

Paul L. Schumann, Ph.D.

Professor of Management

Office Location: 263 Morris Hall

Office Phone: (507) 389-5349

Secretary: (507) 389-2966

FAX: (507) 389-5497

E-Mail: paul.schumann@mnsu.edu

Home Page: <http://krypton.mnsu.edu/~schumann/www/>

Mailing Address

Paul L. Schumann

Department of Management

College of Business

Minnesota State University Mankato

150 Morris Hall

Mankato, MN 56001

Education

- Ph.D.** January 1983: **Cornell University**, Industrial and Labor Relations, Ithaca, NY
Major: Labor Economics
Minor: Econometrics
Minor: Industrial Organization and Regulation
Dissertation: Investment in Human Capital: Work, Military Service, and College (Funded by the Social Science Research Council, Grant SS-36-81-01)
- M.S.** January 1980: **Cornell University**, Industrial and Labor Relations, Ithaca, NY
Major: Labor Economics
Minor: Econometrics
Thesis: Evidence on the Impact of Public Policy on Labor Market Transitions and Unemployment
- B.S.** May 1977: **Illinois State University**, Normal, IL
(Degree awarded with Honors)
Major: Economics
Minor: Mathematics
Minor: Business Administration

Academic Work Experience

Professor, Department of Management, College of Business, Minnesota State University Mankato. July 1992 to present.

Associate Professor, Department of Management, College of Business, Minnesota State University Mankato. July 1987 to June 1992.

Director, Bureau of Business and Economic Research, College of Business, Minnesota State University Mankato. July 1987 to September 1988.

Assistant Professor, Department of Industrial Relations, Carlson School of Management, University of Minnesota, Minneapolis. September 1982 to June 1987.

Instructor, Department of Industrial Relations, Carlson School of Management, University of Minnesota, Minneapolis. September 1981 to August 1982.

Research Assistant, Department of Labor Economics, School of Industrial and Labor Relations, Cornell University, Ithaca, NY. September 1978 to August 1981.

Management Assistant/Economist, Program Analysis Division, General Accounting Office, Washington, D.C., June 1978 to August 1978.

Research Assistant, Department of Labor Economics, School of Industrial and Labor Relations, Cornell University, Ithaca, NY. January 1978 to May 1978.

Teaching Assistant, Department of Economic and Social Statistics, School of Industrial and Labor Relations, Cornell University, Ithaca, NY. September 1977 to December 1977.

Academic Awards

Distinguished Professor Award. College of Business, Minnesota State University Mankato. 2005. Awarded for ongoing commitment to excellent teaching, continued scholarly research, and a history of service to the department, the college, and the university.

Best Paper Award for “Faculty Salaries: The Effects of Unions and Gender,” Management and Organizational Behavior Track, at the Western Decision Sciences Institute Thirty-Second Annual Meeting, 2003.

Who’s Who Among America’s Teachers: 2000, 1994.

Best Paper Award for “Introducing Ethical Dilemmas Into Computer-Based Simulation Exercises to Teach Business Ethics” at the Association for Business Simulation and Experiential Exercises 23rd Annual Conference, 1996.

Excellence in Teaching Award, College of Business, Minnesota State University Mankato, 1990–91.

The Carlson School of Management Teacher of the Year Award, the University of Minnesota (Twin Cities), 1986–87.

The Herbert G. Heneman Jr. Distinguished Teaching Award, Industrial Relations Center, Carlson School of Management, the University of Minnesota (Twin Cities): 1985–86, 1983–84, and 1981–82.

Teaching

College of Business, Minnesota State University Mankato (1987–Present)

- ❖ MGMT 440/540 Human Resource Management (undergraduate and graduate)
- ❖ MGMT 482/582 Business, Society, and Ethics (undergraduate and graduate)
- ❖ MGMT 600 Techniques of Research (graduate-level course)
- ❖ MGMT 693 Management of Human Resources (graduate-level course)
- ❖ MBA 642 Managing Human Resources (MBA course)

Teaching Assignments for 2005–2006

Fall	MGMT 440	Human Resource Management	2 sections	6 credits
	MGMT 482	Business, Society, and Ethics	1 section	3 credits
Spring	MGMT 440	Human Resource Management	1 section	3 credits
	MGMT 482	Business, Society, and Ethics	1 section	3 credits
	MBA 642	Managing Human Resources	1 section	2 credits

Carlson School of Management, University of Minnesota, Minneapolis (1981–1987)

- ❖ Human Resource Management (MBA course)
- ❖ Introduction to Industrial Relations (both undergraduate and graduate-level versions)
- ❖ Quantitative Methods in Industrial Relations (graduate-level course)
- ❖ Labor Market Analysis (graduate-level course)
- ❖ Micro Labor Market Analysis (graduate-level course)
- ❖ Managing Investments in Human Resources (graduate-level course)
- ❖ Collective Bargaining in the Public and Private Sectors (graduate-level course)
- ❖ Seminar: Industrial Relations Research Methodology (PhD-level seminar)

Teaching Portfolio

[Available upon request.](#)

Research

Publications

Schumann, Paul L. (planned for publication in 2006). The Role of Moral Development in Motivating Ethical Behavior by Employees. In Deckop, J.R., Giacalone, B., & Jurkiewicz, C.L. (Eds.), *Human Resource Management Ethics*. Greenwich, CT: IAP Information Age Publishing.

Schumann, Paul L., Scott, Timothy W., & Anderson, Philip H. (accepted for publication: scheduled for December 2005). Designing and Introducing Ethical Dilemmas into Computer-Based Business Simulations. *Journal of Management Education*, (planned for 29: 1–25).

Mahoney, Christine Brown, Ready, Kathryn J., & Schumann, Paul L. (2004). The Effects of Unions and Gender: A Study of University Faculty Salaries. *Proceedings of the 9th Bi-Annual Conference of the International Society for the Study of Work and Organizational Values* (Proceedings published on CD-ROM without page numbers).

Schumann, Paul L., Kaliski, John A., & Scott, Timothy W. (2003). Making E-Learning More Effective and Efficient with SCORM. *Proceedings of the Thirty-Second Annual Meeting of the Western Decision Sciences Institute*, 374–376.

Mahoney, Christine Brown, Ready, Kathryn J., & Schumann, Paul L. (2003). Faculty Salaries: The Effects of Unions and Gender. *Proceedings of the Thirty-Second Annual Meeting of the Western Decision Sciences Institute*, 590–593. Winner of the *Best Paper Award* in the Management and Organizational Behavior Track.

Schumann, Paul L. (2001). A Moral Principles Framework for Human Resource Management Ethics. *Human Resource Management Review*, 11: 93–111.

Schumann, Paul L., Anderson, Philip H., Scott, Timothy W., & Lawton, Leigh (2001). A Framework for Evaluating Simulations as Educational Tools. *Developments in Business Simulation and Experiential Learning*, 28: 215–220.

Schumann, Paul L., Scott, Timothy W., Sharp, Wayne, Anglin, Linda, Zelin II, Robert, Miller, Howard E., & Ramchander, Sanjay (2000). A Framework for the Implementation and Assessment of Laptop Computers in a College of Business. *Proceedings of the Twenty-Ninth Annual Meeting of the Western Decision Sciences Institute*, 607–609.

Mahoney, Chris Brown, Ready, Kathryn J., & Schumann, Paul L. (2000). Resource Acquisition: Gender Differences in Academics. *Proceedings of the Twenty-Ninth Annual Meeting of the Western Decision Sciences Institute*, 806.

Zelin II, Robert, Anglin, L., Ramchander, S., Schumann, P. L., Scott, T. W., & Sharp, W. (2000). Transforming Traditional Classrooms into Laptop-Ready Classrooms: An Ongoing Chronology. *Proceedings of the 2000 North American Accounting Society*, 39–47.

Scott, Timothy W., Schumann, Paul L., & Anderson, Philip H. (1998). Ethical Dilemmas to Use with Business Simulations to Teach Business Ethics. *Developments in Business Simulation and Experiential Exercises*, 25: 83–89.

Miller, Howard E., Schumann, Paul L., Anderson, Philip H., & Scott, Timothy W. (1998). Maximizing Learning Gains in Simulations: Lessons from the Training Literature. *Developments in Business Simulation and Experiential Exercises*, 25: 217–223.

Champlin, Frederic C., Boganno, Mario F., & Schumann, Paul L. (1997). Is Arbitration Habit Forming? The Narcotic Effect of Arbitration Use. *Labour: Review of Labour Economics and Industrial Relations*, 11: 23–51.

Schumann, Paul L., Anderson, Philip H., & Scott, Timothy W. (1997). Using Computer-Based Simulation Exercises to Teach Business Ethics. *Teaching Business Ethics*, 1: 163–181.

Mahoney, Chris Brown & Schumann, Paul L. (1997). Choosing the Method Appropriate for the Data: Are Job Satisfaction Results Method Sensitive? *Proceedings of the Twenty-Sixth Annual Meeting of the Western Decision Sciences Institute*, 521–523.

Schumann, Paul L., Anderson, Philip H., & Scott, Timothy W. (1996). Introducing Ethical Dilemmas Into Computer-Based Simulation Exercises to Teach Business Ethics. *Developments in Business Simulation and Experiential Exercises*, 23: 74–80. Winner of the *Best Paper Award*.

Schumann, Paul L., Ahlburg, Dennis A., & Mahoney, Christine Brown (1994). The Effects of Human Capital and Job Characteristics on Pay. *Journal of Human Resources*, 29: 481–503.

Schumann, Paul L., Scott, Timothy W., & Anderson, Philip H. (1994). The Determinants of the Willingness to Pay Bribes. *1994 Proceedings of the Decision Sciences Institute*, 1: 557–559.

Schumann, Paul L., Scott, Timothy W., & Anderson, Philip H. (1994). Using a Business Simulation to Study the Determinants of Ethical Behavior. *Developments in Business Simulation and Experiential Exercises*, 21: 90–95.

Ahlburg, Dennis A. & Schumann, Paul L. (1986). Increased Penalty Rates for Overtime and Job Creation in Australia. *Journal of Industrial Relations*: 102–108.

Miller, Howard E. & Schumann, Paul L. (1986). Economic and Psychological Factors in the Retention of Military Personnel in the Naval Air Reserve. In Zurcher, Louis A., Boykin, Milton L., & Merritt, Hardy L. (Eds.), *Citizen-Sailors in a Changing Society: Policy Issues for Manning the United States Naval Reserve*: 185–217. New York: Greenwood Press.

Miller, Howard E. & Schumann, Paul L. (1986). Economic and Psychological Factors in the Retention of Military Personnel in the Naval Air Reserve. In Sinaiko, H. W. & Coffey, K. J. (eds.), *Reserve Manpower, Personnel, and Training Research: Proceedings of the Naval Postgraduate School/Office of the Chief of Naval Research Conference on Naval*

Reserve Manpower, Personnel, and Training Research, Monterey, CA. Published by the Smithsonian Institution under the direction of the Office of the Chief of Naval Research.

Ehrenberg, Ronald G. & Schumann, Paul L. (1984). Compensating Wage Differentials for Mandatory Overtime. *Economic Inquiry*, 22: 460–478.

Ahlburg, Dennis A., Bognanno, Mario F., Miller, Howard E., Schumann, Paul L., & Scoville, James G. (1983). Technicians in Minnesota's Economy: An Appraisal of Demand and Sources of Supply. *A Report to Minnesota Wellspring*.

Williams, C. Arthur, Azevedo, Ross E., Bognanno, Mario F., & Schumann, Paul L. (1983). Minnesota Workers' Compensation Benefits and Costs: An Objective Analysis. *A Report to the State Of Minnesota*.

Ehrenberg, Ronald G. & Schumann, Paul L. (1982). *Longer Hours or More Jobs? An Investigation of Amending Hours Legislation to Create Employment*. Ithaca, NY: ILR Press. Selected for the 1982–83 list of Outstanding Academic Books by *Choice*. Selected for the 1983 list of Outstanding Books in Industrial and Labor Relations by Princeton University. Reviewed in the *Southern Economic Journal* (January 1983) and *Industrial and Labor Relations Review* (January 1984).

Ehrenberg, Ronald G. & Schumann, Paul L. (1982). Compliance with the Overtime Pay Provisions of the Fair Labor Standards Act. *Journal of Law and Economics*, 25: 159–181.

Ehrenberg, Ronald G. & Schumann, Paul L. (1981). The Overtime Pay Provisions of the Fair Labor Standards Act. *Report of the Minimum Wage Study Commission*, 3: 149–233.

Ehrenberg, Ronald G. & Schumann, Paul L. (1981). The Overtime Pay Provisions of the Fair Labor Standards Act. In Rottenberg, Simon (Ed.), *The Economics of Legal Minimum Wages*: 264–295. Washington, D.C.: American Enterprise Institute.

Research in Progress

Mahoney, Christine Brown, Ready, Kathryn J., & Schumann, Paul L., Gender Differences in Perceptions of Organizational Climate Among University Business School Faculty. Submitted for the *Western Decision Sciences Institute Thirty-Fifth Annual Meeting* in April 2006.

Mahoney, Chris Brown & Schumann, Paul L., Sample Selection Bias Corrections With An Application To Job Satisfaction Models. Submitted to *Organizational Research Methods*. In revision at request of editors for resubmission.

Mahoney, Chris Brown, Ready, Kathryn J., & Schumann, Paul L., The Effects of Unions and Gender on Business School Faculty Salaries. Planned submission to the refereed journal *Gender, Work & Organization*.

Schumann, Paul L., Scott, Timothy W., Sharp, Wayne, Anglin, Linda, Zelin II, Robert, & Miller, Howard E., A Strategic Management Framework to Guide the Evaluation,

Planning, and Assessment of a Wireless Laptop Computer Initiative in a College of Business. Planned submission to the *Journal of Business Education*.

Miller, Howard E., Schumann, Paul L., Anderson, Philip H., & Scott, Timothy W., Lessons from the Training Literature to Maximize Learning Gains from Simulations. Planned submission to *Simulation & Gaming*.

Schumann, Paul L., Scott, Timothy W., & Anderson, Philip H., Making Decisions that Involve Ethics: The Role of Behavioral Intolerance. Planned submission to the *Academy of Management Journal*.

College Working Papers

Schumann, Paul L., Scott, Timothy W., & Anderson, Philip H. (1994). The Determinants of the Willingness to Pay Bribes. *College of Business Working Paper*, 93-002. Mankato, MN: Mankato State University.

Miller, Howard E. & Schumann, Paul L. (1985). Reverse-Causal Models of Job Attitudes and Job Withdrawal. *Industrial Relations Center Working Paper*, 85-05. Minneapolis, MN: University of Minnesota.

Miller, Howard E. & Schumann, Paul L. (1984). Economic and Psychological Factors in the Retention of Military Personnel in the Naval Air Reserve. *Industrial Relations Center Working Paper*, 84-05. Minneapolis, MN: University of Minnesota.

Schumann, Paul L., Bognanno, Mario F., & Champlin, Frederic C. (1984). An Empirical Study of the Narcotic and Epidemic Effects of Arbitration Use. *Industrial Relations Center Policy Studies Series*. Minneapolis, MN: University of Minnesota.

Ehrenberg, Ronald G. & Schumann, Paul L. (1981). Compliance with the Overtime Pay Provisions of the Fair Labor Standards Act. *National Bureau of Economic Research Working Paper Series*, 815. Cambridge, MA: National Bureau of Economic Research.

Ehrenberg, Ronald G. & Schumann, Paul L. (1981). Compensating Differentials for Mandatory Overtime? *National Bureau of Economic Research Working Paper Series*, 805. Cambridge, MA: National Bureau of Economic Research.

Unpublished Conference Papers

Schumann, Paul L. & Ahlburg, Dennis A. (1991). Male-Female Pay Differences: The Importance of Job Characteristics. Invited paper presented at the Conference on the Economic Well-Being of Women and Children, Sponsored by the Donner Foundation and the Minnesota Industrial Relations Center, Minneapolis, MN.

Miller, Howard E. & Schumann, Paul L. (1984). Economic and Psychological Factors in the Retention of Personnel in the Naval Air Reserve. Presented at the International Atlantic Economic Conference in Montreal, Canada.

Miller, Howard E. & Schumann, Paul L. (1983). Economic and Psychological Factors in the Retention of Military Personnel. Presented at the Eastern Economic Association Annual Meetings in Boston, MA.

Schumann, Paul L. (1982). The Application of Discrete Choice Models to Human Capital Investment Decisions. Presented at the Eastern Economic Association Annual Meetings in Washington, D.C.

Schumann, Paul L. (1981). Issues in the Application of Discrete Choice Models to Human Capital Investment Decisions. Presented at the Econometric Society Annual Meetings in Washington, D.C.

Ehrenberg, Ronald G. & Schumann, Paul L. (1981). Compliance with the Overtime Pay Provisions of the Fair Labor Standards Act. Presented at the Eastern Economic Association Annual Meetings in Philadelphia, PA.

Ehrenberg, Ronald G. & Schumann, Paul L. (1980). Compensating Wage Differentials for Mandatory Overtime. Presented at the Econometric Society Annual Meetings in Denver, CO.

Grants

Schumann, Paul L. & Scott, Timothy W. (1992–93). A Proposal for an Investigation of Ethical Decision Making in Business: Phase II. Academic Affairs All University Faculty Research Award, Minnesota State University Mankato. \$4399.

Schumann, Paul L. & Scott, Timothy W. (1992). An Investigation of the Determinants of Ethical Decision Making in Business. College of Business Summer Research Stipend, Minnesota State University Mankato. \$2500.

Schumann, Paul L. & Scott, Timothy W. (1992). A Proposal for an Investigation of the Determinants of Ethical Decision Making in Business. Faculty Research Grant, Minnesota State University Mankato. \$7105.

Ahlburg, Dennis A. & Schumann, Paul L. (1986). Gender in the Determination of Wages. McKnight Foundation. \$10,840.

Miller, Howard E. & Schumann, Paul L. (1984). Economic and Psychological Factors in the Retention of Military Personnel in the Naval Air Reserve. School of Management, University of Minnesota, Large Grant Program. \$4758.

Ahlburg, Dennis, A., Bognanno, Mario F., Miller, Howard E., Schumann, Paul L., & Scoville, James G. (1983). Technicians in Minnesota's Economy: An Appraisal of Demand and Sources of Supply. Grant from the State of Minnesota. \$15,000.

Williams, C. Arthur, Azevedo, Ross E., Bognanno, Mario F., & Schumann, Paul L. (1983). Minnesota Workers' Compensation Benefits and Costs: An Objective Analysis. Grant from the State of Minnesota. \$40,000.

Schumann, Paul L. (1981–83). Investment in Human Capital: Work, Military Service, and College. Dissertation Fellowship in Employment and Training from the Social Science Research Council. \$13,163.

Intellectual Development Activities Since 1989

Attended the *Employment Law Traps: FMLA, Office Romances, and Bullying as Actionable Harassment* session presented by Julia Corbet and Silas Danielson at the Southern Minnesota Area Human Resource Association (SMAHRA). November 2005.

Attended the *Legislative and Regulatory Update: New Developments in HR Public Policy* session presented by Laura Elvebak at the Southern Minnesota Area Human Resource Association (SMAHRA). October 2005.

Attended the *Desire2Learn Teaching Enhancement Workshop*. Minnesota State University Mankato. April 2005.

Attended the combined Teaching Enhancement and Scholarly Enhancement Workshop *Tips for Getting Published and Alternative Research Paradigms*. Minnesota State University Mankato. March 2005.

Attended the *Teaching Enhancement Roundtable on TurnItIn*. Minnesota State University Mankato. December 2005.

Attended the *Presentation on Counter-Productive Work Behaviors* presented by Dr. Paul Sackett (University of Minnesota). Minnesota State University Mankato. September 2004.

Attended the *Using the Wall Street Journal in the Classroom Workshop*. Minnesota State University Mankato. September 2004.

Attended the *College of Business Teaching Enhancement Workshop*. Minnesota State University Mankato. November 2003.

Attended the *College of Business Teaching Enhancement Roundtable Discussion*. Minnesota State University Mankato. October 2003.

Attended and presented two research papers at the *Thirty-Second Annual Meeting of the Western Decision Sciences Institute*, Island of Kauai, Hawaii. April 2003.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. April 2003.

Attended the *Changing Role of Human Resources* presentation by Dr. Angelo DeNisi of Texas A&M University. Minnesota State University Mankato. March 2003.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. March 2003.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. February 2003.

Attended the *Using MavDisk and MavMail Workshop*. Minnesota State University Mankato. November 2002.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. November 2002.

Attended and presented the *Using Microsoft Visio Workshop*. Minnesota State University Mankato. October 2002.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. October 2002.

Attended the *College of Business Teaching Enhancement Brown Bag Roundtable Discussion*. Minnesota State University Mankato. September 2002.

Attended the *Using Adobe Photoshop Workshop*. Minnesota State University Mankato. April 2002.

Attended the *Presentation on the Internet2*. Minnesota State University Mankato. March 2002.

Attended the *College of Business Presentation on Available Courseware*. Minnesota State University Mankato. February 2002.

Attended three training sessions on using the Ucompass Educator instructional management system: (1) *Getting Started with Ucompass Educator*, (2) *Ucompass Educator Course Management and Communication Features*, and (3) *Ucompass Educator Assessment Features*. Minnesota State University Mankato. January 2002.

Attended the *Teaching with Laptop Computers Roundtable Discussion*. Minnesota State University Mankato. November 2001.

Attended the *Association for Business Simulations and Experiential Learning 28th Annual Conference*, San Diego, California. April 2001.

Attended the *Teaching With Notebook Computers Roundtable Discussion*, Minnesota State University Mankato. November 2000.

Attended the *FrontPage Skills Level II Workshop*, Minnesota State University Mankato. November 2000.

Attended the *FrontPage Skills Level I Workshop*, Minnesota State University Mankato. November 2000.

Attended the *Digitizing Video Workshop* presented by Tim Kochery, Minnesota State University Mankato. October 2000.

Attended the *Producing Graphic Materials Workshop* presented by Tim Kochery, Minnesota State University Mankato. October 2000.

Attended the *Managing and Maximizing Student Interactions from a Distance Workshop II*, presented by Tim Kochery, Minnesota State University Mankato. September 2000.

Attended the *Using the Notebook Computer Classrooms Training Workshop*, Minnesota State University Mankato. September 2000.

Attended the *Managing and Maximizing Student Interactions from a Distance Workshop I*, presented by Tim Kochery, Minnesota State University Mankato. August 2000.

Attended the *Using the Notebook Computer Classrooms Training Workshop*, Minnesota State University Mankato. August 2000.

Attended the *Getting Graphic: Using Visual Devices in Teaching*, presented by Dr. Dan Levin and Dr. Ken Fowler, Minnesota State University Mankato. May 2000.

Attended the *Twenty-Ninth Annual Meeting of the Western Decision Sciences Institute*, Maui, Hawaii. April 2000.

Attended the *Irwin/McGraw-Hill Technology Training Workshop*, Minnesota State University Mankato. February 2000.

Attended the College of Business *Microsoft Excel 2000 Training Workshop*, Minnesota State University Mankato. January 2000.

Attended the College of Business *Microsoft FrontPage 2000 Training Workshop*, Minnesota State University Mankato. January 2000.

Attended the College of Business *Microsoft PowerPoint 2000 Training Workshop*, Minnesota State University Mankato. January 2000.

Attended the College of Business *IBM ThinkPad Training Workshop*, Minnesota State University Mankato. January 2000.

Attended the *Lexis-Nexis Training Workshop*, conducted by Memorial Library Staff, Minnesota State University Mankato. September 1999.

Attended the *Turning Your Teaching into Scholarly Publications Workshop* conducted by the College of Business Teaching Enhancement Committee, Minnesota State University Mankato. March 1999.

Attended the *Promoting Class Participation and Active Learning with Instructor-Prepared Course Materials Workshop* presented by Dan Levin, Minnesota State University Mankato. March 1999.

Attended the *Writing Faculty Research Grant Proposals Workshop* presented by Wayne Quirk, Minnesota State University Mankato. February 1999.

Attended the *More than a Misunderstanding: Sexual Harassment on Campus Workshop*, Minnesota State University Mankato. February 1999.

Attended the *Using the Internet in the Classroom Faculty Workshop* presented by Jane Baird and Robert Zelin, Minnesota State University Mankato. October 1998.

Attended the *Association for Business Simulations and Experiential Learning 25th Annual Conference*, Maui, Hawaii. January 1998.

Attended the *Putting Your Course Online Workshop*, Minnesota State University Mankato. November 1997.

Attended the *Personalizing Teaching and Learning Workshop* presented by Howard Altman (University of Louisville), Minnesota State University Mankato. October 1997.

Attended the *How to Publish Your Ideas Workshop* presented by Howard Altman (University of Louisville), Minnesota State University Mankato. October 1997.

Attended the *Simeon I Training Workshop* and the *Simeon II Training Workshop*, Minnesota State University Mankato. May 1997.

Attended the *Assessment: Strategies and Practices for Achieving Teaching and Learning Outcomes Workshop* presented by the American Assembly of Collegiate Schools of Business (AACSB) as a teleconference workshop. April 1997.

Attended the *Western Decision Sciences Institute 26th Annual Conference* on the Big Island of Hawaii. March 1997.

Attended the *Improving College Testing Workshop* presented by Dr. Gerald S. Hanna (Kansas State University), Minnesota State University Mankato. March 1997.

Attended the *A Strategy for Improving Teaching and Learning: Peer Review of Teaching*, presented by the American Assembly of Collegiate Schools of Business (AACSB) as a teleconference workshop. February 1997.

Attended the *Teaching and Learning Under the Semester System Workshop* presented by Dr. Richard Schiming and Dr. JoAnn Linrud, Minnesota State University Mankato. February 1997.

Attended the *World Wide Web and College of Business Advanced Intranet Training Workshop* presented by Dr. John Kaliski, Minnesota State University Mankato. January 1997.

Attended the *Minnesota State University Mankato, New E-Mail System Training Session*. November 1996.

Attended the *Teaching Portfolio and Student Evaluation: Tools for Faculty Development Workshop* presented by the American Assembly of Collegiate Schools of Business (AACSB) as a teleconference workshop. November 1996.

Attended the *Teaching with Style: Enhancing Learning by Understanding Teaching and Learning Styles Workshop* presented by Tony Grasha, An Interactive Video Workshop sponsored by Virginia Tidewater Consortium for Higher Education and The National University Teleconference Network. October 1996.

Attended the *World Wide Web and College of Business Intranet Training Workshop* presented by Dr. John Kaliski, Minnesota State University Mankato. September 1996.

Attended the *Instructional Evaluations Workshop*, Minnesota State University Mankato. May 1996.

Attended the *Teaching in Ways that Students Learn Best Workshop* presented by Dr. Harvey Brightman (Georgia State University), Minnesota State University Mankato. May 1996.

Attended the *Managing Business Ethics Workshop* presented by Dr. Katherine A. Nelson (Wharton School of Business), Minnesota State University Mankato. April 1996.

Attended the *Association for Business Simulations and Experiential Learning 23rd Annual Conference*, at Orlando, FL. March 1996.

Attended the *Last Day of Class Workshop*, Minnesota State University Mankato. November 1995.

Attended the *Workplace Ergonomics Workshop*, Minnesota State University Mankato. June 1995.

Attended the *Student Cheating Roundtable Discussion*, Minnesota State University Mankato. June 1995.

Attended the *Writing to Learn Workshop* presented by Dr. Robert Zelin and Prof. Jane Baird, Minnesota State University Mankato. May 1995.

Attended the *Enhancing Teaching and Learning Through Engagement Workshop*, presented by Dr. Thomas Morgan (Augsburg College) and Dr. Diane L. Pike (Augsburg College), at Minnesota State University Mankato. May 1995.

Attended the *Internet Training Session*, Minnesota State University Mankato. February 1995.

Attended the *Workshop on Teaching Techniques* presented by Dr. Ronald Klocke, at Minnesota State University Mankato. January 1995.

Attended the *Decision Sciences Institute 1994 Annual Meeting*, at Honolulu, Hawaii. November 1994.

Attended the *Streamlining Presentation Techniques Workshop* presented by Dr. Don E. Descy, at Minnesota State University Mankato. October 1994.

Attended the *SPSS for Windows Workshop* presented by Dr. Mohamed Askalani, at Minnesota State University Mankato. October 1994.

Attended the *College of Business Annual Spring Conference on Diversity in the Workforce*, at Minnesota State University Mankato. May 1994.

Attended the *College of Business Faculty Workshop on Teaching About Diversity* presented by Dr. Nancy DiTomaso (Rutgers University), at Minnesota State University Mankato. May 1994.

Attended the *Association for Business Simulations and Experiential Learning 21st Annual Conference*, at San Diego, CA. March 1994.

Attended the *Case Writing Workshop* presented by Dr. John Seegar (Harvard University) and Dr. Melvin Stanford (Minnesota State University Mankato), at Minnesota State University Mankato. April 1992.

Attended the *Business Administration Accreditation Workshop* presented by the American Assembly of Collegiate Schools of Business, at St. Louis, MO. September 1990.

Attended the *Conference on Teaching Business Ethics* presented by Arthur Andersen and Company, at the Arthur Andersen Center for Professional Education, St. Charles, IL. October 1989.

Service

Professional Organization Memberships

- ❖ Academy of Management. Member of the following Divisions:
 - ◆ Business Policy and Planning.
 - ◆ Organization and Management Theory.
 - ◆ Organizational Behavior.
 - ◆ Personnel/Human Resources.
 - ◆ Research Methods.
 - ◆ Social Issues in Management.

- ❖ Decision Sciences Institute.

- ❖ Western Decision Sciences Institute.

- ❖ Association for Business Simulation and Experiential Learning.

- ❖ Society for Human Resource Management.

- ❖ Southern Minnesota Area Human Resource Association.

Editorial Contributions

Manuscript reviewer, *Journal of Business Ethics*. 2005.

Manuscript reviewer, *Journal of Management Education*. 2004.

Textbook proposal reviewer in the field of Business Ethics for Prentice-Hall, 2001.

Conference session discussant, Western Decision Sciences Institute Annual Meeting, Maui, Hawaii, April 2000.

Manuscript reviewer, *Industrial and Labor Relations Review*, 1999.

Textbook manuscript reviewer in the field of Business Ethics for Prentice-Hall, 1999.

Textbook proposal reviewer in the field of Human Resource Management for Prentice-Hall, 1997.

Conference session discussant for three papers, Issues in Performance Session, Decision Sciences Institute 1994 Annual Meetings, Honolulu, Hawaii, November 1994.

Grant proposal reviewer, *National Science Foundation*, 1994.

Conference session discussant, Labor Economics and Labor Markets Contributed Papers Session, Industrial Relations Research Association Annual Meetings, New York, 1985.

Conference session discussant, Some Recent Developments in Labor Economics Session, American Economic Association Annual Meetings, New York, 1985.

Conference session chairperson, Interdisciplinary Research in Military Manpower Session, Eastern Economic Association Annual Meetings, Boston, 1983.

Conference session discussant, The Determinants of Strikes Session, Econometric Society Annual Meetings, New York, 1982.

Service Presentations

Presented workshop on "Using Microsoft Visio" at Minnesota State University Mankato. October 2002.

Presented workshop on "Web Pages for University Faculty" at Minnesota State University Mankato. October 1998.

Presented "Business Ethics: An Executive Briefing" to the Minnesota State University Mankato, College of Business Executive Council, Mankato, MN. May 1996.

Presented continuing education workshop on "Business Ethics" to the Southern Minnesota Association of Life Underwriters, Mankato, MN. February 1994.

Presented workshop on “Integrating Business Ethics in Your Courses” to College of Business faculty, Minnesota State University Mankato. November 1993.

Presented luncheon speech on “Ethics and Human Resource Management” to the Southern Minnesota Society for Human Resource Management, Mankato, MN. October 1993.

Presented workshop on “Integrating Business Ethics in Your Courses” to College of Business faculty, Minnesota State University Mankato. March 1993.

Presented professional development workshop on “Practical Ethics in the Workplace” to Minnesota State University Mankato, employees on University Development Day. February 1993.

Presented workshop on “Integrating Business Ethics in Your Courses” to College of Business faculty, Minnesota State University Mankato. December 1992.

Planned, organized, and participated in “The College of Business Ethics Conference,” Minnesota State University Mankato. October 1992.

Presented professional development workshop on “Practical Ethics in the Workplace” to Minnesota State University Mankato, employees on University Development Day. April 1992.

Presented workshop on “Integrating Business Ethics in Your Courses” to College of Business faculty, Minnesota State University Mankato. February 1992.

Service to the University Community Since 1987

Undergraduate and Graduate Student Advisor. 1987–present.

Graduate Student Thesis and Alternate Plan Paper Advisor. 1987–present.

Member of the Minnesota State University Mankato, Faculty Improvement Grants and Sabbaticals Sub-Meet and Confer Unit. 2005–present.

Member of the College of Business New Building Task Force. 2005–present.

Member of the College of Business Graduate Education Committee. 2001–present. (Period included the development and approval for the new College of Business MBA program.)

Member of the Minnesota State University Mankato, Graduate Education Sub-Meet and Confer Unit. 2001–2005. (Period included the development and approval for the new College of Business MBA program. Period also included a revision of the Capstone Experience Guidelines for the College of Graduate Studies and Research.)

Member of the Minnesota State University Mankato, President’s Task Force on the Strategic Priority to Review and Enhance Graduate Education. 2002–2005.

Member of the College of Business Technology Enhancement Committee. 1994–2001. (Period included the development and implementation of the College's *Information Technology Initiative*, in which all College of Business students have laptop computers with wireless network capabilities.)

Chair of the Hardware/Software Subcommittee of the College of Business Technology Enhancement Committee. 1998–2001.

Coordinator of the Human Resource Management Faculty Working Group. 1995–1999.

Chair of the College of Business Curriculum Committee. 1996–1999. (Period included the conversion of the University from the Quarter system to the Semester system, with the consequent revision of the curriculum of the entire university.)

Member of the Department of Management Curriculum Committee. 1995–1999.
Chairperson of the Committee. 1996–1999.

Member of the Minnesota State University Mankato, Ad Hoc World Wide Web User Group. 1996–97.

Member of the College of Business Mission Task Force. 1996–97.

Member of the Department of Management Mission Task Force. 1996–97.

Chairperson of the Department of Management Personnel Committee. 1993–95.

Member of the College of Business Ethics Advisory Group. 1989–1994.

Member of the Minnesota State University Mankato, Academic Computer User Committee. 1988–1994.

Member of the Minnesota State University Mankato, Faculty Senate. 1988–93.

Representative of the College of Business to the Minnesota State University Mankato, Faculty Association Executive Committee. 1989–90, 1992–93.

Member of the Minnesota State University Mankato, Budget Sub-Meet and Confer Unit. 1990–93.

Member of the College of Business Accreditation Task Force. 1990–91.

Member of the Management Department Academic Program Review Task Force (5 year department review). 1990–91.

Delegate to the Inter Faculty Organization Delegate Assembly, St. Paul, MN. 1990.

Member of the President's Strategic Planning Task Force on Undergraduate Education, Programs, and Curriculum. 1989–90.

Member of the Minnesota State University Mankato, Main Meet and Confer Unit. 1989–90.

Member of the Minnesota State University Mankato, Faculty Research Sub-Meet and Confer Unit. 1988–89.

Member of the Minnesota State University Mankato, Research Policy Committee. 1988–89.

Member of the Management and Industrial Relations Department Curriculum Committee. 1988–89.

Member of the College of Business Curriculum Committee. 1988–89.

Gathered raw data, analyzed data, wrote articles, and published the *Mankato Area Business and Economic Indicators* monthly report. 1987–88.

Directed the Bureau of Business and Economic Research Reference Room. 1987–88.

Coordinated the College of Business Research Workshop series. 1987–88.

Coordinated College of Business interactions with the Valley Industrial Development Commission. 1987–88.

Coordinated College of Business interactions with the South Central Business Assistance Group. 1987–88.

Coordinated College of Business plans to develop research activities with National Computer Systems. 1987–88.

Coordinated College of Business data-base and statistical support for faculty. 1987–88.