

## **ERIC G. KIRBY**

Department of Management  
McCoy College of Business Administration  
Texas State University  
San Marcos, TX 78666-4685  
512-245-2606  
fax: 512-245-2850  
egkirby@txstate.edu  
www.EricKirby.com

### **EDUCATION**

- Ph.D.** Doctor of Philosophy in Business Administration, University of Kentucky, 1996  
Major: Organizational Theory and Strategy  
Emphasis: Health Services Research
- M.B.A.** Master of Business Administration, Oakland University, 1991  
Emphasis: Management Information Systems
- B.A.** Bachelor of Arts, Western Michigan University, 1987  
Major: History  
Emphasis: Secondary Education

### **RESEARCH**

#### **Peer Reviewed Journal Publications**

Kirby, E. G. & Kirby, S. L. 2015. Competitiveness and the impact of ethical orientation. Journal of Strategic Management Education, forthcoming.

Kirby, S. L., Kirby, E. G., & Lyon, D. W. 2012. Expectations and Disappointments: Ethical Legitimacy of the U.S. Financial Sector. Journal of Business Ethics Education, 9: 343-358.

Kirby, E. G. 2012. Strategic groups and outcomes in the U.S. hospice care industry. Journal of Health Organization and Management, 26(5): 641-654.

Lyon, D. W., Kirby, E. G., Kirby, S. L. 2011. A framework for analyzing the financial crisis: Lessons from "The Smartest Guys in the Room." Journal of Strategic Management Education, 7(1): 5-18.

Kirby, E. G., Ross, J. K., Middlebrook, B. J., & Keeffe, M. J. 2010. The pedagogy of writing case studies: A grounded learning approach. Journal of Strategic Management Education, 6(3):199-212.

Kirby, E. G., Kirby, S. L., Bell, J. D., & Schafer, C. 2010. A study exploring factors affecting the use of kiasu tactics. Journal of Behavioral and Applied Management, 11(3): 249-262.

- Kirby, E. G., Keeffe, M. K., & Nicols, K. M. 2007. A study of the effects of innovative and efficient practices on the performance of hospice care organizations. Health Care Management Review, 32(4): 352-359.
- Kirby, E. G. & Ross, J. K. 2007. Kiasu tendency and tactics: A study of their impact on task performance. Journal of Behavioral and Applied Management, 8(2): 108-121.
- Kirby, E. G. 2006. A comparative analysis of stakeholder power in the Mexican and U.S. health care systems. Journal of Health & Social Policy, 22(2): 13-29.
- Kirby E. G. 2006. The impact of competition on the importance of conforming to social norms: Strategies for managed care organizations. Journal of Health Organization and Management, 20(2): 115-129.
- Kirby, E. G. & Kirby, S. L. 2006. Improving task performance: The relationship between morningness and proactive thinking. Journal of Applied Social Psychology, 36(11): 2715-2729.
- Kirby, E. G. 2003. Institutional and resource dependence perspectives on Major League Baseball: Insights and integration. International Journal of Sport Management, 4(2): 161-172.
- Kirby S. L., & Kirby E. G., & Lewis, M. A. 2003. Changing the monolith: A qualitative analysis of a university's transition to pluralism. Psychology and Education, 40(2): 13-20.
- Kirby, E. G., Kirby, S. L., & Lewis, M. A. 2002. A study of the effectiveness of training proactive thinking. Journal of Applied Social Psychology, 32(7): 1538-1549.
- Lyon, D. W. & Kirby, E. G. 2000. The career planning essay. Journal of Management Education, 24(2): 276-287.
- Davis, M. A., Freeman, J. W., & Kirby, E. G. 1998. Nursing home performance under case-mix reimbursement: Responding to heavy-care incentives and market changes. Health Services Research, 33(4): 815-834.
- Kirby, E. G. & Sebastian, J. G. 1998. The effect of normative social forces on managed care organizations: Implications for strategic management. Journal of Healthcare Management, 43(1): 81-95. (formerly Hospital & Health Services Administration; article selected for inaugural issue)
- Kirby, E. G. 1997. The impact of social norms and economic requirements on the strategic marketing of managed care organizations. Health Marketing Quarterly, 14(4): 45-54.
- Kirby, S. L. & Kirby, E. G. 1996. The company file project. Journal of Management Education, 20(1): 135-140.
- Kirby, E. G. & Kirby, S. L. 1996. On the diffusion of international social values: Institutionalization and demographic transition. Social Science Quarterly, 77(2): 289-300.
- Kirby, E. G., Kirby, S. L., & Lyon, D. W. 1996. The impact of cultural differences between the United States and Mexico: Do birds of a feather flock together? Journal of Business and Management, 3(2): 51-63.

Kirby, E. G. 1996. The importance of recognizing alternative perspectives: An analysis of a failed project. International Journal of Project Management, 14(4): 209-212.

Kirby, E. G. 1995. An evaluation of the effectiveness of US CAFE policy. Energy Policy, 23(2): 107-110.

Kirby, E. G. 1995. Corporate social policy: Not just ethical, but also effective. Ethics & Critical Thinking Journal, 57: 60-67.

### **Peer Reviewed Proceedings and Presentations**

Kirby, E. G. & Kirby, S. L. 2015. An examination of Medieval trade: Interorganizational relationships and the Hanseatic League. Presented at the 75<sup>th</sup> Annual Academy of Management Conference, Vancouver, BC, August 7-11.

Kirby, E. G. & Kirby, S. L. 2015. The Merchant Adventurers of England and the Hanseatic League: Competition for legitimacy. Presented at the 21<sup>st</sup> International Medieval Congress, Leeds, UK, July 6-9.

Kirby, E. G. & Kirby, S. L. 2014. Legitimacy enhancement as a motivator behind the Hanseatic League. Presented at the 20<sup>th</sup> International Medieval Congress, Leeds, UK, July 7-10.

Kirby, E. G. 2013. The Hanseatic League as an interorganizational relationship: An analysis of key contingencies. Presented at the 48<sup>th</sup> International Congress on Medieval Studies, Kalamazoo, MI, May 9-12.

Kirby, S. L., Lyon, D. W., & Kirby, E. G. 2012. Understanding where we are: The legitimacy of the U.S. financial sector. Presented at the 72<sup>nd</sup> Annual Academy of Management Conference, Boston, MA, August 3-7.

Kirby, E. G. & Kirby S. L. 2011. The impact of justice sensitivity and ethical orientation on competitiveness in the U.S./Mexico border region. Presented at the 71<sup>st</sup> Annual Academy of Management Conference, San Antonio, TX, August 12-16. (MED Global Forum Best Symposium Award recipient as part of a symposium on teaching management of the US/Mexico border)

Bradley, T. P., Ungaretti, T., Kirby, E. G., Trevino-Rodriguez, R. N., Bergman, J. Z., Rhee, K. S., & Nasr, K. J. 2010. Dare to care about your career: Questions, answers, and advise. Presented at the 70<sup>th</sup> Annual Academy of Management Conference, Montreal, QB, Canada, August 6-10.

Kirby, S. L. & Kirby E. G. 2010. Understanding sustainability and the triple bottom line: Tabula rasa. Proceedings of the 2010 Western Academy of Management Conference, Kona, HI, March 24-28.

Kirby, E. G. 2009. Strategic groups and outcomes in the hospice care industry. Presented at the 69<sup>th</sup> Annual Academy of Management Conference, Chicago, IL, August 7-11.

Kirby, S. L. & Kirby E. G. 2009. Future business leaders' knowledge and expectations regarding the issues surrounding sustainability. Presented at the 69<sup>th</sup> Annual Academy of Management Conference, Chicago, IL, August 7-11.

Bradley, T. P., Provitera, M. J., Ungaretti, T., Kirby, E. G., Williams, J. K., Trevino-Rodriguez, R. N., Rhee, K. S., & Powell, B. C. 2009. The green professor: Questions and answers. Presented at the 69<sup>th</sup> Annual Academy of Management Conference, Chicago, IL, August 7-11.

Lyon, D. W., Kirby, E. G., Kirby S. L. 2009. The smartest guys in the room: Lessons for the recent, or merely the most recent, financial crisis. Proceedings of the 2009 Western Academy of Management Conference, Midway, UT, March 19-21.

Kirby, S. L., Kirby E. G., Bell, J. B., & Schafer, C. 2008. Questions asked and assumptions made: GPA, student motivation, and employment opportunities. Presented at the 68<sup>th</sup> Annual Academy of Management Conference, Anaheim, CA, August 8-13.

Bradley, T. P., Ungaretti, T., Trevino-Rodriguez, R. N., Williams, J. K., Kirby, E. G., Provitera, M. J., Nasr, K. J., Fox, J. B., & Rhee, K. S. 2008. The questions we ask when the advisor is not looking. Presented at the 68<sup>th</sup> Annual Academy of Management Conference, Anaheim, CA, August 8-13.

Kirby, S. L., Kirby E. G., & Lyon, D. W. 2008. Scholars united to reach Generation Y: Discussing the social challenges surrounding globalization. Presented at the 19<sup>th</sup> Annual Conference of the International Association for Business and Society, Tampere, Finland, June 26-29.

Bradley, T. P., Provitera, M. J., Rhee, K. S., Rahim, E. A., Taylor, V .L., Westerman, J., Kirby, E. G., Nasr, K. J., & Ray, R. 2007. Management education: Getting in, breaking in, and fitting in. Presented at the 67<sup>th</sup> Annual Academy of Management Conference, Philadelphia, PA, August 3-8.

Kirby, E. G., Keeffe, M. K., & Nicols, K. M. 2006. A study of the effects of industry trends on hospice care organizations: Insights for the United Kingdom. Proceedings of the Conference on Trends in Global Business, New Haven, CT, April 20-22.

Kirby, E. G. 2005. Kiasu tendency and tactics: A study of their impact on academic performance. Presented at the 65<sup>th</sup> Annual Academy of Management Conference, Honolulu, HI, August 5-10.

Kirby, S. L., Kirby, E. G., & Ross, J. K. 2005. Examining organizational 'buy-in:' Weaving the nomological net. Presented at the 65<sup>th</sup> Annual Academy of Management Conference, Honolulu, HI, August 5-10.

Kirby, E. G. 2005. An analysis of stakeholder power in the U.S. and Mexican health care systems. Proceedings of the 2005 Western Academy of Management Conference, Las Vegas, NV, March 31-April 2.

Kirby, E. G. & Kirby, S. L. 2004. Argh, I've got an 8:00! Morningness, proactive thinking, and student performance. Presented at the 64<sup>th</sup> Annual Academy of Management Conference, New Orleans, August 6-11.



Kirby, S. L., Kirby, E. G., Armstrong, S. J., de Janasz, S. C., & Lyon, D. W. 2004. Excelling at teaching, research, and service while maintaining a life: Actionable tips from the trenches. Presented at the 64th Annual Academy of Management Conference, New Orleans, August 6-11.

Kirby, E. G., Kirby, S. L., & Glasgow (Nicols), K. M. 2002. Improving student performance: The relationship between morningness and proactive thinking. Proceedings of the 44<sup>th</sup> Annual Mountain Plains Management Conference, Durango, CO, October 3-5.

Ross, J. K. III & Kirby, E. G. 2000. A.W.A.R.E: Always Wanted A Riding Experience. Proceedings of the 2000 North American Case Research Association Meeting, San Antonio, October 14-16.

Richard, O. C., Kirby, S. L., & Kirby, E. G. 2000. The contingent role of human resource management system effectiveness on firm performance. Proceedings of the 2000 Southwest Academy of Management Conference, San Antonio, TX, March 15-18.

Kirby, E. G. 1999. Normative environmental forces, isomorphism, and market competition: A study of the behavior of managed care organizations. Presented at the 1999 American Sociological Association Conference, Chicago, August 8-12.

Kirby, S. L., Richard, O. C., & Kirby, E. G. 1998. Linking gender diversity to organizational performance: The impact of identity-conscious and identity-blind human resource management programs. Presented at the 58th Annual Academy of Management Conference, San Diego, August 9-12.

Kirby, E. G. 1997. A study of the impact of conformity to normative environmental forces on the performance of managed care organizations. Presented at the 57th Annual Academy of Management Conference, Boston, August 10-13.

Kirby, E. G., Davis, M. A., & Freeman, J. W. 1997. The effects of case-mix reimbursement policy on nursing home outcomes: Responding to heavy-care incentives and market changes. Presented at the 57th Annual Academy of Management Conference, Boston, August 10-13.

Savage, G. T., Kirby, E. G., Cochran, C. E., Friedman, L. H., & Purtell, D. 1997. Health care at the crossroads: Managed care and the two faces of state reforms. Presented at the 57th Annual Academy of Management Conference, Boston, August 10-13.

Kirby, E. G. 1997. A strategic plan for coordinating multiple-section courses. Proceedings of the 40th Annual Midwest Academy of Management Conference, Ann Arbor, MI, April 4-5.

Lyon, D. W. & Kirby, E. G. 1997. The career planning essay. Proceedings of the 40th Annual Midwest Academy of Management Conference, Ann Arbor, MI, April 4-5.

Kirby, E. G. 1995. Cultural differences in motivational orientation. Proceedings of the 23rd Annual Administrative Sciences Association of Canada Conference: International Business Programme, Windsor, ON, Canada, June 3-6.

Kirby, E. G. 1995. Is CAFE the way? Proceedings of the Marketing and Public Policy Annual Conference, Atlanta, May 19-21.

Kirby, S. L. & Kirby, E. G. 1995. The company file project: Theory and practice. Proceedings of the 38th Annual Midwestern Academy of Management Conference, St. Louis, March 31-April 1.

Kirby, E. G. & Mayer, D. 1991. U.S. regulation of the auto industry: Public policy issues for labor, energy, and the environment. Presented at the American Business Law Association Annual Meeting, Portland, ME, August 15-18.

### **Invited Presentations**

Kirby, S. L. & Kirby E. G. 2009. The triple bottom line: What exactly do we mean?. Presented at Sustainability: An interdisciplinary symposium, San Marcos, TX, November 6.

### **Other Publications**

Ross, J. K. & Kirby, E. G. 2008. A.W.A.R.E: Always Wanted A Riding Experience (a case study). In T. L. Wheelen & J. D. Hunger, Strategic Management and Business Policy, 11th ed. Upper Saddle River, NJ: Prentice Hall.

Ross, J. K. & Kirby, E. G. 2006. A.W.A.R.E: Always Wanted A Riding Experience (a case study). In T. L. Wheelen & J. D. Hunger, Strategic Management and Business Policy, 10th ed. Upper Saddle River, NJ: Prentice Hall.

Ross, J. K. & Kirby, E. G. 2004. A.W.A.R.E: Always Wanted A Riding Experience (a case study). In T. L. Wheelen & J. D. Hunger, Strategic Management and Business Policy, 9th ed. Upper Saddle River, NJ: Prentice Hall.

Ross, J. K. & Kirby, E. G. 2002. A.W.A.R.E: Always Wanted A Riding Experience (a case study). In T. L. Wheelen & J. D. Hunger, Strategic Management and Business Policy, 8th ed. Upper Saddle River, NJ: Prentice Hall.

Kirby, E. G. & Kennedy, S. D. 1999. The evolution of health care delivery systems. In J. Lancaster (Ed.), Nursing issues in leading and managing change: 3-24. St. Louis: Mosby-Year Book.

Kirby, E. G. 1996. "Readers are Reading" review of Partners for the dance: Forming strategic alliances in health care by A. D. Kaluzny, H. S. Zuckerman, & T. C. Ricketts. Academy of Management Review, 21(3): 885.

### **Manuscripts Under Review**

Kirby, E. G. & Kirby, S. L. An examination of medieval trade: Interorganizational relationships and the Hanseatic League. Journal of Management History (under 2<sup>nd</sup> review)

### **Research in Progress**

- The impact of medieval merchant guilds on modern management practices
- The interplay of competition and cooperation (with I. Ramachandran)
- Establishing strategic independence in Millennial students (with R. Konopaske & S. Kirby)
- Challenges onboarding Millennials in the health care industry (with R. Konopaske)

### **Research Interests**

- Dynamics of Competitive Rivalry among Medieval Merchant Guilds
- Impact of Sociocultural and Anthropological Forces on Organizations

- Strategic Conformity and Persistence among Health Care Organizations
- Strategic Behaviors Affecting Individual Performance in the Classroom

## **TEACHING**

### **Doctoral Seminars Taught**

- Ph.D. Seminar in Organizational Theory
  - University of Texas - Pan American (Fall 1998)
  - Texas Tech University (Fall 1997)
- Ph.D. Seminar in Strategic Management
  - Texas Tech University (Fall 1996)

### **M.B.A. Courses Taught**

- Strategic Management
  - Texas State University (Spring 2006; Fall 2010 – Fall 2013)
  - Texas State University-Round Rock Campus (Fall 2010 – Fall 2013)
  - University of Texas - Pan American (Spring 1999)
  - Texas Tech University (Fall 1996 - Spring 1998)
- Principles of Management
  - Texas State University (Fall 2000 - Fall 2002)
  - Texas Tech University (Fall 1997)
- Medical Group Practice Management
  - Texas Tech University (Fall 1997)
- Managed Health Care
  - Texas Tech University (Summer 1998)

### **Undergraduate Classes Taught**

- Strategic Management
  - Texas State University (Fall 1999 – present)
  - University of Texas - Pan American (Fall 1998 – Fall 1999)
  - Texas Tech University (Spring 1998)
  - University of Kentucky (Spring 1996 - Summer 1996)
- History of Management Thought (Spring 2013 - present)
- Honors Strategic Management
  - Texas Tech University (Fall 1996)
- Production and Operations Management
  - Texas State University (Fall 1999 – Summer 2000)
- Principles of Management
  - University of Kentucky (Fall 1993 - Fall 1995)
- Management Information Systems
  - Kalamazoo Valley Community College (Spring 1993)
- Computer Systems Analysis and Design
  - Southwestern Michigan College (Spring 1993)
- Freshman Seminar
  - Texas State University (Fall 2000)

### **Classes Taught via Distance Education**

- Post-M.B.A. Advanced Strategic Management



- Texas Tech University (Fall 1997)
- M.B.A. Strategic Management
  - Texas Tech University (Spring 1997 - Spring 1998)

#### **Doctoral Dissertation Graduate College Representative**

- Delina Berrara, Ph.D. in Public Administration, Texas Tech University (1998).
  - Dissertation Topic: Comparison of U.S. and Mexican health care systems.
- Laura Lam, Ph.D. in Psychology, Texas Tech University (1998).
  - Dissertation Topic: Impact of emotional intelligence on individual task performance.

#### **Master's Thesis Chair**

- Katherine Mulvany, M.B.A., Texas State University (2002).
  - Thesis Topic: Perceptions of liability by top management teams.

#### **Master's Thesis Committee Member**

- Lori Sallop, M.B.A., Texas State University (2005).
  - Thesis Topic: Gender diversity management practices.

#### **Undergraduate Honors Thesis Chair**

- Bissworaj Gurung, B.B.A., Texas State University (2000).
  - Thesis Topic: A strategic analysis of the failures of Netscape.

#### **Undergraduate Honors Thesis Committee Member**

- David Hanrath, B.B.A., Texas State University (2009).
  - Thesis Topic: An analysis of the characters and business strategies of Marvel Comics.

#### **Teaching Interests**

- Strategic Management
- Management History
- Organizational Theory

### **ACADEMIC WORK EXPERIENCE**

- **Texas State University, McCoy College of Business Administration, Department of Management**
  - Professor with tenure (2012-present)
  - Associate Professor with tenure (2002-2012)
  - Assistant Professor (2000-2002)
  - Visiting Assistant Professor (1999-2000)
- **University of Texas – Pan American, College of Business Administration, Department of Management, Marketing, and International Business**
  - Assistant Professor (1998-1999)
- **Texas Tech University, College of Business, Management Area & School of Medicine, Department of Health Organization Management (joint appointment)**
  - Visiting Assistant Professor (1996-1998)
- **University of Kentucky, College of Business and Economics, School of Management**
  - Teaching Assistant (1993-1996)
- **Southwestern Michigan College, Department of Business**
  - Adjunct Instructor of Computer Information Systems (1993)

- **Kalamazoo Valley Community College, Department of Business**  
- Adjunct Instructor of Computer Information Systems (1993)
- **Oakland University, School of Business**  
- Research Assistant (1990-1991)
- **Western Michigan University, College of Business**  
- Teaching Assistant (1986)

## **SERVICE AND RECOGNITION**

### **University-Level Service Activities**

- **Texas State University**
  - University Curriculum Committee (2003-2004, 2007-2013, & 2015-present)
  - Academic Program Review for School of Health Administration (2014)
  - College Review Group for College of Fine Arts and Communications (2014)
  - University Library Committee (2013-2015)
  - University Energy Conservation Committee (2008-2010)
  - Graduate Faculty (1999-present)
  - "Pack it Up and Pass it On" Volunteer (2009-2011)
- **University of Texas – Pan American**  
- Graduate Faculty (1998-1999)
- **Texas Tech University**  
- Graduate Faculty (1996-1998)
- **University of Kentucky**  
- Faculty Advisor for Mortar Board Honors Society (1995-1996)

### **College-Level Service Activities**

- **Texas State University**
  - College Curriculum Committee (2006-2012, 2015-present)
  - College Review Group (2012-present)
  - Strategic Management Core Course Coordinator (2003-present)
  - Research Enhancement Taskforce (2013-2014)
  - Beta Gamma Sigma Scholarship Selection Committee (2008-2010)
  - Research Enhancement Program Grant Selection Committee (2005-2006)
  - Core Course Coordinator Committee (2003-present)
  - Department of Management Chair Search Committee (2003-2005)
  - Mission of the College Committee (2001-2004)
  - College "Research Culture" Committee (2000-2001)
  - College Diversity Committee (2001-2003)
  - Faculty Advisor for Alpha Kappa Psi Business Fraternity (1999-2000)
- **University of Texas – Pan American**  
- AACSB Accreditation Self-Study Committee for the Ph.D. Curriculum (1998-1999)
- **Texas Tech University**
  - Multimedia Planning Committee (1996)
  - Faculty Advisor for Health Organization Management Student Association (1997-1998)
  - "Web Master" for Health Organization Management Program (1997-1998)
  - Health Organization Management Executive Planning Committee (1996-1998)

### **Departmental-Level Service Activities**

- **Texas State University**  
- Chair of Strategic Management Faculty Search (2015-present)

- Chair of Strategic Management Faculty Search (2013-2014)
- Chair of Department Journal Classification Committee (2011-present, Member since 2008)
- Chair of Departmental Curriculum Committee (2006-2012)
- Departmental Personnel Committee (2002-present)
- Endowed Chair in Ethics Search Committee Member (2007-2008)
- Coordinator of Departmental Journal Rankings (2006-2007)
- Faculty Mentor for Dr. Ivan Blanco (2005-2007)
- Departmental Library Representative (2000-2008)
- Departmental Budget Committee (2002-2005)
- Departmental Scholarship Committee (1999-2004)
- Chair of Departmental Mission Committee (2000-2003)
- Strategic Planning Steering Committee (2001-2003)
- Departmental "Research Cabinet" (2000-2003)
- External Screening Committee (2000-2001)
- **Texas Tech University**
  - Computer Action Committee (1996-1997)
  - Coordinator of Undergraduate Strategic Management Classes (1996)

### **Professional Service Activities**

- **Ad hoc Reviewer**
  - Decision Sciences Journal of Innovative Education (2009-present)
  - Academy of Management Review (1995-present)
  - Journal of Healthcare Management (1995-present)
  - Social Science Quarterly (1996-present)
  - Health Care Management Review (1999-present)
  - British Journal of Management (2007-present)
  - Advances in Health Care Management (1999-present)
  - Journal of Sport Management (2011-2013)
  - Academy of Management Annual Conference (1995-present)
  - Western Academy of Management Annual Conference (2004-present)
  - Southern Management Association Annual Conference (1995-2000)
  - International Academy of Business Annual Conference (1999-2001)
  - Midwest Academy of Management Annual Conference (1995-1997)
- **Conference Organization**
  - Academy of Management Conference Session Chair
  - Academy of Management Conference Discussant
- **Textbook Reviewer**
  - Strategic Management and Competitive Advantage, 1/e. 2006. Prentice Hall.
  - Managing Strategy, 1/e. 2006. Thomson/South-Western.

### **Honors and Awards**

- **Alpha Chi Honor's Society "Favorite Professor" Award**
  - Texas State University, 2014
    - selected by society members as being one of the best professors on campus
- **Presidential Award for Excellence in Teaching, McCoy College Nominee**
  - Texas State University, 2013-2014
    - awarded to the college's senior faculty member selected as the best teacher
- **College of Business Administration Advisory Council Teaching Excellence Award**
  - Texas State University, 2012-2013
    - awarded to the faculty member selected as the best by the students

- **Academy of Management MED Division Global Forum Best Symposium Award, 2011**
  - awarded to best global teaching symposium
- **Presidential Award for Excellence in Teaching, McCoy College Nominee**
  - Texas State University, 2008-2009
    - awarded to the college's senior faculty member selected as the best teacher
- **Presidential Award for Excellence in Scholarly Activities, McCoy College Nominee**
  - Texas State University, 2006-2007
    - awarded to the college's senior faculty member selected as the best researcher for the year
- **Presidential Award for Excellence in Teaching, McCoy College Nominee**
  - Texas State University, 2005-2006
    - awarded to the college's senior faculty member selected as the best teacher
- **Program for Excellence in Teaching and Learning, invited participant**
  - Texas State University, 2002-2003
    - honor reserved for the 20 best teachers at the university
- **"Excellence in Research" Award, Runner-up**
  - Texas State University, Department of Management, 2001-2002
    - awarded to the department's second-most productive researcher of the year
- **"Excellence in Teaching" Award, Runner-up**
  - Texas State University, Department of Management, 2001-2002
    - awarded to the department's second-best teacher of the year
- **Presidential Award for Excellence in Teaching, McCoy College Nominee**
  - Texas State University, 2001-2002
    - awarded to the college's junior faculty member selected as the best teacher
- **College of Business Administration Advisory Council Teaching Excellence Award**
  - Texas State University, 2000-2001
    - awarded to the faculty member selected as the best by the students
- **Presidential Award for Excellence in Scholarly Activities, McCoy College Nominee**
  - Texas State University, 2000-2001
    - awarded to the college's junior faculty member selected as the best researcher
- **"Excellence in Research" Award**
  - Texas State University, Department of Management, 2000-2001
    - awarded to the department's most productive researcher
- **"Excellence in Teaching" seminar**
  - Texas Tech University, College of Business Administration, invited presenter 1997
    - invited based on sustained teaching excellence
- **Academy of Management Health Care Admin. Consortium**, invited participant 1995
- **Phi Alpha Theta International History Honor Society**, inducted 1986
- **State of Michigan Merit Scholarship**, 1983

### **Grants and Funding**

- **Texas State University**
  - Faculty Developmental Leave, Spring 2010
    - granted for qualitative study of hospice care administrators' perceptions of environmental factors affecting organizational strategies and performance
  - Faculty Research Grant, 2007 (awarded \$2000)
    - awarded for study of grading systems on student motivations (results presented at Academy of Management annual conference)
  - Faculty Research Grant, 2005 (awarded \$500)

- awarded for study of hospice care industry (results published in Health Care Management Review)
- Faculty Research Grant, 2002 (awarded \$750)
  - awarded for study of organizational justice issues
- Faculty Research Grant, 2001 (awarded \$500)
  - awarded for materials to aid study of minor league baseball
- Library Research Grant, 2001 (awarded \$135)
  - awarded for materials to aid study of professional baseball (results published in International Journal of Sport Management)
- Faculty Research Support Grant, 2000 (awarded \$2,000)
  - awarded for study of minor league baseball
- Faculty Research Support Grant, 1999 (awarded \$1,000)
  - awarded for study of proactive thinking (results published in Journal of Applied Social Psychology)
- **University of Texas – Pan American**
  - Faculty Development Grant, 1999 (awarded \$1,200)
    - awarded for study of managed care organizations
  - Physician Education Research Support, 1999 (awarded \$150)
    - awarded for study of managed care organizations
- **Texas Tech University**
  - Research Advisory Board Large Competitive Grant, 1996-1997 (awarded \$2,020)
    - awarded for study of managed care organizations (results presented at American Sociological Association annual conference)
- **University of Kentucky**
  - Doctoral Student Research Grant, 1995 (awarded \$350)
    - awarded to support dissertation
  - Teaching and Research Assistantship, 1993-1996 (award valued at \$45,000)
    - awarded to cover all expenses of doctoral studies
- **Oakland University**
  - Research Assistantship, 1990-1991 (award valued at \$8,100)
    - awarded to cover most expenses of master's studies
- **Western Michigan University**
  - Teaching Assistantship, 1986 (award valued at \$2,200)
    - awarded to partially cover expenses of undergraduate studies

### **Association Memberships**

- Academy of Management

revised 8/23/15