

# **CURRICULUM VITAE**

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## **CAREER GOAL**

To secure an academic leadership position that allows me to be influential in developing professionally competent organizational citizens prepared to face the challenges of tomorrow.

## **PROFESSIONAL EXPERIENCE**

I gained some academic experience while still on active duty with the U.S. Air Force. Upon finishing my MBA, I was asked to teach for the University of Texas at San Antonio before I left for Shemya Air Force Base, Alaska. I taught for Chapman College while I was at Shemya and then returned to the U.S. Air Force Academy to teach for two years as a full time instructor before starting my Ph.D. at Texas A&M University in 1984. I completed my Ph.D. in 1988. I returned to active duty in February 1988. In 1991 I retired from the Air Force and took my first full-time civilian academic position. Although some of these were administrative positions, I have always continued to teach, do research, and serve my profession.

1991-1997 Associate Professor of Management, University of Tulsa

1997-1998 Director of Performance Learning, The Stalwart Group

1998-2001 Director Fellows & Honors Programs, Texas A&M University

2001-2005 Assistant Professor of Management, Oklahoma State University-Tulsa

2005-2008 Director of Undergraduate Learning Assurance & Director of Fellows, Texas A&M University

2008-2015 Associate Dean & Professor of Management, North Dakota State University

2015-Present Professor of Management, North Dakota State University

## ACADEMIC RECORD

Doctor of Philosophy, Business Administration, Texas A&M University, College Station, TX, May 1988. Major area of study in Management/Organizational Behavior; Minor in Management Information Systems.

Dissertation: "The Acquisition of Managerial Performance Feedback Skills Through the Use of a Knowledge-Based Expert System: An Empirical Evaluation." Chairman: David D. Van Fleet.

Master of Business Administration, University of Texas at San Antonio, San Antonio, TX, December 1980. Concentration in Organizational Communication.

Bachelor of Science in Business Administration, University of Nebraska, Lincoln, NE, May 1974.

## RESEARCH CONTRIBUTIONS AND RELATED ACCOMPLISHMENTS

### REFEREED PUBLICATIONS

Aikens, S.D. & Peterson, T.O. (2017). What management scholars think: An exploratory study of management skills for nascent entrepreneurs. *Global Journal of Entrepreneurship*, 1(1), 1-23.

Peterson, T.O. & Aikens, S.D. (2017). Examining the relationship between leader-member exchange (LMX) and objective performance within higher education: An exploratory empirical study. *Journal of Leadership Education*, 16(2), 109-128.

Peterson, T. O., Peterson, C. M., Krom, C. L., & Griffith, B. A. (2016). Dance? I Can't Dance! Developing an Understanding of Mental Models Through Line Dancing. *Management Teaching Review*, 1(4), 226-241.

Peterson, C. M. & Peterson, T. O. (2016). Affecting student perception and performance by grading with 10,000 points. *Journal of Management Education*, 40(4), 415-431.

Peterson, T. O., Peterson, C. M., Olek, C. R., Peterson, E. N., Crusz, S. C., Bollinger, E. G. & Koch, T. C. (2016). Leading through courageous following: The artist's view. *Management Teaching Review*, 1(2), 99-104.

Peterson, C. M. & Peterson, T. O. (2015). Educating Student Managerial Leaders: What Critical Behaviors Should Be Developed? *Journal of Educational Issues*, 1(1), 135-150.

Van Fleet, D. D. & Peterson, T. O. (2015). Improving healthcare practice behaviors: An exploratory study identifying effective and ineffective behaviors in healthcare. *International Journal of Health Care Quality Assurance*, 29(2), 141-161.

- Ungaretti, T., Thompson, K. R., Miller, A. & Peterson, T. O. (2015). Problem-based learning: Lessons from medical education and challenges for management education. *Academy of Management Learning and Education*, 14(2), 173-186.
- Van Fleet, D. D., Flint, G. D. & Peterson, T. O. (2012). Participation, majority rule voting, and group cohesion. *Journal of Strategic Management Education*, 8(4), 253-266.
- Peterson, T. O., Beard, J. W. & Van Fleet, D. D. (2012). The impact of situational factors on information systems (IS) managerial leader behaviors: What information system employees want. *Journal of Business & Leadership*, 8, 54-68.
- Peterson, T. O. & Peterson, C. M. (2012). What Managerial Leadership Behaviors do Student Managerial Leaders Need? An Empirical Study of Student Organizational Members. *Journal of Leadership Education*, 11(1), 102-120.
- Peterson, T. O. & Van Fleet, D. D. (2008). A Tale of Two Situations: An Empirical Study of Not-For-Profit Managerial Leaders' Behaviors. *Public Performance & Management Review*, 31(4), 503-516.
- Labig, Jr., C. E. & Peterson, T. O. (2006). Sexual minorities and selection of a primary care physician. *Journal of Homosexuality*, 51(3), 1-5.
- Forrest, III, S. P. & Peterson, T. O. (2006). It's called andragogy. *Academy of Management Learning & Education*, 5(1), 113-122.
- Van Fleet, D. D. & Peterson, T. O. (2005). Increasing the value of teaching in the academic marketplace: The creation of a peer-review infrastructure for teaching. *Academy of Management Learning & Education*, 4(4), 506-514.
- Van Fleet, D. D., Peterson, T. O. & Van Fleet, E. W. (2005). Closing the Performance Feedback Gap with Expert Systems. *Academy of Management Executive*, 19(3), 38-53.
- Labig, C. E., Zantow, K. & Peterson, T. O. (2005). Factors Affecting Student's Medicine Taking Habits. *Journal of American College Health*, 54, 177-183.
- Beard, J. W., Keck, B. & Peterson, T. O. (2005). Information Systems and Health Care – VII When Success Results in Failure: The Challenge of Extending the IT Infrastructure to Support Organ Procurement and Transplantation. *Communications of Association of Information Systems*, 517-538.
- Peterson, T. O. & Arnn, R. B. (2005). Self-Efficacy: The Foundation of Human Performance. *Performance Improvement Quarterly*, 18(2), 5-18.

- Kenworthy-U'Ren, A. L. & Peterson, T. O. (2005). Service-learning and management education: Introducing the "WE CARE" approach. *Academy of Management Learning & Education*, 4(3), 272-277.
- Peterson, T. O. & Peterson, C. M. (2004). From Felt Need to Actual Need: A Multi-Method Multi-Sample Approach for Assessing Managerial Development Needs. *Performance Improvement Quarterly*, 17(1), 5-21.
- Peterson, T. O. & Williams, J. K. (2004). So What Does Dance Have to Do with It? Using Dance to Teach Students about Leadership. *Decision Science Journal of Innovative Education*, 2(2), 193-201.
- Peterson, T. O. (2004). So You're Thinking of Trying Problem-Based Learning? Three Critical Success Factors for Implementation. *Journal of Management Education*, 28(5), 630-647.
- Peterson, T. O. & Smith, P. C. (2004). The Influence of an HIV/AIDS Policy on Ethical Decision-Making in the Termination Process: A Laboratory Experiment. *Journal of Management & Applied Entrepreneurship*, 9(4), 4-18.
- Peterson, T. O. & Van Fleet, D. D. (2004). The ongoing legacy of R. L. Katz: An updated typology of management skills. *Management Decision*, 42(10), 1297-1308.
- Peterson, T. O. & Beard, J. W. (2004). Workspace Technology's Impact on Individual Privacy and Team Interaction. *Team Performance Management: An International Journal*, 10(7/8), 163-172.
- Beard, J. W. & Peterson, T. O. (2003). Coming to Grips with the Management of Information: A Classroom Exercise. *Journal of Information Systems Education*, 14(1), 15-30.
- Peterson, T. O. & Lunsford, D. A. (1998). Parallel Thinking: A Technique for Group Interaction and Problem Solving. *Journal of Management Education*, 22(4), 537-554.
- Van Fleet, D. D. & Peterson, T. O. (1995). Career Description Analysis: A Systematic Approach for Studying Qualitative Information. *Journal of Leadership Studies*, 2(2), 91-102.
- Peterson, T. O. & Smith, P. C. (1995). Managing The Information Resource: An Experiential Exercise in Information Allocation. *Journal of Computer Information Systems*, 36(1), 31-47.
- Taylor, S. D. & Peterson, T. O. (1995). The KnowledgePoint Suite: Electronic Performance Support Systems for the Human Resource Task. *Journal of Management Systems*, 7(2), 81-89.

Peterson, T. O. (1990). Performance Support Tools: Part of the Quality Work Force Equation. *Air Force Journal of Logistics*, 14, 18-21.

Peterson, T. O. (1986). Now What Is Your Problem? Dirty Language: But Not of The Four Letter Variety. *Organizational Behavior Teaching Review*, 10(3), 101-102.

Peterson, T. O. & Hawkins, B. L. (1985). Supervisor-Subordinate Affiliation: Does It Play a Role in Retention? *Logistics Spectrum*, 19(4), 30-32.

Johnson, R. D. & Peterson, T.O. (1975). Absenteeism or Attendance: Which is Industry's Problem? *Personnel Journal*, 54, 568-572.

#### **CHAPTER IN A SCHOLARLY BOOK**

Michaelson, L., Sweet, M. & Peterson, T. O. (2009). Building Learning Teams: The Key to Harnessing the Power of Small Groups in Management Education. In S.J. Armstrong & C.V. Fukami (Ed.), *The SAGE Handbook of Management Learning, Education and Development* (pp. 325-343). Thousand Oaks, CA: SAGE Publications Inc.

Peterson, T. O. & Peterson, C. M. (2006). Developing a Graduate Learning Community through the Application of Adult Learning Principles. In N. Simpson & J. Layne (Ed.), *Student Learning Communities, Faculty Learning Communities, & Faculty Development* (pp. 15-34). Stillwater, OK: New Forums Press Inc.

Peterson, T. O. (2005). Assessing Performance in Problem-Based Service-Learning Projects. In M.V. Achacoso and M.D. Svinicki (Ed.), *Alternative Strategies for Evaluating Student Learning. New Directions for Teaching and Learning* (100th ed.) (pp. 55-63). San Francisco, CA: Jossey-Bass.

Peterson, T. O. & Taylor, S. D. (2004). When Technology Comes Knocking: Using Information Technology to Automate Job Descriptions. In J.W. Beard (Ed.), *Managing Impressions with Information Technology* (pp.73-93). Westport, Connecticut: Praeger.

Peterson, T. O. & Van Fleet, D. D. (1990). Casting Managerial Skills Into A Knowledge Based System. *Organization, Management, and Expert Systems* (pp. 81-103). Norwood, NJ: Ablex Publishing Co.

Beard, J. W. & Peterson, T. O. (1988). A Taxonomy for the Study of Human Factors in Management Information Systems (MIS). In J.M. Carey (Ed.), *Human Factors In Management Information Systems* (pp. 7-26). Norwood, NJ: Ablex Publishing Co.

Peterson, C. M. & Peterson, T. O. (1988). The DarkSide of Office Automation: How People Resist The Introduction of Office Automation Technology. In J.M. Carey (Ed.), *Human Factors In Management Information Systems* (pp. 183-194). Norwood, NJ: Ablex Publishing Co.

## REFEREED PROCEEDINGS

- Beard, J.W. & Peterson, T.O. (2019). And They Can Figure out the Rest from Here: Confronting the Challenge of Teaching Systems Analysis and Design to Novice Analysts with the Hollow Squares Exercise. ISECON 2019 Proceedings.
- Parks, D. M., Van Fleet, D. D. & Peterson, T. O. (2006). Student Leader Training Exercise. In A. Smith (Ed.), *Developments in Business Simulation & Experiential Exercises* (vol. 31). Bernie Keys CD ROM Library.
- Van Fleet, D. D. & Peterson, T. O. (2006). *Consumer Views of Medical Practice Behaviors: An exploratory Study of Health Care Service Quality*. Southern Management Association Proceedings.
- Brewster, S. R. & Peterson, T. O. (2004). *The Impact of Terminal Values on Career Anchors: An Empirical Study*. Southern Management Association Proceedings.
- Peterson, T. O. & Brewster, S. R. (2004). *Do They Value the Same Things? An Empirical Study of Business and Non-Business Majors*. Southwest Academy of Management Proceedings.
- Peterson, T. O., Van Fleet, D. D., Smith, P. C. & Beard, J. W. (2003). *Gender Differences in Performance Feedback Utilizing an Expert System: A Replication and Extension*. International Intelligent Systems Design and Application Proceedings.
- Hanlon, S. C., Peterson, T. O. & Logan, J. W. (2001). *To Team Teach or Not To Team Teach? Now that Is the Question*. Southwest Academy of Management Proceedings.
- Peterson, T. O., Van Fleet, D. D. & McVey, M. D. (1995). *An Empirical Examination of Human Information Processing and Leadership Behavior*. Proceedings of the Association of Management.
- Peterson, T. O. & Illsley, K. D. (1995). *Effective Training Methods for Teaching Human Skills: An Empirical Test*. Proceedings of the American Society of Business and Behavioral Sciences.
- Peterson, T. O. & Helin, K. A. (1995). *Intrinsic and Extrinsic Motivational Factors Influencing Women Entrepreneurs in Two Southwest Cities*. Proceedings of the American Society of Business and Behavioral Sciences.
- Smith, P. C. & Peterson, T. O. (1993). *A Perspective on the Distribution and Impact of Executive Information Systems Across Total Quality Management Organizations*. Proceedings of TQM: Pitfalls & Prescriptions.

- Peterson, T. O., Sutton, C. D., Van Fleet, D. D. & Griffin, R. W. (1993). *Quality Circles: A Case of Short Lived Success?* Proceedings of TQM: Pitfalls & Prescriptions.
- Van Fleet, D. D. & Peterson, T. O. (1992). *Military vs. Business Leadership: Suggestions from Career Description Analysis.* Proceedings of The 13th Psychology in the Department of Defense Symposium.
- Peterson, T. O., Smith, P. C. & Beard, J. W. (1992). *The Effect of Flexibility/Rigidity and Past Performance on Subordinates' Willingness to Report Problems to Their Managers.* Proceedings of the Association of Management.
- Peterson, T. O. & McAlear, D. L. (1990). *A Multi-Method Multi-Sample Approach for Assessing Managerial Development Needs: From Felt Need to Actual Need.* Proceedings of the Academy of Management Meetings.
- Peterson, T. O. & Van Fleet, D. D. (1990). *Performance Feedback: Can an Expert System Assist Air Force Managers with this Task?* Proceedings of The 12th Psychology in the Department of Defense Symposium.
- Peterson, T. O. & Martin, D. P. (1990). *The Impact of Human Factors in the Acceptance of Microcomputer-Based Modeling Tools.* Proceedings of The 12th Psychology in the Department of Defense Symposium.
- Van Fleet, D. D. & Peterson, T. O., Beard, J. W. (1988). *Developments on an Electronic Military Leadership Bibliography.* Proceedings of The 11th Psychology in the Department of Defense Symposium.
- Peterson, T. O., Van Fleet, D. D. & Ryan, M. (1988). *Some Propositions on Expert Systems for Military Managers.* Proceedings of The 11th Psychology in the Department of Defense Symposium.
- Peterson, T. O. & Chachere, G. (1988). *The Job Satisfaction-Job Performance Relationship: Meta-Analysis Revisited.* Southwest Division Academy of Management Proceedings.
- Peterson, T. O. & Carey, J. M. (1987). *An Empirical Examination of Programmers' Performance: Is Performance a Function of Ability and Motivation?* Proceedings of the Southern Management Association Conference.
- Peterson, T. O., Beard, J. W. & McBride, D. J. (1987). *Coming To Grips With The Management of Information: An Experiential Approach.* Proceedings of Information Systems Education Conference.
- Headrick, R. W. & Peterson, T. O., Morgan, G. W. (1986). *Security Considerations in the Microcomputer Environment.* Proceedings of the International Industrial Engineering Conference.

- Peterson, T. O. & Rohrs, A. E. (1986). *Subordinate Communications in a Military Setting*. Proceedings of The 10th Psychology in the Department of Defense Symposium.
- Van Fleet, D. D. & Peterson, T. O. (1986). *Toward an Electronic Bibliography of Military Leadership*. Proceedings of The 10th Psychology in the Department of Defense Symposium.
- Sutton, C. D. & Peterson, T. O. (1986). *Upper, Middle, and Lower-Level Managers' Attitudes Toward Women Executives*. Southwest Division Academy of Management Proceedings.
- Peterson, T. O. & McBride, D. J. (1985). *Solutions Diversified: An Experiential Introduction to Management Information Systems*. Association for Business Simulation and Experiential Learning Proceedings.
- Peterson, T. O., Penley, L. E. & Hawkins, B. L. (1984). *An Examination of Air Force Supervisor-Subordinate Communication Relationships and Outcome Variables: A Review of the Findings*. Proceedings of The 9th Psychology in the Department of Defense Symposium.
- Peterson, T. O. & Rohrs, A. E. (1984). *Developing Expectancy Oriented Scales for the Study of Vroom's Expectancy Theory of Motivation and Upward Communication*. Southwest American Business Communication Association Proceedings.
- Peterson, T. O. (1984). *Experiencing Socialization First Hand: An Experiential Exercise in Organizational Socialization*. Association for Business Simulation and Experiential Learning Proceedings.
- Penley, L. E., Hawkins, B. L. & Peterson, T. O. (1984). *Supervisory Interpersonal Communication in Organizations: A Leadership Application*. Proceedings of the Academy of Management Meetings.
- Penley, L. E., Hawkins, B. L. & Peterson, T. O. (1983). *An Examination of Performance Communication, and the Communication-Performance Relationship as a Function of Supervisor and Subordinate Ethnicity*. Proceedings of the Academy of Management Meetings.
- Peterson, T. O. & Rohrs, A. E. (1983). *The Impact of Office Environment on Others: A Literature Review*. Southwest Division Academy of Management Proceeding.

## **REFEREED RESEARCH PRESENTATIONS**

- Peterson, T.O., Rook, B., & Peterson, C.M. (2019, July). The impact of organizational citizenship behavior on exemplary followership: An exploratory empirical study. Global Followership Conference, University of Waterloo, Waterloo Canada.



- Rook, B., Peterson, T.O., & Peterson, C.M. (2018, October). Impact of followers in health care institutions: Some propositions. Midwest Academy of Management, St. Louis, MO.
- Peterson, C.M., Bublitz, E.M., Wood, N., & Peterson, T.O. (2018, October). At the crossroads: Progress through vexations and ventures. American Association for Adult and Continuing Education, Myrtle Beach, SC.
- Aikens, S.D. & Peterson, T. O. (2018, August). Listening to the Follower's Voice: A Leader-Member Exchange Mixed-Methods Study. Academy of Management, Chicago, IL.
- Peterson, T. O. (2018, August). Academic Intensity While Studying Abroad. In R.D. Johnson's Improving Lives through Faculty Led Study Abroad. Academy of Management Teaching and Learning Conference, Chicago, IL.
- Peterson, T. O. (2018, August). Harnessing Student Talent to Form High Performing Teams. In M.H. Lavine's Using Positive Organizational Scholarship to Innovate and Enliven OB and Management Professional Development Workshop. Academy of Management Conference, Chicago, IL.
- Peterson, T. O. & Peterson, C. M., (2018, June). From Escape Room to Breakout Box: An Experiential Learning Strategy to Teach Critical Skills. The International Conference of the Management & Organizational Behavior Teaching Society, Maynooth, Ireland.
- Peterson, T. O. & Knutson, K.J. (2018, June). Human Performance as the Bottom Line. The Management & Organizational Behavior Teaching Society Conference, Conway, SC.
- Peterson, T. O., Peterson, C. M., Thompson, K. R., Ungaretti, T. & Aikens, S.D. (2017, August). At the Interface to a Problem: Experiencing Problem-based Learning. Academy of Management Teaching and Learning Conference, Atlanta, GA.
- Peterson, C. M., Peterson, T. O., & Hawk, T. F., (2017, August). Tools for Scaffolding Learning: Graphic Syllabus and Outcomes. Academy of Management Teaching and Learning Conference, Atlanta, GA.
- Peterson, T. O., Conklin, T. A., Aikens, S. D., Badal, S., Beard, J. W., Bright, D. S., Hartman, N.S., & Tolan, J. (2017, August). Suppose We Applied a Positive Approach to Management Education. Professional Development Workshop conducted at the Academy of Management Conference, Atlanta, GA.
- Peterson, T. O., Peterson, C. M., Golpen, H., & Beatty, J. (2017, June). Navigating the Dangerous Currents of Poverty. Organizational Behavior Teaching Conference, Providence, RI.

- Beatty, J. & Peterson, T. O. (2017, June). Poverty Poker: An Exercise to Gain Insight into the Root Causes of Poverty. Organizational Behavior Teaching Conference, Providence, RI.
- Lavine, M., Harris, D., Peterson, C.M., & Peterson, T. O. (2017, June). Teaching for Transformation: A Discussion about Deep Teaching and Learning. Organizational Behavior Teaching Conference, Providence, RI.
- Peterson, T. O., Peterson, C. M. & Thielbar, S. (2016, October). Are Millennials Really All That Different? What Do Different Generations Want from Work? Midwest Academy of Management, Fargo, ND.
- Lyons, B. & Peterson, T. O., (2016, October). Conceptual Evolution of Workforce Training and Development. Midwest Academy of Management, Fargo, ND.
- Peterson, T. O. (2016, October). Using Entrepreneurial Profile 10 in the Junior Achievement (JA) Company Program. In S.D. Akens (Chair) Professional Development Workshop on We Build It, and They Came! A partnership Between NDSU, Junior Achievement, Gallup, and the Fargo/West Fargo Public Schools to Engage High School Students in Entrepreneurship. Symposium conducted at the meeting of the Midwest Academy of Management, Fargo, ND.
- Thompson, K. R., Ungaretti, T. & Peterson, T. O., & Milter, R. G. (2016, August). How to Develop a Problem-based Learning Experience. Academy of Management Teaching and Learning Conference, Anaheim, CA.
- Peterson, T. O., Aikens, S. D., Beard, J. W., Bright, D. S., Conklin, T. A., DeAngelis, L., Kvalshaugen, R., Peterson, C. M., & Van Fleet, D. D., (2016, August). Suppose We Took Student Teams Seriously. Professional Development Workshop conducted at the Academy of Management Conference, Anaheim, CA.
- Hawk, T. F., Peterson, T. O., Peterson, C. M., Brown, K. G., Spee, J. C., Beatty, J. E., & Aikens, S. D. (2016, August). Scaffolded Learning as Process. Professional Development Workshop conducted at the Academy of Management Conference, Anaheim, CA.
- Kanov, J., Ciporen, R., Lavine, M. H., Quinn, R., Worline, M. C., Beechler, S., Benson-Quaziana, M., Marsick, V., DeAngelis, L., Peterson, T. O., & Peterson, C. M. (2016, August). Transformational Teaching and Learning. Professional Development Workshop conducted at the Academy of Management Conference, Anaheim, CA.
- Peterson, T. O. & Peterson, C. M., (2016, July). I Want to be a Better Teacher – But I Don't Know How. International Organizational Behavior Teaching Conference, Winchester, England.

- Hawk, T., Peterson, T. O., & Peterson, C. M., (2016, June). The Scaffolded Learning Process for Learning Development. Organizational Behavior Teaching Conference, Canton, OH.
- Peterson, T. O., (2016, June). What Is a Paradigm? Experiencing a Vague Construct. In G. Hrivnak Gathering Around the Experiential Fire. Organizational Behavior Teaching Conference, Canton, OH.
- Peterson, T. O. (2016, June). How Full is Your Bucket? In T.O. Peterson Story time for Business Students. Organizational Behavior Teaching Conference, Canton, OH.
- Peterson, C. M., Peterson, T. O., & Todoran, C. (2015, November). Leverage Your Strengths in Teaching and Learning. American Association for Adult and Continuing Education Conference, Oklahoma City, OK.
- Peterson, T. O., (2015, October). The Changing Role of the Professorate. In a Panel on the Evolving Faculty Roles: A Panel on Current and Future Trends for Faculty in Higher Education, Symposium conducted at the Midwest Academy of Management, Columbus, OH.
- Peterson, T. O., Aikens, S. D., & Tulibaski, K. L. (2015, October). The linkage between entrepreneurial talent and entrepreneurial competencies. Midwest Academy of Management Conference, Columbus, OH.
- Peterson, T. O. (2015, August). Developing Leaders: A Few Good People with a Few Good Exercises, (Organizer). Professional Development Workshop conducted at the Academy of Management Conference, Vancouver British Columbia, Canada.
- Peterson, T. O. (2015, August). Guided by Principle: Developing Personal Pivotal Norms, In M. Lavine's Using Positive Organizational Scholarship Practices to Strengthen Teaching and Learning, Workshop conducted at the Academy of Management Teaching and Learning Conference, Vancouver British Columbia, Canada.
- Peterson, T. O. (2015, August). I have a Problem. In K.R. Thompson's Designing and Executing a Problem-Based Learning Experience, Workshop conducted at the Academy of Management Teaching and Learning Conference, Vancouver British Columbia, Canada.
- Peterson, T. O. (2015, June). How I Moved My Rocks: An Exercise for Personal Leadership. In J. Leigh's Gathering Around the Experiential Fire. Organizational Behavior Teaching Conference, La Verne, CA.
- Peterson, C. M. & Peterson, T. O. (2015, June). Organizational Behavior Teaching Conference, "It's Just a Stage: Student's Intellectual Development. Organizational Behavior Teaching Conference, La Verne, CA.

- Peterson, T. O., Peterson, C. M., Finneseth, M. A., Piette, M. B., Peterson, E. N., Crusz, S., Bersie, C., Bryant, E. J., Wickenhauser, B. L., & Stuhlmuehler, K. M. (2014, October). Picturing Leadership: The Artist Within. Midwest Academy of Management Conference, Minneapolis, MN.
- Aikens, S. D., Swecker, A., Strei, N., Kringler, R., Johnson, B., Omdalen, J., Ueckert, K., & Peterson, T. O. (2014, October). A traditional final exam vs. creating new knowledge: A student-led exploratory research study conducted within an undergraduate entrepreneurship course. Midwest Academy of Management Conference, Minneapolis, MN.
- Aikens, S. D., Hopkins, K., & Peterson, T. O. (2014, October). Flies in the ointment: Uncovering memes to improve on organizational citizenship behaviors. Midwest Academy of Management Conference, Minneapolis, MN.
- Peterson, T. O., Peterson, C. M., Krom, C. L., & Griffith, B. A. (2014, June). Learning about Mental Models Through Line Dancing. Organizational Behavior Teaching Conference, Nashville, TN.
- Peterson, T. O., (2014, June). What's Next? A New Human Development Ecosystem. Organizational Behavior Teaching Conference, Nashville, TN.
- Aikens, S. D., Hopkins, K., & Peterson, T. O., (2013, October). Streamlining learning assurance requirements with intellectual contribution requirements: A complementary approach. Midwest Academy of Management, Milwaukee, WI.
- Ungaretti, T., Peterson, T. O., Walsh, J., Sama, L., & White, M. A. (2013, August). Global Innovation and Inspiration: The Impact of AOM Africa on Invigorating Instruction. Workshop conducted at the Academy of Management Teaching & Learning Conference, Orlando, FL.
- Peterson, C. M. & Peterson, T. O. (2013, June). Teach different: You're a poet and you don't know it! Organizational Behavior Teaching Conference, Asheville, NC.
- Hopkins, K., Aikens, S. D., & Peterson, T. O., (2013, June). I dare you: Being different in the classroom. Organizational Behavior Teaching Conference, Asheville, NC.
- Peterson, T. O. (2013, January). A grading feedback method to assist in Problem-Based Learning. In Symposium on Problem-Based Learning: From the medical environment to management education. Academy of Management Africa Conference, Johannesburg, South Africa.
- Peterson, T. O. (2012, October). Managing Within Leading Between. In Symposium Connecting the dots between reality and the future. Midwest Academy of Management Conference, Itasca, IL.

- Peterson, T. O. (2012, August). A Grading Feedback Method to Assist in Problem-Based Learning. In a Professional Development Workshop on Problem-Based Learning: Opportunities and Hazards. Academy of Management Conference, Boston, MA.
- Hopkins, K. & Peterson, T. O. (2012, June). The Art of Learning: A Sustaining Approach to Teach Introductory Business Concepts. Organizational Behavior Teaching Conference, St. Catharines, Ontario, Canada.
- Peterson, T. O. & Peterson, C. M., (2012, June). The Power of 10,000: Sustaining Students Understanding of the Grading System. Organizational Behavior Teaching Conference, St. Catharines, Ontario, Canada. (June 2012).
- Peterson, T. O., (2012, March). The Heart and Soul of Teaching. Southwest Academy of Management Conference New Orleans, LA.
- Peterson, C. M., Peterson, T. O., & Simonson, P. D. (2011, September). BaFá BaFá in an International Management Course: Preliminary Comparison of Cognitive and Affective Results of Domestic and International Students. South Dakota International Business Conference. Aberdeen, SD.
- Clark, T., Krom, C. L., Lockwood, C. A., & Peterson, T. O. (2011, June). Professionalism: What Employers Want, and How to Instill It in Business Students' Culture. Organizational Behavior Teaching Conference, Milwaukee, WI.
- Peterson, C. M., Peterson, T. O., & Giroux, L., The First Day of Class: More Than an Icebreaker, Organizational Behavior Teaching Conference, Milwaukee, WI.
- Peterson, T. O. & Peterson, C. M. (2010, October). An Exploratory Study of Student Leadership Critical Managerial Leadership Behaviors. Midwest Academy of Management, Grand Forks, ND.
- Peterson, T. O. (2010, October). Leadership Development in Higher Education: You Can't Start Too Early. In a Symposium on Investing in the Future: Leadership Development in Higher Education. Midwest Academy of Management Conference, Grand Forks, ND.
- Peterson, T. O. (2010, June). All Tied Up in Knots. Organizational Behavior Teaching Conference Albuquerque, NM.
- Peterson, T. O. (2008, August). Authenticity and Service-Learning. In a Symposium on Service Learning Philosophies: Exploring and Comparing Philosophical Foundations of Service-Learning. Academy of Management Conference, Anaheim, CA.

- Peterson, T. O., Wood, A., Abelson, M. A., & Van Fleet, D. D. (2008, August). What Competencies Do Future Business Leaders Need To Be Successful?: In Search Of The Vital Few. Academy of Management Conference, Anaheim, CA.
- Ritter, B. A., Peterson, T. O., & Moyers, K. (2007, August). Creating Magic in the Classroom: Establishing a Positive and Invigorating Classroom Environment. Professional Development Workshop conducted at the Academy of Management Conference, Philadelphia, PA.
- Peterson, T. O. (2007, August). Dealing with the Messiness of Service-Learning. In a Symposium on Service Learning: Doing Good for Both Students and Communities. Academy of Management Conference, Philadelphia, PA.
- Peterson, T. O., Wood, A., & Van Fleet, D. D. (2007, August). Managerial Leadership in the Management Classroom: In Search of the Critical Few Attributes. Academy of Management Conference, Philadelphia, PA.
- Ritter, B. A., Beatty, J. E., & Peterson, T. O. (2007, June). Practicing What We Teach: Applying Management Techniques in the Classroom. Organizational Behavior Teaching Conference, Malibu, CA.
- Lance, G. & Peterson, T. O., (2007, June). The Samurai Game: A Powerful Team and Leadership Simulation. Organizational Behavior Teaching Conference, Malibu, CA.
- Giroux, L., Peterson, T. O., & Brewster, S. R. (2006, October). On a Quest: A Behavioral Simulation to Accelerate Positive Leadership Development. Gallup Leadership Summit, Washington, D.C.
- Mott, D. L. & Peterson, T. O. (2006, October). An Analysis of Student Input Relative to Perceived Respect from Professors: Empirical Studies in Search of an Answer. International Association for Computer Information Systems Conference, Reno, NV.
- Giroux, L. & Peterson, T. O. (2006, June). The Samurai Game: A Powerful Team and Leadership Simulation. Organizational Behavior Teaching Conference, Rochester, NY.
- Peterson, T. O. (2006, March). Scholarly Teaching or The Scholarship of Teaching? Southwest Academy of Management Conference, Oklahoma City, OK.
- Peterson, T. O. (2006, March). Three Tools I Use for Teaching Ethics. In a Symposium What? Me Teach Ethics? Southwest Academy of Management Conference, Oklahoma City, OK.
- Peterson, T. O., Brewster, S. R., Beard, J. W., & Van Fleet, D. D. (2005, November). The Impact of Situational Factors on Information System (IS) Managerial Leader Behaviors:

What Information System Employees Want Southern Management Association Conference, Charleston, SC.

Peterson, T. O., Mott, D. L., & Van Fleet, D. D. (2005, August). Four Empirical Studies in Search of Respect for Students. Academy of Management Conference, Honolulu, HA.

Peterson, T. O., Brewster, S. R., & Loudder, M. L. (2005, August). Shared Leadership in a Learning Community. Academy of Management Conference, Honolulu, HA.

Peterson, T. O., Sigler, T., Schaffer, R., & Tyran, K., Nuts & Bolts of Service Learning Projects. Organizational Behavior Teaching Conference, Scranton, PA.

Peterson, T. O. & de Janasz, S. (2005, June). Serves, Slices, and Slaughters: Tennis as a Metaphor for Teaching OB. Organizational Behavior Teaching Conference, Scranton, PA.

Peterson, T. O., Schaffer, R., & Kenworthy-U'Ren, A. (2005, June). What Does Leadership Look Like? Through the Eye of the Beholder Organizational Behavior Teaching Conference, Scranton, PA.

Peterson, T. O. & Whiting, V. (2005, June). The Samurai Game: Some Reflections on Its Use. Organizational Behavior Teaching Conference, Scranton, PA.

Peterson, T. O. (2005, March). Consulting Dollars. In a Symposium on Cool Things on My Syllabus. Southwest Academy of Management Conference, Dallas, TX.

Peterson, T. O. (2005, March). Developing a Graduate Learning Community. In a Symposium on Developing a Learning Community in a Business School. Southwest Academy of Management Conference, Dallas, TX.

Peterson, T. O. & Goodman, N. (2005, March) Leadership at Historically Black Colleges and Universities: A Replication and Extension of the Brown and Moshavi (2002) Study. Southwest Academy of Management Conference, Dallas, TX.

Arnn, R. B. & Peterson, T. O. (2004, October). An Empirical Examination of Self-Efficacy Between Elementary and Secondary Educators. Rocky Mountain Educational Research Association Conference, Tulsa, OK.

Peterson, T. O. & Van Fleet, D. D. (2004, August). Behaviors of Not-For-Profit Managerial Leaders: An Empirical Study of Crisis and Stable Situations. Academy of Management Conference, New Orleans, LA.

Van Fleet, D. D. & Peterson, T. O. (2004, August). Katz's Managerial Skills Legacy. Academy of Management Conference, New Orleans, LA.

- Peterson, T. O., Schaffer, R. H., Kenworthy-U'Ren, A. L., & Sigler, T. H. (2004, August). So You Want To Do Service-Learning? Here Is How I Do It. Academy of Management Conference, New Orleans, LA.
- Peterson, T. O., Loudder, M. L., & Brewster, S. R. (2004, June). What Makes a Peer Leader Authentic? A Comparative Study of Peer Mentors and Non-Mentors. Gallup Leadership Summit, Omaha, NE.
- Peterson, T. O. & Schaffer, R. H. (2004, June). Service-Learning: A Report from the Trenches. Organizational Behavior Teaching Conference, Redlands, CA.
- Peterson, C. M., Peterson, T. O., Peterson, J. R., Richardson, P. D., & Thompson, J. (2004, January). LEGACY: Developing a Learning Community. Oklahoma Educational Studies Association, Stillwater, OK.
- Peterson, T. O. & Van Fleet, D. D. (2003, November). Critical Managerial Leadership Behaviors: An Empirical Study of Crisis and Stable Environments. Southern Management Association Conference, Clearwater Beach, FL.
- Peterson, T. O. (2003, August). Minding Democracy: Reflections on the Value of Service-Learning Experience. In Symposium on Merging Democratic Action and Management Education: Perspectives from the Academy of Management Service Learning Fellows. Academy of Management Conference, Seattle, WA.
- Peterson, T. O. & Mott, D. L. (2003, June). My Professor Respects Me! Do You Know What Students Mean by this Statement? Organizational Behavior Teaching Conference, Springfield, MA.
- Peterson, T. O. (2002, August). Learning Effectiveness of Dance as a Teaching Tool: Does Innovative Teaching Work? Evaluating Learning Effectiveness and Publishing the Results. Professional Development Workshop conducted at the Academy of Management Conference, Denver, CO.
- Peterson, T. O. & Beard, J. W. (2002, August). The Impact of an Innovative Workspace Technology on Team Networking Ability: An Exploratory Study. Academy of Management Conference, Denver, CO.
- Peterson, T. O. (2002, June). A Line Dance + The Two Step + The Wagon Wheel = A Learning Organization: Learning to Dance while Learning about a Learning Organization. Organizational Behavior Teaching Conference, Orange, CA.
- Peterson, T. O., Keiper, P., Sagas, M., & Paetzold, R. (2002, May). The Impact of Organizational Ethos on Organizational Commitment: The Case of NCAA Division I Coaches. North American Society for Sport Management Conference, Canmore, Alberta, Canada.



- Funkhouser, E. A., Raatz, M. A., Dickson, D., & Peterson, T. O. (2000, October). Partnerships: Honors Tracks in Colleges under the Umbrella of a University Honors Program. National Collegiate Honors Council Annual Conference, Washington, D. C.
- Peterson, T. O., Hanlon, S. C., & Logan, J. (2000, March). Trials, Tribulations, and Triumphs of Team Teaching: An Open Forum. Southwest Academy of Management Conference, San Antonio, TX.
- Peterson, T. O. & Beard, J. W. (1999, June). Solutions Diversified, Inc.: Comprehending the Behavioral Aspects of Management Information Systems. Organizational Behavior Teaching Conference, Las Cruces, NM.
- Peterson, T. O. & Beard, J. W. (1997, June). Solutions Diversified, Inc.: Comprehending the Behavioral Aspects of Management Information Systems. Organizational Behavior Teaching Conference, Cleveland, OH.
- Peterson, T. O. & Snyder, M. B. (1997, February). Do Satisfied and Unsatisfied Followers Perceive A Leader's Behavior Differently? An Empirical Investigation. American Society of Business and Behavioral Sciences, Las Vegas, NV.
- Peterson, T. O. & Sheppard, S. R. (1997, February). Identifying Key Characteristics of Not-For-Profit Leaders: An Exploratory Study. American Society of Business and Behavioral Sciences, Las Vegas, NV.
- Peterson, T. O. & Van Fleet, D. D. (1997, February). The Impact of a Knowledge-Based Expert System on Managers' Self-efficacy: An Empirical Test. American Society of Business and Behavioral Sciences, Las Vegas, NV.
- Peterson, T. O., Van Fleet, D. D., & Smith, P. C. (1996, August). AIDS in the Workplace: An Empirical Test of HIV/AIDS Policy on Ethical Decisions-Making. In Symposium on The Relationship Between Workplace Policy and Emerging Social Issues: Lessons Derived from Studies of AIDS in the Workplace. Academy of Management Conference, Cincinnati, OH.
- Peterson, T. O. & Ferris, W. P. (1996, June). Challenging Our Students and Ourselves to Commit to Growth: The Use of Personal Mission Statements in Intro Management Courses. Organizational Behavior Teaching Conference, Keene, NH.
- Peterson, T. O., Beard, J. W., & Lewandowski, M. (1996, March). Creative Problem Solving Profile. In a Teaching Workshop on Creative Thinking Toolkit at the Southwest Academy of Management, San Antonio, TX.
- Peterson, T. O. & Taylor, S. D. (1995, September). A to Q: Authoring with Quest. Interconnect'95, Okmulgee, OK.

- Peterson, T. O. & Fandt, P. M., (1995, June). So You Want Your Students to Think: A Group Interaction Thinking Technique. Organizational Behavior Teaching Conference, Macomb, Illinois.
- Peterson, T. O. (1995, March). Power Up your Classroom: Using Electronic Presentations. Southwest Academy of Management, Houston, TX.
- Peterson, T. O. & Taylor, S. D. (1994, October). Management Online. Interconnect'94, Okmulgee, OK.
- Peterson, T. O. (1994, August). The Impact of Technology on Human Resource Management. In a Symposium on Technology in the Workplace: Reducing the Barriers to Understanding. Academy of Management Conference, Dallas, TX.
- Peterson, T. O. (1994, March). Managing Technology: A Human Resource Perspective. In a workshop on Weaving Technology into Your Classes: An AACSB Challenge. Southwest Federation of Administrative Disciplines Conference, New Orleans, LA.
- Peterson, T. O., (1993, November). Information Systems: The Human Factor in Production and Operations Management. In a Symposium on Weaving Technology into Your Classes: An AACSB Challenge. Southern Management Association Conference, Atlanta, GA.
- Peterson, T. O. (1993, August). Developing Your Teaching Style to Enhance Student Evaluations. In the Professional Development Workshop conducted at the Academy of Management Conference, Atlanta, GA.
- Peterson, T. O. & Fandt, P. M. (1993, June). Creating A Positive Environment: Proactive and Reactive Strategies. Organizational Behavior Teaching Conference, Lewisburg, PA.
- Peterson, T. O. & Beard, J. W., (1993, June). Information Technology in the OB Curriculum: Where? Why? How? Organizational Behavior Teaching Conference, Lewisburg, PA.
- Cude, R. L. & Peterson, T. O. (1992, June). Production Haven: Experiencing OT in the OB and OC Classroom. Organizational Behavior Teaching Conference, Calgary, Alberta, Canada.
- Smith, P. C. & Peterson, T. O. (1992, June). The Information Resource Grid: Letting Everyone Experience Information Resource Allocation. Organizational Behavior Teaching Conference, Calgary, Alberta, Canada. (June 1992).
- Peterson, T. O. & Van Fleet, D. D. (1991, June). Videotapes in Leadership Education. Organizational Behavior Teaching Conference, Bellingham, WA.

- Peterson, T. O. (1991, April). A Practical Guide To Creative CBT Development. Ninth Conference on Computer-Based Training, San Antonio, TX.
- Peterson, T. O., Beard, J. W. (1990, June). The Organizational Behavior Paradigm Challenge. Organizational Behavior Teaching Conference, Richmond, VA.
- Peterson, T. O. (1990, April). Managing CBT Teams Creatively. Eighth Conference on Computer-Based Training, Chicago, IL.
- Peterson, T. O. (1989, April). Recharging Your Batteries: Creativity for Computer-Based Training (CBT) Professionals. Seventh Conference on Computer-Based Training, Nashville, TN.
- Peterson, T. O., Tretter, M. J., & Peterson, C. M. (1989, March). A Case for Communication: Providing Information Systems Specialists with Opportunities to Develop Their Communication Skills. Decision Sciences Institute - Southwest Region Conference, New Orleans, LA.
- Peterson, T. O. & Van Fleet, D. D. (1988, October). The Application of Expert System Technology to the Performance Feedback Task: Empirical Findings. Conference on the Impact of Artificial Intelligence on Business and Industry, Denton, TX.
- Sutton, C. D. & Peterson, T. O. (1988, August). Pygmalion in the Lab: An Examination of the Communication of Expectations. Academy of Management Conference, Anaheim, CA.
- Peterson, T. O. & Fandt, P. M. (1988, June). Direct from the Horse's Mouth: Exploring Dual-Career Issues in the Classroom. Organizational Behavior Teaching Conference, Los Angeles, CA.
- Peterson, T. O. & Trevino, L. K. (1987, May). Where Do You Draw The Line?: Thinking about Ethics. Organizational Behavior Teaching Conference, Waltham, MA.
- Fowler, G., Beard, J. W., & Peterson, T. O. (1986, October). The Role of the DPMA Education Foundation and AACSB in CIS Course Development. International Data Processing Management Association Conference, Atlanta, GA.
- Peterson, T. O. & Sutton, C. D. (1986, August). The Impact of Motivation on the Upward Flow of Information In Organizations. Academy of Management Conference, Chicago, IL.
- Peterson, T. O., Warfield, A. F., Bigelow, J., & Poulson, C. (1986, May). A Picture Is Worth At Least Two Lectures. Organizational Behavior Teaching Conference, Malibu, CA.

Peterson, T. O., Bargielski, M. K., Trevino, L. K., & Warfield, A. F. (1986, May). Link UPP: Building Networks - OPENING SESSION. Organizational Behavior Teaching Conference, Malibu, CA.

Peterson, T. O. & Tretter, M. J. (1985, May). A Recipe for a Mini/Micro Computer Project with An Organizational Flavor. Organizational Behavior Teaching Conference, Charlottesville, VA.

Peterson, T. O. & Bargielski, M. K. (1985, May). A Rose By Any Other Name...What's Symbolic in a Name Tag? Organizational Behavior Teaching Conference, Charlottesville, VA.

Peterson, T. O. & McBride, D. J. (1985, May). Broken Squares, Broken Squares: Who's Got a Good Idea For The Broken Squares? Organizational Behavior Teaching Conference, Charlottesville, VA.

Peterson, T. O. & McBride, D. J., (1984, May). Pumping New Blood Into An Old Organization: Some New Techniques for The Organizational Game. Organizational Behavior Teaching Conference, Boise, IA.

Peterson, T. O. & Clement, C. (1983, May). If Man Had Been Meant To Innovate, He Would Have Been Born Creative...Some Ideas for Fostering Creativity in Your Students. Organizational Behavior Teaching Conference, Norman, OK.

Peterson, T. O. (1982, October). Upward Communication: The Development of a Motivational Model. International Convention of the American Business Communication Association, New Orleans, LA.

Hawkins, B. L., Penley, L. L., & Peterson, T. O. (1981, August). Developing Behaviorally Oriented Communication Scales for the Study of the Communication - Performance Relationship. ). Academy of Management Conference, San Diego, CA.

Hawkins, B. L., Penley, L. L., & Peterson, T. O. (1981, March). An Exploration of Individual and Interpersonal Contingencies in the Communication Performance Relationships. Southwest Academy of Management Conference, New Orleans, LA.

Peterson, T. O. (1980, August). Upward Communication: A Review, A Definition, and a Beginning of a Conceptual Model. Academy of Management Conference, Detroit, MI.

## **CREATIVE ACTIVITIES**

Aikens, S.D. & Peterson, T.O. (2018, May). Electronic Lesson for Reviewers, Midwest Academy of Management.

## **INVITED PRESENTATIONS**

Peterson, T.O. (2018, July). Strengths-based leadership in action on college campuses. Clifton Strengths Summit, Omaha, NE.

Peterson, T.O. (2018, July). Using Builder Profile 10 with high school and college students. In the Building of builders: Helping tomorrow's workforce build the life they want symposium. Clifton Strengths Summit, Omaha, NE.

Peterson, T.O. & Van Fleet, D.D. (2018, March). An empirical examination of critical managerial leadership behaviors by crisis types. International Emergency and Catastrophe Management Conference and Exhibit, Dubai, United Arab Emirates.

Aikens, S. D. & Peterson, T. O. (2016, April). Measuring and managing impact: Assessing the impact of faculty contributions at North Dakota State University, Digital Measures Users Conference, Milwaukee, WI.

Seltzer, J., J., Ferris, W. P., & Peterson, T. O., (2014, June). A New Time for Pedagogical Journals: Demonstrating Impact in Ways Beyond Citations. Organizational Behavior Teaching Conference, Nashville, TN.

Peterson, T.O. (2014, June). What's Next? A New Human Development Ecosystem, Organizational Behavior Teaching Conference, Nashville, TN.

Peterson, T. O. & Schultz, J. (2012, October). Teaching Effectiveness Workshop. Midwest Academy of Management Conference, Itasca, IL.

Peterson, T. O. (2012, March). Strengths Training for Teachers. Southwest Academy of Management Conference, New Orleans, LA.

Peterson, T. O. & Schultz, J. (2011, October). Teaching Effectiveness Workshop. Midwest Academy of Management, Omaha, NE.

Lewicki, R. & Peterson, T. O. (2010, October). OBTS Teaching Boot Camp. Midwest Academy of Management, Grand Forks, ND.

Peterson, T. O. (2007, June). I have a Vision! How about You? Organizational Behavior Teaching Conference Doctoral Institute, Malibu, CA.

Peterson, T. O., (2007, June). So, Did You Like Doing This? The First Step in an Academic Life. Organizational Behavior Teaching Conference Doctoral Institute, Malibu, CA.

Peterson, T. O., & Caldwell, H. K., (2007, May). What Good is that 'clicker' in SI?. Regional Conference on Supplemental Instruction, Texas A&M University, College Station, TX.

- Peterson, T. O. (2006, October.). Panelist, Classroom Management Strategies for New Faculty. Southern Management Conference, Clearwater, Florida.
- Peterson, T. O. (2006, June). In Search of Learning: An AI Approach. AACSB Conference on Learning, St. Petersburg, FL.
- Peterson, T. O. (2006, March). Why Learning? AACSB Teaching Effectiveness Seminar. Tampa, FL.
- Peterson, T. O. (2005, March). Tips to Excel in the Classroom. In the Doctoral Student Consortium. Southwest Academy of Management Conference, Dallas, TX.
- Peterson, T. O. (2004, April). How to Develop Learning Portfolios, Alternative Methods of Assessing Learning. Center for Teaching Excellence, Texas A&M University, College Station, TX.
- Peterson, T. O. & Williams, J. K. (2004, March). The Dance of Management. Southwest Academy of Management Conference, Orlando, FL.
- Peterson, T. O. (2003, November). Building Creativity in Teams. Southern Management Association Conference, Clearwater Beach, FL.
- Peterson, T. O. (2003, August). Scholarly Teaching and The Scholarship of Teaching. Doctoral Student Orientation, Oklahoma State University, Stillwater, OK.
- Peterson, T. O. (2003, April). Developing Teams in a Service-Learning Environment. Wakonse South, Balcones Springs, TX.
- Peterson, T. O. (2002, November). The Heart of a Teacher. Southern Management Association Conference, Atlanta, GA.
- Peterson, T. O. (2002, August). Scholarly Teaching and The Scholarship of Teaching. Doctoral Student Orientation, Oklahoma State University, Stillwater, OK.
- Peterson, T. O. & Layne, J. (2002, April). Working with Visual Explorer: What Motivates/Inspires You to Learn? Wakonse South, Balcones Springs, TX.
- Peterson, T. O. (2001, November). Teaching as Part of Scholarship: How Does Teaching Fit In? Teaching Development Workshop conducted at the Southern Management Association Conference, New Orleans, LA.
- Peterson, T. O. (2001, August). Profess What? Teaching as Part of Scholarship. New Doctoral Student Consortium at the Academy of Management Conference, Washington, D.C.

- Peterson, T. O. (2001, April). Great Teachers/Great Students. Wakonse South, Balcones Springs, TX.
- Peterson, T. O. (2000, November). Service Learning: What & How? Southern Management Association Conference, Orlando, FL.
- Peterson, T. O. (2000 October). What is Your Problem Solving Profile? Texas A&M University Learning Communities, College Station, TX.
- Peterson, T. O. (2000, April). Suppose We Took Teams Seriously. Wakonse South, Balcones Springs, TX.
- Peterson, T. O. (1999, April). Team Building in the Classroom. Wakonse South, Balcones Springs, TX.
- Peterson, T. O. (1999, March). My Guiding Principles for Creating a Learning Environment. In a Symposium on Suppose We Took Learning Seriously. Southwest Academy of Management Conference, Houston, TX.
- Peterson, T. O. (1997, August). Using the Internet in Teaching Organizational Behavior. In the Organizational Behavior and Organizational and Management Theory Junior Faculty Consortium, Academy of Management Conference, Boston, MA.
- Peterson, T. O. (1997, March). Personal Values: The Building Blocks for a Successful Career. In the Doctoral Consortium at the Southwest Academy of Management Conference, New Orleans, LA.
- Peterson, T. O. (1996, July). Use of Portfolios in Education. Starship'96, Tulsa Technology Center, Tulsa, OK.
- Peterson, T. O. (1996, March). Standing For Something in the System: Building on Values. In the Doctoral Consortium at the Southwest Academy of Management Conference, San Antonio, TX.
- Peterson, T. O. (1996, January). Faculty Development for the College of Business, Stephen F. Austin State University, Nacogdoches, TX.
- Peterson, T. O. (1995, March). Spotlight on Teaching: A Model. In the Management Doctoral Consortium at the Southwest Academy of Management Conference, Houston, TX.
- Peterson, T. O. (Chair). (1994, August). Multimedia in Your Classroom. Professional Development Workshop conducted at the Academy of Management, Dallas, TX.
- Peterson, T. O. (1994, March). Visions and Values for Teaching. In the Management Doctoral Consortium at the Southwest Academy of Management Conference, Dallas, TX.

Peterson, T. O. (1992, September). Student Success: Academic Survival Skills. Non-Traditional Student Organization, Tulsa, OK.

Peterson, T. O. (1991, September). Test-Taking Strategies in Management. National Association of Black Accountants - TU Chapter, Tulsa, OK.

Peterson, T. O. (1991, April). Managing CBT Teams Creatively (Repeated by request). Ninth Conference on Computer-Based Training, San Antonio, TX.

Peterson, T. O., (1990, April). Recharging Your Batteries: Creativity for Computer-Based Training (CBT) Professionals (Repeated by request). Eighth Conference on Computer-Based Training, Chicago, IL.

### **MASTERS AND DOCTORAL COMMITTEES**

Member, Matthew Skoy's Doctoral Committee, Chair: Dr. Ray, North Dakota State University, Present.

Member, Seyed Ali Haji Esmaeili's Doctoral Committee, Chair: Dr. Szmerekovsky, North Dakota State University, Present.

Member, Amelia Everson Master Committee, Chair: Dr. Peterson, North Dakota State University, Present.

Member, Robert Smith's Doctoral Committee, Chair: Dr. Eighmy, North Dakota State University, Present.

Member, Lindsie Schoenack's Doctoral Committee, Chair: Dr. Peterson, North Dakota State University, Present.

Member, Steven Listopad's Doctoral Committee, Chair: Dr. Crawford, North Dakota State University, Present.

Member, Caroline Kozojed's Doctoral Committee, Chair: Dr. Eighmy, North Dakota State University, Present.

Member, Pete Simonson's Doctoral Committee, Chair: Dr. Szmerekovsky, North Dakota State University, Present.

Member, Brian Rook's Doctoral Committee, Chair: Dr. Hill, North Dakota State University, 2018.

Member, Kritika Sharma Master Committee, Chair: Dr. Hall, North Dakota State University, 2018.

Member, Muhammad Aslaam B. Mohamed Abdul Ghani's Doctoral Committee, Chair: Dr. Szmerekovsky, North Dakota State University, 2018.

Member, Erin Ahneman Master Committee, Chair: Dr. Platt, North Dakota State University, 2017.



Member, Heidi Larson's Doctoral Committee, Chair: Dr. Hill, North Dakota State University, 2016.

Member, Rebecca Lyons' Doctoral Committee, Chair: Dr. Ray North Dakota State University, 2016.

Member, Obaid Aljohani's Doctoral Committee, Chair: Dr. Peterson, North Dakota State University, 2015.

Member, Sarah Alajlan's Doctoral Committee, Chair: Dr. Peterson, North Dakota State University, 2015.

Member, Katherine Tulibaski's Doctoral Committee, Chair: Dr. O'Conner, North Dakota State University, 2015.

Member, Nathan Dalbec's Masters Committee, Chair: Dr. Miljickovic, North Dakota State University, 2014.

Member, Jason Nupdal's Doctoral Committee, Chair: Dr. Gross, North Dakota State University, 2014.

Member, Barbara Schmitt's Doctoral Committee, Chair: Dr. Eighmy, North Dakota State University, 2013.

Member, Staci Pauer's Doctoral Committee, Chair: Dr. Peterson, North Dakota State University, 2012.

Member, Dave Kern's Doctoral Committee, Chair: Dr. White, Oklahoma State University, 2006.

Member, Lynn Arnn's Doctoral Committee, Chair: Dr. Conti, Oklahoma State University, 2005.

Member, Kathy White's Doctoral Committee, Chair: Dr. Stark, Texas A&M University, 2005.

Member, Dannette McIntosh's Doctoral Committee, Chair: Dr. Conti, Oklahoma State University, 2005.

Member, Olivia Engle's Masters Committee, Chair: Dr. Ede, Oklahoma State University, 2003.

Member, Stephen P. Forrest's Doctoral Committee, Chair: Dr. Conti, Oklahoma State University, 2002.

Member, Sherri Tapp's Doctoral Committee, Chair: Dr. Conti, Oklahoma State University, 2002.

Member, Paul Keiper's Doctoral Committee, Chair: Dr. Ashley, Texas A&M University, 2002.

Member, Bruce F. Buckhorn's Doctoral Committee, Chair: Dr. Johnson, Texas A&M University, 2002.

Member, Jula Rozenberg's Masters Committee, Chair: Dr. Vasquez de Verasco, Texas A&M University, 2000.

Member, Norma J. Fritsch-Minfares' Masters Committee, Chair: Dr. Ashley, Texas A&M University, 2000.

Member, Sergio A. Burgos Fuentes' Masters Committee, Chair: Dr. Garcia, Texas A&M University, 2000.

Member, Radwane Taylor's Masters Committee, Chair: Dr. Lively, Texas A&M University, 1999.

Member, Chrystie M. Meziere's Doctoral Committee, Chair: Dr. Hanson, University of Tulsa, 1993.

Member, Mark A. Donavon's Masters Committee, Chair: Dr. Westfall, Air Force Institute of Technology, 1990.

Member, Michael E. Guy's Masters Committee, Chair: Dr. Westfall, Air Force Institute of Technology, 1990.

Member, Kevin D. Illsley's Masters Committee, Chair: Dr. Vaughan, Air Force Institute of Technology, 1990.

Member, Dana L. McAlear's Masters Committee, Chair: Dr. Lindsey, Air Force Institute of Technology, 1989.

## **GRANTS**

Leadership Simulation: NDSU Alums and NDSU Students. Total grant amount \$2,000. Awarded by Target Corporation.

Intercultural & Diversity Awareness Seminar. Total grant amount \$2,000. Awarded by Target Corporation.

Sustainability Case Competition. Total grant amount \$3,000. Awarded by Target Corporation.

Academic Hardiness Seminars. Total grant amount \$3,000. Awarded by Target Corporation.

Thought Leader Series. Total grant amount \$70,000. Awarded by the NDSU SU Impact Committee.

Efficiency in Government Grant for Services to Veterans of North Dakota, 2010. Total grant amount \$18,935. Awarded by the NDSU Development Foundation.

Community Development Grant for Philanthropy and Youth Strengths Training, 2009. Total grant amount \$17,050. Awarded by the NDSU Development Foundation.

## **RESEARCH-RELATED AWARDS AND HONORS**

Awarded the "Best Symposium in Management Education and Development Division," (with C. Muir, M. Nathan, D. Tees, and J. Kunde) Academy of Management Meetings, Seattle, Washington, August 2003.

Awarded the "Best Paper in Management Education and Development Division," (with D. L. McAlear) Academy of Management Meetings, San Francisco, California, August 1990.

Awarded the 1988-1989 Distinguished Graduate Research Award-Doctoral Level, Texas A&M University, College Station, TX, September, 1989.

Awarded the "Best Paper in Organizational Communication Division," (with L. L. Penley, B. L. Hawkins) Academy of Management Meeting, Boston, Massachusetts, August, 1984.

Awarded the "Best Paper in Organizational Communication Division," (with L. L. Penley & B. L. Hawkins) Academy of Management Meeting, Dallas, Texas, August, 1993.

## **OTHER PUBLICATIONS**

Peterson, T. O. & Peterson, C. M. (2004). *With Democracy On Our Minds*. Simple Gifts: The All Souls Journal.

Peterson, T. O. (1995). *AIDS in the Workplace*. The University of Tulsa Magazine: Dialog.

Peterson, T. O. (1993). *A Remedy to the 'How Much and How Long' Questions (REPRINT)*. Multimedia Learning: A School Leader's Guide.

Peterson, T. O. (1993). *A Remedy to the 'How Much and How Long' Questions*. Salt Lake City, Utah: Allen Communication: Promptlines.

Peterson, T. O. (1982). *Three Elements of Officership - AAC* (6th ed., vol. 34, pp. 9). TIG Brief.

## **TEACHING AND TEACHING-RELATED ACCOMPLISHMENTS**

### **COURSES TAUGHT**

#### **North Dakota State University (August 2008 to present)**

Managerial Leadership: Essential Competencies (graduate)

Organizational Change Management (graduate)

Foundations of Organizational Behavior (undergraduate)

Understanding and Managing Diversity (undergraduate)

Leadership in Organizations (undergraduate & graduate)

Leadership: Theory & Practice (graduate)

Global Leadership  
Imagination, Creativity, and Entrepreneurial Thinking (undergraduate)  
Level I Leadership  
Level II Leadership  
Level III Leadership  
Level IV Leadership  
Ethics in Business  
Leadership on Three Levels (Seminar)  
Skills for Academic Success (Freshman Seminar)  
Leadership from Inside Out (Seminar)  
Peer Leadership Development

**Texas A&M University (August, 2005 to May 2008)**

Freshman Business Seminar (undergraduate Honors)  
Leadership Development (Fellows Program)  
Ethics in Business (undergraduate)  
Integrated Worklife Competencies (undergraduate)

**Oklahoma State University (July, 2001 to May 2005)**

Management and Organizational Theory (graduate)  
Performance Consulting (graduate)  
Crisis in Organizations (graduate)  
Credibility: The Foundation of Leadership (graduate)  
Leadership Challenges (graduate)  
Change Management (graduate)  
Leadership Dynamics (undergraduate)  
Project Management (undergraduate)  
Becoming an Authentic Leader (graduate & undergraduate)  
Leadership & The Art of Conversation (graduate & undergraduate)  
The Art of Possibility (graduate & undergraduate)

**Texas A&M University (October, 1998 to June, 2001)**

The Management Process (undergraduate and Honors)  
Leadership Development (Fellows Program)  
Introduction to Business (undergraduate)  
Survey of Management (graduate non-business majors)  
Leadership in Organizations (graduate)

**University of Tulsa (August, 1991 to May, 1997)**

Organizational Behavior (undergraduate & graduate)  
Organizations & Management (undergraduate)  
Teamwork & Leadership (undergraduate)  
Managing Quality (graduate)  
Creative Problem Solving (graduate)

**Auburn University at Montgomery (August, 1988 to December, 1988)**  
Quantitative Methods for Management (undergraduate)

**U. S. Air Force Academy (August, 1982 to May, 1984)**  
Human Resource Management (undergraduate)  
Organization Theory (undergraduate)

**St. Francis College (August, 1983 to May, 1984)**  
Organizational Behavior (Graduate Program in Health Administration)  
Systems Management (Graduate Program in Health Administration)

**Chapman College (July, 1981 to May, 1982)**  
Organizational Behavior (undergraduate)  
Interpersonal Communication in the Organization (undergraduate)  
Principles of Management (undergraduate)  
Personnel Administration (undergraduate)  
Oral communications (undergraduate)

**University of Texas, San Antonio (January, 1981 to May 1981)**  
Quantitative Methods for Management (undergraduate)

## **BOOKS AND BOOK CHAPTERS**

Van Fleet, D. D. & Peterson, T. O. (1994). *Contemporary Management* (3rd ed.). Boston, MA: Houghton Mifflin Company.

Peterson, T. O. (1990). *Human Resource Management: Readings and Cases*. Boston, MA: Houghton Mifflin Company.

Peterson, T. O. & Beard, J. W. (1989). Decision Aids for Decision Makers. In T.S. Bateman & C.P. Zeithaml *Management*. Homewood, IL: Richard D. Irwin, Inc.

Beard, J. W. & Peterson, T. O. (1989). Management Information Systems. In D. Hellriegel and J.W. Slocum, Jr. *Management, 5th Edition* (5th ed.). Reading, MA: Addison-Wesley Publishing Company.

Peterson, T. O. & Peterson, C. M. (1988). Business Information Systems: A Manager's Guide. In D.D. Van Fleet (Ed.), *Contemporary Management*. Boston, MA: Houghton Mifflin Company.

Peterson, T. O., McBride, D. J. (1987). Experiencing Systems. In R.W. Griffin *Practicing Management, 2nd Edition* (2nd ed.). Boston, MA: Houghton Mifflin Company.

Peterson, T. O. & Rohrs, A. E. (1983). *Managing The Most Important Resource: People*. Lexington, MA: Ginn Custom Publishing.

Peterson, T. O. & Baysinger, R. (1986). *Instructor's Manual for Rowland and Ferris' Current Issues In Personnel Management*. (3rd ed.). Boston, MA: Allyn and Bacon, Inc.

## **INSTRUCTIONAL-RELATED TECHNICAL REPORTS**

Branson, R. I. & Peterson, T. O. (1991). *Analysis of Education and Training for Logistics Planners (Technical Report LX912075)*. Montgomery, AL: Air Force Logistics Management Center.

Alligaier, D. & Peterson, T. O. (1991). *Managing the Development of Interactive Courseware (ICW) for Training in Logistics (Technical Report LY902050)*. Montgomery, AL: Air Force Logistics Management Center.

Ayers, R. K., Willis, D. W. & Peterson, T. O. (1991). *Quality Assurance Training Program (Technical Report LC902027)*. Montgomery, AL: Air Force Logistics Management Center.

McCarthy, D. J. & Peterson, T. O. (1991). *Standard of Conduct: A Computer Based Training (CBT) Development for the Air Force Institute of Technology Acquisition (Technical Report LC912067)*. Montgomery, AL: Air Force Logistics Management Center.

Peterson, T. O. (1990). *Application of the Advanced On-the-Job Training System (AOTS (Technical Report LK890750)*. Montgomery, AL: Air Force Logistics Management Center.

Peterson, T. O. (1990). *Principles of Warehousing Courseware for Entry-Level Material Storage and Distribution Specialists (Technical Report LK902049)*. Montgomery, AL: Air Force Logistics Management Center.

Geasey, M. S., Peterson, T. O. & Loden, G. A. (1990). *Style Guide for the Development of Computer Based Training (Technical Report LK891191)*. Montgomery, AL: Air Force Logistics Management Center.

Peterson, T. O. (1990). *Supply Material Facilities Entry-Level Training (Technical Report LK881175)*. Montgomery, AL: Air Force Logistics Management Center.

Peterson, T. O. & Bailey, J. (1989). *Analysis of Base-Level Supply Customer Training (Technical Report LS871077)*. Montgomery, AL: Air Force Logistics Management Center.

Geasey, M. S. & Peterson, T. O. (1989). *Fuels Automated Sample Tracking (FAST) Computer Based Training (Technical Report LK890532)*. Montgomery, AL: Air Force Logistics Management Center.

Reynolds, S.B. & Peterson, T. O. (1988). *Basic Stockage Policy Training* (Technical Report LS880542). Montgomery, AL: Air Force Logistics Management Center.

### **COMPUTER-BASED INSTRUCTION**

Peterson, T. O. & Beard, J. W. (1989). Action In Management: A Managerial Decision-Making Simulation. In M.A. Hitt, R.D. Middlemist, & R.L. Mathis *Management: Concepts and Effective Practice, 3rd Edition* (3rd ed.). St. Paul, MN: West Publishing Company.

Peterson, T. O. & Beard, J. W. (1988). Action In Management: A Managerial Decision-Making Simulation. In R.D. Middlemist & M.A. Hitt *Organizational Behavior: Managerial Strategies for Performance*. St. Paul, MN: West Publishing Company.

### **TEACHING-RELATED AWARDS AND HONORS**

Selected as the Service-Learning Award Recipient. North Dakota State University, May 2017.

Selected as the David L. Bradford Outstanding Educator. Organizational Behavior Teaching Society, June 2014.

Selected as Outstanding Educator by the Southwest Academy of Management Division of the Federation of Business Disciplines, March 2011.

Selected as a Distinguished Faculty for the Organizational Behavior Teaching Conference Doctoral Institute, June 2007.

Named a Master Teacher by the Association to Advance Collegiate Schools of Business, 2006.

Awarded the Chandler-Frates & Reitz Teaching Excellence Award. MBA Program Oklahoma State University, 2005.

Awarded the Chandler-Frates & Reitz Teaching Excellence Award. MBA Program Oklahoma State University, 2004.

Nominated for the Oklahoma Medal for Excellence in College/University Teaching for 2004.

Awarded the President's Outstanding Faculty Award, Oklahoma State University-Tulsa, May 2003.

Received the Manuel M. Davenport Spirit of Wakonse Teaching Award, Texas A&M University 2001.

Received the Teaching Excellence Award, Class of 2001, Texas A&M University, Summer 1998.

Selected Honorary Member of Beta Alpha Psi Fraternity, Eta Rho Chapter, University of Tulsa, 1995.

Awarded the College of Business Dean's Teaching Innovation Award, 1994.

Received a teaching grant (\$6000) to internationalized the basic management class, University of Tulsa, Tulsa, OK, 1993.

Selected as Teacher of the Year, Mortar Board Society, 1993.

### **OTHER TEACHING-RELATED ACTIVITIES**

Member of the Texas A&M Mentors. Counselor to undergraduate students, 1985-1988; 1999-2000.

Developer and Presenter, How-To-Study Workshop at Texas A&M, 1985-1988.

### **PROFESSIONAL DEVELOPMENT WORKSHOPS AND SEMINARS**

State of the American Workplace Workshop, Gallup Corporation, Omaha, Nebraska, July 2018.

Entrepreneurial Profile 10 Coaching Training, Gallup Corporation, Omaha, Nebraska, July 2016.

Strengths-Based Education Facilitator. Gallup Corporation, Omaha, Nebraska, May 2015.

Accelerated Strengths Training. Gallup Corporation, Omaha, Nebraska, September 23-27, 2013.

AACSB Accreditation Standards Update conducted by Jerry E. Trapnell, Chief Accreditation Officer., Associate Deans and Innovative Programs Conference, Scottsdale, Arizona, November 2-4, 2009.

Preparing for a Successful Accreditation Maintenance Review conducted by Timothy E. Jares, Jay M. Lightfoot, and Clifford Skousen. Associate Deans and Innovative Programs Conference, Glendale, Arizona, November 6-8, 2008.

### **SERVICE CONTRIBUTIONS**

#### **JOURNALS**

Editorial Board, *Organization Management Journal*, 2017-present.

Editorial Board, *Management Teaching Review*, 2015-present.

Editorial Board, *Journal of Managerial Psychology*, 2015-present.

Editorial Board, *Journal of Leadership and Organizational Studies*, 2012-present.

Editorial Board, *Journal of Management Education*, 2007-present.

Editorial Board, *Journal of Behavioral and Applied Management*, 2006-2016.

Review Board, *Academy of Management Learning and Education*, 2000-2011.

Ad hoc Reviewer, *Group & Organization Management*, 2009.

Special Issue Co-Editor, *Academy of Management Learning and Education*, 2003-2006.

Review Board, *Human Resource Management Education Review*, 2002-2008.

Software Review Editor, *Journal of Management Systems*, 1995-1997.

Ad hoc Reviewer, *Journal of Strategic Management Education*, 2015, 2017.



Ad hoc Reviewer, *Journal of Management Education*, 1993, 1995, 1996.  
Ad hoc Reviewer, *Academy of Management Journal*, 1990, 1991, 1992, 1993.  
Ad hoc Reviewer, *Journal of Management Systems*, 1995.  
Ad hoc Reviewer, *Journal of Management*, 1990, 1991, 1992, 1993, 2000, 2001, 2002.  
Review Board, *Journal of Management*, 1988-1990.  
Ad hoc Reviewer, *Journal of Business Communication*, 1990.  
Assistant Editor, *Journal of Management*, 1986-1988.

## **ACADEMY OF MANAGEMENT**

Coordinator, Academy of Management Learning & Education 10<sup>th</sup> Anniversary Celebration, Boston, Massachusetts, August 2012.  
Facilitator, Academy of Management Learning & Education Revise and Resubmit Writer's Workshop. San Antonio, Texas August 2011  
Facilitator, Academy of Management Learning & Education Revise and Resubmit Writer's Workshop. Montreal, Canada August 2010.  
Facilitator, Academy of Management Learning & Education Writer's Workshop. Chicago, Illinois August 2009.  
Facilitator, Academy of Management Learning & Education Writer's Workshop. Anaheim, California August 2008.  
Facilitator, Academy of Management Learning & Education Writer's Workshop. Philadelphia, Pennsylvania August 2007.  
Fellow, Academy of Management Service-Learning Project, 2003.  
Secretary, Academy of Management Council, 2000-2002.  
Representative, Carnegie Academy for the Scholarship of Teaching and Learning, 2000-2001.  
Chair, Teaching Committee, Academy of Management, 1999-2001.  
Past-Chair, Organizational Communication & Information Systems, 1993-1994.  
Chair, Organizational Communication & Information Systems, 1992-1993.  
Chair-Elect, Organizational Communication & Information Systems, 1991-1992.  
Program Chair, Organizational Communication & Information Systems, 1990-1991.  
Membership Chair, Organizational Communication & Information, 1987-1990.  
Session Chair, Organizational Communication & Information Systems, 1987, 1988, 1989, 1990.  
Reviewer, Teaching & Learning Conference, 2016, 2017, 2018, 2019.  
Reviewer, Organizational Communication & Information Systems, 1987, 1988, 1989, 1990, 1992, 1993, 1995, 1997.  
Session Chair, Management Education & Development, 2019.  
Discussant, Management Education & Development, 1989, 1992, 1995, 1996, 2008, 2017, 2018.  
Reviewer, Management Education & Development, 1989, 1990, 1992, 1995, 1996, 1997, 1998, 1999, 2008, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019.  
Reviewer, Social Issues in Management, 2008.  
Member, All-Academy Symposium Committee, 1988.

## **MANAGEMENT & ORGANIZATIONAL BEHAVIOR TEACHING SOCIETY**

President, 2016-2019

President-Elect, 2015- 2016

Board Member as Professional Development, 2012-2015

Reviewer, Organizational Behavior Teaching Conference, 1992, 1993, 1995, 2002, 2003, 2004, 2005, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015.

Panelist for the *Journal of Management Education* and *Management Teaching Review*, 2014, 2015.

## **MIDWEST ACADEMY OF MANAGEMENT**

Program Chair, 2019

Program Chair-elect, 2018

Logistics Advisor, 2016

Reviewer, 2017, 2018

Track Chair, Professional Development Workshops, 2016, 2017, 2018

Track Chair, Management Education and Innovative Instruction, 2011, 2012.

Facilitator, 2012, 2014.

Reviewer, 2010, 2011, 2015.

Panelist, *Journal of Management Education*, 2014.

Member-at-Large, 2009-2012.

## **SOUTHWEST ACADEMY OF MANAGEMENT**

Management Doctoral Consortium, New Orleans, Louisiana, March 2012

Track Chair, Professional Development Workshops, 2011-2012

Track Chair, Faculty Learning and Innovation, 2005-2006

Track Chair, Faculty Learning and Innovation, 2004-2005

Immediate-Past President, 1999-2000.

President, 1998-1999.

President-Elect, 1997-1998.

Program Chair, 1996-1997.

Program Chair-Elect, 1995-1996.

Track Chair, Symposia, Panels, and Workshops, 1994-1995.

Chair, Teaching Effectiveness Workshops, 1992-1993, 1993-1994.

Member-at-Large, 1991-1994.

Co-Chair (with Charlotte D. Sutton), Doctoral Students/Young Faculty Consortium, 1991-1992.

Chair, Task Force for the Revision of the Constitution and By-Laws, 1990-1991.

Chair, Task Force on Organizational Review and Strategic Planning, 1989-1990.

Track Coordinator, Organizational Communication and Information Systems Track, 1988-1989.

Discussant, 1988, 1989, 1990, 1991, 1992, 1996, 2000, 2006.

Session Chair, 1988, 1992, 2000, 2004, 2006.

Reviewer, 1986, 1988, 1990, 1991, 2000, 2001, 2004, 2006.

## **OTHER ASSOCIATION ACTIVITIES**

Judge, Innovation in Business Education. Mid-Continent East AACSB International, September 2010.  
Reviewer, Teaching Innovation Awards Mid-Continent East AACSB Conference, 2010  
Discussant, Southern Management Association, 1995, 2003, 2006.  
Session Chair, Southern Management Association, 1992, 1993, 1995, 2004.  
Reviewer, Southern Management Association, 1992, 1993, 1995, 1996, 2002, 2003, 2004, 2005.  
Participant, Focus Group on Teaching Effectiveness, Southern Management Association, 1993.  
Reviewer, Western Management Association, 2003.  
Session Chair, Association of Management Conference, 1995.  
Reviewer, First Biannual International Conference on Advances in Management, 1991.  
Reviewer, Fourth Symposium on Human Factors in IS, 1991.  
Discussant, Decision Sciences Institute - Southwest, 1989, 1992.  
Reviewer, Decision Sciences Institute - Southwest, 1989, 1991.  
Reviewer, ISECON, Data Processing Management Association, 1993.  
Reviewer, Association for Business Simulation and Experiential Learning Conference, 1985.  
Vice President of Technical Programs, Society of Logistical Engineers, Silicon Mountain Division, 1983-1984.

## **UNIVERSITY**

### **North Dakota State University**

Evaluator, NDSU EXPLORE: Showcase of Undergraduate Research and Creative Activity, April 2019  
Member, University PTE Advisory Committee, 2018  
Chair, PTE Committee for Transportation, Logistics, and Finance Department, 2017-Present.  
Member, MBA Committee, 2019-Present  
Member, University Honors Academic Council, 2017-2019  
Member, University Research Council, 2017-Present  
Member, University Athletics Committee, 2016-Present  
Member, University Program Review Committee, 2017-Present  
Member, University Special Review Committee 2016-Present  
Member, College of Business Scholarship Committee, 2015-2018  
Marshall, University Commencement, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019.  
Gallup Strengths Seminar, 20/20 Group of Fargo-Moorhead, May 2015.  
Gallup Strengths Seminar, Leadership Academy West Fargo School District, 2014-2015.  
Gallup Strengths Seminar, Young Professionals Network, February 2015.  
Gallup Strengths Seminar, Blue Key National Conference, 2013.  
Co-creator, University Leadership Certificate Task Force, 2009-Present  
Co-creator, Innovation Week '10, January 2010.

Board member, Center for Community Vitality, 2009-Present.  
Team-based Problem Solving, NDSU Human Resource Department, 2009,  
Parent's Introduction to the NDSU College of Business, New Student Orientation,  
2008, 2009, 2010, 2011, 2012, 2013, 2014.  
Creator, Five Myths of College. CD for New Student Orientation, 2009.  
Member University Selection Committee for the University Auditor, 2009.  
Member, Second Year Experience Task Force, 2009.

### **Texas A&M University**

Presenter, "Jump Starting Your Academic Career." New Student Conference,  
2007.  
Presenter, "Transitions Program to Class of 2011" New Student Conference,  
2007.  
Presenter, "Are You a Manager or a Leader?" Academy for Future International  
Leaders, March 2007.  
Panelist, Faculty Forum on Service-Learning, November 2006.  
Presenter. "What Every IS Professional Needs to Know about Conflict," CMIS  
Leadership Retreat, August, 2006.  
Presenter, Dean's Welcome to the Class of 2010, 2006.  
Presenter, "Managing Your Business: A Recipe for Success," Business Career  
Awareness Program, June 2006.  
Presenter, "Three Simple Steps to Real World Success," Real World Conference,  
College Station, TX February 2006  
Presenter, "Being Resilience," Real World Conference, College Station, TX  
February 2006  
Member, Faculty Advisory Committee to the Vice President for Student Affairs,  
2006-presnt.  
Reviewer Mays Business School Honors Applications, 2006.

### **Oklahoma State University**

Chair, OSU-Tulsa President's Outstanding Faculty Award Committee, 2004.  
Question Moderator, Marcus Buckingham, Tulsa Business Form. Tulsa,  
Oklahoma, October 2002.  
Presenter, "Coming Together, Working Together, Achieving Together: A Team  
Development Workshop." Academic Service Division of OSU-Tulsa, October  
2002.  
Member, Management Department Recruiting Committee, 2002.  
Member, OSU-Tulsa United Way Campaign Committee, 2002.  
Faculty Coordinator, Managing and Leading in a Crisis Conference, Tulsa,  
Oklahoma, April 2002 (Received a \$5000 sponsorship from Mid-Continent Group  
for the Conference.).  
Presenter, "Teaching as Scholarship," Management Doctoral Student Forum,  
2002, 2003.  
Member, OSU-Tulsa Library Committee, 2001-2005.

### **Texas A&M University**

Presenter, “What People look for in a Leader,” One Army Society, 2001  
Presenter, “Five Keys to Good Interviewing,” College of Veterinary Medicine, 2000.  
Member, University Honors Program Committee, 1998-2001.  
Reviewer, University Fellows Theses Proposals, 1999, 2000.  
Member, Student Research Week Committee, 1998-2001.  
Reviewer, Student Research Week, 2000.  
Presenter, “Problem Solving for Student Governance,” Class of 2001 Student Government.

### **University of Tulsa**

Participant, Prospective Students Program 1994-1997  
Portfolio Advisor, New Students Orientation Program 1995-1997  
Advisor, Omicron Delta Kappa Society 1996-1997  
Presenter, Business World Radio Show 1995-1997  
Member, CBA Computer Committee 1996-1997  
Facilitator, Rotary Leadership Camp 1995-1997  
Member, CBA Computer Committee 1994-1997  
Designer, Portfolio Structure 1995-1996  
Advisor, Mortar Board 1993-1996  
Facilitator, Vision, Values, & Mission, TU Development Office 1995-1996  
Opener, Dr. Stephen R. Covey, “Seven Habits of Highly Effective People,” Tulsa 1995-1996  
Advisor, New Students Program 1993-1995  
Member, TU United Way Campaign 1994-1995  
Volunteer, United Way’s Day of Caring 1994-1995  
Member, College Leadership Committee 1994-1995  
Member, Portfolio Committee 1994-1995  
Member, MBA Review Committee 1992-1995  
Member, MBA Orientation Committee 1991-1995  
Opener, Dr. Denis Waitley, “Lessons in Self-Leadership,” Tulsa, OK 1994-1995  
Facilitator, Focus Groups, TU United Way Campaign 1993-1994  
Member, TU Performance Evaluation Steering Committee 1993-1994  
Member, TU Fringe Benefits Committee 1991-1994  
Opener, Dr. Stephen Covey, “Principled-Centered Leadership,” Tulsa 1993-1994.  
Member, Academic Policy Committee 1992-1993

### **MANAGEMENT CONSULTING**

High Impact Decision Making & Problem Solving, Executive Education, Concordia College, May 2017.

Introduction to Strengths-Based Leadership, Choice Financial, Fargo, ND, July 2016.

Strengths for Educators, West Fargo & North Dakota State University Educators, West Fargo, ND, June 2015.

Gallup Strengths Training, Fargo-Moorhead-West Fargo Chamber of Commerce, Moorhead, MN, March 2015.

Strengths Coaching Seminar, Doosan Bobcat, West Fargo, ND, April 2014.

Strengths Coaching Seminar, Gate City Bank, West Fargo, ND, April 2014

Facilitator, The Samurai Game for AIM Leadership, Washington D.C., April 2006.  
Realizing Emotional Intelligence, Oklahoma Association of Colleges and Universities  
Business Officers, April 2003.  
Coaching and Counseling, National Association of Collegiate Bookstores, Spring 2000.  
Advanced Management Institute, University of Tulsa, Fall 1991, Fall & Spring, 1992, Fall  
1995, Fall & Spring 1996, Spring 1997.  
Supervisory Management Program, University of Tulsa, Fall & Spring 1996, Spring 1997.  
Leading and Communicating in the Heat of Crisis, American Airlines, Fall 1995.  
Improving Human Performance, University of Tulsa Staff, 1995.  
Managerial Skills for Today and Beyond, University of Veszprem, Hungary, Fall & Spring,  
1993, Fall & Spring 1994.  
Mental Aerobics: High Impact Creativity and Innovation, Bank of Oklahoma, 1994.  
Communicating at Work, Bank of Oklahoma, 1994.  
Continuous Improvement: Teams and Challenges, Petroleum Abstracts, 1993.  
Measuring Organizational Performance, Petroleum Abstracts, 1993.  
Managerial Skills for Today and Beyond, University of Tulsa Fall & Spring 1992, Spring  
1993.  
Mental Aerobics: High Impact Creativity and Innovation, University of Tulsa Spring 1993  
Supervisory Training and Development, University of Tulsa- Fall 1991.  
"Team Building for Workgroup Effectiveness," Strategies for Success, University of Tulsa  
Spring 1992.  
"Creativity: Using Your Creative Powers Productively," Strategies for Success in the '90s,  
University of Tulsa Fall 1991.

## **COMMUNITY**

Member, Central Cities Ministries, 2017-Present  
Treasurer. Theatre B Board of Directors, 2018-Present  
Vice-Chair. Theatre B Board of Directors, 2017-2018  
Member, West Fargo Education Foundation, 2015-Present  
Interviewed by *The Fargo Forum* newspaper, October 2009, February 2014.  
Interviewed NDSU TV March 2014, October 2014.  
Interviewed by Oklahoma Educational Television Authority (OETA), May 2003.  
Facilitator, Mayor's Vision Summit, Tulsa, Oklahoma, July 2002.  
Interviewed by *The Federal Times*, *Today's Insurance Woman*, *The Manager's Intelligence Report* and the *Tulsa World*.  
Member, 1995 Tenneco Leadership Awards Selection Committee.  
"Invest in Children Today Or Pay Later for Problems," *Tulsa World*, October 6, 1994.  
Member, Technology Advisory Committee, Tulsa Public Schools.  
Member, Nonprofit Management Excellence Awards Committee, The Support Center of  
Oklahoma, 1994-1997.

## **SERVICE-RELATED AWARDS AND HONORS**

Selected as a Red Cross Everyday Hero, Tulsa Oklahoma, 2004.  
First Faculty Recipient of the University of Tulsa's Medicine Wheel Award for service to the  
university and community. Tulsa, OK, May, 1996.

## **OTHER AWARDS AND HONORS**

Selected to Sigma Iota Epsilon (National Management Honorary Society), May, 1987.  
Selected to Omicron Delta Epsilon (Economic Honor Society), May, 1974.  
Selected to Beta Gamma Sigma (Business Honor Society), May, 1974, December, 1980.

## **COMMUNITY ENGAGEMENT**

Clifton Strengths: Enhancing Your Potential in NDSU Strengths Seminar (58 staff members). North Dakota State University, Fargo, North Dakota, March 2019.  
Strengths Development for New Students, Bridge Program. North Dakota State University, Fargo, North Dakota, August 2018.  
Walk into My future (Campus Tour Guide). North Dakota State University, Fargo, North Dakota, August 2018.  
Are You a Bucket Filler or a Bucket Dipper? Agricultural Communication Retreat, Fargo, North Dakota, June 2018.  
Are You a Bucket Filler or a Bucket Dipper?, 2018 Support Staff Conference for the North Dakota Agricultural Experiment Station; College of Agriculture, Food Systems, and Natural Resources; NDSU Extension Service; and the College of Human Development and Education, Fargo, North Dakota, April 2018.  
Using Clifton Strengths for Organizational Change, Southeast Human Services Region V, Fargo, ND, March 2018.  
Are You a Bucket Filler or a Bucket Dipper?, Library Staff at North Dakota State University, Fargo, North Dakota, February 2018.  
Discovering Your Builder Talent, (165 High School Students), Red River Regional Council, Grafton, ND, February 2018.  
Appreciative Inquiry for Positive Organizational Development (Three Breakout Sessions). NDSU Dinning, Fargo, North Dakota, January 2018.  
How to be a Bucket Filler not a Bucket Dipper, NDSU Dinning, Fargo, North Dakota, January 2018.  
How to be a Bucket Filler not a Bucket Dipper, North Dakota State Nutritionist Extension Agents, Devils Lake, North Dakota, September 2017.  
How to be a Bucket Filler not a Bucket Dipper, North Dakota State Staff & Faculty Workshop, Fargo, North Dakota, April 2017.  
How to be a Bucket Filler not a Bucket Dipper, North Dakota State Staff & Faculty Workshop, Fargo, North Dakota, February 2017.  
Becoming a Go-Giver, Barry Foundation, Fargo, North Dakota, October 2012.  
StrengthsQuest, (with Mindy Ouren). 2012 NDSU Greek Leadership Day, North Dakota State University, Fargo, North Dakota, January 2012.  
You are a Star Thrower, Philanthropy and Youth Celebration, Barry Foundation, Fargo, North Dakota, May 2009.  
Learning Goals: What Have You Done?, Table Topic at the Associate Deans and Innovative Program Conference, Glendale, Arizona, November 2008.  
The Importance of Vision and Mission in Philanthropy Work, Philanthropy and Youth Conference Barry Foundation, Fargo, North Dakota, October 2008.

Dancing Your Way to Leadership, JC Penney's Leadership Program, Norman, Oklahoma October 2004.

The Basics of Leadership, Leadership Bixby, Bixby Oklahoma, October 2004.

Leadership Is about Choice, Jenks Chamber of Commerce, Jenks, Oklahoma, May 2004.

Leaders I Know, Leadership Jenks Graduation Ceremony, Jenks, Oklahoma, May 2004.

The Basics of Leadership, Leadership Bixby, Bixby Oklahoma, October 2003.

So You Think You Want To Be a Leader, JC Penney's Leadership Program, Norman, Oklahoma October 2003.

Everyone a Team Player, JC Penney's Leadership Program, Norman, Oklahoma October 2002, March 2003, November 2003.

Leading in the Heat of Crisis, Air Force ROTC Detachment 679. Tulsa, Oklahoma, November 2002.

Starting Today ..., Price Waterhouse Coopers Bring Your Child To Work Program, Tulsa, Oklahoma April 2002.

Everyone a Team Player, JC Penney's Leadership Program, Norman, Oklahoma, March 2002.

Collaborative Learning is for Everyone, College of Veterinary Medicine, Teas A&M University, College Station, Texas, August 2000.

Finding Your Leadership Voice, Alpha Kappa Psi, Texas A&M University, College Station, Texas, October 1999.

Leadership for a Growing Church, Unitarian Universalist Network Workshop, Houston Texas, March 1999.

Finding Your Leadership Voice, Fall Conference of the Southwest Unitarian Universalist Association, Tulsa, Oklahoma, October 1998.

The Secrets of High Performing Teams, Tulsa Chapter of American Society of Training and Development, Tulsa, Oklahoma, May 1997.

Leadership Skills for the Twenty-First Century, The Junior League Leadership Retreat, Tulsa, Oklahoma, August 1996.

What Color Is Your Thinking? Government and Public Affairs Division, CITGO Corporation, July 1996.

Leadership Skills for the Twenty-First Century, (with S.R. Sheppard, TU Student). The Support Center of Oklahoma, Tulsa, Oklahoma, April 1996.

A Career as a Gig, Employee Career Management Forum, Tulsa, Oklahoma, April 1996.

Profiling Your Creative Problem Solving Dimensions, National Association of Black Accountants - Metro Chapter, March 20, 1996.

Four Cornerstones of Teamwork, Association for Systems Management, Tulsa, Oklahoma, January 1996.

Advanced Corporate Volunteerism, Volunteering in the Heartland Conference, Tulsa, Oklahoma, October 1995.

Renewing Commitment of Long-Term Volunteers, Volunteering in the Heartland Conference, Tulsa, Oklahoma, October 1995.

Building Your Business Through Teamwork, Rexall Showcase International, Tulsa, Oklahoma, October 1995.

Enhancing Your Creative Thinking Skills, Tulsa Engineering Foundation, Tulsa, Oklahoma, October 1995.

VISION 21st Century, Retired Senior Volunteer Program, Tulsa, Oklahoma, May, 1995.

The Archetype of American Quality, Petroleum Abstracts Industry Council, Tulsa, Oklahoma, May 1995.

Not-for-Profits in the 21st Century, Retired Senior Volunteer Program, Tulsa Oklahoma, May 1995.



On Becoming a Leader, Beta Alpha Psi (Accounting Honor Society) Initiation and Installation Banquet, Tulsa, OK, March, 1995.  
Motivating a Team, Leadership Education Program, Tulsa, OK, February, 1995  
Making Wishes Happen, Corporate Volunteer Council, Tulsa, Oklahoma, November 1994.  
Quality is Personal, American Woman's Society of CPAs, Tulsa, Oklahoma, November 1994.  
Quality is Personal, Beta Alpha Psi Chapter Meeting, Tulsa, OK October, 1994  
Performance Measurement and Reporting, Institute of Management Accountants, Tulsa, Oklahoma, June 1994.  
New Perspectives on Volunteer Motivation, Tulsa Association of Volunteer Administrators, May 1994.  
Four Cornerstones to Team Power, 48th Annual Conference of Accounts, Tulsa, Oklahoma, April 1994.  
Rewarding Employees without Dollars, American Woman's Society of CPAs, Tulsa, Oklahoma, March 1994.  
Coaching and Counseling for Organizational Excellence, National Management Association Chapter at Blue Cross and Blue Shield of Oklahoma, Tulsa, Oklahoma, March 1994.  
Quality Management for the Information Professional, Association for Information and Image Management, Tulsa, Oklahoma, February 1994.  
Becoming a Master Manager: Understanding How Human Performance Happens, International Training in Communication, Bartlesville, Oklahoma, November 1993.  
Continuous Improvement and Human Performance, Petroleum Abstract Staff, Tulsa, OK, October, 1993.  
Creativity: The 21st Century Imperative, Warren Petroleum Company's Annual Management Meeting, Tulsa, OK, July 1993.  
The Next 100 Years: Three Steps Into the Darkness, 100th Conference of the American Society of Engineering Educators, Urbana-Champaign, Illinois, June 1993.  
Three Secrets to Job Security, TU Employee Recognition, Tulsa, OK, May, 1992.  
The Secret Ingredient in the Leadership Formula: Creativity, Western Executive Seminar, The Office of Personnel Management, Denver, Colorado, May 1989.

## **PROFESSIONAL ASSOCIATIONS**

Academy of Management  
Management & Organizational Behavior Teaching Society  
Association for Talent Development  
International Leadership Association  
Midwest Academy of Management

## **WORK SYNOPSIS**

Currently I am principal of TOPerformance, LLC. TOPerformance is a performance development company focused on teamwork and leadership through the use of human performance and organizational development methodologies. I work collaboratively with my clients to identify improvement areas in their organization, team, or individually as a coach. Once the improvement area is identified, I develop and implement interventions, which aid in improving the performance of the organization, team, or individual. This experience is providing me with an opportunity to apply many of the human performance and organizational development techniques directly to a business setting. Prior to starting TOPerformance, I was Director of Performance and Learning for The Stalwart Group. My responsibilities were to design, develop, and deliver training programs for our clients.

During my tenure at Stalwart, I delivered Project Management workshops for both Williams and WorldCom. I developed and delivered a leadership workshop for The SABRE Group and a supervisory program for United Video. In addition, I designed and delivered a team development program for numerous clients.

Retired as a Lieutenant Colonel from the United States Air Force after twenty-five years of active service. Traveled extensively as a management consultant to Air Force bases worldwide. Was responsible for the improvement of Air Force logistics policies, procedures, methods, and information systems impacting the management of 800,000 different spare parts valued at over \$13 billion. In addition, developed computer-based training systems and expert systems for over 350 base-level logistics units impacting over a half million logisticians. Over twenty years in logistics management, information systems, budgeting, and human resource management. Managed a base supply account consisting of \$250 million in supplies, equipment, and fuel. Supervised over 60 people in six functional areas. Controlled a \$100 million equipment and supply account for a Strategic Missile Wing.