

VITA

Nathan Bennett

October 2007

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College of Management
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1140 Promontory Drive
Marietta, GA 30062

Current Position

Catherine W. and Edwin A. Wahlen Professor, College of Management, Georgia Institute of Technology

Previous Administrative Positions

Senior Associate Dean and Professor of Management, College of Management, Georgia Institute of Technology (December 2002 to August 2007)

Associate Dean, College of Management, Georgia Institute of Technology (November 1999 to December 2002)

Associate Dean for Academic Programs, E.J. Ourso College of Business, Louisiana State University (June 1998 to November 1999)

Chair, William W. and Catherine M. Rucks Department of Management, Louisiana State University (January 1997 to June 1998)

Previous Academic Positions

Professor, College of Management, Georgia Institute of Technology (since November, 1999)

Associate Professor, Department of Management, Louisiana State University (August 1995 to November 1999)

Assistant Professor, Department of Management, Louisiana State University (August 1989 to May 1995)

Education

Ph.D. College of Management, Georgia Institute of Technology, 1989. Areas of concentration were organizational theory and human resource management

M.A. Tulane University, 1984. Degree in Applied Social Research with a concentration in research methods and statistics

B.A. Tulane University, 1983. Degree in Sociology

Publications

Books

Bennett, N., & Miles, S. *The Game of Your Life: Applying Lessons from Game Theory to the Management of Your Career*. Forthcoming, Stanford University Press.

Bennett, N., & Miles, S. (2006). *Riding Shotgun: The Role of the COO*. Stanford University Press.

Spanish translation published in 2007 by Ediciones Deusto; Planeta DeAgostini Profesional y Formacion.

Korean translation published in 2007 by DD World.

Publications in Academic Journals

Bennett, N., & Martin, C.L. (2007). The Customer's Revenge: Commentary. Harvard Business Review, forthcoming.

Bennett, N. (2007). Munchausen at work. Harvard Business Review, 85, (11): 24-25.

Bennett, N., & Miles, S. (2006). What makes a great COO or second in command: The misunderstood role of the chief operating officer. Harvard Business Review, 84 (5): 70-79. *McKinsey Award Finalist*.

Short, J.C., Ketchen, D.J., Bennett, N., & du Toit, M. (2006). An examination of firm and industry effects on performance using hierarchical linear modeling. Organizational Research Methods, 7: 259-284.

Liden, R.C., Wayne, S.J., Jaworski, R.A., & Bennett, N. (2004). Social loafing: A field investigation. Journal of Management, 30: 285-304.

Naumann, S.E., & Bennett, N. (2002). The effects of procedural justice climate on work group performance. Small Group Research, 33: 361-377.

Bennett, N., & Kidwell, R.E., Jr. (2001). The provision of effort in self-designing work groups: The case of collaborative research. Small Group Research, 32: 727-744.

Kidwell, R.K., Jr., & Bennett, N. (2001). Perceived work context and employee job neglect. American Business Review, 19:64-74.

Naumann, S.E., & Bennett, N. (2000). A case for procedural justice climate: Development and test of a multilevel model. Academy of Management Journal, 43: 881-889.

Naumann, S.E., Bennett, N., Bies, R.J., & Martin, C.L. (1998). Laid off, but still loyal: The influence of perceived justice and organizational support. International Journal of Conflict Management, 9: 356-368.

Wech, B. A., Mossholder, K. W., Steel, R. P., & Bennett, N. (1998). Does work group cohesiveness affect individuals' performance and organizational commitment?: A cross-level examination. Small Group Research, 29: 472-494.

Mossholder, K.W., Bennett, N., Kemery, E.R., & Wesolowski, M.A. (1998). Relationships between bases of power and work reactions: The mediational role of procedural justice. Journal of Management, 24: 533-552.

Mossholder, K.W., Bennett, N., & Martin, C.L. (1998). Relationships between procedural justice and affective work reactions: A multilevel analysis. Journal of Organizational Behavior, 19: 131-141.

Bennett, N., Ketchen, D.J., & Schultz, E.B. (1998). Antecedents and consequences of human resource integration with strategic decision making. Human Resource Management Journal, 37: 3-16.

McGrath, R.N., & Bennett, N. (1997). Technological discontinuities: A multi-disciplinary model of organisational responses. International Journal of Innovation Management, 1: 257-273.

Deadrick, D. L., Bennett, N., & Russell, C.J. (1997). Using HLM to examine dynamic performance criteria over time. Journal of Management, 23: 805-817.

Kidwell, R.E., Mossholder, K.W., & Bennett, N. (1997). Work group context effects on organizational citizenship behavior: A multi-level analysis. Journal of Management, 23: 747-765.

Schultz, E.B., Bennett, N., & Ketchen, D.J. (1997). An examination of the relationship between strategy and human resource management practices among small businesses. Journal of Small Business Strategy, 8: 35-48.

Settoon, R.P., & Bennett, N., & Liden, R.C. (1996). Social exchange in organizations: The differential effects of perceived organizational support and leader-member exchange. Journal of Applied Psychology, 81: 219-227.

Martin, C.L., & Bennett, N. (1996). The role of justice judgements in explaining the relationship between facet satisfaction and organizational commitment. Group and Organization Management, 21: 84-104.

Bennett, N., Martin, C.L., Bies, R., & Brockner, J. (1995). Coping with a layoff: A longitudinal study of victims. Journal of Management, 21: 1025-1040.

Martin, C.L., Parsons, C., & Bennett, N. (1995). The influence of employee involvement program membership during downsizing: Attitudes toward the organization and the union. Journal of Management, 21: 879-890.

Castrogiovanni, G., Bennett, N., & Combs, J.G. (1995). Franchisor types: Replication and Clarification. Journal of Small Business Management, 33: 45-55.

Bennett, N., Blum, T.C., & Roman, P.M. (1994). Presence of drug screening and employee assistance programs: Exclusive and inclusive human resource management practices. Journal of Organizational Behavior, 15: 549-560.

Bennett, N., Blum, T.C., & Roman, P. M. (1994). Employee attitudes towards drug testing: Effects of individual characteristics and employment setting. Employee Rights and Responsibilities Journal, 7: 117-128.

Kidwell, R.E., & Bennett, N. (1994). Employee reactions to electronic control systems: The role of procedural fairness. Group and Organization Management, 19: 203-218.

Kidwell, R.E., & Bennett, N. (1994). Electronic surveillance as employee control: A procedural justice interpretation. Journal of High Technology Management Research, 5: 39-57.

Bennett, N., Phillips, P.L., Carson, K.D., & Blum, T.C. (1994). A comparison of 'traditional' and 'atypical' workers: Demographic, behavioral, and attitudinal differences. Journal of Business and Psychology, 8: 467-474.

Bennett, N., Blum, T.C., Long, R.G., & Roman, P.M. (1993). A firm-level analysis of employee attrition. Group and Organization Management, 18: 482-499.

Kidwell, R.E., & Bennett, N. (1993). Employee propensity to withhold effort: A conceptual model to intersect three avenues of research. Academy of Management Review, 18: 429-456.

Blanton, A.E., Kidwell, R.E., & Bennett, N. (1992). Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems? Journal of Employee Assistance Research, 1: 350-361.

Bennett, N., Herold, D.M., & Ashford, S.J. (1990). The effects of tolerance for ambiguity on feedback seeking behavior. Journal of Occupational Psychology, 63: 343-348.

Mulaik, S.A., James, L.R., Van Alstine, J., Bennett, N., Lind, S., & Stilwell, C.D. (1989). An evaluation of goodness of fit indices for structural equation models. Psychological Bulletin, 105: 430-445.

Bennett, N. (1989). Stress among employee assistance program administrators: The influence of role and organizational characteristics. Journal of Drug Issues, 19: 401-416.

Blum, T.C., Roman, P.M., & Bennett, N. (1989). Public images of alcoholism: Data from a Georgia Survey. Journal of Studies on Alcohol, 59: 5-14.

Roman, P.M., Blum, T.C., & Bennett, N. (1987). Educating organizational consumers about employee assistance programs. Public Personnel Management, 16: 299-312.

Bennett, N. & Kelley, L.S. (1987). Assessing the acceptance of the disease concept of alcoholism among EAP practitioners. Journal of Drug Issues, 17: 281-299.

Smith, M.D. & Bennett, N. (1985). Poverty, inequality, and theories of forcible rape. Crime and Delinquency, 31: 293-305.

Practitioner Publications

Bennett, N. & Miles, S.A. (2007). How can a company get the most out of its COO? Wall Street Journal/Sloan Management Review, 12/01/2007.

Miles, S.A. & Bennett, N. (2007). Best practices in succession planning. Forbes.com, 11/07/2007.

Bennett, N. & Miles, S.A. (2007). How to Help Your Successor Succeed. Strategy & Business, Winter, 49: 16-17.

Bennett, N. & Miles, S.A. (2007). Capturing the value in the COO role. Ivey Business Journal, March/April.

Bennett, N. & Miles, S.A. (2007). The second in command. Law Firm, Inc., January/February.

Bennett, N. & Miles, S.A. (2006). COO: Friend or foe? Chief Executive Magazine, June.

Bennett, N. & Miles, S.A. (2006). Changes at the C-Level. Optimize Magazine, August.

Bennett, N. & Miles, S.A. (2006). Who is the boss? Information Week, August.

Bennett, N. & Miles, S.A. (2006). Putting the COO inside professional services. Business Strategy Review, Autumn.

Monographs and Book Chapters

Bennett, N. & Naumann, S.E. (2004). "Withholding effort at work: Understanding and preventing shirking, job neglect, social loafing, and free-riding." In Martin, C.L., and Kidwell, R.E. (Eds.), Managing Organizational Deviance, Newbury Park, CA: Sage.

Blum, T.C. & Bennett, N. (1990). Employee assistance programs: Utilization and referral data, performance management and prevention concepts. In: P.M. Roman (Ed), Alcohol problem intervention in the workplace: Employee assistance programs and strategic alternatives, 143-162. Quorum Press: Westpoint, CN.

Bennett, N. & Kelley, L.S. (1988). Women: alcohol, drugs, and workplace issues. A critical review and annotated bibliography of over 300 research articles. The Association of Labor-Management Administrators and Consultants on Alcoholism, Arlington, VA. 140 pages.

Book Reviews

Bennett, N. (1992). Review of 'Deviance in the workplace: Case studies of drug testing in large organizations', by D.D. Irwin, 1990, Mellen Research University Press. Journal of Employee Assistance Research, 1: 230-233.

Technical Reports

Bennett, N., & Faulk, L. (1995). 'Evaluation of the Compressed Work Week Schedule at the Department of Natural Resources.' Prepared for the State of Louisiana, Department of Natural Resources.

Bennett, N., & Bateman, J.M. (1995). 'Design of a Program of Supported Education for Consumers of Public Mental Health Services.' Prepared for the State of Louisiana, Office of Mental Health.

Ellett, C., & Bennett, N. (1994). 'Causes and Solutions to Turnover Among Child Protection Workers.' Prepared for the State of Louisiana, Office of Community Services.

Funded Research Projects

As PI/Co-PI

Co-Investigator, "Workplace Transformation and Human Resource Practices in the Pulp and Paper Industry." Sloan Foundation, Center for Paper Business and Industry. July 1, 2001 to December 31, 2002. Total award of \$143,000.

Co-Investigator, "Enhancing the Relevancy of Management Ph.D. Education: A Demonstration Project to Forge a New Partnership." State of Louisiana, Board of Regents. 2000-2002. Total award of \$42,000.

Principal Investigator, "Graduate Fellow Enhancements in Business Administration." State of Louisiana, Board of Regents. 2000-2003. Total award of \$128,000.

Co-Investigator, "Delta Visions: Resource Teams for Lower Mississippi Delta Communities." Louisiana Educational Quality Support Fund. July 1, 1997 to June 30, 1998. Total award of \$200,000.

Co-Investigator, "Plan for the Evaluation of the Louisiana Individual Responsibility Project." State of Louisiana, Department of Social Services. July 1, 1996 to November 30, 1996. Total award of \$76,837.

Principal Investigator, "Evaluation of a Compressed Work Week Schedule." State of Louisiana, Department of Natural Resources. May 1, 1995 to June 15, 1995. Total award of \$13,010.

Co-Investigator, "Supported Education for Consumers of Mental Health Services." State of Louisiana, Office of Mental Health. May 22, 1995 to October 22, 1995. Total award of \$53,431.

Principal Investigator, "Small Business Responses to Drug Problems at Work." U.S. Public Health Service Grant No. DA-07712 from the National Institute on Drug Abuse. March 1, 1992 to February 28, 1994. Total award of \$186,790.

In Other Roles

Project Coordinator, College of Management, Georgia Institute of Technology (6/87 to 8/89). (U.S. Public Health Service Grant No. AA-07218 from the National Institute on Alcohol Abuse and Alcoholism to Terry C. Blum, principal investigator) entitled "Worksite Integration of Alcohol/Drug/Mental Health Prevention Strategies."

Research Assistant, Institute for Behavioral Research, University of Georgia (7/86 to 6/87). (U.S. Public Health Service Grant No. AA-01792 from the National Institute on Alcohol Abuse and Alcoholism to Paul M. Roman, principal investigator).
“Medicalization: Substance Abuse Treatment and the Workplace.”

Research Assistant, Tulane University (4/84 to 7/86). (U.S. Public Health Service Grant No. AA-01792 from the National Institute on Alcohol Abuse and Alcoholism to Paul M. Roman, principal investigator). “The Structure and Content of Employee Assistance Programs.”

Proceedings Publications

Wech, B.A., Steel, R.P., Mossholder, K.W., & Bennett, N. (1997). ‘The effects of work group cohesiveness on performance and organizational commitment: A contextual perspective.’ Proceedings of the 1997 Southern Management Meeting.

Naumann, S.E., & Bennett, N. (1995). ‘Perceived organizational support as a mediator of the relationship between procedural justice perceptions and organizational commitment.’ Proceedings of the 1995 Southern Management Meeting.

Settoon, R.P., & Bennett, N., & Liden, R.C. (1995). ‘Social exchange in organizations: The roles of perceived organizational support and leader-member exchange.’ Proceedings of the 1995 Southern Management Meeting.

Mossholder, K.W., Bennett, N., & Martin, C.L. (1994). ‘Relationships between procedural justice and affective work reactions: A cross-level analysis.’ Proceedings of the 1994 Southern Management Meeting.

Blanton, A.E., & Bennett, N. (1994). ‘An empirical investigation of factors influencing human resource integration with business planning.’ Proceedings of the 1994 Southern Management Meeting.

Settoon, R.P., Kidwell, R.E., & Bennett, N. (1994). ‘The impact of social context on individual helping behavior: An empirical test of a model.’ Proceedings of the 1994 Southern Management Meeting.

Castrogiovanni, G., Bennett, N., & Combs, J.G. (1993). ‘Franchisor types: Re-examination and clarification.’ Proceedings of the Annual World Conference of the International Council for Small Business.

Blanton, A.E., Kidwell, R.E., & Bennett, N. (1993). ‘Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems?’ Proceedings of the 1993 Southwest Academy of Management Meeting.

Blum, T.C., Bennett, N., Milne, S.H., Spell, C., & Goodman, J. (1992). 'Describing the presence of health related human resource management practices: Organizational and environmental factors.' Proceedings of the 1992 Southern Management Association Meeting.

Martin, C.L., & Bennett, N. (1992). 'Coping with a layoff: A longitudinal study of victims.' Proceedings of the 1992 Southern Management Association Meeting.

Kidwell, R.E., & Bennett, N. (1992). 'Employee reactions to electronic control systems: An extension and an exploration.' Proceedings of the 1992 Southern Management Association Meeting.

Bennett, N. (1990). 'The boundary spanning role: A critical review and suggestions for research.' Proceedings of the 1990 Southern Management Association Meeting.

Bennett, N., Blum, T.C., Long, R., & Roman, P.M. (1990). 'Employee benefits, labor market segmentation, and aggregate turnover.' Proceedings of the 1990 Southern Management Association Meeting.

Bennett, N., Blum, T.C., & Roman, P.M. (1990). 'Employee attitudes towards workplace drug testing: A test of a theoretical model.' Proceedings of the 1990 EAPA Conference.

Bennett, N., Blum, T.C., & Roman, P.M. (1989). 'Human resource practices and employee assistance.' Proceedings of the 1989 EAPA Conference.

Blum, T.C., Roman, P.M., Bennett, N., & Weubker, L. (1988). 'A longitudinal analysis of internal EAPs.' Proceedings of the 1988 ALMACA Conference.

Presentations to Professional Groups

Institutional Investors CEO Forum, Chicago, IL, November, 2007

Children's Healthcare Association, COO Forum, Atlanta, GA, May, 2007

Institutional Investors COO Forum, New York, NY, April 2006

Health Management Academy, CEO Forum, Miami, FL, February 2007

Health Management Academy, COO Forum, San Francisco, CA, September 2006

COO Forum, San Francisco Chapter, San Francisco, CA, July, 2006

Presentations at Academic Meetings

'The effects of work group cohesiveness on performance and organizational commitment: A contextual perspective.' Southern Management Meeting, Atlanta, GA, 1997.

'Social exchange in organizations: The roles of perceived organizational support and leader-member exchange.' Southern Management Meeting, Orlando, FL, 1995.

'Perceived organizational support as a mediator of the relationship between procedural justice perceptions and organizational commitment.' Southern Management Meeting, Orlando, FL, 1995.

'Is anyone listening? An empirical test of prescribed relationships between human resource management and strategic type.' Academy of Management Meeting, Vancouver, CA, 1995.

'Work group context effects on organizational citizenship behavior: A multi-level analysis using HLM.' Academy of Management Meeting, Vancouver, CA, 1995.

'Estimating selection utility: Using HLM to examine dynamic performance criteria over time.' Academy of Management Meeting, Vancouver, CA, 1995.

'Relationships between procedural justice and affective work reactions: A cross-level analysis.' Southern Management Meeting, New Orleans, LA, 1994.

'The impact of social context on individual helping behavior: An empirical test of a model.' Southern Management Meeting, New Orleans, LA, November, 1994.

'An empirical investigation of factors influencing human resource integration with business planning.' Southern Management Meeting, New Orleans, LA, November, 1994.

'Strategies for adding value to human resource management.' Employee Assistance Professional Association, Anaheim, CA, November, 1993.

'Isomorphism, adaptability, and organizational survival in conflicting institutional environments.' Academy of Management, Atlanta, GA, August, 1993.

'Franchisor types: Re-examination and clarification.' Annual World Conference of the International Council for Small Business, Las Vegas, NV, June, 1993.

'Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems?' Southwest Division of the Academy of Management, New Orleans, March, 1993.

'Describing the presence of health related human resource management practices: Organizational and environmental factors.' Southern Management Association, New Orleans, LA, November, 1992.

'Coping with a layoff: A longitudinal study of victims.' Southern Management Association, New Orleans, LA, November, 1992.

'Employee reactions to electronic control systems: An extension and an exploration.' Southern Management Association, New Orleans, LA, November, 1992.

'Organizational and individual characteristics associated with employee acceptance or rejection of drug testing.' Academy of Management, Miami, FL, August, 1991.

'The perceived efficacy of organizational drug testing programs.' Southern Sociological Society, Atlanta, GA, March, 1991.

'Differences among full-time workers, part-time workers, and moonlighters: Empirical analysis and theoretical development.' Southwest Division of the Academy of Management, Houston, TX, March, 1991.

'The boundary spanning role: A critical review and suggestions for research.' Southern Management Association, Orlando, FL, November, 1990.

'Employee benefits, labor market segmentation, and aggregate turnover.' Southern Management Association, Orlando, FL, November, 1990.

'Employee attitudes towards workplace drug testing.' Employee Assistance Professionals Association, New Orleans, LA, October, 1990.

'Labor market characteristics and the presence of pre-employment drug screening and employee assistance programs.' Academy of Management, San Francisco, CA, August, 1990.

'Human resource practices and employee assistance.' Association of Labor-Management Administrators and Consultants on Alcoholism, Baltimore, MD, November, 1989.

'Environmental selection and organizational choice: An integration of population ecology and open systems concepts.' 10th Annual I/O and O.B. Graduate Student Convention. Tulane University, New Orleans, LA, March, 1989.

'A longitudinal analysis of internal employee assistance programs.' Association of Labor-Management Administrators and Consultants on Alcoholism, Los Angeles, CA, November, 1988.

'Employee Assistance Programs: Prevention Concepts.' American Public Health Association, Boston, MA, November, 1988.

'An exploratory analysis of the reliability of the Lodahl and Kejner job involvement measure.' 8th Annual I/O and O.B. Graduate Student Convention. University of Tennessee, Knoxville, TN, April, 1987.

'The structure and content of internally based employee assistance programs.' Association of Labor-Management Administrators and Consultants on Alcoholism, National Meeting, Boston, MA, November, 1986.

'A log-linear analysis of attitudes towards alcoholism among EAP practitioners.' Society for the Study of Social Problems, Washington, D.C., August, 1986.

'The social worker in EAPs.' New Orleans Occupational Social Work Committee of the National Association of Social Workers, New Orleans, LA, February, 1986.

'Qualitative comments regarding urban and rural settings for EAPs.' Association of Labor-Management Administrators and Consultants on Alcoholism, National Meeting, Dallas, TX, November, 1985.

'External EAP service providers, regional and local comparisons.' Dallas Area Service Providers, Dallas, TX, May, 1985.

'Employee assistance programs: an ethnographic assessment.' Southern Sociological Society, Charlotte, NC, April, 1985.

'Structure and process in internal and external EAPs: A research update.' Texas EAP Symposium V, Austin, March, 1985.

Professional Activities

Journal Reviews and Editorial Board Activities

Editorial Board, Academy of Management Perspectives, 2005 -

Editorial Board, Human Resource Management Journal, 1996-2003.

Ad hoc reviewer, Organizational Behavior and Human Decision Processes, 2003, 2005

Ad hoc reviewer, Academy of Management Journal, 1991, 1994, 1997 - 2000, 2004, 2005-2007

Ad hoc reviewer, Academy of Management Review, 2003, 2004

Ad hoc reviewer, Journal of Applied Psychology, 1995, 1997-2007

Ad hoc reviewer, Journal of Management, 2003- 2005

Ad hoc reviewer, Journal of Organizational Behavior, 1998

Ad hoc reviewer, Psychological Bulletin, 1996

Editorial Board, Journal of Employee Assistance Research, 1991-1994

Ad hoc reviewer, Alcohol Health and Research World, 1992

Ad hoc reviewer, Human Resources Management Journal, 1994, 1995

Ad hoc reviewer, Journal of Occupational Psychology, 1991

Involvement with Professional Meetings

Track Chair, Organizational Behavior/Organizational Theory, Southern Management Association, 2003 Meeting

Presenter, "Ask the Experts/Hierarchical Linear Modeling", Academy of Management Annual Meeting, 1997, 1998, 1999, 2000, 2001, 2003

Track Chair, Research Methods/Management History, Southern Management Association 1999 Meeting

Reviewer, Southern Management Association, 1990 - 2001 Meetings

Reviewer, Academy of Management, 1990, 1992 – 2001 Meetings

Track Chair, Social Issues in Management. Association on Employment Practices and Principles. New Orleans, LA, October, 1995

Session Chair, Symposium titled 'Introduction, explanation, and illustrations of hierarchical linear modeling as a management research tool.' Academy of Management Meeting, Vancouver, CA, August, 1995

Track Chair, Employee Assistance Professional Association, 1992 Meetings

Track Chair, Personnel/Human Resource Management. 1992 meetings of the Southwest Division of the Academy of Management

Track Co-Chair, Employee Assistance Professional Association, Research Track, 1991 Meetings

Program Committee, Employee Assistance Professional Association, 1990

Session Chair, Southern Management Association Meetings, 1993

Discussant, Southern Management Association Meetings, 1991, 1992, 1993, 1995, 1998

Reviewer, Southwest Division of the Academy of Management, 1991, 1993 Meetings

Executive Education

Faculty, College of Management, Georgia Institute of Technology, Executive MSMOT Program, 1999-2007

Faculty, College of Management, Georgia Institute of Technology, Executive Non-Degree Programs, 1999-2007

Faculty, Louisiana State University Executive MBA Program, 1995-2000

Faculty, Louisiana State University Executive Summer Program, 1995-2007

Louisiana State University Executive Education Department, 1992-2001

Grant Reviews

Reviewer, Centres of Research Excellence Fund, The Royal Society of New Zealand, 2002.

Ad hoc reviewer, National Science Foundation, Transformation to Quality Organizations Program, 1997, 1998

Ad Hoc Reviewer, U.S. Department of Education, Fund to Improve Post-Secondary Education, 1993

Ad Hoc reviewer, National Institute on Drug Abuse, Drug Abuse Epidemiology and Prevention Research Committee, 1989, 1990

Ad Hoc reviewer, National Institute on Drug Abuse Small Business Innovative Research Initiative, 1989, 1990, 1991

Appointments and Invited Presentations

National Institute on Drug Abuse Expert Panel on drug problems and small business, Washington, DC, 1992

Mayor's Drug Free Work Environment Task Force, Baton Rouge, LA, 1991-1993

Keynote Speaker, Governor Roemer's Conference on a Drug Free Workplace, Baton Rouge, LA, 1991

Faculty, University of Utah, Summer School on Alcoholism and Other Drug Dependencies, 1990, 1991

Honors

Outstanding MBA Teacher Award, Louisiana State University, 1991, 1992, 1993, 1995, 1999

Louisiana State University Alumni Association Outstanding Faculty Member Award, 1996-1997

Outstanding Faculty Service Award, E.J. Ourso College of Business Administration, 1996-1997

Southern Management Association, Outstanding Faculty Paper, 1995 Annual Meeting

Phi Kappa Phi Nontenured Faculty Award, Humanities and Social Sciences, Louisiana State University, 1994

LSU College of Business Administration Competitive Summer Research Grant, 1991

LSU Council on Research Competitive Summer Grant, 1990

Student Government Association Outstanding Teaching Certificate, Louisiana State University, 1989

Representative to the Academy of Management OB/OT Ph.D. Consortium, Los Angeles, August, 1988

Memberships

Member, Academy of Management

Member, Southern Management Association

Member, American Public Health Association

Service at the Georgia Institute of Technology

To the College of Management

Faculty Senate Representative, 2007 –

Strategy Area Coordinator, 1999 - 2006

MBA Steering Committee, 1999 - 2007

Faculty Advisor, Undergraduate Student Advisory Board, 2000-2003

Executive Master of Science in MOT Committee, 1999 - 2007

Executive Education Steering Committee, 1999 - 2007

To the Institute

Member, Georgia Tech Athletic Advisory Board (Chair, Compliance and Equity Subcommittee)

Member, Institutional Review and Program Accreditation Committee

Member, Director of Assessment Search Committee

Member, Vice Provost for Enrollment Services Search Committee

Member, Assistant Dean of Students Search Committee

Service at Louisiana State University

To the Department of Management

Department Chair, 1997-1998

Chapter Founder & Advisor, Sigma Iota Epsilon, Louisiana State University, 1993-1996

Ph.D. Program Advisor, Department of Management, Louisiana State University, 1991-1996

MBA Program Advisor, Department of Management, Louisiana State University, 1991-1998

Graduate Admissions Committee, Department of Management, Louisiana State University, 1989-1996

OB/HR Curriculum Committee, Department of Management, Louisiana State University, 1989-1999

Departmental Strategic Planning Committee, Department of Management, Louisiana State University, 1989-90, 1993

To the E.J. Ourso College of Business

Co-chair, Undergraduate Curriculum Review Committee, 1998 – 1999

Chair, MBA Program Review Committee, 1995 -1998

Total Quality Management Committee, 1994-1995

Committee on the Feasibility of a Health Care Administration degree program, 1993-1994

Faculty Advisor, MBA Association, 1993-1999

Chapter Advisor, Beta Gamma Sigma, Louisiana State University, 1992-1999

College MBA Advisory Committee, Louisiana State University, 1990-1993, 1995-

To the University

Member, Honors College Advisory Board, 1998-1999

Member, Graduate School Dean Search Committee, 1998-1999

Member, Institutional Screening Committee, Office of Academic Affairs, 1998

Member, Code of Student Conduct Committee, Louisiana State University, 1994-1999

Member, Community-University Partnership Task Force, Office for Research and Economic Development, 1994-1999

Member, University Review Panel, School of Social Work, 1997

Chair, Human Resources and Services Research Advisory Group, Office for Research and Economic Development, 1995-1997

Member, Vice Chancellor's Council on Research, Office for Research and Economic Development, 1995-1997

Human Resources and Services Research Advisory Group, Office for Research and Economic Development, 1993-1997

Instructional Innovations

1. Developed and taught a course for MBA students centered around three team-based, live cases with area employers
2. Developed and taught (with B. Kennedy, S. Turner, and S. Artunc) a multidisciplinary community service project course that included MBA students
3. Developed (with J. Lingham Farh) a second course in research methods for Ph.D. students
4. Developed (with Art Crawley) and taught a course on teaching effectiveness for College of Business doctoral students

Involvement with Ph.D. Students

Ph.D. Students

J. Short – Management – Graduated 5/00
A. Bookter - Vocational Education, Graduated 5/99
M. Dean – Management – Graduated 5/99
J. Runge – Management – Graduated 8/98
S. Naumann – Management (Chair) – Graduated 5/98
A. Schultz – Management (Chair) – Graduated 8/97
B. Woods – Communication – Graduated 8/97
C. Shook - Management - Graduated 5/96
F. Lohrke - Management - Graduated 8/96
R. McGrath - Management (Chair) - Graduated 5/96
J. Combs - Management - Graduated 8/95
R. Kidwell - Management - (Chair) - Graduated 5/94
P. Damiano - Psychology - Graduated 12/94
C. Markham-Shaw - Communication - Graduated 8/93
K. Fontenot - Communication - Graduated 8/93

R. Long - Management - Graduated 8/92
A. Phillips - Management - Graduated 5/92
C. Phillips - Management - Graduated 5/92
P. Phillips - Management - Graduated 5/92
K. Carson - Management - Graduated 12/91
J. Rains - Psychology - Graduated 5/91

Master Students

K. Lapeyrouse - Engineering Science, Graduated 8/97
D. Holden - Journalism, Graduated 12/92

Other Business and Community Involvement

Founder & Principal, Red Buoy Consulting

Founder, East Cobb Youth Club Lacrosse

Founder, Baton Rouge Youth Ice Hockey