

DENNIS WITTMER

*Department of Management
Daniels College of Business
University of Denver
Denver, Colorado 80208
Voice: (303) 871-2431
FAX: (303) 871-2294
Email: DWITTMER@DU.EDU*

*8091 Grizzly Way
Evergreen, CO 80439
(303) 674-3016*

EDUCATION

- Ph.D. Department of Public Administration
Maxwell School of Citizenship and Public Affairs
Syracuse University (1992)
Concentrations: Managerial Ethics, Technology and Information Policy, Organizational Theory and Behavior, Public Policy
- MPA Department of Public Administration
Maxwell School of Citizenship and Public Affairs
Syracuse University (1979)
Concentration: Public Management
- M.A. Department of Philosophy
Syracuse University (1975)
Concentrations: Ethical Theory, Philosophy of Science, Ancient Philosophy
- B.A. Morningside College (1968)
Magna Cum Laude
Major Fields: Psychology, Philosophy

CURRENT INTERESTS

Teaching:

Integrated MBA courses (Ethics, Law, and Public Policy for Business)
Undergraduate core (Business Environment, Stakeholders and Business)
Business Ethics
Public Policy and Business

Research:

Ethical Decision Making and Management
Ethical Climates in Organizations
Organizational Commitment and Moral Development
Comparative (Public/ Private) Management

EMPLOYMENT HISTORY

Associate Professor (1998-present). Teaching integrated core courses in MBA, Executive MBA, Leadership MBA, and Mountain MBA programs. Teaching business environment and stakeholder management courses in revised undergraduate core. Department of Management, Daniels College of Business, University of Denver.

Assistant Professor (1992-1998). Taught public policy and business, business ethics, principles of management, human resource management, and new integrated values course (ethics, law, and public policy). MBA Values Team Coordinator (1993-1995). Department of Management, Daniels College of Business, University of Denver.

Adjunct Instructor (1990-91). Taught business ethics, public policy and business, and human resource management. Department of Management, College of Business Administration, University of Denver.

Senior Research Associate (1987-90). Directed and assisted with various grant proposals, projects and reports. These included Project Director, Syracuse Organization and Management Project (comparative study using phone and mail surveys); research on utility strategies for demand-side management; proposal preparation to study recycling programs; survey design for state survey of computerized information resources; data analysis of hazardous waste shipments and disposal methods in NY State. Also taught computer literacy course for all incoming MPA students. Technology and Information Policy Program, The Maxwell School, Syracuse University.

Planning Coordinator (1983-87). Directed planning unit activities of city's central grants office: proposal preparation, program planning, contract development and negotiation. Principal liaison with local, state and federal agencies, especially for employment and training programs. Staff to Private Industry Council. Office of Development, City of Syracuse, NY.

Legislative and Policy Analyst (1981-83). Monitored and assessed impact of federal legislation on city programs and policies: developed policy recommendations for Director and Mayor; prepared position papers, briefings, testimonies and Congressional correspondence; coordinated intergovernmental activities with other cities and urban lobbying groups. Office of Federal and State Aid Coordination, City of Syracuse, NY.

Research Technician (1979-81). Employment and training planner and labor market analyst. Developed annual plans and grant applications for CETA programs. Prepared budgets and program goals for public service employment programs (\$3.5 million annual budget). Reviewed, negotiated, and developed contracts with local agencies. Monitored and analyzed labor market trends and coordinated manpower programs with City's economic development activities. Office of Federal and State Aid Coordination, City of Syracuse, NY.

Adjunct Instructor (1975-84). Taught a variety of courses at various local colleges and university programs. Courses included business ethics, logic, ethics and value theory, ancient philosophy, modern philosophy, ethics and the public employee, epistemology and metaphysics, and introduction to philosophy. Included a variety of populations: adult students, prisoners at maximum security prison, local government managers, and masters degree students. Programs and institutions included University College of Syracuse University, Auburn Prison Program of Syracuse University, Institute For Local Government, and Onondaga Community College.

REFEREED JOURNAL ARTICLES AND BOOK CHAPTERS

Wittmer, D.P. (2004). "Business and Community: Integrating Service Learning in Graduate Business Education," Journal of Business Ethics, 51 (4), 359-371.

Wittmer, D.L. and Wittmer, D.P. (2004). "Managing Sexual Harassment at Coors," Case Research Journal, 24 (1), 57-76.

O'Brien, K. and Wittmer, D.P. (2003). "Teaching Values Using Technology: A Manuscript in PowerPoint Slides" MBAR Journal, 4 (1).

Bozeman, B. and Wittmer, D.P. (2001) "Technical Roles and Success of Federal Laboratory-Industry Partnerships," Science and Public Policy, 28 (4), 169-178.

Nelson, D. and Wittmer, D.P. (2001) "Developing a Learning Community Approach to Law and Ethics Education," Teaching Business Ethics Journal, 1 (5), 267-281.

Sotiriou, D. and Wittmer, D.P. (2001). "Influence Methods of Project Managers: Perceptions of Team Members and Project Managers," Project Management Journal, 32 (3), 12-20.

Wittmer, D.P. (2000). "Ethical Sensitivity in Management Decisions: Developing and Testing a Perceptual Measure Among Management and Professional Student Groups," Teaching Business Ethics Journal, 4 (1), 181-205.

Bowman, J., and Wittmer, D.P. (2000). "The Unfashionable Drucker: Ethical and Quality Chic," Journal of Management History, 6 (1), 13-29.

Wittmer, D.P. (2000). "Management Students and Moral Development: An Empirical

Exploration of Public and Private Sector Differences," Public Integrity, 2 (3), 181-194.

McGowan, R.P., and Wittmer, D.P. (1998). "Gaining a Competitive Edge: Economic Development Strategies for State and Local Governments," Public Administration Quarterly, 22 (3), 301-314.

Wittmer, D., Holcomb, J., Hutton, B., and Nelson, D.R. (1998). "Reinventing the MBA Curriculum: Integrating Ethics, Law, and Public Policy," Teaching Ethics and Values. New York: SUNY Press.

Wittmer, D.P., and Coursey, D. (1996). "Ethical Work Climates: Comparing Top Managers in Public and Private Organizations," Journal of Public Administration Research and Theory, 6 (4), 559-572.

Sorenson, J.E., and Wittmer, D.P. (1996). "Stage Two: Designing Team Taught Transdisciplinary Courses--Where Do We Begin?" Journal of Management Education, 20 (4), 422-434.

Bretschneider, S. and Wittmer, D. (1993). "Organizational Adoption of Microcomputer Technology: The Role of Sector," Information Systems Research, 4, 1, 88-108.

Wittmer, D. (1992). "Ethical Sensitivity and Managerial Decisionmaking: An Experiment," Journal of Public Administration Research and Theory, 2, 443-462.

Wittmer, D. (1991). "Serving the People or Serving For Pay: A Comparative Study of Values and Reward Preferences Among Managers in Government, Business and Hybrid Organizations," Public Productivity and Management Review, 14, 369-383.

CONFERENCE PROCEEDINGS

Wittmer, D., Holcomb, J., Hutton, B., and Nelson, D. (1996). "A New Model for Ethics Education: Curriculum Reform at the University of Denver," Proceedings of the Annual Meeting of the International Association for Business and Society.

Wittmer, D.P. (1996). "Ethical Sensitivity and Managerial Decision Making," Proceedings of the Annual Meeting of the International Association for Business and Society.

Bretschneider, S. and Wittmer, D. (1990). "Organizational Adoption of Microcomputer Technology: The Role of Sector," Proceedings of the International Symposium on Changing Information Environment and Social Life", Korean Institute of Communication Sciences, 65-76.

INVITED ARTICLES AND BOOK CHAPTERS

Wittmer, D. and McGowan, R. (forthcoming). "Five Decisions Tools for Decision Making." In J. Rabin, B. Hildreth, and G. Miller (eds.), Handbook of Public Administration (3rd ed). New York: Marcel Dekker.

Wittmer, D.P. (forthcoming). "Developing a Behavioral Model for Ethical Decision Making in Organizations: Conceptual and Empirical Research." In G. Frederickson and R. Ghore (eds.), Ethics and Public Administration (2nd ed.), M.E. Sharpe.

McGowan, R.P., and Wittmer, D.P. (2003). "Five Great Issues in Decision Making." In Jack Rabin, Robert F. Munzendrider, and Sherrie M. Bartell (Eds.), Principles and Practices of Public Administration Part 6: Decision Making, Policy Studies, and Analysis. New York: Marcel Dekker, www.ebooks.dekker.com .

Wittmer, D.P. (2001). "Ethical Decision Making." In T. L. Cooper (Ed.), 2nd ed., Handbook of Administrative Ethics. New York: Marcel Dekker.

McGowan, R.P., and Wittmer, D.P. (1998). "Five Great Issues in Decision Making." In Jack Rabin (Ed.), Handbook of Public Administration. New York: Marcel Dekker.

Affirmative Action and the Search for Common Ground: A Colorado Dialogue. (1996). Contributor, book prepared for conference on affirmative action, University of Denver College of Law.

Wittmer, D.P. (1994). "Ethical Decision Making." In T. L. Cooper (Ed.), Handbook of Administrative Ethics. New York: Marcel Dekker.

Wittmer, D.P. (1992). "Ethical Perception and Managerial Decision Making: A Conceptual and Empirical Exploration." In D. Cady and R. Beanblossom (Eds.), Natural Reason: Essays in Honor of Joseph Norio Uemura (pp. 75-95). St. Paul, MN: Hamline University.

Nelson, D.R., Wittmer, D.P., & Young, M.A. (November, 1991). "Evaluating Marketing Personnel: Ethical and Personal Tensions," Link Magazine, 14, 9, pp. 22-24.

Honey, J.C. and Wittmer, D.P. (1979). "Teaching Ethics to Pre-Entry Level Public Administration Students," In G.S. Birkhead and J.D. Carroll (Eds.), Education for the Public Service (pp. 63-76). Syracuse, NY: Maxwell School.

BUSINESS CASE STUDIES

Wittmer, D.L. & Wittmer, D.P. "Management SOS (A) and (B)"

Wittmer, D. L. & Wittmer, D.P. "Managing Sexual Harassment at Coors."

Wittmer, D.P. & Wittmer, D.L. (1997). "Paul Murray (A), (B), (C)," Casenet: Premier Series (casenet.thomson.com/casenet/abstracts/paulmurray.html), South-Western College Publishing.

NEWSPAPER COLUMNS

Contributor, Business Ethics Column, Rocky Mountain News, 1991-1995. Authored or co-authored over 50 columns as syndicated column for major daily newspaper in the Rocky Mountain region. The column ran weekly with writers from the Daniels College of Business. My contributions included topics such as drug testing, whistleblowing, and labor strikes.

OTHER NONREFEREED PUBLICATIONS

Wittmer, D.P. (1991). "Managerial Values in Public, Private, and Hybrid Organizations," Personnel Research Highlights, 3, 1, pp. 13-14. Washington, D.C.: U.S. Office of Personnel Management.

Urban America, 1984. (1984). Contributor, Policy Statement and Report of the National Conference of Democratic Mayors.

Urban America, 1982: Where We Stand, Where They Stand. (1982). Contributor, Policy Statement and Report of the National Conference of Democratic Mayors.

Wittmer, D.P. (1980). "Impact of CETA Maximum and Average Wage Requirements," CETA Monitor. Washington, D.C.: U.S. Conference of Mayors.

PAPERS UNDER PEER REVIEW

WORKING PAPERS, CASES, AND PROJECTS

"Toward a Theory of Organizational Commitment and Moral Development" (with Don Nelson and Cindi Fukami, University of Denver). Draft completed and working on revisions for submission to journal, probably Academy of Management Review.

PROFESSIONAL PAPERS, PRESENTATIONS, AND PANELS

"Cooperative Testing at Daniels: Using Cooperative Exams in Graduate and Undergraduate Courses" (with Kevin O'Brien and Sylvester Houston), 2004 Cooperative Learning Conference,

University of Denver, March 5, 2004.

“Perceived Fairness in an Ultimatum Game Scenario: A Comparison of Kuwaiti and U.S. Business Students” (with Ali Alkazemi, Kuwait University), Society for Business Ethics Annual Meeting, Seattle, WA, August 2, 2003.

“Management SOS (A) and (B)” (with Deanna Wittmer), Western Casewriters Association Annual Meeting, Palm Springs, CA, April 10, 2003.

“A Technological Approach to Values Education” (with Kevin O’Brien), AACSB International Graduate Programs Conference, Chicago, Ill., November 5, 2001.

“Business and Community: Integrating Service Learning in Graduate Business Education.” Society for Business Ethics, Washington, D.C., August 5, 2001.

“Managing Sexual Harassment at Coors: A Case Study” (with Deanna Wittmer), Western Casewriters Association, Sun Valley, Idaho, April 5, 2001.

"Developing a Learning Community Approach to Law and Ethics Education" (with Don Nelson), Academy of Legal Studies in Business Conference, 1998.

"Technical Roles and Success of Federal Laboratory-Industry Partnerships" (with Barry Bozeman, Georgia Tech), International Meeting of the Society for the Social Study of Science, Bielfeld, Germany, October 9, 1996.

Moderator , “Professional and Ethical Caveats Regarding Entrepreneurial Public Management,” American Society for Public Administration, Atlanta, Georgia, June 30, 1996.

"A New Model for Ethics Education: Curriculum Reform at the University of Denver" (with John Holcomb, Bruce Hutton, and Don Nelson), Annual Meeting of the International Association for Business and Society, Santa Fe, New Mexico, March 21-24, 1996.

"Ethical Sensitivity and Managerial Decision Making," Annual Meeting of the International Association for Business and Society, Santa Fe, New Mexico, March 21-24, 1996.

"Technical Roles and Success of Federal Laboratory-Industry Partnerships" (with Barry Bozeman, Georgia Tech), National Meeting of the Institute for Operations Research and the Management Sciences (INFORMS), New Orleans, LA, October 30-November 1, 1995.

"Ethical Work Climates: Comparing Top Managers in Public and Private Organizations" (with David Coursey, Florida State University), Annual Meeting of the Society for Business Ethics, Vancouver, Canada, August 4-6, 1995.

"Toward a Theory of Organizational Commitment and Moral Development" (with Donald Nelson and Cynthia Fukami), Annual Meeting of the Academy of Management Public and Nonprofit Sectors Division, Vancouver, Canada, August 6-9, 1995.

Panel Participant, "Ethics Education and Community Service at the Daniels College of Business" (with Bruce Hutton), Pre-Professional Study Panel, "Service Learning: Social Responsibility and Higher Education," Spring Faculty Forum for Campus Compact, Denver, CO, March 31, 1995.

"Ethical Work Climates: Comparing Top Managers in Public and Private Organizations" (with David Coursey, Florida State University), National Symposium on Ethics and Values in the Public Administration Academy, Tampa, FL, February 2-4, 1995.

"Reinventing the MBA Curriculum: Integrating Ethics, Law, and Public Policy" (with John Holcomb, Bruce Hutton, Donald R. Nelson), National Symposium on Ethics and Values in the Public Administration Academy, Tampa, FL, February 2-4, 1995.

Moderator and Rapporteur, "Performance, Productivity, and Fiscal Stress," America Society for Public Administration, National Training Conference, San Francisco, July 18, 1993.

"Managers and Moral Development: An Empirical Analysis of Public and Private Sector Differences," National Public Management Research Conference, Syracuse University, Syracuse, N.Y., September, 1991.

"Ethical Perception and Managerial Decision Making: A Theoretical and Empirical Analysis," Conference on the Study of Government Ethics, Park City, Utah, June, 1991.

"Evaluation for Technology Based State Economic Development Programs," (with Julia Melkers), 12th Annual Conference of the Eastern Evaluation Research Society, Rutgers University, May, 1989.

"The Need and Management of Demand-Side Management (with Walter Meyer and Richard Wood)," End-Use Load Information and Application Conference, Syracuse, N.Y, May, 1989.

City Representative, 1st Annual Meeting of the National Job Training Partnership Association; Sponsored by U.S. Conference of Mayors, National Governor's Association, and the National Association of Counties, Savannah, Georgia, 1985.

"New Federalism and the Cities: An Assessment of the Reagan Initiatives on the City of Syracuse," Panel Discussion on Reagan's New Federalism and Urban Areas, Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY, 1984.

Invited Participant, 1st Annual Institute on Ethics and Management, Yale School of Organization and Management and the Society for Values in Higher Education, New Haven, Connecticut, Summer, 1978.

EXPERT WITNESS DEPOSITION AND CONSULTATION

Expert Witness Consultation, The Equitable Life Assurance Society of the United States v. Bonfils-Stanton Foundation, 1998.

Expert Witness Consultation, Colorado Compensation Insurance Authority, et.al. v. Central Park, et.al., July, 1996.

Expert Witness Consultation, New York Life Ins. Co. v. KN Energy, Inc., November, 1994.

Expert Witness and Deposition (with Bob McGowan), Lisa Guilford vs. Larry Kallenberger, et. al. (State of Colorado), Jan- Mar, 1994.

Expert Witness (with Bob McGowan), Trans-Rim Enterprises (USA). Ltd v. Adolph Coors Company, 1993.

CONSULTING AND TRAINING

Trainer and Facilitator, "Colorado Lottery and Ethics," Commission Members of the Colorado Lottery, Colorado Lottery, November 10, 2004.

Trainer, "Business Ethics Seminar," College of Administrative Sciences, Kuwait University, September, 2002. This was a one-credit course for MBA students and the first business ethics course ever taught at Kuwait University.

Trainer, "Business Ethics Seminar," College of Administrative Sciences, Kuwait University, March 17-21, 2001. This was a one-credit course for MBA students and the first business ethics course ever taught at Kuwait University.

Trainer (with Don Nelson), "Building a Just Community: Collaborative Values in Decision Making," Accelerated Business Management Program, Johns Manville Corporation, October, 24, 2000.

Trainer (with Don Nelson), "Understanding and Resolving Ethical Problems," Expert Witness-Certification Committee, American Consulting Engineers Council of Colorado, November 14, 1997.

Trainer and Consultant, "Business Ethics," First Data Corporation, June, 1997.

Trainer, "Business Ethics," SK Telecom Program of Korea, University College, University of Denver, May, 1997.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Eagle, CO, January 10, 1997.

Consultant, "Ethical Conduct (Employment Survey)," Human Resources Group, Lockheed Martin, June, 1996.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, March, 1996.

"Ethical Issues and Frameworks for Decision Making," Training for Colorado Municipal Management Assistants Association, Loew's Giorgio Hotel, October 13, 1995.

"Ethical Issues and Social Responsibility," Presentation at the ProGreen Expo, Colorado

Convention Center, February 9, 1995.

"Ethics and Social Responsibility," Training for City of Englewood's series (Leadership: Breaking Out of the Box), Englewood, CO, November 8-9, 1994.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, October, 1994.

Workshop Leader and Presenter, "Ethical Business Practices," Garabaldi Group, Denver, CO, May 18, 1994.

Presenter and Trainer (with Don Nelson), "Ethical Choices," Central Rockies Leadership Program, Colorado Mountain College, Vail, October, 1993.

Presenter and Trainer (with Don Nelson), "Virtue Ethics as an Approach to Managerial Ethics," Goodwill Industry Executives Training Conference, Denver, fall, 1993.

Presenter and Trainer (with Don Nelson), "Business Ethics: Managerial Issues and Approaches," Corporate Partnership Program (University of Denver), Denver, July 15, 1993.

PROFESSIONAL SERVICE TO COMMUNITY

Facilitator, "Faith and Democratic Governance Community Discussions," Bridges to the Future of the University of Denver, Baha'i Faith of Denver, February 9, 2004.

Appeals Board Member, Denver Area Ad Review Panel, Denver/ Boulder Better Business Bureau, March 12, 2004.

"Has Business Ethics Gone to Hell, Or Has It Always Been This Bad?" Presentation to Consultant's Think Tank Group, Denver, CO, January 14, 2004.

"Ethical Decision Making – Duty and Consequences," presentation to the annual meeting of the Denver Chapter of the Colorado-Wyoming Association of Industrial-Organizational Psychologists, Denver, April, 15, 2003.

Trainer, "Business Ethics Seminar," Russian Investment Bankers, Productivity Enhancement Program (PEP), Center for Citizen Initiatives, Center for Management Development of the Daniels College, April 17, 2001.

Speaker (with Don Nelson). "Integrating Ethics in Business Education," University of Denver Women's Library Association, January, 2001.

"Social Capital and Robert Putnam's Bowling Alone," Presentation to the Colorado Chapter of

the National Burglar and Fire Alarm Association, Summer, 2000.

"Business Ethics and Social Responsibility," Presentation to the Colorado Chapter of the American Society of Professional Estimators, March 7, 2000.

"Colorado Ethics in Business Awards: An Overview," Presentation to the Rotary Club of Conifer, February 8, 2000.

Speaker, "Ethical Issues and Dilemmas in Business," September, 1998.

Selection Committee (ex-officio), Colorado Ethics and Social Responsibility Awards, 1997-present.

Panel Member, "Employee Privacy in the Workplace," For Dateline Colorado, KACT-TV, Public Television, Aurora, CO, September, 1997.

Facilitator, "Creating and Implementing Codes of Ethics," Young Presidents' Organization, University of Denver, January 16, 1997.

Panel Participant, "Affirmative Action and the Search for Common Ground: A Colorado Dialogue," University of Denver Law School, Denver, CO, March 15-16, 1996.

"Doing Good is Good Business: It is Isn't It?" Remarks to the City of Club of Denver, December 5, 1995.

Presenter (with Don Nelson), "Ethics in the Business Curriculum," DU Physics Department Community Group (Spring, 1995)

Guest Speaker, "Business Ethics," Eaglecrest High School Introduction to Business class, May 4, 1995.

Panel Participant, "Workplace Ethics," Annual Denver Joint Labor Management Conference, April 21, 1993.

Workshop Presenter and Leader, "Socially Responsible Business," National Fall Leadership Conference, Future Business Leaders of America and Phi Beta Lambda Inc., Denver, November 21, 1992.

PROFESSIONAL SERVICE

Memberships and Affiliations

Academy of Management Public and Non-Profit Sector Division
Academy of Management Social Issues in Management Division
American Society for Public Administration
Society for Business Ethics
International Association for Business and Society

Offices and Appointments:

Editor and Reviewer, "Ethics Today" (American Society for Public Administration newsletter on ethics), Dec. 2001-Dec. 2004.

Board of Editors, International Journal of Organization Theory and Behavior (appointed 1997)

Board of Editors, Journal of Public Administration Research and Theory (1996-1999)

Roster of Readers and Reviewers, Public Integrity Annual (appointed 1996)

Colorado Chapter of American Society for Public Administration (ASPA) – Vice-President (97-98)

Liaison (with American Society for Public Administration), Academy of Management Public and Non-Profit Sector Division, 1993-95

Mayoral Representative, Executive Committee, Employment and Training Council of the U.S. Conference of Mayors, 1985-87

Mayoral Representative, Board of Directors, Syracuse Model Neighborhood Facility, 1984-87

Mayoral Representative, National Job Training Partnership Association

Member, New York State Association of Employment and Training Professionals

Member, Board of Directors, Adoption and Counseling Services, Inc.

Member, Evaluation Consortium, State University of New York at Albany

Reviewer:

Academy of Management Learning and Education Journal (03)

Academy of Management Review (97, 97, 96)

Academy of Management Journal (98, 97, 96, 96, 96 94)

Journal of Public Administration Research and Theory (99, 99, 98, 97, 97, 96, 96, 96, 95, 95, 93, 93, 92)

Journal of Management Education (00, 99, 98, 97)

International Journal of Organizational Theory and Behavior (01, 00)

Journal of Business Ethics (01, 98)

Policy Studies Review (99, 98)

Policy Studies Journal (01)

Case Research Journal (03, 98)

Western Casewriters Association (01)

Academy of Management Annual Meeting (Social Issues in Management Division) (95)

Academy of Management Annual Meeting (Public and Nonprofit Sectors Division) (03, 00, 99, 98, 96, 94, 93, 92)

Academy of Management Case Critique Colloquium (97)

Richard D. Irwin, Inc. (96, 92)

West Publishing Company (94)

McGraw-Hill Publishers (01, 96, 94)

North American Case Research Association (94)

Symposium (Ethical Passages to the 21st Century: Issues and Challenges Facing Public Administration), Journal of Public Administration Research and Theory (95)

Book Chapters, Teaching Ethics and Values: Program Innovations, Teaching Strategies, and Ethical Issues (95)

HONORS AND AWARDS

Piccinati Endowed Professorship for Teaching Excellence, Daniels College of Business (2002-2004)

Recipient of Diamond Awards for Teaching, Daniels College of Business (5)

Teaching Scholarship Award, Daniels College of Business (2000)

Outstanding Faculty Research Award (1996), College of Business, University of Denver

Best Dissertation (1992), Academy of Management Public Sector Division

Best Dissertation (1992), Nominee -- National Association of Schools of Public Affairs and Administration (NASPAA)

Research Grant Recipient (1992), College of Business Administration, University of Denver
Graduate Scholar, Syracuse University

Research Assistantship, Syracuse University

Presidential Management Intern Nominee, Maxwell School, Syracuse University

National Defense Education Act Fellow

Who's Who in American Colleges and Universities

Presidential Scholarship

Magna Cum Laude

National Honor Societies:

 Psi Chi (Psychology)

 Blue Key

 Zeta Sigma

MILITARY SERVICE

Drafted for two years (1969-71) -- U.S. Army. Served one year with combat infantry division in Vietnam. Recipient of Bronze Star, Army Commendation Medal, and four clusters of Air Medal. Served as Communications Chief (25th Infantry Division) and Training Officer (3rd Armored Cavalry).

6/04/04