)	Cisco
City of Mountain View (CA)	City of Los Altos (CA)
Clorox	College of St. Thomas (MN)
Colorado Athletics Directors Association	Comerica Bank
Community College League of California	Community Memorial Foundation
Computer Sciences Corporation	Concordia University (CA)
Conference Board of Canada	Control Data Corporation
Cotelligent	Council of Autism Service Providers
County of Sacramento (CA)	
Cornerstone University (MI)	CRM Films
Curtin University (Australia)	DAVY Group (Ireland)
DeAnza-Foothill Community College District (CA)	
DFS Group (Hong Kong)	DIAL Corporation
Dow Chemical	Drake University (IA)
E! (Entertainment Television)	EA (Electronic Arts) eBay
	El Camino Hospital
Electronics Association of California	Gavilan Community College (CA)
Genetech	Gonzaga University (WA)
Gymboree Corporation	Farm Bureau Financial Services
FCCLA (Family, Career, and Community Leaders of America)	
Fentress Bradburn Architects	First Republic Bank
Florida International University	
Florida State University	Fletcher Building (New Zealand)
FMC	Harper College (IL)
Harshaw - Filtrol Partnership	Health Leaders Institute (Canada)
Hewlett-Packard	Hispanic Association for Corporate Responsibility
Honeywell	Hong Kong University of Science and Technology
Human Capital Institute	Hyatt Legal Services
IBM	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)	
Internal Revenue Service (IRS)	ITT
International Management Council	Itau Unibanco (Brazil)
Jumpstart	Kaiser Permanente Health Care
Kent State University (OH)	Kentucky Association of School Administrators
Knight-Ridder Newspapers	
Hong Kong University of Science and Technology	

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)
Sabancı 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 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+)

Updated March 2025