

## **JOHN A. MCCLENDON, Ph.D.**

Associate Professor & Chair  
Department of Management  
Fox School of Business  
Temple University  
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Philadelphia, PA 19122  
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### **SUMMARY**

Forty-three years of demonstrated achievements in human resource management, including private sector management, university-based scholarly research publications, award-winning university teaching at the BA, MBA, international MBA, executive MBA, and Ph.D. levels, and leadership in higher education.

### **ACADEMIC & INDUSTRY WORK HISTORY**

Temple University, Fox School of Business, Department of Management

*Associate Professor (with tenure)*, 1989-current

*Chair*, Department of Management (merger of Strategic Management & Human Resource Management departments), 2021-present

*Chair*, Department of Human Resource Management, 2016-2021

University of South Carolina, College of Business

*Researcher & Instructor*, 1985-89

International Paper Company

*HR Management*, 1979-1985; three facilities: Wiggins, MS; Eatonton, GA; Henderson, TX

### **EDUCATION**

*Doctor of Philosophy*, December 1989

University of South Carolina, College of Business

Concentration: Organizational Behavior

Dissertation: Determinants of Union Formation: An Extension of a Theory of Industrial Conflict

Fellowship: Recipient of the Frank B. Lane Memorial

Research Grant: United States Department of Labor

*Master of Arts*, August 1979

University of Alabama, College of Business Administration Major: Industrial Relations

*Bachelor of Arts*, December 1977

University of Alabama, College of Arts and Sciences and College of Business Administration

Major: Political Science

Minor: Human Resource Management

**FOX SCHOOL OF BUSINESS, TEMPLE UNIVERSITY**

*Chair, Department of Management, 2021-present*

*Chair, Department of Human Resource Management, 2016-2021*

Beginning 2021/2022 academic year to present led the Department of Management, an expanded department that resulted from the merger of the Human Resource Management Department and the Strategic Management Department.

- Led strategic change effort and integration of Human Resource Management and Strategic Management departments into one cohesive department
- Lead department comprised of 30 full-time faculty and 60 adjunct faculty
- Handle all administrative work related to department and faculty including course assignments, all department hiring, non-tenure track promotion, tenure reviews, performance reviews, strategic integration of department to Fox School of Business and Temple University, oversee all departmental expenditures and budgeting, among other administrative tasks
- Oversees department with four undergraduate majors, seven minors, two MS programs, and three Ph.D. concentrations with over 1000 department-specific degree-seeking students
- Responsible for Innovation and Entrepreneurship Institute
- Since fall 2016 to date have initiated numerous new strategic initiatives, including:
  - Designed and launched on-line Master of Science in HR program
  - Creation of the SHRM Certification non-credit training program, ranked in the top ten in number of participants trained in the U.S. as of 2023
  - Integrated the Business Management major into the department in 2018/2019
  - Established the first senior executive advisory board for the department
  - Started two employer advisory councils to provide professional development support for undergraduate majors
  - Creation of the Distinguished Guest Speaker Series (scholarly)
  - Grew the number of Student Professional Organizations to seven in support of undergraduate majors and minors
  - Started annual HRM Research Symposium
  - Created new minor in Sales (with Marketing, fall 2019)
  - Developed HR executive training designed for Senior Level HR professionals
  - Enhanced undergraduate community building through program development, e.g. "Senior Send Off"
  - Led new curriculum design for undergraduate and graduate programming, including Law and Ethics, Intrapreneurship, and Organizational Leadership
  - Expanded the OB/Ph.D. concentration from three students to a program which can sustain 10 students
- Increased communication and recognition of departmental and individual contributions via a departmental weekly update produced by Chair
- Led successful completion of department external review (October 2017)

## **TEACHING EXPERIENCE**

Have taught 17 distinct management courses at Temple University (1989-2024), including courses at the Bachelor of Arts (BA), Master of Business Administration (MBA), International Master of Business Administration (IMBA), Executive Master of Business Administration (EMBA), and Ph.D. levels.

### **BA level:**

Introduction to Human Resource Management  
International Human Resource Management  
Managing People at Work  
Human Resource Management and Public Policy  
Labor Relations: Strategy and Process

### **MBA level:**

Leadership in Organizations (core course 2018)  
Management and Organizational Behavior  
Human Resource Management Strategies  
Managing People and Organizations  
Strategic Challenges in Human Resource Management  
Contemporary Labor Relations  
Human Resource Management & Public Policy  
Managing Human Resource in the Dynamic Environment (MS)  
Human Resource Strategy & Human Capital Development (EMBA)  
Managing Human Resource in the Globalized Context (IMBA)

### **Ph.D. level:**

Theory/Research in Human Resources & Labor Relations  
Research in Labor-Management Relations

### **International Teaching Affiliations:**

Temple University Rome  
Temple University Japan (Tokyo)  
Temple University Singapore (EMBA & MSHR Singapore Programs)  
École Nationale des Ponts et Chaussées (ENPC), Paris  
University of Edinburgh, (Visiting Faculty) Executive MBA

### **Courses Taught in the International Context:**

Managing Human Resources in the Global Environment (Temple Rome)  
Human Resource Management and Human Capital Development (EMBA Temple Tokyo)  
Strategic HR/Human Capital Challenges (EMBA-MSHR Singapore)  
Human Resource Management (Leuven, Belgium, for ENPC EMBA)  
Managing People & Organizations (ENPC IMBA, Paris)  
International Human Resource Management (EMBA, ENPC, Paris)  
Human Resource Management (EMBA, University of Edinburgh)

## **DISTINCTIONS & AWARDS**

Recipient of multiple honors in recognition of distinguished leadership, technology and excellence in teaching, including Temple University's The Great Teacher Award in 2006.

MS Human Resource Faculty of the Year, 2016  
John Angelo Award for Innovative Use of Technology, 2015  
Executive MBA Program (Philadelphia) Faculty of the Year, 2010, 2015  
Professional MBA (PMBA) Program Faculty of the Year, 2011, 2014  
Executive MBA (EMBA Philadelphia) Faculty of the Year, 2010  
The Great Teacher Award, 2006  
MBA Teacher of the Year, 2005  
Musser Award for Leadership in Teaching, 1999  
Andrisani-Frank Award for Excellence in Teaching, 1993

École Nationale des Pont et Chaussée/Fox Executive MBA Faculty of the Year (Paris), 2010, 2013  
MS in Human Resources Singapore Program Faculty of the Year, 2012, 2013  
Executive MBA Paris Faculty of the Year, 2015

## **SCHOLARLY RESEARCH**

**Research Focus:** Author/co-author of research articles appearing in scholarly management journals. Research focus has included a range of management, labor- relations, and organizational issues. Specific streams include HR outsourcing (SHRM grant), union certification (U.S. Labor Department grant funded), employment disputes, compensation practices, long-term unemployment, and performance management. Current focus includes performance management systems, determinants of union formation and impact of "remote work" on human capital management decisions.

## **RESEARCH PUBLICATIONS** (Titles and Full Citations Follow)

Since 1993 authored and co-authored research publications have appeared among the following:

### **JOURNAL PUBLICATIONS**

International Journal of Selection and Assessment (2020)  
Journal of Workplace Counseling (2015)  
Career Development International (2013)  
Journal of Workplace Behavioral Health (2013)  
Journal of labor Research (2012, 1995, 1995)  
Human Resource Management Journal (2005, 2005, 2001)  
Journal of Management (2005)  
Journal of Managerial Issues (2002)  
PEO Insider (2002)  
Entrepreneurship: Theory and Practice (2000)  
Relations Industrielles (2000, 1994)  
Personnel Psychology (1999, 1996)  
Labor Studies Journal (1998)  
Industrial and Labor Relations Review (1993)  
Employee Responsibilities and Rights Journal (1993)

## **BOOK CHAPTERS**

Human Resource Management Ethics (2006)  
HR Management in Virtual Organizations (2003)  
International and Comparative Industrial Relations: A Study of Industrial Market Economies (1998)  
Organizing to Win (1998)  
The State of the Unions (1991)

## **PUBLISHED CONFERENCE PROCEEDINGS**

The Best Paper Proceedings-National Academy of Management Meetings  
Industrial Relations Research Association Proceedings  
Human Resource Planning Society National Conference  
Southern Regional Industrial Relations/Human Resources Conference  
Proceedings of the Eastern Academy of Management Meetings  
Southern Management Association Meetings  
Canadian Industrial Relations Association Proceedings  
Society of Industrial and Organizational Psychology Meetings

## **RESEARCH PUBLICATIONS**

### **JOURNAL PUBLICATIONS**

McClendon, JA, Deckop, JR, Han, S. and Petrucci, T. (2020). A Study of System Execution of Performance Appraisal. *International Journal of Selection and Assessment*. Vol 28, #3, pp. 322-336.

Petrucci, Tony, Gary Blau and John A. McClendon. (2015). Effect of Age, Length of Unemployment, and Problem-Focused Coping on Positive Reemployment Expectations. *Journal of Employment Counseling*. Vol. 52, #4, pp. 171-177.

Blau, Gary, Tony Petrucci and John A. McClendon. (2013). Exploring the Importance of Situational Background, Emotional, and Job Search Variables on Coping with Unemployment by Drinking Versus Considering Self-employment. *Journal of Workplace Behavioral Health*. Vol. 28, 3, pp. 212-233.

Blau, Gary, Tony Petrucci and John A. McClendon. (2013). Correlates of Life Satisfaction and Unemployment Stigma and the Impact of Length of Unemployment on a Unique Unemployed Sample. *Career Development International*. Vol. 18, 3, 257-280.

Blau, Gary, Tony Petrucci and John A. McClendon. (2013). Exploring the Impact of Demographics, Personality and Job Reattainment Variables on Unemployment-Delayed Retirement Intent. *Journal of Workplace Behavioral Health*, Vol. 28, #1, pp. 13-29.

Blau, Gary, Tony Petrucci and John A. McClendon. (2012). Effects of Layoff Victims' Justice Reactions and Emotional Responses on Attitudes Toward Their Previous Employer. *Career Development International*. Vol. 17, #6/7, pp. 500-517.

Mackenzie, Jr., William I., Brian Klass and John A. McClendon. (2012). Information Use in Counter-Offer Pay Decisions": An Examination of Factors that Influence Management Counter-Offer Decisions. *Journal of Labor Research*. Vol. 33, 1, pp. 370-387.

Klaas, Brian S., Hyuksueng Yang, Thomas Gainey, and John A. McClendon. (2005). HR in the Small Business Enterprise: Assessing the Impact of PEO Utilization. *Human Resource Management Journal*, Vol. 44, #4, pp. 433-448.

Mahony, Douglas M., Brian Klaas, John A. McClendon, and Arup Varma. (2005). The Effects of Mandatory Employment Arbitration Systems on Applicants' Attraction to Organizations. *Human Resource Management Journal*, Vol. 44, #4, pp. 449- 470.

Klaas, Brian, John A. McClendon, & Thomas Gainey. (2005). Professional Employer Organizations and Their Impact on Client Satisfaction with HR Outcomes: A Field Study of HR Outsourcing in Small and Medium Enterprises. *Journal of Management*, Vol. 31, No. 2., pp. 234-254.

McClendon, John A., Thomas Gainey, and Brian Klaas. (2002). HR Outsourcing and the PEO Industry: A Survey of Client Reactions. *PEO Insider*, Vol. 6, #4, pp. 18-23.

Klaas, Brian, John A. McClendon, and Thomas Gainey. (2002). Trust and the Role of Professional Employer Organizations: Managing HR in Small and Medium Enterprises. *Journal of Managerial Issues*, Vol. 14, No. 1, pp. 31-48.

Klaas, Brian, John A. McClendon, and Thomas Gainey. (2001). Outsourcing HR: The Impact of Organization Characteristics. *Human Resource Management Journal*, Vol. 40, #2, pp. 125-38.

Klaas, Brian, John A. McClendon, and Thomas Gainey. (2000). Managing HR in Small and Medium Enterprises: The Impact of Professional Employer Organizations. *Entrepreneurship: Theory and Practice*, Vol. 25, No. 1, pp. 107-24.

McClendon, John A. (2000). Members and Non-Members: Determinants of Membership in an Existing Bargaining Unit. *Relations Industrielles*, Vol. 55, No 2, pp. 332-349.

Klaas, Brian, John A. McClendon, and Thomas Gainey. (1999). HR Outsourcing and its Impact: The Role of Transaction Costs. *Personnel Psychology*, Vol. 52, #1, pp. 113-136.

McClendon, John A., Hoyt Wheeler, and Roger Weikle. (1998). The Individual Decision to Unionize. *Labor Studies Journal*, Vol. 23, No. 3, pp. 34-54.

Klaas, Brian, and John A. McClendon. (1996). To Lead, Lag, or Match: Estimating the Financial Impact of Pay Level Policies. *Personnel Psychology*, Vol. 49, pp. 121-41.

McClendon, John A., Jill Kriesky, and Adrienne Eaton. (1995). Member Support for Union Mergers: An Analysis of an Affiliation Referendum. *Journal of Labor Research*, Vol. XVI, 1, pp. 9-23.

Klaas, Brian, and John A. McClendon. (1995). Crossing the Line: The Determinants of Picket line Crossing During a Faculty Strike. *Journal of Labor Research*, Vol. XVI, 3, pp. 331-346.

Wheeler, Hoyt N., John A. McClendon, and Roger Weikle. 1994. Unionization: A Comparative

Case Study. *Relations Industrielles*, Vol. 49, No. 3, pp 465-481.

McClendon, John A. and Brian Klaas. (1993). Determinants of Strike- Related Militancy: An Analysis of a University Faculty Strike. *Industrial and Labor Relations Review*, Vol. 46, No. 3, pp. 560-573.

McClendon, John A. (1993). Union Authorization Card Signing and Union Certification Vote. *Employee Responsibilities and Rights Journal*. Vol. 6, #1, 9-19.

Deckop, R. John, John A. McClendon, and Kathleen Harris-Perless. (1993). The Effect of Union Militancy Intentions and Union Attitudes on the Organizational Citizenship Behavior of University Faculty. *Employee Responsibilities and Rights Journal*, Vol. 6, # 2, 85-98.

### **BOOK CHAPTERS**

McClendon, John A. (2006). "The Challenges to the US Labor Movement: An Ethical Perspective". In *Human Resource Management Ethics*. Editor: John Deckop. Information Age Publishing.

McClendon, John A., Brian Klaas, and Thomas Gainey. "HR Outsourcing". (2002). In *Human Resource Management in Virtual Organizations*. Editors: Robert Heneman and David Greenberger, Information Age Publishing, pp. 57- 80.

Wheeler, Hoyt and John A. McClendon. (1998). "Employment Relations in the United States of America", In *Inter. & Comparative Industrial Relations: A Study of Industrial Market Economies*, (Eds) Greg J. Bamber and Russell D. Lansbury. Allen and Unwin, 2nd Edition. NSW Australia.

Weikle, Roger, Hoyt Wheeler and John A. McClendon. (1998). "A Comparative Case Study of Organizing Success and Failure: Implications for Practical Strategy", In *Organizing to Win: New Research on Union Strategies*, (Eds) Kate Brofenbrenner, Sheldon Friedman, Richard Hurd, Rudolph A. Oswald, and Ronald Seeber. Cornell University Press, pp. 197-212.

Wheeler, Hoyt N. and John A. McClendon. (1991). "The Individual Decision to Unionize", In *The State of the Unions*, (Eds) George Strauss, Daniel G. Gallagher, and Jack Fiorito. Annual Industrial Relations Research Association Research Volume.

### **NATIONAL AND INTERNATIONAL PROCEEDINGS**

(Articles Presented and Published in Proceedings)

Klaas, Brian, John A. McClendon, Thomas Gainey, and Hyuksueng Yang. (2002). "Professional Employer Organizations and Their Impact on HR Outcomes: A Field Study of HR Outsourcing in Small and Medium Enterprises." *The Best Paper Proceedings of the 2002 National Academy of Management Meetings*. Denver, CO.

McClendon, John A. (1999). Members and Non-members: the Decision to Join an Existing Certified Bargaining Unit". Presented at the Industrial Relations Research Association. New York, NY.

Klaas, Brian, John A. McClendon, and Thomas Gainey. (1998). "Outsourcing HR: A Transaction Cost Perspective". Best Paper Proceedings of the National Academy of Management Meetings. San Diego, CA.

Klaas, Brian, and John A. McClendon. (1997). "Outsourcing Human Resource Management: Trends, Determinants, and Impact". Proceedings of the Human Resource Planning Society National Conference. Ithaca, NY.

Klaas, Brian, and John A. McClendon. (1992). "Picket Line Crossing in a University Faculty Strike: An Individual-Level Analysis". Best Paper Proceedings of the 1992 National Academy of Management Meetings. Las Vegas, NV. pp. 269-74. Meetings, Industrial Relations Research Association. New Orleans, LA.

McClendon, John A. and Brian Klaas. (1992). Determinants of Strike Militancy: Individual Activism in a University Faculty Strike". Abstract in Proceedings, 44th Annual Meetings, Industrial Relations Research Association. New Orleans, LA.

Eaton, Adriene, Jill Kriesky, and John A. McClendon. (1992). "Individual Support for Union Mergers: An Examination of Determinants". Abstract in Proceedings, 44th Annual Meetings, Industrial Relations Research Association. New Orleans, LA.

McClendon, John A. (1989). "Union Activism: Determinants to Active Union Support in Representation Elections", Proceedings, Forty-Second Annual Meeting, Industrial Relations Research Association. Atlanta, GA.

## **CONFERENCE & SYMPOSIA PRESENTATIONS**

(Not Published in Proceedings)

McClendon, John A., Andersson, L. (May 2024). Labor unions of yesterday for workers of today: The union organizing experience of cultural workers at the Philadelphia Museum of Art. To be presented at the 2024 American Psychological Science Convention. San Francisco, CA.

McClendon, John A., Andersson, L., & Deckop, J. (2022). Labor unions of yesterday for workers of today: Organizing cultural workers at the Philadelphia Museum of Art. 33rd International Association of Business & Society Conference. San Francisco, CA.

McClendon, John A., John Deckop, Tony Petrucci, (2014). The Impact of Performance Appraisal on Employee Motivation: The Role of System Execution. Eastern Academy of Management Meetings. Newport, RI.

Mackenzie, William, Brian Klass, and John A. McClendon. (2011). "Information Use in Counter Offer Decisions. Academy of Management Meetings. San Antonio, TX.

Mahony, Douglas, Brian Klaas, and John A. McClendon. (2003). "The Effects of Employment Arbitration and Employee Rights on Organizational Attraction". National Academy of Management Meetings. Seattle, WA.



Klaas, Brian, John A. McClendon and Thomas Gainey. (2002). "Professional Employer Organizations and their Impact on Small and Medium Enterprises (SME's)". Symposium on "The Impact of HR at SME's". Sponsored by Ohio State University. Columbus, OH.

Klaas, Brian, John A. McClendon and Thomas Gainey. (2000). "Determinants of Satisfaction with Professional Employer Organizations in Small and Medium Enterprises". National Academy of Management Meetings. Toronto, ON.

Klaas, Brian and John A. McClendon. (1999). "Outsourcing HR in Small and Medium sized Organizations: Determinants of PEO Client Reactions". Symposium at National Academy of Management Meetings. Chicago, IL.

McClendon, John A., and Brian Klaas. (1999). "HR Outsourcing and Its Impact: The Role of Transaction Costs". Society of Industrial and Organizational Psychology Meetings. Atlanta, GA.

McClendon, John A., Jill Kriesky, and Adrienne Eaton (1995). "Individual Support for Union Mergers: A Case Study and Future Research". The Second International Conference on Emerging Union Structures. Stockholm, Sweden.

Klaas, Brian and John A. McClendon. (1994). "To Lead, Lag, or Match: The Financial Impact of Pay Policy". National Academy of Management Meetings. Dallas, TX.

McClendon, John A. (1987). "Boundary Spanning Roles and the Collective Bargaining Process: A Review and Research Recommendations." National Academy of Management Meetings. New Orleans, LA.

## **REGIONAL MEETINGS**

(Articles Presented and Published in Proceedings)

McClendon, John A. (2000). "Free Riders and Dues Payers: Determinants of Joining Behavior in a University Faculty Strike". Proceedings of the Southern Regional Industrial Relations/Human Resources Conference. Birmingham, AL.

McClendon, John A. (1993). "Determinants of Union Certification Election Outcome: A Participant Observation Study". Proceedings of the Southern Industrial Relations/Human Resource Conference. Columbia, SC.

McClendon, John A. and Brian Klaas. (1992). "Determinants of Legal and Illegal Strike-Related Militancy in a University Faculty Strike". Proceedings of the 29th Annual Eastern Academy of Management Meetings. Baltimore, MD.

McClendon, John A., Jill Kriesky, and Adriene Eaton. (1991). "Union Mergers: Determinants of Individual Support". Proceedings of the Twelfth Annual Southern Regional Industrial Relations Academic Seminar. Atlanta, GA.

McClendon, John A. (1991). "Union Authorization Card Signing and Union Certification Vote: An Exploratory Analysis", Proceedings of the 28th Annual Eastern Academy of Management

Meetings. Hartford, CT.

McClendon, John A. and Hoyt N. Wheeler. (1991). "Determinants of the Decision to Support Unionization: A Comparative Model", Proceedings of the Eastern Academy of Management Fourth Biennial International Conference. Nice, France.

McClendon, John A. (1990). "The Individual Decision to Unionize", Proceedings of the Eleventh Annual Southern Regional Industrial Relations Academic Seminar. Memphis, TN.

DeNisi, Angelo S., Cornelius, Edwin T., McClendon, John A., and Bumpus, Minnette. (1988). "Incentives, Job Enrichment, and the Work Ethic as Determinants of Job Reactions and Productivity. "Proceedings of the Southern Management Association. Atlanta, GA.

Wheeler, Hoyt N. and McClendon, John A. (1987). "The Integrative Theory and Union Organizing: A Pilot Study," Canadian Industrial Relations Association Proceedings. Hamilton, ON.

McClendon, John A. (1986). "A Review of Studies and Research Recommendations on Determinants of Unionization", Proceedings of the Southern Management Association. Atlanta, GA.

McClendon, John A. (1986). "Collective Action as a Natural Phenomenon: A Case Study of the English Graduate Organization (EGO) at the University of South Carolina", Proceedings of the Seventh Annual Southern Regional Industrial Relations Academic Seminar.

#### **PROFESSIONAL PRESENTATIONS (2016-present)**

Remarks provided regarding HRM educational programs at numerous HRM Department sponsored events for Philadelphia SHRM during period March 2019 and March 2020, including annual SHRM pre-conference dinner (March 2019), compensation management at Aramark Corporation (November 4, 2019), and work-life balance strategies at Exude Corp (January 16, 2020).

HR Executive Alliance; March 19, 2019. At the Union League, Philadelphia, Pa. Presentation title: The Role of Talent Acquisition Strategy and Leading Change in Building the High Performance Organization.

Discussant at Panel Discussion, Philadelphia Chamber of Commerce; March 7, 2019. Encouraging Agility During Times of Change.

Ghana Foreign Affairs Delegation. Temple University Visit; January 18, 2018. Presentation title: Leading and Managing Change.

Talent Acquisition Leaders Conference; October 19, 2017. At the Moshulu, Philadelphia, PA. Trends in Performance Management: Driving Key Hiring Decisions

Ground Rounds for the Department of Surgery—Temple University Surgeons. February 3, 2017. Presentation Title: The Challenge of Physician Adaptation to Change in a Rapidly Changing Health Care Environment.

Hispanic Chamber of Commerce Conference. August 18, 2016. At the Sonesta Hotel, Philadelphia, PA. Presentation title: Leading Change in a Rapidly Changing Business Environment.

### **DEPARTMENTAL SERVICE**

HRM 5001 Core Course Coordinator (2019-present)

Coordinate all facets of multiple-section HRM 5001 course activities and content to ensure convergence of learning outcomes and assurance of learning requirements.

Director, MS in HR Degree Program. (2000-2016)

Manage all facets of program, including recruiting, scheduling, admissions, and academic advising for all students.

MS HR Singapore Program. (ad hoc). (2010- 2013)

Instrumental in the development of the proposal for the MS HR Program in Singapore. Taught 4 times. Implementation March 2011.

HR Certificate Program Proposal (ad hoc). (2009/2010/2011)

Instrumental in the development of the proposal for the HR Certificate Program. Implementation January 2011.

HRM Department Merit Committee. (1995, 1997, 1998, 2004, 2005, 2006)

Member, MS HR Degree Program (1994-2000)

Coordinator of Human Resource Management course (HRA 200) (September 1991 to 1999).

HR/MS Degree Program Committee (1993-1998)

Faculty Advisor to Student Chapter of the Society of Human Resource Management (SHRM) (Fall 1990 to Fall 1996)

Department Internship Coordinator (1994-96)

Organizing Committee for the Industrial Relations/Human Resource Management Teaching Conference 1993 and 1995. (Committee Chair 1995)

Faculty Advisor to the MBA Student Association (Fall 1992 to Fall 1995)

Department Promotion and Tenure Sub-Committee (1993)

### **FOX SCHOOL OF BUSINESS SERVICE**

Fox School Masters Program Committee, Member (1994-present)

MBA Recruitment (1993- Current and On-going):

Continue long-standing activity of delivering sample classes for prospective students. (Previous years multiple times per year). In 2018/19 conducted class simulations and met with prospective MBA students at two recruiting events.

Committee on Student-Athlete Financial Aid Appeal (Current-2019)

Serve on the committee which reviews student appeals regarding denial of financial aid continuance.

MBA/EMBA for a Day Recruitment

(2005,2006,2007,2008,2009,2010,2011,2012,2013,2018,2019)

Conduct simulated class experience for potential EMBA and MBA students on several occasions per year.

Master's Program Committee (MPC) (Previous GAC) (1991- 2016)

MBA Regeneration Committee (ad hoc) (2013)

EMBA Curriculum Committee (2010/2011)

MBA Alumni Event— Trends in Career Management (October 2010)

Panel Moderator (and assisted with organizing).

Member-Fox School of Business Center for Teaching Excellence (2002-09)

Fox School Board of Visitors Event (October 2007)

Charged with responsibility of organizing program for October Board of Visitors meeting.

Full-Time MBA Fox School Program Development Committee (2003)

Director, Fox School of Business Strategic Planning Committee (2002)

A Dean appointed position that involved developing the school's strategic plan.

AACSB Re-accreditation Committee (2001)

In addition to general committee duties, principal responsibility included (1) managing the extensive revision process of the Fox School of Business Mission (including leading numerous focus groups comprised of Fox stakeholders in 2002) and the production of a draft of the relevant section of the AACSB self-report.

University Task Force on Course and Teaching Assessment (2001)

Provost chaired committee charged with designing the university-wide course evaluation instrument & process. Implemented 2003.

SBM Graduate Affairs Committee (September 1996-2000)

Temple University Ad Hoc Hearing Committee (1999)

Conducted at the Request of the University Personnel Committee and Assistance of University Counsel.

University Faculty Senator (1991-1993 and 1997-1999)

Member, MBA Admissions Committee (September 1994-1998)

Member, SBM Distant Learning Committee (1995-98)

Temple University Strategic Personnel Committee (1997)

Committee responsible for the development of a university-wide plan for the improved efficiency of various administrative departments. (Chaired by Robert Harrington, VP of HR)

SBM MBA/MS Degree Strategic Planning Committee (1997)

Board of Governors of the Business Academy of the Public School District-Philadelphia. (1995-2002).

Chair, "Back to Business Roundtable" Committee (1997)

Chair, Temple University Leadership Award Committee (1996)

AACSB Re-Accreditation Response Committee (May 1995 to October 1995; and January 1996)

Committee responsible for assisting in effort to achieve re-accreditation from AACSB. Duties included formulating response to AACSB review and acting as primary faculty liaison with AACSB review committee.

School Mission and Objectives Task Force Committee #2 (September 1995- May 1996)

Committee responsible for assessing and making recommendations with respect to: (1) restructure of faculty governance by-laws; (2) school mission statement; (3) school's planning process; (4) faculty priorities and goals. Personally Conducted 26 focus groups; & wrote 9 revisions of mission statement via CASBA approval process.

Organizing Committee for Employability Skill Training Program for Philadelphia Public School Students (May 16, 1995; November 20, 1995; and May 11, 1996)

United States-Japan Industry and Technology Management Training Program (U.S. Department of Defense grant jointly managed with the College of Engineering) (1994 to 1996)

Ad hoc University Faculty Senate on Teaching (1996)

Committee developed proposal for a permanent Temple University Teaching Academy

Assistant Director-- Ethics Resource Center (1992-1995)

Planning and Personnel Committee (CASBM) (1990-1993, including Chair- 1992/93)

### **PRIVATE SECTOR MANAGEMENT/CONSULTING EXPERIENCE**

International Paper Company, Human Resource Management (September 1979 to May 1985)

Henderson Wood Products Plant, Henderson Texas

*Manager of Employee Relations* (September 1981-May 1985)

Eatonton Wood Products Plant, Eatonton, Georgia

*Manager of Employee Relations* (February 1980- September 1981)

Wiggins Wood Products Complex, Wiggins, Mississippi  
*Personnel Specialist* (September 1979-February 1980)

Conducted management workshops and seminars on a host of strategic people management topics, ranging from leading strategic change to managing performance to business ethics.

Previous training responsibilities included private sector HR management experience at International Paper Company. Training related responsibilities included managing plant-level human capital development programs as well as conducting training in quality improvement program development, supervisory communication and coaching skills, and safety program training.

**Managerial Responsibilities:**

Human resource management generalist with senior plant-level responsibility for managing all facets of various facility's comprehensive HRM programs.

Specific areas of responsibility included compensation, recruitment and selection, performance evaluation system coordination, equal employment opportunity legal compliance, safety program management, corporate affairs, plant communications, management development and training, workers' compensation, collective bargaining, and labor contract administration.

Special assignments included managing "start up" operations at new facilities in Missouri (1983) and Oregon (1984); conducting performance evaluation system training for managers at numerous facilities (four states); and serving as Henderson, Texas facility's first "Quality Improvement Program" Coordinator (1984-85).