

# LYNNE MARY ANDERSSON

Associate Professor • Department of Human Resource Management

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## EDUCATION

### INSTITUTIONS

1986	UNIVERSITY OF NORTH CAROLINA degree : Bachelor of Science in Public Health major : Biostatistics	Chapel Hill, NC
1990	GEORGIA INSTITUTE OF TECHNOLOGY degree : Master of Science in Management major areas : Management Information Systems/Organizational Behavior	Atlanta, GA
1996	UNIVERSITY OF NORTH CAROLINA degree : Doctor of Philosophy in Business Administration major areas : Organizational Behavior/Social Issues in Management dissertation : Championing Natural Environmental Issues in Business Organizations	Chapel Hill, NC

### STUDENT ACADEMIC AWARDS

1982	University of North Carolina Honors Program.
1988	Georgia Institute of Technology Graduate Merit Award/Stipend.
1993	University of North Carolina Graduate Student Teaching Award.
1994	Richard D. Irwin Foundation Doctoral Dissertation Fellowship.
1997	Best Dissertation Award. Championing natural environmental issues in business organizations. Organizations and the Natural Environment Division, <i>57th Academy of Management Meeting</i> in Boston, MA.
1997	Best Dissertation Award. Championing natural environmental issues in business organizations. Social Issues in Management Division, <i>57th Academy of Management Meeting</i> in Boston, MA.

## EMPLOYMENT

### ACADEMIC

1988-1990	GEORGIA INSTITUTE OF TECHNOLOGY title : Graduate Teaching/Research Assistant department : Management Information Systems	Atlanta, GA
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1991-1995	UNIVERSITY OF NORTH CAROLINA title : Graduate Teaching/Research Assistant department : Management	Chapel Hill, NC
1995-2000	SAINT JOSEPH'S UNIVERSITY title : Assistant Professor department : Management & Information Systems	Philadelphia, PA
2000-2006	TEMPLE UNIVERSITY title : Assistant Professor department : Human Resource Management	Philadelphia, PA
2006-	TEMPLE UNIVERSITY title : Associate Professor department : Human Resource Management : Geography & Urban Studies/Sustainability (secondary appointment)	Philadelphia, PA

## **BUSINESS**

1986-1987	UNC HIGHWAY SAFETY RESEARCH CENTER title : Statistical Programmer	Chapel Hill, NC
1987-1988	RESEARCH TRIANGLE INSTITUTE title : Statistician	Research Triangle Park, NC
1989-1990	DELOITTE & TOUCHE title : Information Systems Consulting Intern	Atlanta, GA
1990-1991	BROADWAY & SEYMOUR, INC. title : Strategic Systems Consultant	Charlotte, NC

## **ACADEMIC AWARDS**

1996	Co-investigator, UNC Cato Center for Applied Business Research Grant of \$99,480 to study incivility in the workplace (with Christine Pearson, Judith Wegner, & Debra Shapiro).
1997	Winner, Saint Joseph's University Faculty Award for Outstanding Performance in Teaching.
1998	Best Paper Proceedings. Framing green issues as greenbacks: How sponsors of environmental issues get heard. <i>58th Academy of Management Meeting</i> in San Diego, CA.
2000	Finalist, Best Paper in <i>Academy of Management Journal</i> . Individual environmental initiative: Championing natural environmental issues in U.S. business organizations, 43: 548-570.
2001	Best Paper in <i>Human Relations</i> . When workers flout convention: A study of workplace incivility, 54: 1387-1419.
2002	Fox School of Business & Management Research Honor Roll.
2002	Fox School of Business & Management Excellence in E-Teaching Award.

2005	Winner, Musser Excellence in Leadership Award for Teaching.
2006	Winner, Andrisani-Frank Undergraduate Teaching Award.
2017	Winner, DBA Faculty of the Year, First Year.
2019	Winner, Lindback Award for Distinguished Teaching
2019	Winner, Temple Honors Professor of the Year

## RESEARCH

### PUBLICATIONS

#### REFEREED ARTICLES

Andersson, L. 1996. Employee cynicism: An examination using a contract violation framework. *Human Relations*, 49: 1395-1418.

Andersson, L., & Bateman, T. 1997. Cynicism in the workplace: Some causes and effects. *Journal of Organizational Behavior*, 18: 449-469.

Andersson, L., & Pearson, C. 1999. Tit-for-tat: The spiraling effect of incivility in the workplace. *Academy of Management Review*, 24: 452-471.

\*\*Highlighted as an *Academy of Management Executive Research Brief*, 2000\*\*

Andersson, L., & Bateman, T. 2000. Individual environmental initiative: Championing natural environmental issues in U.S. business organizations. *Academy of Management Journal*, 43: 548-570.

\*\*Finalist, Best Paper in *Academy of Management Journal*, 2000\*\*

Pearson, C., Andersson, L., & Porath, C. 2000. Assessing and attacking workplace incivility. *Organizational Dynamics*, 29(2): 123-137.

Pearson, C., Andersson, L., & Wegner, J. 2001. When workers flout convention: A study of workplace incivility. *Human Relations*, 54: 1387-1419.

\*\*Best Paper in *Human Relations*, 2001\*\*

Deckop, J., Cirka, C., & Andersson, L. 2003. Doing unto others: The reciprocity of helping behavior in organizations. *Journal of Business Ethics*, 47: 101-113.

Pearson, C., Andersson, L., & Porath, C. 2004. Workplace incivility. In S. Fox & P. Spector (Eds.), *Counterproductive workplace behavior: Investigations of actors and targets*. Washington, D.C.: American Psychological Association Press.

Andersson, L., Shivarajan, S., & Blau, G. 2005. Enacting ecological sustainability in the MNC: A test of an adapted value-belief-norm framework. *Journal of Business Ethics*, 59: 295-305.

Blau, G., & Andersson, L. 2005. Testing a measure of instigated workplace incivility. *Journal of Occupational and Organizational Psychology*, 78: 595-614.

Andersson, L., Giacalone, G., & Jurkiewicz, C. 2007. On the relationship of hope and gratitude to corporate social responsibility. *Journal of Business Ethics*, 70: 401-409.

Blau, G., Andersson, L., Davis, K., Daymont, T., Hochner, A., Koziara, K., Portwood, J., & Holladay, B. 2008. The relation between employee organizational and professional development activities. *Journal of Vocational Behavior*, 72: 123-142.

Kim, T., Bateman, T., Gilbreath, B., & Andersson, L. 2009. Employee cynicism and top management credibility: A comprehensive model. *Human Relations*, 62(10): 1435-1458.

Calvano, L., & Andersson, L. 2010. Hitting the jackpot (or not): An attempt to extract value in Philadelphia's casino controversy. *Organization*, 17(5): 583-597.

Andersson, L., Jackson, S., & Russell, S. 2013. Greening organizational behavior: An introduction to the special issue. *Journal of Organizational Behavior*, 34(2): 151-155.

Blau, G., Snell, C., Viswanathan, K., Campbell, D., Andersson, L. & Lopez, A. 2014. Testing a new measure of perceived professional development engagement for undergraduates. *Journal of Assessment and Institutional Effectiveness*, 4(2): 137-159.

Andersson, L., & Calvano, L. 2015. Perceived mobility of impact: Global elites and the Bono effect. *critical perspectives on international business*, 11(2): 122-136.

Blau, G., Pred, R., Andersson, L. & Lopez, A. 2015. Further research on an undergraduate measure of professional development engagement. *College Student Journal*, 49(4).

Andersson, L. 2017. Of great vampire squids and jamming blood funnels: A socially constructed and historically situated perspective on organizational corruption. *Journal of Management Inquiry*, 26(4): 406-417.

Lindebaum, D., Perezts, M, & Andersson, L. 2018. Why books? *Organization Studies*, 39(1): 135–141.

Litzky, B., Andersson, L., & Smith, W. 2018. Networks of entrepreneurs: Make communities wealthier, not just richer. *Journal of Ethics & Entrepreneurship*, 8(1): 36-53.

Chng, D., Kim, T, Gilbreath, B., & Andersson, L. 2018. Why people believe in their leaders – or not. *MIT Sloan Management Review*, 60(1): 65-70.

\*\*Selected for MIT Press Collection, 2018\*\*

Hill, T.L., DeWhitt, R., Tran, T., & Andersson, L. 2019. The Inside-Out Prison Exchange program - Impact on stakeholders. Ivey ID: 9B05B009. London, Canada: Ivey Publishing.

Lindebaum, D., & Andersson, L. 2021. What if existing theorizing on freedom at work contributes to a widening gap between theory and practise? Under review at *Organization*.

## **BOOK REVIEWS IN REFEREED JOURNALS**

Andersson, L., & Pearson, C. 1996. A review of Tedeschi & Felson's "Violence, aggression, and coercive actions." *Personnel Psychology*, 49(2): 499-502.

Andersson, L. 1997. A review of Giacalone & Greenberg's (Eds.) "Antisocial behavior in organizations." *Personnel Psychology*, 50(4): 1045-1049.

Andersson, L. 1998. A review of Parasuraman & Greenhaus' (Eds.) "Integrating work and family: Challenges and choices for a changing world." *Personnel Psychology*, 51(2): 488-492.

Andersson, L. 1998. A review of Davis' "Threats pending, fuses burning: Managing workplace violence." *Personnel Psychology*, 51(4): 1017-1022.

Andersson, L. 2006. A review of Schwerin's "Conscious globalism: What's wrong with the world and how to fix it." *Academy of Management Learning & Education*, 5(3): 382-384.

Andersson, L., Lindebaum, D., & Perezts, M. 2019. Book review symposium: Slavery in and around organizations. *Organization Studies*, 40(1): 135-149.

Perezts, M., Andersson, L., & Lindebaum, D. 2021. Numbers and organization studies: Book review symposium. *Organization Studies*, 42(9): .

Andersson, L. 2021. A review of Adler's "The 99 percent economy: How democratic socialism can overcome the crises of capitalism." *Business Ethics Quarterly*.

### **REFEREED PAPER PRESENTATIONS & PROCEEDINGS – NATIONAL/INTERNATIONAL**

Andersson, L. 1995. An examination of employee cynicism using a contract violation framework. Presented at the 55<sup>th</sup> *Academy of Management Meeting* in Vancouver, BC.

Andersson, L. 1995. A framework for championing natural environmental issues in business organizations. Presented at the 55<sup>th</sup> *Academy of Management Meeting* in Vancouver, BC.

Pearson, C., Andersson, L., Wegner, J., & Carmen, D. 1996. From curse to shove: Exploring the linkage between incivility and violence in the workplace using a multidisciplinary approach. Presented at the 7<sup>th</sup> *International Association of Business & Society Conference* in Santa Fe, NM (in Proceedings).

Sherman, R., Andersson, L., & Davis, S. 1997. Shifting the corporate environmental paradigm: Implications for green accounting practices. Presented at the *British Accounting Association National Conference* in Birmingham, UK and the 20<sup>th</sup> *Annual Congress of the European Accounting Association* in Graz, Austria.

Pearson, C., Hunt, C., & Andersson, L. 1997. Domestic violence: Championing a neglected workplace issue. Presented at the 8<sup>th</sup> *International Association of Business & Society Conference* in Destin, FL (in Proceedings).

Pearson, C., Andersson, L., & Wegner, J. 1997. When workers flout convention: A preliminary study of workplace incivility. Presented at the 57<sup>th</sup> *Academy of Management Meeting* in Boston, MA.

Andersson, L., & Pearson, C. 1997. Tit-for-tat: The spiraling effect of incivility in the workplace. Presented at the 57<sup>th</sup> *Academy of Management Meeting* in Boston, MA.

Andersson, L. 1998. Layoffs, executive pay, and poor corporate performance as predictors of cynicism among white-collar workers. Presented at the 9<sup>th</sup> *International Association of Business & Society Conference* in Kailua-Kona, HI (in Proceedings).

Andersson, L. 1998. Framing green issues as greenbacks: How sponsors of environmental issues get heard. Presented at the 58<sup>th</sup> *Academy of Management Meeting* in San Diego, CA (in Best Paper Proceedings).

Andersson, L. 1999. Selling and inspiring action on natural environmental issues. Presented at the *Southern Management Association Conference* in Atlanta, GA.

- Sherman, R., Andersson, L., & Davis, S. 2001. The interplay between corporate environmental and accounting paradigms. Presented at the *61<sup>st</sup> Academy of Management Meeting* in Washington, D.C.
- Andersson, L., & Halbert, T. 2002. Electronic deviance and its social, legal, and ethical implications in the workplace. Presented at the *13<sup>th</sup> International Association of Business & Society Conference* in Victoria, B.C.
- Deckop, J., Cirka, C., & Andersson, L. 2002. Doing unto others: The reciprocity of helping behavior in organizations. Presented at the *62<sup>nd</sup> Academy of Management Meeting* in Denver, CO.
- Andersson, L. 2003. Colonizing the non-consumers: The civilizing mission of the multinational enterprise. Presented at the *14<sup>th</sup> International Association of Business & Society Conference* in Rotterdam, The Netherlands.
- Andersson, L., & Ketkar, S. 2003. Evangelists of Empire: The civilizing mission of the multinational enterprise in the new global order. Presented at the *3<sup>rd</sup> International Critical Management Studies Conference* in Lancaster, UK.
- Andersson, L., & Ketkar, S. 2003. Beyond sustainability: The subsumption of nature by capital under Empire. Presented at the *63<sup>rd</sup> Academy of Management Meeting* in Seattle, WA.
- Shivarajan, S., Andersson, L., & Blau, G. 2003. Corporate environmental emphasis: A framework and field study of Indian supervisors. Presented at the *63<sup>rd</sup> Academy of Management Meeting* in Seattle, WA.
- Shivajaran, S., Dillman, J., & Andersson, L. 2003. Strategies of corporate social responsiveness: A framework and test. Presented at the *63<sup>rd</sup> Academy of Management Meeting* in Seattle, WA.
- Andersson, L., Shivarajan, S., & Blau, G. 2004. Enacting environmental sustainability in the multinational corporation. Presented at the *64<sup>th</sup> Academy of Management Meeting* in New Orleans, LA.
- Kim, T., Andersson, L., & Gilbreath, B. 2004. Is (s)he for real? The effects of perceived managerial credibility on cynicism, trust, and in-role behaviors. Presented at the *64<sup>th</sup> Academy of Management Meeting* in New Orleans, LA.
- Shivarajan, S., & Andersson, L. 2004. A network model for sustainable development. Presented at the *64<sup>th</sup> Academy of Management Meeting* in New Orleans, LA.
- Hill, T.L., & Andersson, L. 2006. Shady groves, black ties, and pandering prayers: Elite social clubs and the formation of classwide rationality. Presented at the *17<sup>th</sup> International Association of Business & Society Conference* in Merida, Mexico.
- Shivarajan, S., Andersson, L., & Johnson-Cramer, M. 2006. From stakeholder concern to social issue: A network analysis of Coca-Cola in Kerala, India. Presented at the *17<sup>th</sup> International Association of Business & Society Conference* in Merida, Mexico.
- Andersson, L. 2006. Netiquette in the land of neo-nihilism: (In)civility norms in virtual work collaboration. Presented at the *Linguistic Impoliteness and Rudeness: Confrontation and Conflict in Discourse Conference* in Huddersfield, UK.
- Cordano, M., Shivarajan, S., & Andersson, L. 2006. Building commitment and trust through enhanced environmental management: An analysis of the benefits of employee-organization value congruence. Presented at the *66<sup>th</sup> Academy of Management Meeting* in Atlanta, GA.

- Shivarajan, S., Andersson, L., & Halbert, T. 2006. From stakeholder activism to social issue: A network analysis of Coca-Cola in Kerala, India. Presented at the *66<sup>th</sup> Academy of Management Meeting* in Atlanta, GA.
- Andersson, L. 2007. Neoliberalism and the neoliberal subject: Implications for business and society. Presented at the *18<sup>th</sup> International Association of Business & Society Conference* in Florence, Italy.
- Shivarajan, S., Andersson, L., & Johnson-Cramer, M. 2007. From stakeholder concern to social issue: A network analysis of Coca-Cola in Kerala, India. Presented at the *67<sup>th</sup> Academy of Management Meeting* in Philadelphia, PA (in Best Paper Proceedings).
- Calvano, L., & Andersson, L. 2008. A history of excess: Accumulation by dispossession in the city of brotherly love. Presented at the *Standing Conference for Management & Organization Inquiry* in Philadelphia, PA.
- Marshall, K. (Hall), & Andersson, L. 2009. Spaces of values subduction in global capitalism. Presented at the *Standing Conference for Management & Organization Inquiry* in Orlando, FL.
- Marshall (Hall), K., & Andersson, L. 2009. Polluted air meets "Slumdog Millionaire": Environmental perceptions in a global subduction zone. Presented at the *69<sup>th</sup> Academy of Management Meeting* in Chicago, IL.
- Marshall (Hall), K., & Andersson, L. 2010. Business, society and ethics: Moving beyond the economic rationale. Presented at the *Standing Conference for Management & Organization Inquiry* in Wash, DC.
- Andersson, L. 2010. Farmer Brown goes downtown: The urban farm as a venue for critical management education. Presented at the *70<sup>th</sup> Academy of Management Meeting* in Montreal, QC.
- Andersson, L., Litzky, B., & Calvano, L. 2011. Enslavement of the self: The neoliberal subject in the 21<sup>st</sup> century workplace. Presented at the *22<sup>nd</sup> International Association of Business & Society Conference* in Bath, United Kingdom.
- Andersson, L., & Calvano, L. 2012. The Bono factor and the globally mobile elite: Neoliberalism and perceived mobility of impact. Presented at the Critical Management Studies Workshop at the *72<sup>nd</sup> Academy of Management Meeting* in Boston, MA.
- Andersson, L., & Marshall (Hall), K. 2012. Values subduction in the globally mobile professional: A grounded theory approach to conceptualizing hybridity in the virtual expatriate. Presented at the Critical Management Studies Workshop at the *72<sup>nd</sup> Academy of Management Meeting* in Boston, MA.
- Litzky, B., Andersson, L., & Calvano, L. 2013. Considering the impact of social venture networks. Presented at the *24<sup>th</sup> International Association of Business & Society Conference* in Portland, OR (in Proceedings).
- Andersson, L., & Calvano, L. 2013. Money, mobility and social impact: Understanding the Bono effect. Presented at the *73<sup>rd</sup> Academy of Management Meeting* in Orlando, FL.
- Andersson, L. 2015. Of great vampire squids and the situatedness of blood funnels: An eventful interactionist approach to organizational corruption. Presented at the *75<sup>th</sup> Academy of Management Meeting* in Vancouver, BC.
- Andersson, L. 2015. Pipelines, pandering, politics and protests: Conducting a live stakeholder challenge with your business ethics students. Presented at the *22<sup>nd</sup> International Vincentian Business Ethics Conference* in New York, NY.

Litzky, B., Andersson, L., Smith, W. 2016. Stay with me: An investigation into the durability of social capital accumulation for urban entrepreneurs. Presented at the 27<sup>th</sup> *International Association of Business & Society Conference* in Park City, UT (in Proceedings).

MacLean, T., Litzky, B., Behnam, M., & Andersson, L. 2016. Minding the gap(s): Unintended consequences of decoupling. Presented at the 27<sup>th</sup> *International Association of Business & Society Conference* in Park City, UT.

Andersson, L. 2016. Of great vampire squids and the situatedness of blood funnels: An eventful interactionist approach to organizational corruption. Presented at the 32<sup>nd</sup> *European Group for Organization Studies Colloquium* in Naples, Italy.

Litzky, B., Andersson, L., & Smith, W. 2017. Neo-local strategies and entrepreneurship: How “B”ing engaged in communities creates livelihood outcomes. Presented at the 28<sup>th</sup> *International Association of Business & Society Conference* in Amsterdam, The Netherlands.

Litzky, B., Andersson, L., & Smith, W. 2017. Local entrepreneurs: Conduits of neo-localism and sustainable urban livelihoods. Presented at the 77<sup>th</sup> *Academy of Management Meeting* in Atlanta, GA.

Smith, W., Litzky, B., & Andersson, L. 2019. Crossing the shareholder-first border: The case of Trek Therapeutics. Presented at the 30<sup>th</sup> *International Association of Business & Society Conference* in San Diego, CA.

Lindebaum, D., Andersson, L., & den Hond, F. 2019. Understanding and undoing phantom freedom under neoliberal capitalism. Presented at the 8<sup>th</sup> *European Theory Development Workshop* in London, UK.

Jacobs, D., Andersson, L., Willmott, H., Veldman, J., Levy, D., & Sauerbronn, F. 2019. The defense of corporate power as a political and intellectual project. Presented at the 79<sup>th</sup> *Academy of Management Meeting* in Boston, MA.

Litzky, B., Andersson, L., Keiser, L., Deckop, J. & Haynes, C. 2020. Paycheck to paycheck: Economic insecurity in American workers. Presented at the 31<sup>st</sup> *International Association of Business & Society Conference* in Lisbon, Portugal. <https://www.iabs.net/2020-virtual-conference>

## **PAPER PRESENTATIONS – LOCAL/REGIONAL**

Andersson, L. 1996. Employee cynicism: Its relation to incivility and violation of the psychological contract. Presented at the *Work-Related Incivility, Aggression, and Violence: A Collaborative Learning Forum* in Chapel Hill, NC.

Andersson, L. 1996. Championing hot issues in business organizations. Presented at the *Work-Related Incivility, Aggression, and Violence: A Collaborative Learning Forum* in Chapel Hill, NC.

Andersson, L. 1996. Champions of green business. Presented at the *SJU Haub School of Business Research Forum* in Philadelphia, PA.

Andersson, L. 1997. From curse to shove: The spiraling effect of workplace incivility. Presented at the *SJU Haub School of Business Research Forum* in Philadelphia, PA.

Andersson, L. 2001. From phone slamming to spamming: Defining incivility and other forms of deviant behavior in the new realm of electronic business. Presented at the *Irwin L. Gross eBusiness Institute Research Workshop: What is really new in E-business?* in Philadelphia, PA.



Andersson, L. 2001. Workplace incivility. Presented at the *Temple University Social & Organizational Psychology Colloquium Series* in Philadelphia, PA.

Andersson, L. 2001. Workplace incivility: The trials and tribulations of new construct development. Presented at the *Kenan-Flagler Business School Summer Research Camp* in Chapel Hill, NC.

Andersson, L., Schau, H., & Schifter, C. 2003. Technology as context and tool in qualitative research. Presented at the *Temple Symposium on Qualitative Research* in Philadelphia, PA.

Deckop, J., & Andersson, L. 2003. Tampering with footprints: Reinventing “management” as the creation of stakeholder value. Presented at the *17<sup>th</sup> Mid-Atlantic Regional Organizational Behavior Teaching Conference* in Philadelphia, PA.

Andersson, L. 2003. Problematizing sustainability: The subsumption of nature by capital under Empire. Presented at the *Ecological, Economic, Cultural, and Intellectual Implications of Sustainability Conference* held at Temple University, Ambler, PA.

Porter, T., Andersson, L., & Rothenberg, S. 2005. Research forum on organizations and the natural environment. Presented at the *42<sup>nd</sup> Eastern Academy of Management Meeting* in Springfield, MA.

Andersson, L. 2010. Embedding sustainability in corporate culture: The research perspective. Invited presentation at the Ivy School at University of Western Ontario and Canadian Business for Social Responsibility Forum in Toronto, CA.

Andersson, L. 2016. Philanthrocapitalism: The dark side of charity. Invited presentation at the Ethical Society of Philadelphia (and cosponsored by Philadelphia SBN and Net Impact) in Philadelphia, PA.

Andersson, L. 2020. Some trends in corporate sustainability. Invited presentation at Ernst & Young in Philadelphia, PA.

## **MEDIA COVERAGE OF RESEARCH**

My research on workplace incivility has been discussed and cited in over 200 print press outlets worldwide, including the *New York Times*, *Los Angeles Times*, *Boston Herald*, *Chicago Tribune*, *San Francisco Chronicle*, *London Observer*, *Toronto Star*, *Miami Herald*, *Washington Post*, and *Cleveland Plain Dealer*. In addition, I've performed interviews and discussed my research on numerous broadcast outlets, including National Public Radio, BBC, CNN, and Australian Broadcasting Corporation. I was also invited to speak about my research on organizational corruption with regard to the Wells Fargo scandal on the National Public Radio show *Radio Times*. Moreover, I was a panelist on KYW Radio's politics and public affairs show *Flashpoint* on “The American Worker: How are they doing?”

## **TEACHING**

### **SAINT JOSEPH'S UNIVERSITY**

*“Instructor’s general teaching effectiveness,” from 1 = Poor to 5 = Excellent*

#### **BSBA LEVEL**

BUSINESS, SOCIETY, & ETHICS

AVG EVALUATION: 4.62 (TAUGHT 6X)

ORGANIZATIONAL BEHAVIOR

AVG EVALUATION: 4.50 (TAUGHT 1X)

ORGANIZATIONS IN PERSPECTIVE

AVG EVALUATION: 4.43 (TAUGHT 2X)

MANAGING WORKFORCE DIVERSITY	AVG EVALUATION: 4.80	(TAUGHT 1X)
PRINCIPLES OF MANAGEMENT	AVG EVALUATION: 4.21	(TAUGHT 3X)

### **MBA LEVEL**

ORGANIZATIONAL BEHAVIOR	AVG EVALUATION: 4.48	(TAUGHT 1X)
SOCIAL RESPONSIBILITY IN BUSINESS	AVG EVALUATION: 4.65	(TAUGHT 16X)

### **EMBA LEVEL**

ENVIRONMENTAL ETHICS	AVG EVALUATION: 4.41	(TAUGHT 2X)
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## **TEMPLE UNIVERSITY**

*"Instructor taught course well," from 1 = Strongly Disagree to 5 = Strongly Agree*

### **BSBA LEVEL**

BUSINESS, SOCIETY & ETHICS	AVG EVALUATION: 4.82	(TAUGHT 62X)
CORPORATE SUSTAINABILITY	AVG EVALUATION: 4.90	(TAUGHT 12X)
MANAGING PEOPLE AT WORK	AVG EVALUATION: 4.85	(TAUGHT 4X)
MANAGEMENT THEORY & PRACTICE ( <i>HONORS</i> )	AVG EVALUATION: 4.98	(TAUGHT 13X)
ORGANIZATIONS & MANAGEMENT ( <i>N = 220+</i> )	AVG EVALUATION: 4.42	(TAUGHT 4X)
ORGANIZATIONS & MANAGEMENT ( <i>HONORS</i> )	AVG EVALUATION: 4.67	(TAUGHT 3X)

### **MBA/MS LEVEL**

ETHICAL MANAGEMENT/ETHICAL DECISIONS IN BUSINESS	AVG EVALUATION: 4.70	(TAUGHT 18X)
CONTROL & COORDINATION IN VIRTUAL ORGANIZATIONS	AVG EVALUATION: 4.40	(TAUGHT 1X)
MANAGING PEOPLE & ORGANIZATIONS	AVG EVALUATION: 4.56	(TAUGHT 2X)

### **PHD/DBA LEVEL**

ORGANIZATION & MANAGEMENT THEORY	AVG EVALUATION: 4.45	(TAUGHT 1X)
PROBLEM SOLVING W/QUALITATIVE RESEARCH METHODS	AVG EVALUATION: 4.80	(TAUGHT 10X)
SCIENTIFIC INQUIRY OF MANAGEMENT RESEARCH	AVG EVALUATION: 4.70	(TAUGHT 5X)

### **DISSERTATION & THESIS COMMITTEE MEMBERSHIP**

Blair Hayes, Ph.D awarded in Social Psychology, Summer 2004, role = external reader  
 Jeff Podoshen, Ph.D. awarded in Business, Spring 2005, role = committee member  
 James Dallaire, Ph.D. awarded in Social Psychology, Summer 2005, role = external reader  
 Vicki Metzler, Ph.D. awarded in Business, Summer 2005, role = committee member  
 Erin McCormick, Ph.D. awarded in Economics, Fall 2005, role = external reader  
 Kristen Shoberg, B.B.A. awarded in Human Resource Management, Fall 2005, role = honors thesis chair  
 Sridevi Shivarajan, Ph.D. awarded in Business, Summer 2006, role = chair  
 Kerri Crowne, Ph.D. awarded in Business, Fall 2006, role = chair  
 Wanli Zhao, Ph.D. awarded in Business, Summer 2007, role = committee member  
 Lisa Calvano, Ph.D. awarded in Business, Fall 2007, role = chair  
 Zaheer Asif, Ph.D. awarded in Business, Spring 2008, role = committee member  
 Aarti Sharma, Ph.D. awarded in Business at the Aukland University of Technology, Summer 2008, role = international examiner  
 Mark Promislo, Ph.D. awarded in Business, Spring 2010, role = committee member  
 Sabrina Volpone, Ph.D. awarded in Business, Spring 2013, role = committee member.  
 Kate Marshall (Hall), Ph.D. awarded in Business, Summer 2013, role = chair  
 Michael Schwebel, Ph.D. awarded in Geography & Urban Studies, Spring 2015, role = committee member  
 Sarika Manavalan, B.B.A. awarded in Business, Spring 2016, role = honors thesis chair  
 Leila Bouamatou, D.B.A. awarded in Business, Spring 2017, role = chair  
 Diana Kyser, D.B.A. awarded in Business, Spring 2017, role = committee member

Melinda Hubbard, D.B.A. awarded in Business, Spring 2018, role = committee member  
Maggie Jordan, D.B.A. awarded in Business, Spring 2018, role = committee member  
Karl Spinnenweber, D.B.A. awarded in Business, Spring 2018, role = committee member  
David Williamson, D.B.A. awarded in Business, Summer 2018, role = committee member  
Jim Smith, D.B.A. awarded in Business, Spring 2019, role = committee member  
Tamas Horvath, D.B.A. awarded in Business, Spring 2019, role = committee member  
Joanne Santomauro, D.B.A. awarded in Business, Spring 2019, role = committee member  
Michael Chillino, D.B.A. awarded in Business, Spring 2020, role = committee member  
Geena McKeever, D.B.A. awarded in Business, Spring 2020, role = committee member  
Terry Namkung, D.B.A. awarded in Business, Spring 2020, role = committee member  
Manu Sivaraman, D.B.A. awarded in Business, Spring 2020, role = committee member  
Kristen Boligitz, B.B.A. awarded in Economics, Spring 2020, role = honors thesis auxiliary chair  
Stephen Sammut, D.B.A. awarded in Business, Summer 2020, role = committee member  
David Brown, D.B.A. awarded in Business, Fall 2020, role = committee member  
Shawn Edwards, D.B.A. awarded in Business, Fall 2020, role = chair  
Edward Webb, D.B.A. awarded in Business, Fall 2020, role = committee member  
Rachel Tomlinson, Ph.D. to be awarded in Kinesiology, Spring 2021, role = chair  
Marcus Collins, D.B.A. to be awarded in Business, Spring 2021, role = committee member  
Calvin Nobles, D.B.A. to be awarded in Business, Spring 2021, role = committee member  
Matthew Winters, D.B.A. to be awarded in Business, Spring 2021, role = committee member  
Sean Wells, D.B.A. to be awarded in Business, Spring 2021, role = committee member  
Ann Marie White, D.B.A. to be awarded in Business, Fall 2021, role = committee member  
Jazzmine Clarke-Glover, D.B.A. to be awarded in Business, Spring 2022, role = chair  
Amy Sheikh, D.B.A. to be awarded in Business, Spring 2022, role = chair  
Marcia Layton Turner, D.B.A. to be awarded in Business, Spring 2023, role = chair

## **PRESIDIO GRADUATE SCHOOL OF SUSTAINABLE MANAGEMENT**

*“To what extent did you learn from this instructor?” from 1 = Not at All to 5 = Extremely*

### **MPA LEVEL**

HUMAN RESOURCES & MANAGEMENT ETHICS

AVG EVALUATION: 4.63 (TAUGHT 4X)

## **SERVICE**

### **INSTITUTIONAL SERVICE AT SAINT JOSEPH’S UNIVERSITY**

#### **HAUB SCHOOL OF BUSINESS**

Advisor, Undergraduate Management Majors, 1995-2000.

Chair, Undergraduate Management Society, 1995-2000.

Course Coordinator, “Social Responsibility in Business” and “Business, Society, & Ethics,” 1997-2000.

Member, Administrative Oversight Committee for the Environmental Protection Institute, 1996-2000.

Member, Diversity Committee, AACSB accreditation, 1997-2000.

Member, Instructional Resource Committee, AACSB accreditation, 1996-1997.

#### **SAINT JOSEPH’S UNIVERSITY**

Member, Faculty Senate Election Committee, 1998-2000.

Member, Faith-Justice Institute, 1997-2000.

Member, Gender Studies Program Committee, 1998-2000.

### **INSTITUTIONAL SERVICE AT TEMPLE UNIVERSITY**

## **FOX SCHOOL OF BUSINESS & MANAGEMENT**

Academic Director, Fox Honors Program, 2006-2008.  
Assistant Director, Fox Ph.D. Program, 2003-2004.  
Associate Academic Director of Enrollment Management, Executive DBA, 2020-.  
Chair, eBusiness Research Workshop on "Cyberdeviance in the Digital Economy", 2003.  
Chair, CAFSBM, 2012-2013.  
Chair Elect, CAFSBM, 2011-2012.  
Core Coordinator, BA 3102, "Business, Society & Ethics," 2005-2013.  
Core Coordinator, BA 5088/HRM 5052/HRM 5302, "Ethical Management," 2012-2016.  
Faculty Advisor, Net Impact/Students for Responsible Business, 2008-.  
Faculty Mentor, Honors Undergraduate Research Scholar Program, 2002-2005.  
Fellow, Fox Honors Faculty, 2019-2021.  
Member, AACSB Faculty Classification Committee, 2018.  
Member, Computer Information Technology Committee, 2002-2003.  
Member, Executive DBA Steering Committee, 2013-.  
Member, Dean's Committee for Ethics in the Curriculum, 2002-2017.  
Member, Dean's Strategic Planning Committee, 2002-2003.  
Member, Doctoral Program Re-Engineering Committee, 2006-2008.  
Member, Ethics Oversight Committee, 2018-.  
Member, Faculty Engagement Committee, 2009-2011.  
Member, Full-time MBA Curriculum Development Committee, 2003-2005.  
Member, GMBA Regeneration Committee, 2013-2015.  
Member, HRM Department Faculty Recruitment Committee, 2003-2004, 2009-2013.  
Member, HRM Department Merit Committee, 2004-2005, 2007-2008, 2009-2012, 2015-2019.  
Member, MBA Admissions Committee, 2000-2002.  
Member, MS in Environmental Management Planning Committee, 2002-2003.  
Member, Merit Committee, 2006-2007.  
Member, Reaccreditation Review Task Force, 2007-2008.  
Member, Search Committee for the Academic Director of Fox Honors Program, 2019.  
Member, Social Entrepreneurship Steering Committee, 2017-.  
Member, Sustainability Network, 2009-2011.  
Member, Teaching Excellence Committee, 2019-2020.  
Member, Teachers Roundtable, 2007-2013.  
Member, Undergraduate Programs Committee, 2002-2005.  
Secretary, CAFSBM, 2002-2003.

## **TEMPLE UNIVERSITY**

Executive Committee Member, Temple Association for University Professionals, 2007-2016, 2021-.  
"Excellence in E-teaching" Demonstration Instructor, 2001-2003.  
Faculty Advisor, Temple United Students Against Sweatshops, 2019-.  
Faculty Affiliate, Center for Sustainable Communities, Temple Ambler, 2001-2006.  
Faculty Affiliate, Environmental Studies Program, 2000-.  
Member, Academic Strategic Planning Work Group: Environment for Student Success, 2008.  
Member, Advisory Board, Center for Work-Family Policy, 2006-2007.  
Member, Board of Governance, Rad Dish Cooperative Café and Creative Space, 2015-.  
Member, Faculty Board of Review, Temple University Press, 2015-2018.  
Member, Faculty Senate Committee for the Status of Women, 2005-2007.  
Member, Honors Oversight Committee, 2006-2008.  
Member, Learning Communities Summer Reading Project Book Selection Committee, 2002-2005.  
Member, President's Advisory Committee on Intercollegiate Athletics, 2010-2015.  
Member, President's Sustainability Task Force, 2007-2008.  
Member, Program Committee, Temple Issues Forum Event on Business Ethics Scandals, 2002.  
Member, Program Committee, League for Entrepreneurial Women Conference, 2002-2003.

Member, Program Committee, Symposium on Qualitative Research, 2002-2003.  
Member, Search Committee for the Executive Director of the Career Center, 2019-2020.  
Member, Search Committee for the Dean of Temple Rome, 2019.  
Member, Sustainability Advisory Board, 2009-  
Member, TAUP-Temple Joint Committee on Child Care & Family-Friendly Policies, 2006-2007.  
Representative, Faculty Senate, 2006-2009.

## PROFESSIONAL SERVICE

### MEMBERSHIP, ADMINISTRATIVE & ELECTED ROLES

#### Academy of Management

Critical Management Studies (CMS) Division

Reviewer, 2003-2020.

Member, Critical Management Studies Workshop, 2001, 2012.

Organizations and the Natural Environment (ONE) Division

Past Division Chair, 2010-2011.

Division Chair, 2009-2010.

Division Chair-Elect, 2008-2009.

Program Chair, 2007-2008.

Program Team Member, 1998-2000.

Professional Development Workshop Chair, 2003-2004 & 2006-2007.

Reviewer, 1997-2017.

Organizational Behavior (OB) Division

Reviewer, 1996-2000.

Social Issues in Management (SIM) Division

Reviewer, 1996-2020.

Track Chair, Social Issues, *Southern Management Association Meeting*, 1999.

Member, Best Dissertation Award Team, 2000-2001.

#### European Group for Organization Studies

Convener, Subtheme "Enlightenment, Freedom and Work in the 21<sup>st</sup> Century" at the 35<sup>th</sup> *European Group for Organization Studies Colloquium* in Edinburgh, United Kingdom, 2019.

#### Executive DBA Council

Facilitator, Doctoral Consortium at the 9<sup>th</sup> *International Conference on Engaged Management Scholarship* in Antwerp, Belgium, 2019.

Facilitator, Doctoral Consortium at the 10<sup>th</sup> *International Conference on Engaged Management Scholarship* in Cleveland, OH, 2020.

#### International Association for Business and Society

#### Network for Business Sustainability

#### Philadelphia Democratic Socialists of America, Labor Branch

#### Society for Business Ethics

#### Sustainable Business Network of Greater Philadelphia

Board Member, 2014-2019.

### EDITORIAL BOARD MEMBERSHIP

*Journal of Business Ethics Education*

*Journal of Organizational Behavior* special issue on Greening Organizational Behavior

*Organization Studies* Book Review Editor

*Human Relations* special issue on Freedom, Work and Organizations in the 21<sup>st</sup> Century

### AD HOC REVIEWER

*Academy of Management Journal*

*Academy of Management Review*

*Business & Society*

*Business Ethics Quarterly*  
*critical perspectives on international business*  
*Culture & Organisation*  
*Global Environmental Change*  
*Group & Organization Management*  
*Human Performance*  
*Human Relations*  
*Journal of Applied Social Psychology*  
*Journal of Business Ethics*  
*Journal of Business Ethics Education*  
*Journal of Management Inquiry*  
*Journal of Management Studies*  
*Journal of Occupational Health Psychology*  
*Journal of Politeness Research*  
*Journal of Radical Organization Theory*  
*Journal of Social Psychology*  
*Organization*  
*Organization & Environment*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Sex Roles*  
*Social Forces*  
*Strategic Management Journal*

## **COMMUNITY SERVICE**

President, Germantown Friends School Parents' Association, 2010-2012.  
Lecturer & Volunteer, Dechert LLP's BRIDGES Program with Philadelphia School District, 2005-2007.  
Parent Advocate, Ventilator Assisted Children's Home Program, 1999-2005.  
Parent Advocate & Volunteer, Make-a-Wish Foundation of Philadelphia & SE Pennsylvania, 2003-2005.  
Parent Resource Contact, Titanium Rib Project Family Network, 1999-2007.  
Parent Resource Contact, Neonatal Intensive Care Unit, Children's Hospital of Philadelphia, 1999-2002.  
Volunteer Running Guide, Achilles Track Club, 1996-2005.  
Member/Cooperator, Weaver's Way Cooperative Association, 1997-.  
Member, Labor Branch, Philadelphia Democratic Socialists of America, 2020-.  
Judge of Elections, Philadelphia Ward 59, Division 24, 2021-.

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