

**Curriculum Vitae**  
**William Q. Judge, Jr.**  
**December, 2011**

**CONTACT INFORMATION:**

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**EDUCATION:**

<u>Date</u>	<u>Degree</u>	<u>Institution</u>	<u>Concentration(s)</u>
1989	Ph.D. in Business Administration	University of North Carolina at Chapel Hill	Strategic Management (& Business Ethics minor)
1985	M.B.A.	University of North Carolina	General Management
1978	Bachelor of Science	Lehigh University	Industrial Engineering

**ACADEMIC OVERVIEW:**

**College of Business & Public Administration at Old Dominion University**

Professor of Strategic Management &  
E.V. Williams Chair of Strategic Leadership: July, 2006 – present.  
Editor-in-Chief, *Corporate Governance: An International Review*: July, 2007- present

**College of Business Administration at the University of Tennessee**

Professor of Strategic Management: August, 2001 – July, 2006.  
Interim Head, Management Department: October, 2003-April, 2005.  
Director, Senior Executive MBA Program: June, 2000 – December, 2003.  
Associate Professor of Strategic Management: August, 1995 – July, 2001.  
Assistant Professor of Strategic Management: August, 1989 - July, 1995.

**Research Focus:** My central research focus is on strategic leaders, organizational change, and comparative corporate governance. I have published 3 books and 45 blind-reviewed articles in such scholarly and applied journals as: *Academy of Management Journal*, *Strategic Management Journal*, *Journal of Management Studies*, *Journal of Management*, *Journal of World Business*, *Academy of Management Executive*, *Academy of Management Learning & Education*, and *California Management Review*.

**Teaching Focus:** My primary teaching interest is in strategy implementation and strategic leadership. I have taught undergraduates, MBA students, doctoral candidates, and executives in teaching venues throughout the world. I have been recognized for teaching excellence on five different occasions. I am the lead author of a popular change management simulation produced by *Harvard Business Publishing* that was published in December, 2010.

**REFEREED PUBLICATIONS: (45)**

- Judge, W.Q., Weber, T. & Muller-Kahle, M. 2012. What are the Antecedents of Corporate Governance Research Productivity? An Examination of Individual Initiative and Social Networks. *Academy of Management Learning & Education*. Accepted for publication in July, 2011. Forthcoming.
- Judge, W.Q. & Douglas, T. D. 2012. Entrepreneurship as a Leap of Faith. *Journal of Management, Spirituality & Religion*. Accepted for publication in May, 2011. Forthcoming in September.
- Judge, W.Q. & Li, S. 2012. Organization Design for Foreign Subsidiaries in Multinational Enterprises: An Actor-Centered Institutional Perspective. *International Journal of Business & Management*, forthcoming in February.
- Wang, L. & Judge, W. 2012. Managerial Ownership and the Role of Privatization in Transition Economies. *Asia Pacific Journal of Management*, Published online in May, 2010, forthcoming.
- Sethi, D., Judge, W. & Sun, Q. 2011. FDI Distribution within China: An Integrative Conceptual Framework for Analyzing Intra-Country FDI Variations. *Asia Pacific Journal of Management*, 28: 325-352.
- Judge, W., McNatt, D.B. & Xu, W. 2011. Antecedents and Effects of National Corruption: A Meta-Analysis. *Journal of World Business*, 46: 93-103.
- Judge, W., Gaur, A. & Muller, M. 2010. Corporate Governance and Shareholder Activism: An International Perspective. *Corporate Governance: An International Review*. 18(4): 258-273.
- Judge, W., Li, S. & Pinsker, R. 2010. National Adoption of International Accounting Standards: An Institutional Perspective. *Corporate Governance: An International Review*, 18(3): 161-174.
- Judge, W. & Douglas, T. 2009. The Evolution of the Organizational Capacity for Change Construct. *Journal of Organizational Change Management*, 22: 635-649.
- Sethi, D. & Judge, W. 2009. Reappraising Liabilities of Foreignness within an Integrated Perspective on the Costs and Benefits of doing Business Abroad. *International Business Review*. 18: 404 - 416.
- Judge, W., Naoumova, I., Douglas, T. & Kouzevol, N. 2009. Organizational Capacity for Change and Firm Performance in Russia. *International Journal of Human Resource Management*, 20(8): 1737-1752.
- Kutan, A., Douglas, T. & Judge, W. 2009. Does Corruption Hurt Economic Development? Evidence from Middle Eastern and North African and Latin American Countries. In Serder Sayan (ed.) *Political Economy of the Middle East and North Africa*, Routledge, 25-37.

- Bach, S., Judge, W. & Dean, T. 2008. Superior Knowledge, Isolating Mechanisms, and IPO Success: A Knowledge-Based View. *Journal of Managerial Issues*, 20(4): 507-525.
- Judge, W., & Blocker, C. 2008. Organizational Capacity for Change and Strategic Ambidexterity: Flying the Plane While Rewiring it. *European Journal of Marketing*. 42(9/10): 915-926.
- Judge, W., Douglas, T. & Kutan, A. 2008. Institutional Antecedents of Corporate Governance Legitimacy. *Journal of Management*, 34: 765-785.
- Judge, W. & Elenkov, D. 2007. Antecedents of Learning Outcomes in Strategic Management Courses. *International Journal of Business Research*, 7: 80-86.
- Judge, W. & Dooley, R. 2006. Strategic Alliance Outcomes: A Transaction Costs Perspective, *British Journal of Management*. 16: 1-13.
- Elenkov, D., Judge, W., & Wright, P. 2005. Strategic Leadership Behaviors and Innovation Influence: An Empirical International Study, *Strategic Management Journal*. 26: 665-682.
- Judge, W. 2005. Adventures in Creating an Outdoor Leadership Challenge Course for an EMBA Program, *Journal of Management Education*. 29(2): 284-300.
- Judge, W. & Elenkov, D. 2005. Organizational Capacity for Change and Environmental Performance: An Empirical Assessment of Bulgarian Firms, *Journal of Business Research*. 58: 894-901.
- Judge, W., Miassodoev, S. & Naoumova, I. 2004. The Past, Present, and Future States of Russian Management Education, *International Journal of Business & Management Education*. 1: 1-20.
- Judge, W. & Naoumova, I. 2004. Corporate Governance in Russia: What Model Will It Follow? *Corporate Governance: An International Review*. 12(3): 302-315. (Translated into Russian and reprinted in 2006 in the *International Journal of the Russian and Emerging Economies*).
- Judge, W., Naoumova, I. & Koutzevol, N. 2003. Corporate Governance and Firm Performance in Russia: An Empirical Study, *Journal of World Business*, 38(4): 385-396.
- Jones, K. & Judge, W. 2002. CEO Trustworthiness: A Source of Competitive Advantage. *Academy of Strategic Management Journal*, 1: 57-78.
- Judge, W.Q. 2001. Is a Leader's Character Culture-Bound or Culture-Free? An Empirical Comparison of the Character Traits of American and Taiwanese CEOs, *Journal of Leadership Studies*, 8(2): 63-78.
- Judge, W.Q. & Ryman, J. 2001. Best Practices for Leaders Engaged in Strategic Alliances: The Case of the Health Care Industry, *Academy of Management Executive*, 15(2): 71-79.
- Douglas, T. & Judge, W. 2001. TQM Implementation and Competitive Advantage: The Role of Structural Control and Exploration, *Academy of Management Journal*, 44(1): 158-169.

- Dooley, R., Fryxell, G. & Judge, W. 2000. Belaboring the Not so Obvious: Consensus, Commitment, and Strategy Implementation Speed and Success, *Journal of Management*, 26(6): 1237-1257.
- Rogers, P., Miller, A. & Judge, W. 1999. Strategic Information Requirements and Planning Capacities: Process and Content Linked by Information. *Strategic Management Journal*. 20: 567-577.
- Judge, W.Q. & Douglas, T.J. 1998. Performance Implications of Incorporating the Natural Environment into the Strategic Planning Process: An Empirical Assessment, *Journal of Management Studies*, 35(2): 241-262.
- Krishnan, H., Miller, A. & Judge, W. 1997. Top Management Team Complementarity's Impact on the Diversification-Performance Relationship, *Strategic Management Journal*, 18(5): 361-374.
- Judge, W., Fryxell, G. & Dooley, R. 1997. The New Task of R&D Management: Creating Goal-Directed Communities in R&D Units, *California Management Review*. 39(3): 72-85.
- Judge, W. & Cowell, J. 1997. The Brave New World of Executive Coaching. *Business Horizons*, 40(4): 71-77.
- Judge, W.Q., Miller, A. & Fowler, D. 1996. What Causes Corporate Environmental Responsiveness? *Corporate Environmental Strategy*, 3(3): 43-48.
- Judge, W.Q., Dean, T., & Fowler, D. 1996. Organizational Responses to Strategic Issues Posed by the Natural Environment: An Application of Miles and Snow's Strategic Types, *Industrial and Environmental Crisis Quarterly*, 9(4): 419-447.
- Judge, W.Q. & Stahl, M. 1995. Middle-Manager Effort in Strategy Implementation: A Multinational Perspective. *International Business Review*, 4(1): 91-111.
- Fryxell, G.E. & Judge, W.Q. 1995 Individualism and Collectivism: Synthesizing the Dialectic in the Management of R&D in New Biotechnology Firms, *Journal of High Technology Management Research*, 6(1): 33-54.
- Judge, W.Q. & Spitzfaden, M. 1995. The Management of Strategic Time Horizons within Biotechnology Firms: The Impact of Cognitive Complexity on Time Horizon Diversity. *Journal of Management Inquiry*, 4(2): 179-196.
- Judge, W.Q. & Dobbins, G.F. 1995 Antecedents and Effects of Outside Directors' Awareness of CEO Decision Style. *Journal of Management*, 21(1): 43-64.
- Judge, W.Q. 1995. Outside Director Responses to Organizational Decline: Exit, Voice, Loyalty and Neglect. *Corporate Governance: An International Review*, 3(1), 9-20.
- Judge, W.Q. & Krishnan, H. 1994. An Empirical Investigation of the Scope of a Firm's Enterprise Strategy. *Business & Society*. 33(2), 167-190.

Judge, W.Q. & Fowler, D. 1994. A Configurational Approach to Enterprise Strategy Scope: An Upper Echelons Perspective. *International Journal of Value-Based Management*. 7: 91-106.

Judge, W.Q. 1993. Correlates of Organizational Effectiveness: A Multilevel Analysis of a Multidimensional Outcome. *Journal of Business Ethics*. 12: 143-152.

Judge, W.Q. & Zeithaml, C.P. 1992. Institutional and Strategic Choice Perspectives on Board Involvement in the Strategic Decision Process. *Academy of Management Journal*, 35: 766-794.

Judge, W.Q. & Zeithaml, C.P. 1992. An Empirical Comparison of the Board's Strategic Role in Nonprofit Hospitals and For-profit Industrial Firms. *Health Services Research*. 27(1): 47-64.

Judge, W.Q. & Miller, A. 1991. Antecedents and Outcomes of Decision Speed in Different Environmental Contexts. *Academy of Management Journal*, 34: 449-463.

#### **REFEREED PUBLICATIONS - ARTICLES UNDER REVIEW: (4)**

Judge, W., Zattoni, A., Lewellyn, K., Talaulicar, T., Bell, R.G., Chen, J., Kohli, N., Witt, M., Hu, H., Shukla, D., Gabrielsson, J., Quttainah, M., Lopez, F., Yamak, S., Ruigrok, W., Fassin, Y., Adegbite, E., Puffer, S., Rivas, J., Fainshmidt, S., van Ees, H. How do boards of directors contribute to IPO returns? An empirical examination of a multinational sample. *Academy of Management Journal*, as AMJ-2011-1181 in December, 2011.

Judge, W.Q., Liu-Thompkins, Y., Brown, J.L & Pongpatipat, C. The national antecedents of corporate entrepreneurship: An empirical study of Fortune's Global 500 firms. Submitted to *Journal of Management Studies* as M805 in November, 2011.

Judge, W., Zattoni, A., Talaulicar, T., Chen, J., Kohli, N., Witt, M., Hu, H., Shukla, D., Bell, R.G., Gabrielsson, J., Quttainah, M., Lopez, F., Yamak, S., Fassin, Y., Adegbite, E., Puffer, S., Ruigrok, W., Rivas, J., Fainshmidt, S., Van Ees, H. Corporate governance and IPO underpricing throughout the world: Agency & institutional perspectives. *Journal of International Business Studies*, Submitted in November, 2011.

Judge, W.Q., Stafsudd, A. & Ahamadjian, C. Industry governance bundles and sustainable value creation: The case of national financial crises in developed economies. Submitted to *Governance* as GOVE-OA-10-2011-213 in October, 2011.

#### **REFEREED PUBLICATIONS - PROCEEDINGS ARTICLES: (5)**

Judge, W., Bowler, M. & Douglas, T. 2006. Preparing for Organizational Change: Evolution of the Organizational Capacity for Change Construct. **Academy of Management Best Paper Proceedings**, O1-O6.

- Judge, W.Q. 2002. Adventures in Creating a Leadership Challenge Course for an Executive MBA Program. **Association for Business and Experiential Learning Proceedings**, 19: 95-101.
- Douglas, T. & Judge, W.Q. 1995. Integrating Environmental Issues into the Strategic Planning Process: An Empirical Assessment. **Academy of Management Best Papers Proceedings**, 475-479.
- Judge, W.Q. & Stahl, M.J. 1990. Decision modeling managerial effort in strategy implementation: A multinational test. **Decision Sciences Institute Proceedings**, 2: 1312-1314.
- Judge, W.Q. 1988. A longitudinal evaluation of corporate wellness programs' impact on health care costs. **Academy of Management Best Papers Proceedings**, 85-89.

#### **CONFERENCE PAPERS AND PRESENTATIONS: (67)**

- Talaulicar, T., Judge, W., Bell, R.G., Zattoni, A., Witt, M., Hu, H., Lopez, F., Gabrielsson, J., Chen, J., Kohli, N., Shukla, D., Quttainah, M., Adegbite, E. & Rivas, J. 2011. An upper echelons perspective of organizational capacity for change: A cross-country analysis of IPO firms. *International Strategic Management Society Meetings* in Miami, FL.
- Judge, W. & Brown, J.L. 2011. Toward a global theory of corporate governance: The promise of national governance bundles. *International Strategic Management Society Meetings* in Miami, FL.
- Xu, W., Nair, A., Gopinath, M. & Judge, W. The effects of guilt on strategic decision-making: A China-US cross-cultural experimental study. *Academy of Management Meetings* conference in San Antonio, Texas.
- Judge, W., Zattoni, A., Bell, R.G., Lewellyn, K., Talaulicar, T., Chen, J., Kohli, N., Witt, M., Hu, H., Shukla, D., Gabrielsson, J., Quttainah, M., Lopez, F., Ruigrok, W., Yamak, S., Adegbite, E., Puffer, S., Rivas, J., Fainshmidt, S., Van Ees, H. 2011. How do boards of directors contribute to IPO returns? An empirical examination of a multinational sample. *Academy of Management Meetings* conference in San Antonio, Texas.
- Judge, W., Bell, R.G., Talaulicar, T., Chen, J., Kohli, N., Witt, M., Hu, H., Shukla, D., Zattoni, A., Gabrielsson, J., Quttainah, M., Lopez, F., Yamak, S., Fassin, Y., Adegbite, E., Puffer, S., Ruigrok, W., Rivas, J., Fainshmidt, S., Van Ees, H. 2011. Corporate governance and IPO underpricing throughout the world: Agency & institutional perspectives. Manuscript presented at the *Academy of International Business* conference in Nagoya, Japan.
- Judge, W.Q., Liu-Thompkins, Y., Brown, J.L. & Pongpatipat, C. 2011. The national antecedents of corporate entrepreneurship: An empirical study of Fortune's global 500 firms. Manuscript presented at *Academy of International Business* conference in Nagoya, Japan.
- Judge, W.Q., Talaulicar, T. & Zattoni, A. 2011. Conducting international comparative management research: The IPO corporate governance research project. *EIASM's Second*

*Workshop on Top Management Teams & Business Strategy Research: Contextualizing Top Management Teams* in Istanbul, Turkey.

Judge, W., Stafsudd, A. & Ahmadjian, C. 2010. The 2008 Financial Crisis in the United States: Lessons Learned from Sweden and Japan. *Global Financial Crisis conference* co-sponsored by CGIR and the Wharton Graduate School of Business, Philadelphia, PA.

Chen, J., Judge, W. & Zhang, H. 2010. The Application of Transaction Cost Economics to Corporate Governance under the Recent Financial Crisis, *Global Financial Crisis conference* co-sponsored by CGIR and the Wharton School, Philadelphia, PA.

Judge, W., Bell, G., Talaulicar, T. & Zattoni, A. 2010. International Corporate Governance Database Project II. IMD professional development workshop, *Academy of Management Meetings*, Montreal, Canada.

Judge, W. & Liu, Y. 2009. Antecedents of corporate innovation: The case of Second Life. *Strategic Management Society meetings*, Washington, DC.

Judge, W., Filatotchev, I., Talaulicar, T. & Zattoni, A. 2009. International Corporate Governance Database project I, IMD Professional development workshop, *Academy of Management Meetings*, Chicago, IL.

Judge, W. 2008. Entrepreneurial start-ups as leaps of faith. *Academy of Management Meetings*, Anaheim, CA.

Sethi, D. & Judge, W. 2008. Towards a conceptual framework for more fine-grained analyses of FDI Locations: An illustrative empirical analysis of FDI distribution within China during 2000-06. *Academy of International Business Meetings*, Milan, Italy.

Judge, W., McNatt, D.B. & Xu, W. 2008 Antecedents and effects of national corruption: A meta-analysis. *Academy of International Business Meetings*, Milan, Italy.

Judge, W. 2008. Keynote address on "Board Involvement in the Strategic Decision Making Process", *Asian Corporate Governance Conference*, Taipei, Taiwan.

Sethi, D. & Judge, W. 2007. Sustaining competitive advantage through dynamic adaptation. *Strategic Management Society Conference*, San Diego, CA.

Judge, W., Li, S. & Pinsker, R. 2007. National adoption of international accounting standards: An institutional perspective. *Strategic Management Society Conference*, San Diego, CA.

Sethi, D. & Judge, W. 2007. The evolution of international business. *Academy of International Business Meetings*, History track, Indianapolis, Indiana.

Sethi, D. & Judge, W. 2007. Clarifying the costs (and benefits) of doing business abroad: A conceptual integration. *Academy of Management Meetings*, International Management Division. Philadelphia, PA.

- Judge, W. & Bach, S. 2007. Senior executives' characteristics and firm performance: An empirical study in ten diverse countries. *Academy of Management Meetings*, International Management Division, Philadelphia, PA.
- Elenkov, D., Ely, R., Judge, W., Meyerson, D., Puffer, S., Scandura, T., & Tung, R. 2007. Women leaders in government, business & academia: Doing well by doing good. All-Academy Symposium at the *Academy of Management Meetings*, August, Philadelphia, PA.
- Li, S. & Judge, W. 2007. Effects of governance environment on organizational structure and process, *Organization Science Winter Conference*, Steamboat Springs, CO.
- Judge, W., Bowler, M. & Douglas, T. 2006. Understanding organizational change: Evolution of the organizational capacity for change inventory. *Academy of Management Meetings*, Business Policy & Strategy Division, Atlanta, GA.
- Judge, W. & Elenkov, D. 2006. Antecedents of learning outcomes in a business policy course: An empirical study. *Academy of Management Meetings*, Management Education & Development Division, Atlanta, GA.
- Daniels, J., Early, C., Elenkov, D., Gibson, C., Judge, W., Luthans, F., & Puffer, S. 2006. New perspectives on cross-cultural knowledge: In search of action plans to service the global economy. All-Academy Symposium at the *Academy of Management Meetings*, August, Atlanta, GA.
- Naoumova, I. & Judge, W. 2005. The role of managerial education in SME development in transition economies. *Academy of International Business*, Southeast Region, November, Charleston, SC.
- Judge, W. & Blocker, C. 2005. Organizational capacity for change and strategic ambidexterity: Flying the plane while rewiring it, *Strategic Management Society*, October, Orlando, FL.
- Judge, W., Naoumova, I., Douglas, T. & Kouzevol, N. 2005. Competitive advantage in transition economies: The antecedents and effects of organizational capacity for change. *Academy of Management Meetings*, Business Policy & Strategy Division, Honolulu, Hawaii.
- Judge, W., Boyd, B., Delbecq, A. & Neal, J. 2005. Stories about management teaching and research: Making sense of management in the 21<sup>st</sup> century. Symposium presentation to *Academy of Management Meetings*, Jointly sponsored by the Management Education & Development Division and the Management, Spirituality and Religion interest group, Honolulu, Hawaii.
- Bartley, S., Judge, W & Judge, S. 2005. Antecedents of marital happiness and career satisfaction: An empirical study of dual-career managers. *Academy of Management Meetings*, Gender, Diversity & Organizations Division, Honolulu, Hawaii.
- Judge, W. 2004. Antecedents of National Corruption: An Institutional Perspective. *Association of International Business – Southeast Regional Conference*, Knoxville, TN, November 10-12.

- Naoumova, I., Judge, W. & Koutzevol, E. 2004. The role of the state in the support of small enterprises in transition economies: Russian perspectives. *United Nations: Expert Meeting on Good Governance for SMEs*, Geneva, Switzerland, April 1-2, 2004,
- Bach, S., Judge, W. & Dean, T. 2004. Resources, networks, and the creation of entrepreneurial rents, Entrepreneurship Division, *Academy of Management Meetings*, New Orleans, LA, August 7-11.
- Judge, W. 2004. Conducting Research in International Management. Invited Panel Discussion for the International Management Division, *Academy of Management Meetings*, New Orleans, LA, August 7-11.
- Judge, W. 2004. Admissions Trends in Executive MBA Programs: A Descriptive Study of EMBA Programs in Southeastern US, Invited Presentation to the *Southeast Regional Executive MBA Council Meeting*, Tampa, FL, February 29-March 2.
- Judge, W. & Straw, R. 2003. Top-Down Versus Bottom-Up EMBA Curriculum Integration, *International Executive MBA Council Conference*, Atlanta, GA, October 19-22.
- Judge, W. & Elenkov, D. 2003. Organizational Capacity for Change and Environmental Performance: An Empirical Assessment, *Academy of Management Meetings*, Organizations and Natural Environment Division in Seattle, Washington.
- Judge, W., Naoumova, I. & Koutzevol, N. 2003. Corporate Governance in Russia: Views from Russian Middle Managers, *International Conference on Corporate Governance and Investment in Transitioning Economies*, Boston, MA, April 24-26.
- Judge, W., Miassodoev, S. & Naoumova, I. 2002. The Evolution of Russian Management Education: An Institutional Dynamics Perspective, *Academy of Management Meetings*, Management Education and Development in Denver, Colorado.
- Elenkov, D., Judge, W., & Wright, P. 2002. Strategic Leadership Behaviors and Innovation Influence: An Empirical International Study, *Academy of Management Meetings*, Business Policy and Strategy Division in Denver, Colorado.
- Judge, W. 2002. Adventures in Creating an Outdoor Leadership Challenge Course for an EMBA Program, *Association for Business Simulation & Experiential Learning (ABSEL) Conference*, Pensacola, Florida.
- Ryman, J. & Judge, W. 2000. The Resource-Based and Relational Views: Complementary Perspectives of Competitive Advantage. *Academy of Management Meetings*, Business Policy and Strategy Division, Toronto, Ontario.
- Judge, W. 1999. The Leader's Shadow. *Organizational Behavior Teaching Conference*, Las Cruces, New Mexico.

- Judge, W. & Ryman, J. 1998. Insights from Game Theory for Strategic Alliance Formation: The Case of the Health Care Industry. *Academy of Management Meetings*, Health Care Management Division, San Diego, CA.
- Jones, K. & Judge, W. 1998. CEO Trustworthiness as a Source of Competitive Advantage: A Resource-Based Perspective *Academy of Management Meetings*, Business Policy & Strategy Division, San Diego, CA.
- Douglas, T. & Judge, W. 1998. Adopting total quality for competitive advantage: A resource-based evaluation. *Academy of Management Meetings*, Business Policy & Strategy Division, San Diego, CA.
- Singh, H. & Judge, W. 1997. MNE Planning Systems and Effective Foreign Direct Investment Implementation, *Academy of Management Meetings*, International Division, Boston, MA.
- Judge, W. 1997. Distance Learning in MBA Education: Promise and Pitfalls. *Organizational Behavior Teaching Conference*, Case Western Reserve, Cleveland, Ohio
- Judge, W., Vail, P., Torbert, W. & McCann, D. 1996. Who is in Charge? The Executive's Spiritual Journey. *Academy of Management Meetings*, Cincinnati, Ohio, Joint Symposium sponsored by the Management Education & Development and the Business Policy and Strategy Divisions.
- Wheeler, J., & Judge, W. 1996. Does Religion Matter? A Study of the Relationship Between CEO's Religious Motivation and Their Organization's Strategic Priorities, *Southern Management Association Meetings*, New Orleans, Louisiana.
- Brown, R. & Judge, W. 1995. An Upper Echelons View of Organizational Effectiveness: Capturing New Organizational Realities. *Strategic Management Society*, Mexico City, Mexico.
- Rogers, P.R., Miller, A. & Judge, W. 1995. Strategic Information Requirements and Planning Capacities: Process and Content Linked by Information. *Academy of Management Meetings*, Vancouver, British Columbia, Business Policy and Strategy Division.
- Douglas, T. & Judge, W. 1995. Integrating the Natural Environment into the Strategic Planning Process: An Empirical Assessment. *Academy of Management Meetings*, Vancouver, British Columbia, Organizations and Natural Environment Interest Group.
- Judge, W., Dooley, R., & Fryxell, G. 1994. Goal-directed Communities as Instruments of Radical Innovation: An Empirical Investigation of R&D units in the Biotechnology Industry, *Academy of Management Meetings*, Dallas, TX, Technology and Innovation Management.
- Judge, W.Q. & Mackillop, A. 1993. New Ventures into Foreign Markets: An Organizational Learning Perspective, *Strategic Management Society*, Chicago, IL.
- Judge, W.Q. & Fowler, D.F. 1993. A Configurational Approach to Enterprise Strategy Scope: An Upper Echelon Perspective, *Academy of Management Meetings*, Atlanta, GA, Business Policy & Strategy Division.

- Fryxell, G.F. & Judge, W.Q. 1993 Individualism and Collectivism: Synthesizing the Dialectic in the Management of R&D in New, Biotechnology Firms, *High Technology Management Conference*, Boulder, CO.
- Judge, W.Q. 1992. Outside Director's Awareness of the CEO's Strategic Decision Style, *Academy of Management Meetings*, Las Vegas, NV, Business Policy & Strategy Division
- Judge, W.Q. & Spitzfaden, M. 1992. Strategic Time Horizons: An Empirical Study of High Technology Firms, *Academy of Management Meetings*, Las Vegas, NV, Business Policy and Strategy Division.
- Judge, W.Q. & Fryxell, G.F. 1992. Justice Norms and Research Productivity in R&D units: A Transaction Cost Approach," *Academy of Management Meetings*, Las Vegas, NV, Technology and Innovation Management Division.
- Judge, W.Q. & Krishnan, H. 1991. Enterprise Strategy, Grand Strategy, and Financial Performance, *Southern Academy of Management Meetings*, Atlanta, GA, Business Policy Division.
- Judge, W.Q. & Stahl, M. 1990. Decision Modeling Managerial Effort in Strategy Implementation: A Multinational Test, *Decision Sciences Institute*, San Diego, CA, Organizational Management Division.
- Judge, W.Q. & Miller, A. 1990. Strategic Decision Speed: An Empirical Investigation of its Determinants and Industry Effects, *Academy of Management Meetings*, San Francisco, CA, Business Policy Division.
- Judge, W.Q. & Zeithaml, C.P. 1990. An Empirical Examination of the Board's Involvement in the Strategic Decision Process, *Academy of Management Meetings*, San Francisco, CA, Business Policy Division.
- Judge, W.Q. & Zeithaml, C.P. 1990. An Empirical Comparison of Board Structure and Strategic Involvement Between Nonprofit Hospitals and For-Profit Industrial Firms, *Academy of Management Meetings*, San Francisco, CA, Health Care Administration Division.
- Judge, W.Q. 1988. A Longitudinal Evaluation of Corporate Wellness Programs' Impact on Employee Medical Costs, *Academy of Management Meetings*, Anaheim, CA, Health Care Administration Division.
- Judge, W.Q. & Zeithaml, C. P. 1987. The Board of Directors' Involvement in Strategic Decision Making: A Review and Model, *Academy of Management Meetings*, New Orleans, LA, Business Policy Division.

#### **NONREFEREED PUBLICATIONS – EDITORIALS: (22)**

- Judge, W. 2012. The Importance of Considering Context when Developing a Global Theory of Corporate Governance. *Corporate Governance: An International Review*, 20(2): forthcoming.

- Judge, W. 2012. Pioneering research in comparative corporate governance: The role of special issues. *Corporate Governance: An International Review*, 20(1): 1-2.
- Judge, W. 2011. The pivotal role of ownership. *Corporate Governance: An International Review*, 19(6): 505-506.
- Canyon, M., Judge, W. & Useem, M. 2011. Corporate governance and the global financial crisis. *Corporate Governance: An International Review*, 19(5): 399-404.
- Judge, W. 2011. New answers and questions arising from corporate governance research. *Corporate Governance: An International Review*. 19(4): 293-294.
- Judge, W. 2011. Must a global theory of corporate governance contain multiple levels of analysis? *Corporate Governance: An International Review*, 19(2): 97-98.
- Judge, W. 2011. The multiple levels of analysis for corporate governance research. *Corporate Governance: An International Review*, 19(1): 1-2.
- Judge, W., Filatotchev, I. & Aguilera, R. 2010. Comparative corporate governance and international business. *Corporate Governance: An International Review*, 18(6): 493-495.
- Judge, W. 2010. The wide-ranging effects of corporate governance throughout the world. *Corporate Governance: An International Review*, 18(5): 379-380.
- Judge, W. 2010. Corporate governance mechanisms throughout the world. *Corporate Governance: An International Review*, 18(3): 159-160.
- Judge, W. 2010. Thomas Kuhn and corporate governance research. *Corporate Governance: An International Review*, 18(2): 84-85.
- Judge, W. 2010. Financial efficiency versus social legitimacy. *Corporate Governance: An International Review*, 18(1): 1-2
- Judge, W. 2009. A tribute to Denis and McConnell. *Corporate Governance: An International Review*, 17(6): 663-664.
- Judge, W. 2009. The complexity of corporate governance research. *Corporate Governance: An International Review*, 17(5): 525.
- Judge, W. 2009. Toward a global theory of corporate governance. *Corporate Governance: An International Review*, 17(2): iii-iv.
- Judge, W. 2009. The geographic diversity of CGIR. *Corporate Governance: An International Review*, 17(1): ii.
- Judge, W. 2008. The screening process for new submissions. *Corporate Governance: An International Review*, 16(6): iii-iv.

- Judge, W. 2008. What is the dependent variable in corporate governance research? *Corporate Governance: An International Review*, 16(5): ii.
- Judge, W. 2008. Methodological pluralism. *Corporate Governance: An International Review*, 16(4): ii.
- Judge, W. 2008. Agency and institutions. *Corporate Governance: An International Review*, 16(3): ii-iii.
- Judge, W. 2008. Editorial note. *Corporate Governance: An International Review*, 16(1): i.
- Judge, W. 2007. Some early observations. *Corporate Governance: An International Review*, 15(5): i.
- Judge, W. 2007. Incoming editorial. *Corporate Governance: An International Review*, 15(4): ii.

#### **NONREFEREED PUBLICATIONS – BOOKS, CHAPTERS, & BOOK REVIEWS: (11)**

- Zattoni, A. & Judge, W.Q. (editors) 2012. *Corporate Governance and Initial Public Offerings (IPOs): An International Perspective*. Cambridge: Cambridge University Press, forthcoming in March.
- Judge, W.Q. 2011. *Building Organizational Capacity for Change: The Strategic Leader's New Mandate*. New York: Business Expert Press.
- Nair, A., Trendowski, J. & Judge, W. 2008. Book review of "The theory of the growth of the firm" by Edith Penrose, *Academy of Management Review*, 33: 1026-1028.
- Judge, W. & Zeithaml, C. 2004. Institutional and strategic choice perspectives on board involvement in strategic decision making. In *Theories of corporate governance: The philosophical foundations of corporate governance*. By Thomas Clarke (ed.), New York: Routledge, 149-158.
- Judge, W.Q. 2004. Five invited entries: (1) "Strategic Leadership" (pp. 530-531), (2) "Strategic Management Process" (pp. 532-533), (3) "Strategic Change" (p. 525), (4) "Collaborative Partnerships" (p. 82), (5) "Co-opetition" (pp. 107-108). *The Encyclopedia of Healthcare Management*, M.J Stahl (editor). Thousand Oaks, CA: Sage Publications.
- Judge, W.Q. & McLaughlin, C. 2003. *Dr. Johnson: Network Medical Director*, in Jonathon Rakich, Beaufort Longest & Kurt Darr (eds.) *Cases in Health Services Management, Fourth Edition*, Baltimore, MD: Health Professions Press. Chapter 12: 163-176.
- Judge, W. Q. 2000. Invited book review: *The Russian Capitalist Experiment: From State-Owned Organizations to Entrepreneurships*, *Academy of Management Executive*, 14(4): 154-156.
- Judge, W.Q. 1999. *The Leader's Shadow: Exploring and Developing the Character of Executive Leaders*, Beverly Hills, CA: Sage Publications.

Judge, W.Q. 1999. Chapter 10: *Strategic Leadership in the Health Care Industry*. In M. Stahl and P. Dean (Eds.) *The Business of Medicine: What Every Physician Leader Needs to Know*. Gaithersburg, MD: Aspen, pp. 189-196.

Judge, W.Q. & McLaughlin, C. 1999. *Dr. Johnson: Network Medical Director*, in C.P. McLaughlin and A.D. Kaluzny (eds.) *Continuous Quality Improvement in Health Care, Second Edition*, Gaithersburg, MD: Aspen, pp. 533-550.

Judge, W.Q. 1992. *The Board's Role in a Privately-Held Firm Facing a Crisis*, in R.H. Ford (ed.) *Boards of Directors and the Privately-held Firm: A Complete Guide for Owners, Officers, and Directors*. Westport, CT: Greenwood Press, pp. 84-96.

Judge, W.Q. & Stahl, M.J. 1991. *Long-term Quality Improvement and Cost Reduction at Capsugel/Warner-Lambert*, in M.J. Stahl & G. Bounds (eds.), *Competing Globally Through Customer Value*, Westport, CT: Greenwood Press, pp. 703-709.

#### **WORKING PAPER(S):**

Muller-Kahle, M. & Judge, W. Do shareholder activists act like police or criminals? An empirical study of US and UK firms.

Chen, J., Judge, W. & Zhang, H. The application of transaction cost economics to corporate governance under the recent financial crisis.

Gaur, A., Brown, J.L, Judge, W.Q. & Mukerjee, D. Can you fake it and get away? Ceremonial and actual adoption of corporate social responsibility and firm performance.

#### **NONREFEREED PUBLICATIONS – UNIVERSITY MAGAZINES: (8)**

Judge, W. Winter, 2008. "Learning about Leadership." ODU's *Quest* magazine, 10(2): 12-15.

Judge, W. Spring, 2003. "Senior Executive MBA Program Focuses on Character". UTK CBA's *Perspectives Alumni* magazine, 11(1): 17.

Judge, W. Spring, 2003. "Senior Executive MBA Program Hosts First Alumni Reunion." UTK CBA's *Perspectives Alumni* magazine, 11(1): 4.

Judge, W. Fall, 2002. "A Cross-Cultural Examination of CEO Character." *ODK Quarterly* magazine, 4.

Judge, W. Winter, 2002. "Memories of Moscow: A Fulbright Experience in Russia" UTK CBA's *Perspectives Alumni* magazine, 10(2): 4.

Judge, W. Spring, 2002. "EMBA Class Shows Class," UTK CBA's *Perspectives Alumni* magazine, 3.

Judge, W. Fall, 2001. "From Russia With Love." UTK CBA's Center for Executive Education's @ *The Center Newsletter*, 3.

Judge, W. Spring, 2001. "Learning to Lead." UTK CBA's *Perspectives* Alumni magazine, 6-7.

### **ADMINISTRATIVE ACCOMPLISHMENTS:**

- CGIR Editor-in Chief, 2007-present
  - Reduced average review cycle time from 142 days to 38 days in one year
  - Raised SSCI Impact Factor from 1.08 to 2.75 in four years
  - Created the journal's first editorial board
  - Reduced the acceptance rate from 25% to less than 10% in three years
  - More than doubled the number of submissions from 187 in 2006 to 393 in 2010
- ODU College of Business: Management Area Ph.D. Coordinator, 2006-present
  - Revised departmental website in 2007
  - Coordinated professional development of 5 cohorts of doctoral students
  - Placed three students in academic positions
- ODU College of Business, GEMBA Academic Director, 2007-present
  - Led the effort to launch the school's first EMBA program
  - Program approved after 30 month approval process
  - Program failed to launch in January, 2011
- UT College of Business: Management Department, 2003-2005
  - Eliminated a \$100,000+ departmental deficit within one year.
  - Managed the merger integration process for seven Human Resource Development members into the Management Department.
  - Formalized and clarified standards for the annual performance review system.
- UT College of Business: Senior Executive MBA Program, 1999-2003
  - Grew the class size 50% and program revenues 80% over this 3.5 year period.
  - Expanded alumni relations and started a scholarship fund (\$100,000 pledged).
  - Led the program to its first international ranking in the Financial Times in 2003.
  - Obtained service mark from U.S. patent office for "high-compression learning"
- UT College of Business: Recognition and Awards Committee, 2001
  - Redesigned the traditional manual nomination system to an on-line format so that,
    - Nominations increased 40% over the previous year
    - Over 100 off-campus students were brought into the process
    - Unethical incidents were dramatically reduced
- UT College of Business: Physician's Executive MBA Program, 1997
  - Served as curriculum coordinator to help design the innovative 30% synchronous, 20% asynchronous curriculum for physician executives.
  - Obtained Graduate School approval for pioneering mixed mode curriculum.
  - The program's distance learning technology has been replicated extensively within the CBA and adopted in many other EMBA programs outside of the University.
- UT College of Business: Full-Time MBA Program, 1994
  - Pioneered the use of the "ropes" course by working with the professionals at New Horizons Experiential Learning Center.
  - Introductory ropes courses are now standard fare in all MBA & MACC programs.

**TEACHING MATERIALS:**

Judge, W. & Hill, L. 2010. **Change Management Simulation: Power & Influence**. A web-based simulation that is designed to provide simulated practice with: (1) diagnosing organizational change situations, (2) designing organizational change initiatives, and (3) revising organizational change initiatives as new information is gained. Harvard Business School Publishing. Release date: December 15, 2010.

Judge, W.Q. & Burgess, J.B. 1997. **Healthcare Co-opetition Game**. A behavioral simulation set in the healthcare industry that is designed to: (1) provide practice in negotiation skills, and (2) teach managed care concepts.

Judge, W. Q. & Fowler, D. 1994. **Commons Game**. A behavioral simulation set in the chemicals industry that is designed to provide an experiential learning around the tragedy of the commons.

**TEACHING EXPERIENCE:****A. Domestic Degreed Programs:**

- \* Management 401: Undergraduate core course on “Strategic Management”
- \* Management 471: Undergraduate elective course on “International Management”
- \* Management 581: MBA elective on “Environmental Management”
- \* Management 599: MBA elective on “Leadership”
- \* Management 589: MBA elective on “Business Ethics”
- \* Business Administration 501: MBA core module on “Strategy Implementation”
- \* Business Administration 551: Senior EMBA core module on “Strategic Leadership”
- \* Business Administration 551: Physician’s EMBA core module on “Strategic Leadership”
- \* Business Administration 699: Doctoral seminar on “Strategic Leadership”
- \* Management 611: Ph.D. core course on “Strategic Management Processes”
- \* Management 613: Ph.D. core course on “Strategy Classics”
- \* Management 750: M.B.A. core course on “Strategic Management”
- \* Management 821: Ph.D. core course on “International Strategic Management”
- \* Management 842: Ph.D. core course on “Strategic Management Processes”
- \* Management 896: Ph.D. core course on “Qualitative Data Analysis”

**B. Domestic Non-degreed Programs:**

- \* Executive Development Program: Executive education module on “Strategic Leadership”
- \* Lockheed Martin Energy Systems: Customized leadership training
- \* Tennessee Government Executive Institute: Executive education module on “Transformational Leadership”

**C. International Degreed Programs:**

- \* Taiwan EMBA Program: Core module on “Global Leadership & Change” (In Taipei)
- \* MGIMO MBA Program: Elective course on “Organizational Change” (in Moscow)
- \* MGIMO MBA Program: Elective course on “Multinational Management” (in Moscow)
- \* Senior Executive MBA Global Seminar: Core module on “Creating a Global Mindset”

**TEACHING/RESEARCH GRANTS: (13)**

Validation study of organizational capacity for change instrument. Competitive research SGRP grant within the UTK College of Business Administration, 2004-05. Amount: \$5,000.

Fulbright Grant. Competitive grant from the U.S. Fulbright Commission to promote cross-cultural understanding between the United State and Russia, 2001. Amount: \$50,000

Strategic Alliance Effectiveness. Competitive research grant from the UTK College of Business Administration, 1998-99. Amount: \$4,500

Inner Characteristics of CEOs and the Organization's Strategic Goals. Competitive research grant from Consulting Psychologists Press, 1996-97. Amount: \$5,000

Strategic Management in the Health Care Industry. Teaching grant from St. Mary's Health System, 1995-96. Amount: \$5,000.

Health Care Industry in East Tennessee. Teaching grant from Ft. Sanders Health System, (with A. Miller, K. Gilbert, & C. Massingale), 1995-96. Amount: \$50,000.

Innovative Teaching Award. Competitive teaching grant from UTK's Learning Research Center, 1995. Amount: \$500.

Determinants of Managerial Interpretations and Responses to Natural Environmental Issues, Research grant from UTK's Energy, Environment, and Resource Center, (with D. Fowler & A. Miller), 1993-94. Amount: \$50,000.

Justice Norms and Research Productivity in Biotechnology Research Laboratories: A Transaction Cost Perspective. Research grant from the National Science Foundation, (with G. Fryxell), 1992-93. Amount: \$40,000.

Middle Manager Involvement in Strategy Implementation: Longitudinal Investigation of a Strategic Change Effort. Research grant from UTK's Center for the Advancement of Organizational Effectiveness (with M. Stahl), 1990-92. Amount: \$30,000.

The Board of Director's Involvement in the Strategic Decision-making Process. Research grant from UNC-CH's Institute for Private Enterprise (with C. Zeithaml). Amount: \$25,000.

Dissertation Research Award (competitive award). Research grant from the Irwin Foundation, 1988. Amount: \$5,000.

A Longitudinal Evaluation of Corporate Wellness Programs' Impact on Health Care Costs. Research grant from The International Foundation of Employee Benefit Plans, 1987. Amount: \$4,000.

**HONORs and AWARDS:**

2011: Nominated for outstanding teacher of doctoral students at Old Dominion University – university-wide award.

- 2011: Invited to serve as Consulting Editor for the Strategic Management and Corporate Governance collections at Business Expert Press.
- 2010: Invited to serve on Editorial Review Board for *Journal of World Business*.
- 2010: Elected to the Executive Committee of the Corporate Strategy & Governance interest group for the Strategic Management Society (two year commitment).
- 2010: Delivered keynote address to scholars, governmental officials, and practitioners attending the *Asian Corporate Governance* conference in October in Hong Kong, China.
- 2010: Appointed to be the Editor-in-Chief of *Corporate Governance: An International Review* starting in January, 2010 for a (second) three-year period by Wiley Publications.
- 2009: Appointed to Chair the International Awards Committee for the Business Policy & Strategy Division, Academy of Management for two year period.
- 2008: Delivered keynote address to scholars, governmental officials, and practitioners attending the *Asian Corporate Governance* conference in Taipei, Taiwan.
- 2007: Selected to be the Editor-in-Chief of *Corporate Governance: An International Review* starting in July, 2007 for a 2.5 year period by Blackwell Publications.
- 2006: Selected to be the first E.V. Williams Chair of Strategic Leadership at Old Dominion University.
- 2005: Finalist for UTK CBA's "Full Portfolio" Teaching, Research and Service award.
- 2004: Paper on corporate governance published in 1992 in Academy of Management Journal listed as one of 20 writings with biggest impact on corporate governance thinking over last 50 years, according to the Center for Corporate Governance, Sydney, Australia.
- 2004: Awarded two-year Reagan Scholar distinction by the College of Business Administration for the years of 2004-06.
- 2003: Awarded the Center for Executive Education Dean's award for leadership excellence
- 2003: Enabled the Senior Executive MBA Program to become nationally ranked (#32) & internationally ranked (#58) in the *Financial Times* annual rankings of EMBA programs
- 2003: Awarded the Bank of America Faculty Leader award (college-wide distinction).
- 2003: Finalist for the John B. Ross Teaching Award (college-wide distinction).
- 2001: Awarded the "Outstanding Teacher" award for the Physician's Executive MBA Program.
- 2001: Fulbright award winner at Moscow State Institute for International Relations (MGIMO) in Moscow, Russia.

2000: Award for Exceptional Reviewing Excellence as a member of the Editorial Board of the Academy of Management Executive.

2000: Chancellor's Teaching award finalist (university-wide distinction).

2000: Awarded the "John R. Moore" Teaching award in the College of Business Administration at the University of Tennessee (college-wide distinction).

1998: Selected to be a faculty presenter for the Healthcare Management Junior Faculty Consortium at the Academy of Management Meetings in San Diego, California.

1997: Fulbright award winner at Budapest University of Economics in Budapest, Hungary (declined award due to extenuating circumstances).

1997: Served as a University of Tennessee Graduate Teaching Assistant Mentor.

1996: Became a finalist in the John B. Ross Teaching award competition at the College of Business at the University of Tennessee.

1995: Earned "best paper" honors for the article entitled "Integrating Environmental Issues into the Strategic Planning Process: An Empirical Assessment" (with Tom Douglas) at the Academy of Management Meetings in Vancouver, British Columbia.

1995: Inducted into International Who's Who in Business.

1994: Awarded the "Allan H. Keally" Teaching Award in the College of Business at the University of Tennessee (Finalist in 1992 and 1993).

1993: Served as seminar leader for freshman Whittle Scholars at the University of Tennessee.

1992: Selected to attend the Business Policy and Strategy Junior Faculty Consortium at the Academy of Management meetings in

1991: Inducted into Phi Kappa Phi Honor Society for distinguished teaching ability.

1991-93: Served as Southern Regional Liaison for the Business Policy and Strategy Division of the Academy of Management.

1988: Earned "best paper" honors for article entitled "A longitudinal evaluation of corporate wellness programs' impact on healthcare costs" at the Academy of Management Meetings in Anaheim, California.

1988: Selected to attend the Business Policy Doctoral Consortium at the national Academy of Management Meetings in Chicago, Illinois.

1987: Selected to attend the Healthcare Management Doctoral Consortium at the Academy of Management Meetings in New Orleans, Louisiana.

## **PROFESSIONAL SERVICE:**

### **A. External Scholarly Service:**

#### Editor-in-Chief:

- \* *Corporate Governance: An International Review*, 2007-present

#### Editorial Review Board Member:

- \* *Journal of World Business*, 2010 – present
- \* *Academy of Management Learning & Education*, 2003-2004, 2007
- \* *Academy of Management Executive*, 1995-2000.

#### Ad-hoc Reviewer:

- \* *Strategic Management Journal*, 1996 – 2000, 2010-present.
- \* *Academy of Management Journal*, 1991 – 95, 2003-08
- \* *Organization Science*, 1994, 2005-2008
- \* *Journal of Management Studies*, 1992, 2004, 2006, 2008, 2011
- \* *Organization Studies*, 2005
- \* *Journal of World Business*, 2003
- \* *Journal of Organizational Change Management*, 2003 – 04
- \* *National Science Foundation*, 1999 – 2003
- \* *Non-profit Management and Leadership*, 2004
- \* *Journal of International Management Studies*, 2002
- \* *Academy of Management Review*, 1994 - 98
- \* *Journal of Management Inquiry*, 1996 - 97
- \* *Journal of Management*, 1993 - 94
- \* *Journal of Marketing Strategy*, 1993

#### External Reviewer for promotion and tenure decisions:

- University of Oklahoma, Promotion to Associate – Fall, 2001
- University of Missouri, Promotion to Associate – Fall, 2002
- Xavier University, Promotion to Associate – Fall, 2003
- Arizona State University, Promotion to Full – Fall, 2004
- Louisiana Tech University, Promotion to Associate – Fall, 2005
- American University, Promotion to Associate – Fall, 2006
- Oklahoma State University, Promotion to Associate – Fall, 2006
- University of Dayton, Promotion to Associate – Fall, 2007
- Iowa State University, Promotion to Associate – Fall, 2007
- U. Massachusetts at Amherst, Promotion to Full – Fall, 2007
- Lehigh University, Promotion to Associate – Fall, 2010
- Bocconi University, Promotion to Full – Fall, 2011
- Alto University, Promotion to Full – Spring, 2012

#### Strategic Management Society:

- Reviewer, SMS Meetings, 2000-present
- Strategic Process Interest Group, Pre-Conference Coordinator – 2009
- Corporate Strategy & Governance Interest Group, Pre-Conference Panelist – 2009

- Corporate Strategy & Governance Interest Group: Executive Committee – 2010 to present.

Academy of Management:

- Reviewer, Business Policy & Strategy Division, 1989-present
- Regional Liaison for BPS Division, Southern US Region, 1991-93
- BPS Awards Committee, Chair, Fall, 2009 to Summer, 2011.
- Reviewer, ONE Interest Group, 1994-1999
- Newsletter Editor, ONE Interest Group, 1994-96.
- Reviewer, International Management Division, 1999-present
- Junior Faculty Consortium Chair, International Management Division, 2008.
- PDW Chair, IMD Division, 2009 & 2010.

**B. Internal University Service:**

ODU's CBPA: Strategy Search Committee:

- 2008 Committee chair – Hired Ajai Gaur from National University of Singapore
- 2010 Committee chair – Hired George White from U. Michigan-Flint
- 2012 Committee Chair - Underway

ODU CBPA: OB/HR Search Committee:

- 2010 Committee member – Hired Lance Frazier from Oklahoma State U.

ODU's Executive Committee for Strategic Planning, Spring-Summer, 2009.

ODU Doctoral Dissertation Committees:

A. ODU Dissertation Chair: 1 graduated

1. Maureen Muller-Kahle (2010); Placement: Penn State – York
2. J. Lee Brown (underway); Placement: TBD
3. Krista Lewellyn (underway); Placement – TBD
4. Kaveh Moghaddam (underway); Placement – TBD
5. Tom Weber (underway); Placement - TBD

B. ODU Dissertation Committee: 2 graduated

1. Liu Wang (2010); Placement: Providence College
2. Weichu Xu (2011); Placement: Framingham State University

ODU's CBPA Fellowship Award Task Force – Fall, 2008.

ODU's CBPA Graduate Curriculum Committee, 2008-present.

ODU's CBPA Executive Development Director Search Committee, Fall, 2007–Spring, 2008.

ODU's CBPA Management faculty mentor:

- Deepak Sethi, 2007 - 09
- Brian McNatt, 2007 – 09
- George White, 2010-present.

ODU'S CBPA: Promotion & Tenure Committee, 2007-2008

ODU's CBPA: MBA Admissions Committee, 2006-2007

ODU's CBPA: Strategy Ph.D. Program Coordinator, 2006-present

UTK's *Life of the Mind* Program for Incoming Freshman, 2005

UTK's CBA Globalization Committee, 2003-05

UTK's CBA Management faculty mentor:

UTK CBA's Management Department's Tenure and Promotion Committee:

UTK CBA's "Practice Judge" for National Black MBA competition, 2001

UTK's Fulbright Scholar Panelist:

- Dean of Student's Office, 2000
- International House, 2002

UTK CBA's Leadership task force, 2000-01.

UTK CBA's Teaching and Leadership Recognition Committee:

- Served on committee; 1998-present;
- Served as Committee Chair in 1999-2000, 2003

UTK's CBA panelist on career advice for MBA students with, 1999

UTK's CBA Strategic Management Group, Area Head, 1994-96

UTK's CBA's Business Ethics Coordinator, 1992-93

UTK CBA's Strategic Management PROSEM Coordinator, 1991-94

UTK CBA's Strategic Management group doctoral dissertation committee work:

A. UTK Dissertation Chair: 7 graduated

1. Dorn Fowler (1995); Placement: Brescia College
2. Harjit Singh (1996); Placement: Winthrop College
3. Thomas Douglas (1997); Placement: Evansville University; Clemson University
4. Kathryn Jones (1997); Placement: Alcorn State University
5. Johnnie Williams (1997); Placement: Alabama A&M University
6. Joel Ryman (1999); Placement: University of North Carolina at Wilmington
7. Seung Bai Bach (2002); Placement: California State University at Sacramento

B. UTK Dissertation Committee: 7 graduated

1. Terry Payne (1992); Placement: Private consulting organization
2. Hema Krishnan (1993); Placement: Xavier University
3. Patrick Rogers (1994); Placement: North Carolina A&T University
4. Robert Brown (1995); Placement: University of Wyoming
5. Robert Dooley (1996); Placement: Oklahoma State University
6. Kimberly Naujock (2002); Placement: Private consulting organization
7. Geoff Stewart (2005); Placement: University of Louisiana – Lafayette.

**PROFESSIONAL DEVELOPMENT:**

Academy of Management Meetings (International):

- Las Vegas, Nevada - 1991
- Atlanta, Georgia - 1993
- Dallas, Texas - 1994
- Vancouver, British Columbia - 1995
- Cincinnati, Ohio - 1996
- Boston, Massachusetts - 1997
- San Diego, California - 1998
- Toronto, Ontario - 2000
- Denver, Colorado – 2002
- New Orleans, Louisiana – 2004
- Honolulu, Hawaii – 2005
- Atlanta, Georgia – 2006
- Philadelphia, PA – 2007
- Anaheim, CA – 2008
- Chicago, IL – 2009

- Montreal, Quebec – 2010
- San Antonio, Texas – 2011
- Boston, Massachusetts - 2012

Strategic Management Society Meetings (International):

- Mexico City, Mexico - 1993
- Orlando, Florida – 2005
- San Diego, California – 2007
- Washington, DC – 2009
- Miami, Florida – 2011
- Prague, Czech Republic - 2012

Academy of International Business Meetings (International)

- Milan, Italy – 2008
- Nagoya, Japan - 2011

Corporate Governance: Special Conferences (International)

- Virginia Beach, Virginia – 2008
- Philadelphia, Pennsylvania – 2010
- Cambridge, England - 2012

European Academy of Management (International)

- Liverpool, England – 2009
- Istanbul, Turkey - 2011

Executive MBA Global Seminar (International):

- Brazil & Chile – 2000
- Russia & Hungary – 2001
- China & South Korea – 2002
- Russia & Poland - 2004

Organization Science Winter Conference (International):

- Steamboat Springs, CO – 2007

Executive MBA Council Conference (International):

- Long Beach, California - 2000
- Philadelphia, Pennsylvania – 2001
- Denver, Colorado – 2002
- Atlanta, Georgia - 2003

Organizational Behavior Teaching Conference (International):

- Western Illinois University - 1995
- Case Western Reserve – 1997
- University of New Mexico, Las Cruces – 1999

Southeast Executive MBA Council Conference (Regional):

- Atlanta, Georgia – 2002
- Tampa, Florida - 2004

Association of Business Simulation and Experiential Learning Conference (National):

- Savannah, Georgia – 2000
- Pensacola, Florida - 2002

National American Society for Training and Development Conference (International):

- Atlanta, Georgia - 1999.

Leadership Development Program, Center for Creative Leadership

- Greensboro, North Carolina – 1996

Catholic Healthcare Partners' Trustee Conference (Regional):

- San Antonio, Texas – 1993
- Orlando, Florida – 1994
- Charleston, South Carolina – 1995
- Phoenix, Arizona - 1996
- Jacksonville, Florida - 1998

"Seven Habits for Highly Effective People" workshop by the Covey Leadership Institute in Charlotte, North Carolina in 1993.

"Self-Awareness Seminar" given by the Farr Institute in Greensboro, NC in 1993.

"Senior Executive Institute for Productivity through Quality" by the Management Development Center in Knoxville, TN in 1993.

**PROFESSIONAL MEMBERSHIPS:**

- Academy of Management (AOM)
- Strategic Management Society (SMS)
- Academy of International Business (AIB)
- European Corporate Governance Institute (ECGI)

**BUSINESS EXPERIENCE:**

Armstrong World Industries - Lancaster, Pennsylvania

- New Ventures Division Analyst: 1980-83
- Business Information Systems Analyst: 1978-80

St. Mary's Health System, Inc. – Knoxville, Tennessee

- St. Mary's Health System, Director: 1994-99
- Health Dynamics, Inc., Director: 1992-94

**CONSULTING:**

- \* Bradley Memorial Hospital
- \* Business Computer Solutions, Inc.
- \* Camel Manufacturing Company, Inc.
- \* Coordinated Healthcare Services, Inc.
- \* Dalen Products, Inc.
- \* Harbor Group International
- \* Knoxville Utilities Board
- \* Pfizer Pharmaceuticals, Inc.
- \* Philips Consumer Electronics, Inc.
- \* UNC Kenan- Flagler Executive Development

**AVOCATIONS:**

- Sailing & scuba diving