

Sean R. Valentine
The University of North Dakota
Management
777-3632
Email: svalentine@business.und.edu

Education

BS, New Mexico State University, 2012.

Major: Hotel, Restaurant, and Tourism Management

DBA, Louisiana Tech University, 1999.

Major: Management

Supporting Areas of Emphasis: Marketing, Quantitative Analysis

Dissertation Title: An Empirical Examination of Individual, Issue-Related, and Organizational Determinants of Ethical Judgments

MBA, Texas State University, 1996.

Major: Business Administration

BS, Park University, 1992.

Major: Management/Human Resources

Academic, Military and Professional Positions

Academic

Adjunct Professor/Instructor, University of Wyoming. (2009 - Present).

Professor of Management, University of North Dakota. (2008 - Present).

Associate Professor of Management, University of Wyoming. (2005 - 2008).

Assistant Professor of Management, University of Wyoming. (2000 - 2005).

Assistant Professor of Management, Lamar University. (1999 - 2000).

Adjunct Instructor, Embry-Riddle Aeronautical University. (1998 - 2000).

Instructor/Teaching Assistant, Louisiana Tech University. (1995 - 1999).

Military

1LT, 2LT, enlisted soldier, Texas Army National Guard. (1986 - 1996).

Professional

La Vista Restaurant Supervisor, Hyatt Regency Hotels and Resorts. (1990 - 1995).

Licensures and Certifications

Business Ethics: Essentials and Best Practices Certificate,, Anderson School of Management, University of New Mexico. (2007 - Present).

Professional Memberships

Society for Human Resource Management.

Beta Gamma Sigma. (1999 - Present).

Delta Sigma Pi. (1998 - Present).

Academy of Management. (1996 - Present).

Awards and Honors

North Dakota Spirit Faculty Achievement Award, University of North Dakota. (2012).

North Dakota Spirit Faculty Achievement Award, University of North Dakota. (February 24, 2011).

TEACHING

Teaching Experience

The University of North Dakota

Management 300, Principles of Management, 5 courses.

Management 310, Organizational Behavior, 35 courses.

Management 395, Special Topics, 8 courses.

Management 408, Issues in Human Resource Mgmt, 12 courses.

Management 412, Training and Development, 11 courses.

Management 515, Advanced Managerial Theory, 30 courses.

Management 575, Special Topics, 5 courses.

Directed Student Learning

Directed Individual/Independent Study. (January 2012 - August 2012).

Advised: Bradley Eidsness

Directed Individual/Independent Study. (January 2010 - May 2010).

Advised: Devin McCall

Directed Individual/Independent Study. (January 2010 - May 2010).

Advised: Jessica Rosencrans

Directed Individual/Independent Study. (January 2010 - May 2010).

Advised: Tony Goldenstein

Supervised Research, Business Administration 997. (January 2009 - May 2009).

Advised: Darin Spitzer

Supervised Research, Business Administration 997. (January 2009 - May 2009).

Advised: Sarah Lappegaard

Awards and Honors

Professor of the Year, Beta Gamma Sigma. (April 18, 2011).

Master Distance Educator, Wyoming Distance Education Consortium. (2008).

Hollon Award for Teaching Excellence in University of Wyoming Off-Campus Programs,
University of Wyoming. (2007).

RESEARCH

Published Intellectual Contributions

Books

Mathis, R., Jackson, J., Valentine, S. (2014). *Human Resource Management* (14th edition ed.). South-Western/Cengage.

Valentine, S. (2014). *Organizational Ethics and Employee Well-Being*. Information Age Publishing.

Book Chapters

Valentine, S. (2016). The case for considering virtues in organizational ethics and human resource management. In José G. Sison (Ed.), *Handbook on Virtue Ethics*. Springer Publishing. <http://link.springer.com/article/10.1007/s10551-015-2993-6>

Valentine, S. (in press). *Organizational Ethics and Stakeholder Well-Being in the Business Environment: A Primer for Moving Forward*. Information Age Publishing.

Valentine, S. (2010). *Chapter 10-Performance Management and Appraisal* (13th ed.). Human Resource Management, Mathis & Jackson/South-Western.

Valentine, S. (2010). *Chapter 11-Total Rewards and Compensation* (13th ed.). Human Resource Management, Mathis & Jackson/South-Western.

Valentine, S. (2010). *Chapter 13-Managing Employee Benefits* (13th ed.). Human Resource Management, Mathis & Jackson/South-Western.

Valentine, S. (2008). *Chapter 8-Selecting Human Resources* (12th ed.). Human Resource Management, Mathis & Jackson/South-Western.

Sprague, R., Valentine, S. (2008). *Due Diligence*. Business Ethics and Society Encyclopedia/Sage Publishing.

Refereed Journal Articles

Valentine, S., Fleischman, G., Godkin, L. (2016). Villains, Victims, and Verisimilitudes in Sales Organizations: An Exploratory Investigation of Unethical Corporate Values, Bullying Experiences, Psychopathic Attitudes, and Selling Professionals' Ethical Reasoning. *Journal of Business Ethics*, <http://link.springer.com/article/10.1007/s10551-015-2993-6>.

Valentine, S., Fleischman, G., Bateman, C. (2015). An Exploratory Study of Professional Ethical Standards, Positive Budgeting Orientation, and the Mediating Role of Corporate Ethical Values. *Accounting & Taxation*, 7(1), 1-20.

Bateman, C., Valentine, S. (2015). The Impact of Salesperson Customer Orientation on the Evaluation of a Salesperson's Ethical Treatment, Trust in the Salesperson, and Intentions to Purchase. *Journal of Personal Selling & Sales Management/ M.E. Sharpe, Inc.*, 35(2), 18. <http://www.tandfonline.com/doi/full/10.1080/08853134.2015.1010538#abstract>

- Hollingworth, D., Valentine, S. (2015). The Moderating Effect of Perceived Organization Context on Employees' Ethical Issue Recognition and Ethical Judgments. *Journal of Business Ethics*.
- Valentine, S., Hollingworth, D., Eidsness, B. (2014). Ethics-based selection and reduced ethical conflict as drivers of positive work attitudes: Delivering on employees' expectations for an ethical workplace. *Personnel Review*, 43(5), 692-716.
- Hollingworth, D., Valentine, S. (2014). Corporate Social Responsibility, Continuous Improvement Orientation, Organizational Commitment and Turnover Intentions. *International Journal of Quality & Reliability Management*, 31(6), 629-651.
- Valentine, S., Nam, S.-H., Hollingworth, D., Hall, C. (2014). Ethical Context and Ethical Decision Making: Examination of an Alternative Statistical Approach for Identifying Variable Relationships. *Journal of Business Ethics*, 124(3), 509-526.
- Valentine, S., Hollingworth, D. (2014). Communication of Organizational Strategy and Coordinated Decision Making as Catalysts for Enhanced Perceptions of Corporate Ethical Values in a Financial Services Company. *Employee Responsibilities and Rights Journal, Online*.
- Valentine, S., Fleischman, G., Godkin, L. (in press). Rogues in the Ranks of Selling Organizations: Using Corporate Ethics to Manage Workplace Bullying and Job Satisfaction. *Journal of Personal Selling & Sales Management*.
- Valentine, S., Hollingworth, D., Francis, C. (2013). Quality-Related HR Practices, Organizational Ethics, and a Positive Work Attitude: Implications for the Development of Human Resources. *Human Resource Development Quarterly*, 24(4), 493-523.
- Bateman, C., Valentine, S., Rittenburg, T. L. (2013). Ethical Decision Making in a Peer-to-Peer File Sharing Situation: The Role of Moral Absolutes and Social Consensus. *Journal of Business Ethics*, 115(2), 229-240.
- Valentine, S., Godkin, L., Vitton, J. (2012). Corporate Ethics and Ethical Decision Making: When in Rome, Doing as the Romans Do. *Journal of Leadership, Accountability and Ethics*, 9(2), 55-67.
- Valentine, S., Hollingworth, D. (2011). Moral Intensity, Issue Importance, and Ethical Reasoning in Operations Situations. *Journal of Business Ethics*, 108(4), 509-523.
- Valentine, S., Bateman, C. (2011). The Impact of Ethical Ideologies, Moral Intensity, and Social Context on Sales-Based Ethical Reasoning. *Journal of Business Ethics*, 102(1), 155-168.
- Fleischman, G., Johnson, E., Valentine, S., Walker, K. (in press). Ethical Reasoning by Accountants and Business Professionals in Decisions to Bias Budgets and Manage Earnings. *Contemporary Accounting Research*.
- Valentine, S., Godkin, L., Fleischman, G., Kidwell, R. (2011). Corporate ethical values, group creativity, job satisfaction and turnover intention: The impact of work context on work response. *Journal of Business Ethics*.
- Valentine, S., Godkin, L., Fleischman, G., Kidwell, R., Page, K. (in press). Corporate Ethical Values and Altruism: The Mediating Role of Career Satisfaction. *Journal of Business Ethics*, 101(4), 509-523.
- Valentine, S., Godkin, L., Varca, P. (2010). Role Conflict, Mindfulness, and Organizational Ethics in an Education-Based Healthcare Institution. *Journal of Business Ethics*, 94, 455-469.

- Kidwell, R., Bennett, N., Valentine, S. (2010). The Limits of Effort in Understanding Performance: What Employees "Do" and What We Need to Do About It. *Journal of Applied Management and Entrepreneurship*, 15, 3-20.
- Valentine, S. (2010). Human Resource Management, Ethical Context, and Personnel Consequences: A Commentary Essay. *Journal of Business Research*, 63, 908-910.
- Fleischman, G., Valentine, S., Finn, D. (2010). Moral Intensity, Ethical Reasoning, and Equitable Relief Judgments. *Research on Professional Responsibility and Ethics in Accounting*, 14, 79-112.
- Bateman, C., Valentine, S. (2010). Investigating the Effects of Gender on Consumers' Moral Philosophies and Ethical Intentions. *Journal of Business Ethics/Kluwer Academic Publishers*, 95(3), 393-414.
- Valentine, S., Varca, P., Godkin, L., Barnett, T. (2010). Positive Job Response and Ethical Job Performance. *Journal of Business Ethics*, 91, 195-206.
- Valentine, S., Fleischman, G., Sprague, R., Godkin, L. (2010). Exploring the Ethicality of Terminating Employees Who Blog. *Human Resource Management*, 49, 87-108.
- Valentine, S., Godkin, L. (2009). Ethics, Social Responsibility, and Ethical Reasoning in a U.S.-Based Health Science Center: When Doing Good Results in Good Employees. *Journal of Leadership, Accountability and Ethics*, 7, 1-17.
- Valentine, S. (2009). Ethics Training, Ethical Context, and Sales and Marketing Professionals' Satisfaction with Supervisors and Coworkers. *Journal of Personal Selling & Sales Management*.
- Valentine, S., Godkin, L., Page, K., Rittenburg, T. (2009). Gender and Ethics: Ethical Judgments, Ethical Intentions, and Altruism Among Healthcare Professionals. *Gender in Management: An International Journal*.
- Kidwell, R., Valentine, S. (2009). Group and Attitudinal Influences on Deviant Work Behavior: The Case of Withholding Job Effort. *Journal of Business Ethics*, Currently published online; will appear in print at later date.
- Valentine, S., Kidwell, R. (2008). Business Students' Ethical Evaluations of Faculty Misconduct. *Quality Assurance in Education*, 16, 287-300.
- Valentine, S., Godkin, J., Doughty, G. (2008). Hispanics' Locus of Control, Acculturation, and Wellness Attitudes. *Social Work in Public Health*, 23, 73-92.
- Valentine, S., Fleischman, G. (2008). Professional Ethical Standards, Corporate Social Responsibility, and the Perceived Role of Ethics and Social Responsibility. *Journal of Business Ethics*.
- Valentine, S., Fleischman, G. (2008). Ethics Programs, Perceived Corporate Social Responsibility, and Job Satisfaction. *Journal of Business Ethics*, 77, 159-172.
- Fleischman, G., Valentine, S., Finn, D. (2007). Ethical Reasoning and Equitable Relief. *Behavioral Research in Accounting*, 19, 107-132.

Valentine, S., Barnett, T. (2007). Perceived Organizational Ethics and the Ethical Decisions of Sales and Marketing Personnel. *Journal of Personal Selling & Sales Management*, 27, 373-388.

Valentine, S., Rittenburg, T. (2007). The Ethical Decision Making of Men and Women Executives in International Business Situations. *Journal of Business Ethics*, 71(2), 125-134.

Rittenburg, T., Valentine, S., Faircloth, J. (2007). An Ethical Decision-Making Framework for Competitor Intelligence Gathering. *Journal of Business Ethics*, 70, 235-245.

Journal Articles

Valentine, S., Godkin, L., Mandabach, K. (2014). Ethical Employment Context and Ethical Decision-Making in Hospitality Organizations Located in the United States and Mexico. *Journal of Quality Assurance in Hospitality and Tourism*, 15(3), 227-252.

Valentine, S., Godkin, L. (in press). Ethics policies, perceived social responsibility, and a positive work attitude. *Irish Journal of Management*.

Other

Flynn, W., Mathis, R., Jackson, J., Valentine, S. (2015). *Healthcare Human Resource Management* (3rd ed.). Cengage/South-Western.

Mathis, R., Jackson, J., Valentine, S. (2015). *Human Resource Management: Essential Perspectives* (7th ed.). Cengage/South-Western.

Valentine, S. (in press). *DeNisi/Griffin, Human Resources Management*.

Presentations Given

Valentine, S., Hanson, S. K., Fleischman, G., Academy of Management 2016 Annual Meeting, "A Spiraling of Misconduct: Perceived Workplace Bullying, Subclinical Psychopathy, and Businesspersons' Recognition of an Ethical Issue," Academy of Management, Anaheim, CA. (August 2016).

Hollingworth, D., Valentine, S., "Organizational Ethics and Quantitative Analyses: Are they compatible?," Decisions Sciences Institute. (November 22, 2015).

Francis, C. (Co-Author), Hollingworth, D. (Co-Author), Valentine, S. (Co-Author), "Perceptions of Supervisor Behavior and Ethical Character: A Simulation Study of Employee Helpfulness," Decisions Sciences Institute. (November 21, 2015).

Greller, M. (Presenter & Author), Valentine, S. (Author Only), 75th Annual Meeting of the Academy of Management, "Development of a leasehold model for understanding responsible business," Academy of Management, Vancouver, British Columbia. (March 17, 2015).

Valentine, S. (Presenter & Author), Fleischman, G. (Author Only), Godkin, L. (Author Only), 75th Annual Meeting of the Academy of Management, "Unethical corporate values, bullying experiences, psychopathy, and salespersons' ethical reasoning," Academy of Management, Vancouver, British Columbia. (March 17, 2015).

Valentine, S. (Presenter & Author), Fleischman, G. (Author Only), Godkin, L. (Author Only), International Conference for Academic Disciplines, October 28-31, "What to do about rogues in the ranks of selling organizations: Corporate ethics as a means for managing workplace

- bullying and job satisfaction," International Journal of Arts and Sciences (IJAS), American University of Rome, Rome, Italy. (October 28, 2014).
- Valentine, S. (Presenter & Author), Godkin, L. (Author Only), CSR and Corporate Governance, "Corporate social responsibility, value-based commitment, and turnover intention," Japan Forum of Business and Society, Waseda University, Tokyo, Japan. (September 19, 2013).
- Valentine, S. (Presenter & Author), Godkin, L. (Author Only), 2012 Irish Academy of Management Conference, "Ethics programs, perceived ethical context, and a positive work attitude (Working paper)," Irish Academy of Management, National University of Ireland Maynooth, Ireland. (September 7, 2012).
- Valentine, S. (Author Only), Hollingworth, D. (Presenter & Author), Francis, C. (Author Only), Decision Sciences Institute Annual Meeting, "Quality Oriented HR practices, Organizational Ethics and Employee Attitudes," DSI. (November 2011).
- Valentine, S. (Author Only), Godkin, L. (Author Only), Mandabach, K. (Presenter & Author), 29th EuroCHRIE Conference, "Tourism & Hospitality, Drivers of Transition", "Ethical Employment Context and Hospitality Professionals' Ethical Reasoning: A Study of Hotels Located in the United States and Mexico," EuroCHRIE, Dubrovnik, October 19th-22nd, 2011. (October 2011).
- Hollingworth, D. (Presenter & Author), Valentine, S. (Co-Author), Production and Operations Management - Annual Meeting, "The Relationship Between Corporate Social Responsibility and Continuous Improvement Orientation and Their Effects upon Employee Attitudes," POMS, Reno, NV. (April 2011).
- Valentine, S. (Presenter & Author), Godkin, L. (Author Only), Vitton, J. (Author Only), 2011 Meeting of the Western Business & Management Association, "Corporate Ethics and Ethical Decision Making: When in Rome, Doing as the Romans Do," Western Business & Management Association, Honolulu, Hawaii. (January 8, 2011).
- Valentine, S. (Presenter & Author), Godkin, L. (Author Only), Fleischman, G. (Author Only), Kidwell, R. (Author Only), Ethical Sentiments and the World Financial Crisis, "Corporate ethical values, group creativity, job satisfaction, and turnover intention," Oxford Round Table, Lincoln College, University of Oxford, Oxford, England. (March 2010).
- Haskins, J. (Presenter & Author), Valentine, S. (Co-Author), Association of Employment Practices & Principles Annual Meeting, "Managing Human Capital in Micro- and Pre-IPO Businesses," Association of Employment Practices & Principles, Montreal, Canada. (September 24, 2009).
- Valentine, S., American Accounting Association Meeting, "Ethical reasoning by accounting and business professionals to bias budgets and manage earnings," AAA, New York, NY. (August 2009).
- Valentine, S. (Presenter & Author), Godkin, L. (Author Only), Varca, P. (Author Only), Godkin, J. (Author Only), Ethics in Public Life Meeting: Understandings, Applications, and Controversies, "Mindfulness, Role Conflict, and Organizational Ethics in a Large Healthcare Institution," Inter-Disciplinary.Net, Salzburg, Austria. (March 14, 2009).
- Valentine, S. (Presenter Only), Wyoming Distance Education Conference, "Online Teaching Experiences: Opportunities, Challenges, and Coordination," Wyoming Distance Education Consortia, Laramie County Community College, Cheyenne, Wyoming. (May 2008).

Fleischman, G. (Presenter & Author), Valentine, S. (Author Only), Finn, D. (Author Only), Ethical Sentiments: The Waning of Trust in Government, "Moral Intensity, Ethical Reasoning, and Equitable Relief Judgments," Oxford Round Table, Oxford, England. (March 20, 2008).

Valentine, S. (Presenter & Author), Barnett, T. (Author Only), Association of Collegiate Marketing Educators Conference, "Hours of Ethics Training, Perceived Ethical Context, and Sales and Marketing Professionals' Satisfaction with a Supervisor and Coworkers," Federation of Business Disciplines, Houston, Texas. (March 7, 2008).

Valentine, S. (Presenter & Author), Varca, P. (Author Only), Godkin, L. (Author Only), Barnett, T. (Author Only), Southwest Academy of Management Conference, "Positive Job Response and Ethical Job Performance," Federation of Business Disciplines, Houston, Texas. (March 7, 2008).

Fleischman, G. (Author Only), Valentine, S. (Author Only), Finn, D. (Presenter & Author), ABO Research Conference, "Moral Intensity, Ethical Reasoning, and Equitable Relief Judgments," American Accounting Association, Philadelphia, Pennsylvania. (October 20, 2007).

Valentine, S. (Presenter & Author), Godkin, L. (Author Only), Ethical Sentiments: The Waning of Trust in Government, "Perceived Corporate Social Responsibility, the Importance of Ethics and Social Responsibility, and Ethical Reasoning: When Doing Good Results in Good Employees," Oxford Round Table, Oxford, England. (August 9, 2007).

Valentine, S. (Author Only), Godkin, L. (Author Only), Fleischman, G. (Author Only), Kidwell, R. (Author Only), Page, K. (Presenter & Author), Academy of Management Conference, Doing Well by Doing Good, "Perceived Ethical Values and Altruism: The Mediating and Moderating Impact of Career Satisfaction," Academy of Management, Philadelphia, PA. (August 6, 2007).

Contracts, Grants and Sponsored Research

Grant

Valentine, Sean, "The Impact of Work Attitudes, Moral Intensity, and Organizational Ethics on Employee Ethical Decision Making, Whistleblowing Intentions, and Altruism," Sponsored by CoBPA Summer Research Grant, The University of North Dakota, \$14,000.00, Funded. (June 2015 - Present).

Hollingworth, David (Co-Principal), Valentine, Sean (Co-Principal), "Challenges to Ethical Decision Making in Business Operations," Sponsored by Office of the Vice President for Research, The University of North Dakota, \$20,000.00, Funded. (January 1, 2011 - December 31, 2012).

Hollingworth, David (Co-Principal), Valentine, Sean (Co-Principal), "Summer Professorship," Sponsored by UND, The University of North Dakota, \$7,000.00, Funded. (May 2012 - July 2012).

Valentine, Sean (Co-Principal), Hollingworth, David (Co-Principal), "Ethical Decision Making and Production Operations Management," Sponsored by College of Business & Public Administration, The University of North Dakota, \$2,500.00, Funded. (May 2010 - December 2010).

Awards and Honors

Established Faculty Scholarly Recognition Award, CoBPA, University of North Dakota. (2013).

Best Track Paper, Business Ethics and Sustainability Track, Irish Academy of Management. (2012).

Citation of Excellence Award, Emerald Management Reviews, Emerald Group Publishing Limited. (2012).

Outstanding Author Contribution Award, Literati Network Awards for Excellence. (2011).

North Dakota Spirit Faculty Achievement Award, University of North Dakota. (2010).

Oxford Round Table. (2010).

Faculty Meritorious Award for Excellence in Research, College of Business and Public Administration, University of North Dakota. (2009).

Governor Geringer Promising Young Scholar Award, University of Wyoming. (2007).

Lybrand Silver Medal Research Paper Award, Institute of Management Accountants. (2007).

Oxford Round Table. (2007).

Intellectual Contributions in Submission

Refereed Journal Articles

Valentine, S., Hollingworth, D., Schultz, P. Data-based ethical decision making, lateral relations, and organizational commitment at a financial services firm. *Journal of Business Research*.

Greller, M., Valentine, S. Development of a leasehold model for understanding responsible business. *Academy of Management Review*.

Fleischman, G., Johnson, E., Walker, K., Valentine, S. Ethics versus outcomes from a human resource perspective: Managerial responses to incentive-driven and goal-induced employee behavior. *Business Ethics Quarterly*.

Valentine, S., Hanson, S. K., Fleischman, G. Workplace Bullying, Psychopathy, and Businesspersons' Ethical Issue Recognition. *Journal of Business Ethics*.

Journal Articles

Valentine, S., Godkin, L. Banking Employees' Perceptions of Corporate Social Responsibility, Value Fit Commitment, and Turnover Intentions. *Business and Society Review*.

Valentine, S., Fleischman, G. From Schoolyard to Workplace: The Impact of Bullying on Sales and Business Employees' Machiavellianism, Job Satisfaction, and Perceived Importance of an Ethical Issue. *Human Resource Management*.

Hollingworth, D., Valentine, S. Employees' Perceptions of Corporate Social Responsibility, Top Management Support for Quality, and Customer Involvement. *Journal of Business Ethics*.

Research Currently in Progress

"Communication of organizational strategy, small group problem-solving, and perceived ethical conflict" (Writing Results).

"Cooperation, Continuous Improvement, Corporate Ethics and Employee Satisfaction" (On-Going).

Dave 3: Do Continuous Improvement and Corporate Ethics mediate the relationship between cooperative/coordinated decision-making and employee satisfaction?

Does a cooperative decision-making organizational climate enhance continuous improvement/six sigma, corporate ethics and the relationship between them?

"The impact of businesspersons' emotional intelligence and locus of control on their evaluations of salesperson ethics and purchase intentions" (On-Going).

Conducting data analysis for this project.

SERVICE

Editorial and Review Activities

Ad Hoc Reviewer, Papers, 2011 Western Casewriters Annual Conference, 1 review.

Editorial Board Member, "Human Resource Development Quarterly." (2015 - Present).

Editorial Board Member, "Journal of Organizational Culture, Communication and Conflict," 1 review. (January 2012 - Present).

Editorial Board Member, "Journal of Personal Selling & Sales Management," 1 review. (2009 - Present).

Editorial Board Member, "Journal of Business Research." (2008 - Present).

Editorial Board Member, "Journal of Business Ethics," Corporate responsibility and sustainability section, 8 reviews. (2006 - Present).

Ad Hoc Reviewer, Papers, "Ethics & Behavior," 1 review. (2016).

Ad Hoc Reviewer, Papers, "Psychological Reports," 4 reviews. (2006 - 2016).

Ad Hoc Reviewer, Papers, "Total Quality Management & Business Excellence," 1 review. (2015).

Ad Hoc Reviewer, Papers, "Business & Society," 1 review. (2014 - 2015).

Ad Hoc Reviewer, Papers, "International Journal of Operations and Production Mgt," 1 review. (2013 - 2015).

Ad Hoc Reviewer, Papers, "Human Resource Management," 4 reviews. (2011 - 2015).

Ad Hoc Reviewer, Papers, "Business Ethics: A European Review," 1 review. (2014).

Ad Hoc Reviewer, Papers, "Gender in Management: An International Journal." (2014).

Ad Hoc Reviewer, Papers, "Human Resource Development Quarterly," 2 reviews. (2013 - 2014).

Ad Hoc Reviewer, Papers, "European Journal of Marketing," 1 review. (2013).

Ad Hoc Reviewer, Papers, "Personnel Review," 1 review. (2012).

Ad Hoc Reviewer, Papers, "International Journal of Hospitality Management," 1 review. (2011 - 2012).

Ad Hoc Reviewer, Papers, "Applied Psychology: An International Review," 1 review. (2011).

Ad Hoc Reviewer, Papers, "Business & Society," 1 review. (2011).

Ad Hoc Reviewer, Papers, "European Journal of Marketing," 1 review. (2010).

Ad Hoc Reviewer, Papers, "International Marketing Review," 1 review. (2010).

Ad Hoc Reviewer, Papers, "Journal of Religion and Business Ethics," 1 review. (2010).

Ad Hoc Reviewer, Papers, "Journal of Women, Politics, & Policy," 1 review. (2010).

Ad Hoc Reviewer, Papers, "Human Resource Management," 1 review. (2009).

Ad Hoc Reviewer, Papers, "Quality Assurance in Education," 1 review. (2009).

Ad Hoc Reviewer, Papers, "Journal of Business and Psychology," 4 reviews. (2008 - 2009).

Ad Hoc Reviewer, Papers, "Asia Pacific Management Review," 1 review. (2008).

General Service

College

Evaluator, MBA program. (November 12, 2014 - Present).

Committee Member, Grievance Committee. (2013 - Present).

Task Force Member, CoBPA Research Impact Task Force. (October 2015 - November 2015).

Committee Member, Dean Search Committee. (January 2014 - August 2014).

Committee Member, Graduate Programs Committee, Member. (September 2008 - December 2013).

Committee Member, MBA Subcommittee, Member. (September 2008 - December 2013).

Differential Staffing Review Group, Member. (2010).

Department

Committee Chair, Faculty Evaluation Committee. (2009 - Present).

Committee Member, HR Program Subcommittee, Member. (November 2008 - Present).

Professional

Committee Member, American Marketing Association Ethics Committee. (2013 - Present).

Committee Member, American Marketing Association Ethics Committee, Member. (2012).

Track Organizer, Southern Management Association, Track Chair-Ethics, Social Issues, and Diversity. (2011).

The University of North Dakota

Committee Member, University Tenure, Promotion, and Evaluation Working Group, Member. (December 2014 - Present).

Committee Member, University Promotions Committee. (January 2016).

Committee Member, University Senate ROTC Committee, Member. (January 2009 - December 2013).

Committee Chair, Faculty Research Seed Money Committee (Professional Disciplines). (2010).

Consulting

Management, Choice Health & Fitness, Grand Forks, ND. (February 2016 - March 2016).

Management, Cariveau Workforce Services, Grand Forks, ND. (December 2013).

Management, Rhombus Guys, Grand Forks, ND. (December 5, 2011).