

ERIC B. DENT, Ph.D.

Dr.Eric.Dent@gmail.com

ADMINISTRATIVE EXPERIENCE

Florida Gulf Coast University, Fort Myers, FL.
Endowed Eminent Scholar holding the Uncommon Friends Chair of Ethics,
2016-present.

University of North Carolina at Pembroke, Pembroke, NC.
Dean and Professor, 2003-2008.

Initiatives included:

- Large increases in the faculty in terms of diversity, terminal degree, academic qualification and scholarly output.
- Recruited the largest private donation in the university's 100+-year history
- Approval of accreditation plan for AACSB with no exceptions. Our plan was the model featured on the AACSB website.

University of Maryland University College, Adelphi, MD.
Director, Doctoral Programs and Professor, 2000-2003.

Founding director of a scholarly/practitioner doctoral program. Responsible for all aspects of program creation, development, and implementation. Grew the program from scratch to 85 students (including a high percentage of people of color for a doctoral program). Student retention of over 90%. Accomplished a regional accreditation visit with no recommended changes. Recruited the CEOs of Hewlett Packard and Lockheed Martin to speak in the program.

The Todd Organization of Washington, DC, Chevy Chase, MD.
Vice President, Operations, 1991-1993

General Management responsibility for the Washington office of a national Executive Compensation and Benefits Consulting firm. Designed and developed non-qualified plans. Redesigned total employee benefits package. Implemented many new work systems. Revenue growth of 68% over the two-year period.

Macro International, Columbia, MD. 1986-1991

Technical Director, Management Consulting Group,

Project Manager of over \$11 million of Organization Development Services and Training and Development contracts with the US Navy. Management includes the staffing and coordination of nine corporations which are teamed with Macro on this project, as well as numerous consultants. **Corporate Project Manager of the Year Award, 1990.**
Proposal manager for tens of millions of dollars of contract awards.

ACADEMIC EXPERIENCE

Florida Gulf Coast University, Fort Myers, FL.

Endowed Eminent Scholar holding the Uncommon Friends Chair of Ethics,
2016-present.

University of North Carolina System, 2003-2016

Fayetteville State University, Fayetteville, NC.

Professor of Leadership, 2012-present.

Elected Chair, Faculty Senate, 2015-2016.

UNC Faculty Assembly Delegate, 2015-2016

UNC Faculty Assembly Governance Committee, 2015-2016

UNC Faculty Assembly Historically Minority Institution Committee, 2015-2016

Elected Faculty Senator, 2012-present. Appointed to the Faculty Senate Executive Committee as Chair, Committee on Technology, 2013-2014.

Appointed as Chair, Budget Committee, 2014-2015.

Teaching Excellence Award in the areas of Management, Marketing, and Entrepreneurship, Fayetteville State University, 2016.

Academy of Management Conference: Management, Spirituality, and Religion Division, **Outstanding Reviewer Award**, 2015.

Peter J. Frost Mentoring Award. This national award, to one professor in the country in the discipline of organizational behavior, acknowledges individuals who are distinguished as gifted teachers and scholars and who unselfishly impart these gifts through mentoring students, colleagues and associates, 2013.

Southeastern North Carolina Poetry/Short Prose Contest sponsored by UNC Pembroke, 3rd Prize "The Last Time," 2013.

University of North Carolina at Pembroke, Pembroke, NC.

Professor, 2003-2012.

Peter B. Vaill Facultyship Award to one faculty member in the School of Business who demonstrates outstanding teaching, scholarship and service to the University and exemplary organizational citizenship behavior, 2012.

Adolph L. Dial Award for outstanding Scholarship and Creative Work, presented to one faculty member in the university, 2011.

Governor's Award for Volunteer Service, 2010, awarded the highest designation of appreciation for distinguished volunteer service to the People and the State of North Carolina.

UNC System Board of Governors Public Service Award, presented to one faculty member at UNC Pembroke, 2010.

Adolph L. Dial Award for outstanding Community Service, presented to one faculty member in the university, 2009.

Elected at-large Faculty Senator, 2009-2012. Appointed to the Faculty Senate Executive Committee as Chair, Committee on Committees and Elections, 2009-2012.

Dean and Professor, 2003-2008.

Leader of a school of over 55 total faculty serving hundreds of students. Initiatives include:

- Large increases in the faculty in terms of diversity, terminal degree, academic qualification and scholarly output.
- Recruited the largest private donation in the university's 100+-year history
- Approval of accreditation plan for AACSB with no exceptions. Our plan was the model featured on the AACSB website.

University of Maryland University College, Adelphi, MD.

Director, Doctoral Programs and Professor, 2000-2003.

Founding director of a scholarly/practitioner doctoral program.

Responsible for all aspects of program creation, development, and implementation. Grew the program from scratch to 85 students (including a high percentage of people of color for a doctoral program). Student retention of over 90%. Accomplished a regional accreditation visit with no recommended changes. Recruited the CEOs of Hewlett Packard and Lockheed Martin to speak in the program.

One of fifteen, elected from 2,615 faculty, serving on the Faculty Advisory Council, 2001-2002.

George Washington University, Washington, DC., 1995-2000.

Administrative Sciences Program (now Organization Sciences Department)

Associate Professor-elect, 2000.

Assistant Professor, 1997-2000

- **finalist, Student Advising Award, 1999, 2000**

Visiting Assistant Professor, 1995-1997

Program manager of a multi-million dollar specialized cohort program.

Arranged for all aspects of the program including hiring and staffing of faculty, financial management, and academic quality.

Continuous Quality Improvement Consultant, School of Business and Public Management, 1994-1995.

Initiated their continuous improvement program from scratch. Created and facilitated process action teams. Benchmarked activities at other university business schools. Facilitated the quality initiative steering

committee. Trained senior administrators, faculty, and staff in continuous improvement tools and techniques.

University of Maryland University College, Adelphi, MD.

Adjunct Professor, Technology and Management Department, 1990-1995.

Taught in the Open Learning Program which includes both classroom and distance education formats.

Incorporated adult learning principles into my methodology and was a **finalist, Teaching Excellence Award.**

Evaluator, Office of Prior Learning (1993-present)

Evaluate portfolios that students have spent a semester preparing to demonstrate college-level knowledge from work and life experiences.

Curriculum Consultant (1991-92)

Completed rationalization of the full Technology and Management curriculum.

PROFESSIONAL EXPERIENCE

Executive Coach, Center for Creative Leadership's Leadership Development Program. Adelphi, MD and Greensboro, NC. 2001-present.

Executive Coach, Leadership Development Institute's Leadership Development Program. St. Petersburg, FL. 2016-present.

President, Always Improvement,

Fort Myers, FL. 1993-present.

Consult in the area of organizational improvement. Work with executives on interventions including: strategic planning, organizational analysis, leadership development, culture assessment, TQM, team building, process improvement, and others. Clients include Fortune 50 to small companies in the private, public, and non-profit sectors. International consulting in Colombia, Canada, and the Caribbean.

Vice President, Operations, The Todd Organization of Washington, DC,
Chevy Chase, MD. 1991-1993

General Management responsibility for the Washington office of a national Executive Compensation and Benefits Consulting firm. Designed and developed non-qualified plans. Redesigned total employee benefits package. Implemented many new work systems. Revenue growth of 68% over the two-year period.

Technical Director, Management Consulting Group, **Macro International,**
Columbia, MD. 1986-1991

Project Manager of over \$11 million of Organization Development Services and Training and Development contracts with the US Navy.

Management includes the staffing and coordination of nine corporations which are teamed with Macro on this project, as well as numerous consultants. **Corporate Project Manager of the Year Award, 1990.**
Proposal manager for tens of millions of dollars of contract awards.

Software Engineer, IBM Corporation, Gaithersburg, MD. 1983-86
Led small software teams on many computer programming projects.

ACADEMIC DEGREES

George Washington University, Washington, DC.
Ph.D. (1997). Primary field, Organization Behavior and Development.
Supporting field, Individual Financial Planning
M.B.A. Organizational Development and Finance.

Emory University, Atlanta, GA.
M.S. Phi Beta Kappa in Mathematics/Computer Science.
B.S. Summa Cum Laude in Mathematics/Computer Science.

Center for Creative Leadership, Leadership Development Program (weeklong),
2001.

UNC Leadership Institute's Leadership Development Workshop for Deans, 2004.

Integral Institute, Integral Organizational Leadership (weeklong), 2005.

Breakpoint, Centurions program (yearlong), 2007.

Farr and Associates (BB&T), Mastering Leadership Dynamics (weeklong), 2008.

CURRENT PROFESSIONAL ASSOCIATIONS

Academy of Management
Association of Private Enterprise Education
Organizational Behavior Teaching Society

PATENTS

Method and Approach for Translating between Two Species of one Generic Language
U.S. Patent 2002_1183A/TDR/01838, with Stuart Umpleby and John Buck.

AWARDS

Teaching Excellence Award in the areas of Management, Marketing, and
Entrepreneurship, Fayetteville State University, 2016.

Academy of Management Conference: Management, Spirituality, and Religion Division,
Outstanding Reviewer Award, 2015

Top Five most accessed papers of all time, *Journal of Applied Behavioral Sciences*,

2013.

Peter J. Frost Mentoring Award, 2013. This national award acknowledges individuals who are distinguished as gifted teachers and scholars and who unselfishly impart these gifts through mentoring students, colleagues and associates.

Southeastern North Carolina Poetry/Short Prose Contest sponsored by UNC Pembroke, 3rd Prize "The Last Time," 2013.

Stanley J. Drazek Teaching Excellence Award, 2013. Two winners were selected from over 1,000 graduate faculty members. First professor to be selected who only directed dissertations.

Peter B. Vaill Facultyship Award to one faculty member in the School of Business who demonstrates outstanding teaching, scholarship and service to the University and exemplary organizational citizenship behavior, 2012.

Adolph L. Dial Award for outstanding Scholarship and Creative Work, presented to one faculty member in the university, 2011.

Stanley J. Drazek Teaching Excellence Award, 2012 finalist. One of ten finalists out of 161 faculty nominated.

Governor's Award for Volunteer Service, 2010, awarded the highest designation of appreciation for distinguished volunteer service to the People and the State of North Carolina.

Winner of the Academy of Management, Management Consulting Division Award for Outstanding Research-Based Paper, 2010

UNC System Board of Governors Public Service Award, presented to one faculty member at UNC Pembroke, 2010.

Academy of Management, Best paper proceedings, 2010.

The Adolph L. Dial Award for the outstanding UNC Pembroke faculty member who has distinguished himself in the area of Community Service, 2009.

Academy of Management, Best paper proceedings, 2009.

UNC Pembroke Students in Free Enterprise Champion Award, 2008.

International Academy of Business and Public Administration Disciplines, Research Paper Award, 2005.

Management Decision, Most "Outstanding Paper" in the 2002 volume.

Organizational Behavior Teaching Society, Top 5 New OB faculty, 2001.

GWU Student Advising Award, 1999 and 2000, finalist

UMUC Teaching Excellence Award, 1994 and 1995 finalist.

Macro International, Corporate Project Manager of the Year Award, 1990.

PUBLICATIONS

Have received a number and variety of grants totaling over \$240,000.

** = *refereed*

L = learning & pedagogical

A = applied

D = discipline-based scholarship

PRJ = peer-reviewed journal

OIC = other intellectual contribution

** Long, Z., Parnell, J. A., & Dent, E. B. (submitted). Objectivism in China: A critical assessment. (PRJ, D).

**Parnell, J. A., & Dent, E. B. (submitted). Developing an instrument to measure objectivism. (PRJ, D).

**White, M., & Dent, E. B. (in process). Volunteer management: Recognizing critical tactics for managing the volunteer workforce. (PRJ, D).

** Dent, E. B., Ansted, R., & Aasen, C. (submitted) Profit and social value: An analysis of strategies and sustainability at the base of the pyramid. *Journal of International & Interdisciplinary Business Research*. (PRJ, D)

**Hillard, J., & Dent, E. B. (submitted). A positive approach answering business ethics educational ineffectiveness. *Journal of Applied Management and Entrepreneurship*. (PRJ, L)

**Weisberg, M., & Dent, E. B. (2016). Meaning or money?: Nonprofit employee satisfaction. *Voluntary Sector Review*, (7)3, 293-313. (PRJ, D)

**Walthall, M., & Dent, E. B. (2016). The leader-follower relationship and follower performance. *Journal of Applied Management and Entrepreneurship*. 21(4), 5-30. (PRJ, D).

**Penn, S., & Dent, E. B. (2016). Attaining data driven decision-making through social discourse. *The Journal of Applied Management and Entrepreneurship*, 21(2), 26-44. (PRJ, D)

- **Hunt, C., Dent, E.B., & Rachev, M. (2016). Entrepreneurial leadership: Finding spirituality in the motivations and sustainable business strategies of American Indian entrepreneurs. *Journal of Ethics & Entrepreneurship*, 6(1), 65-96. (PRJ, D)
- **Dent, E. B., & Parnell, J. A. (2015). Reconciling economics and ethics in business ethics education: The case of objectivism. *Journal of Ayn Rand Studies*. 15(2), 131-156. (PRJ, L)
- **Davis, A. P., Dent, E. B., & Wharf, D. M. (2015). A conceptual model of systems thinking leadership in community colleges. *Systemic Practice and Action Research*. 28(4), 333-353. (PRJ, A)
- **Aviles, P. R., & Dent, E. B. (2015). The role and strategies of mindfulness in effectuating organizational transformation. *The Journal of Applied Management and Entrepreneurship*. 20(3), 31-55. (PRJ, D)
- **Dent, E. B. (2014). Is it enough to be spiritual? MSR 2.0. *Leadership and Organizational Management Journal*. 2014(3), 139-154. (PRJ, D)
- **Dent, E. B., & Bozeman, P. (2014). Discovering the foundational philosophies, practices, and influences of modern management theory. *Journal of Management History*. 20(2), 145-163. (PRJ, D)
- Dent, E. B. (2013 and following). Monthly business columnist for *The Robesonian* newspaper. (OIC, A)
- **Parnell, J. A., Dent, E. B., Hughes, T., & O'Regan, N. (2012). Managing performance in a volatile environment: Contrasting perspectives on luck and causality. *British Journal of Management*, 23(1), S104-S118. (PRJ, D)
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- **Parnell, J. A., Koseoglu, M. A., & Dent, E. B. (2012). Propensity for participative decision making in Turkey and the United States. *International Journal of Business Excellence*, 5(3), 278-304. (PRJ, D)
- **Dent, E. B. (2011). Objectivism and Christianity. *The Journal of Ayn Rand Studies*, 11(1), 189-213. (PRJ, D)
- **Newsom, G., & Dent, E. B. (2011) A work behavior analysis of executive coaches. *International Journal of Evidence Based Coaching and Mentoring*, 9(2), 1-22. (PRJ, D)
- **Stebbins, L., & Dent, E. B. (2011). Job satisfaction and organizational culture. *Journal of Applied Management and Entrepreneurship*, 16(1), 28-52. (PRJ, D)
- **Dent, E. B. (Fall 2010). The senior leader as both a strategist and technical specialist. *Journal of Business Leadership*, 114-139. (PRJ, A)

- **Parnell, J. A., & Dent, E. B. (2009). Philosophy, ethics and capitalism: An interview with BB&T CEO John Allison. *Academy of Management Learning and Education*, 8(4), 587-596. (PRJ, A)
- **Parnell, J. A., & Dent, E. B. (2009). The role of luck in strategy-performance research. *Management Decision*, 47(6), 1000-1021. (PRJ, D)
- **Dent, E. B., & Hughes, Robert (2006). Modeling U.S. manufacturing competitiveness. *Journal of Business and Public Administration*, 3(1), 67-78. (PRJ, A)
- Dent, E. B. (2005). America, a proselytizing society. *Spirit in Work*, 4, 14. (OIC, D)
- **Dent, E. B., Higgins, M. E., & Wharff, D. M. (2005). Spirituality and leadership: An empirical review of definitions, distinctions, and embedded assumptions. *Leadership Quarterly*, 16(5), 625-653. (PRJ, D)
- **Dent, E. B., Wharff, D. M., & Blackwell, J. (2005). The individualized interaction between professor and student in an online course. *Maryland Association for Higher Education Journal*, 25, 12-19. (PRJ, L)
- **Dent, E. B., & Powley, E. H. (2004). Worldview assumptions: Paradigm shift in progress. *Journal of Behavioral and Applied Management*, 5(3), 280-306. (PRJ, D)
- **Dent, E. B. (2003). Reconciling complexity science in organizations and Christian spirituality. *Emergence: A Journal of Complexity Issues in Organizations and Management*, 5(4), 124-140. (PRJ, D)
- **Dent, E. B. (2003). The interactional model: An alternative to the direct cause and effect construct for mutually causal organizational phenomena. *Foundations of Science*, 8(3), 295-314. (PRJ, D)
- **Dent, E. B. (2003). The complexity science organizational development practitioner. *Organizational Development Journal*, 21(2), 84-88. (PRJ, D)
- **Dent, E. B. (2002). The messy history of OB&D: How three strands came to be seen as one rope. *Management Decision*, 40(3), 266-280. **Selected as the most "Outstanding Paper" in the 2002 volume.** (PRJ, D)
- **Dent, E. B., & Powley, E. H. (2002). Employees actually embrace change: The chimera of resistance. *Journal of Applied Management and Entrepreneurship*, 7(2), 56-73. (PRJ, D)
- Dent, E. B. (2002). Researching leadership from a systems perspective: observations and challenges, Proceedings, Chesapeake Bay Organization Development

Network Conference, Mission Possible: Leadership and OD, February 2002.
(OIC, D)

- **Dent, E. B., & Holt, C. G. (2001). CAS in War, Bureaucratic Machine in Peace: The U. S. Air Force Example. *Emergence: A Journal of Complexity Issues in Organizations and Management*, 3(3), 90-107. (PRJ, D)
- **Dent, E. B. (2001). Systems science traditions: Differing philosophical assumptions. *Systems: Journal of Transdisciplinary Systems Science*, 6(1-2), 13-30. (PRJ, D)
- **Dent, E. B. (2001) Seinfeld, professor of organizational behavior: The psychological contract and systems thinking. *Journal of Management Education*, 25(6), 648-659. (PRJ, D)
- **Buck, J. A., Dent, E. B., & Umpleby, S. A. (2000). Communicating science: The difficulty introduced by the historical politics of the English language. *Science Communication*, 22(1), 73-87. (PRJ, D)
- **Dent, E. B. (2000). The unique governance challenges of graduate contract-cohort programs. *Journal of Management Education*, 24(1), 55-72. (PRJ, T)
- **Dent, E. B. (1999). Complexity science: A worldview shift. *Emergence: A Journal of Complexity Issues in Organizations and Management*, 1(4), 5-19. (PRJ, D)
- **Umpleby, S. A., & Dent, E. B. (1999). The origins and purposes of several traditions in systems theory and cybernetics. *Cybernetics and Systems: An International Journal*, 30(2), 79-103. (PRJ, D)
- **Dent, E. B., & Goldberg, S. G. (1999). Challenging "resistance to change." *Journal of Applied Behavioral Science*, 35(1), 25-41. (PRJ, D)
- Dent, E. B., & Goldberg, S. G. (1999). Resistance to change: A limiting perspective. *Journal of Applied Behavioral Science*, 35(1), 45-47. (OIC, D)
- **Dent, E. B. (1999). Technology clients and psychology: The case of smart cards. *OD Practitioner*, 31(1), 20-26. (PRJ, D)
- **Dent, E. B. (1999). Do you believe in "resistance to change?" *Channel Marker* [OD Network publication], 13(2), 5, 11.

BOOKS

- Dent, Eric B. (1995). *Management: Perspectives, Process, and Productivity*. College Park, MD: University of Maryland Press.
- Dent, Eric B. (1993). *Organization Development*. College Park, MD: University of Maryland Press.

BOOK CHAPTERS

- Parnell, J. A., & Dent, E. B. (2012). Philosophy, ethics, and capitalism: An interview with BB&T chairman John Allison. In C. A. Millick (Ed.), *The challenges for leadership, values, and happiness: What are the keys to your success in the 21st century?* (61-75). Lanham, MD: University Press of America, Inc. (OIC, A)
- Dent, E. B. (2005). The observation, inquiry, and measurement challenges surfaced by complexity theory. In K. Richardson (Ed.), *Managing the Complex: Philosophy, Theory and Practice*. Greenwich, CT: Information Age Publishers. (OIC, D)
- Dent, E. B. (2002). Developing scholarly practitioners: Doctoral management education in the 21st century. In C. Wankel & R. DeFillippi (Eds.), *Rethinking management education for the 21st century*, 135-155. Greenwich, CT: Information Age Publishers. (OIC, D)
- Dent, E. B., & Powley, E. (1999). "Administrative Sciences Quarterly: Canary of worldview shift?" in *Synergy matters: Working with systems in the 21st century*, Castell, et al. New York: Kluwer Academic/Plenum Publishers. (OIC, D)
- Umpleby, S. A., & Dent, E. B. (1999). "Different paths to cybernetics and systems science" in a Japanese book, *Cybernetic Renaissance*, edited by Kogyo Chosakai (Association of Industrial Survey or Investigation). (OIC, D)
- "Resource I: Change Assessment Inventory," in *Learning as a Way of Being* by Peter B. Vaill, 1996, pp. 195-199.
- "Appendix 3.2: Sample Syllabus," in *Adjunct Faculty Handbook* edited by Virginia Bianco-Mathis and Neal Chalofsky, 1996, pp. 42-54.

PRESENTATIONS

- "A Positive Approach Answering Business Ethics Educational Ineffectiveness" with Jeff Hillard, Academy of Management, Anaheim, CA, August 2016.
- "Objectivism In China: A Management Perspective" with Zhang Long and John Parnell, Academy of Management, Anaheim, CA, August 2016.
- "Tribute to a Pioneer, the Work of Jerry Harvey: The Quintessential Life of Sense and Nonsense" with Janine Clarke, Sandy Kauanui, and Eleni Stavrou, Academy of Management, Anaheim, CA, August 2016.
- "Teaching Free Market Thinking and Market-based Management" with Terjesen, Schminke, Agarwal, Bradley, Bylund, Hechavarria, Troilo, Willis, Klein, Parnell, Yonk, Academy of Management, Anaheim, CA, August 2016.

"Non-Market Strategy, Cronyism, and the Christian Worldview: Implications for Practice and Pedagogy," Christian Business Faculty Association Conference, Virginia Beach, VA, October 2015 with John Parnell, Lenie Holbrooke, and Kenny Holt.

"Business Ethics Scale Development," Southern Management Association Conference, St. Petersburg, FL, October 2015 with J. Parnell and S. M. Carraher,

"Profit and Social Value: An Analysis of Strategies and Sustainability at the Base of the Pyramid," with Ronda Ansted, Academy of Management, Vancouver, August 2015.

"The Proliferation of Nonmarket Strategies," The Association of Private Enterprise Education Conference, Cancun, April 2015 with John Parnell, Lenie Holbrooke, and Kenny Holt.

"The Integration of Ethics and Humane Values in Teaching: Experiential and Service Learning," Organizational Behavior Teaching Conference, Nashville, TN, June 2014, with Cate Loes and Melinda Weisberg.

"Capitalism and Conservatism: Should they have greater voice in OB courses?" Organizational Behavior Teaching Conference, Nashville, TN, June 2014.

"Teaching Objectivism in the Bible Belt," 2014 BB&T Moral Foundations of Capitalism Conference, Clemson, SC, May 2014 with Ed Younkings, Derek Yonai, and John Parnell.

"A Chinese Perspective of the US-Sino Management, Partnership, and Trade," The Association of Private Enterprise Education Conference, Las Vegas, April 2014 with John Parnell and Zhang Long.

"Reconciling Economics and Ethics: The Case of Objectivism," Academy of Management, Orlando, August 2013 with John Parnell.

"Is It Enough To Be Spiritual?: MSR 2.0," Academy of Management, Orlando, August 2013.

"The Smallest Minority in the Professorate: The Conservative Professor," Organizational Behavior Teaching Conference, Asheville, NC, June 2013.

"Reuniting Ethics and Economics in Academe: The Case for Objectivism," The Association of Private Enterprise Education Conference, Maui, April 2013 with John Parnell.

"Objectivism in China," China Association for Management of Technology, Shanghai, China, October, 2012 with J. Parnell, S. M. Carraher, S. C. Carraher, and A. T. Doerr.

“Developing a Scale to Measure One’s Propensity for Objectivism,” The Association of Private Enterprise Education Conference, Las Vegas, April 2012 with John Parnell.

“Defending Free Market Principles in the University Classroom,” The Association of Private Enterprise Education Conference, Nassau, Bahamas, April 2011 with John Parnell.

“A Work Behavior Analysis of Executive Coaches,” Academy of Management, Montreal, August 2010 with Glenn Newsom. **Selected for Best-Paper Proceedings.** Also, **Winner of the Management Consulting Division Award for Outstanding Research-Based Paper on Management Consulting**

“Finding Spirituality in the Motivations and Sustainable Business Strategies of American Indian Entrepreneurs,” Academy of Management, Montreal, August 2010 with Cammie Hunt-Oxendine.

“We Are All Religious: Philosophical Values Permeate our Lives,” Shaftesbury Society luncheon, Raleigh, July 2010

“Underlying Assumptions of Several Traditions of Systems Sciences,” **Keynote Address**, Orlando, FL, World Multiconference on Systemics, Cybernetics, and Informatics

“Objectivism and Christianity” Association of Private Enterprise Education Conference, Las Vegas, April 2010.

“Examining Attitudes and Behaviors among Aerospace Engineering and Technical Workers: Does Spirit at Work Offer Insight into More Constructive Technical Workplaces?”, 30th Annual American Society of Engineering Management Conference, Springfield, MO, October 2009 with James Stevison and Darin White.

“The Scholar-Practitioner Gap: Luck and Causality,” Academy of Management, Chicago, August 2009 with John Parnell, Nicholas O’Regan, and Tim Hughes.

“Toward a Greater Understanding of Spirit at Work: A Model of Spirit at Work and Outcomes” Academy of Management, Chicago, August 2009 with James Stevison and Darin White. **Selected for Best-Paper Proceedings and Runner-up for the Best Paper Award in Management, Spirituality, and Religion.**

“Managing Change in Institutions of Higher Learning During the AACSB Accreditation Process” Southeastern Institute for Operations Research and the Management Sciences, Myrtle Beach, October 2008, with Ramin Maysami and Rick Crandall.

“The Morality of Capitalism” UNC Pembroke, September 2008, with John Parnell.

- “Better lucky than good? The role of luck in strategy-performance research,” Academy of Management, Anaheim, August 2008, with John Parnell.
- “Teaching 21st Century Management,” Academy of Management, Philadelphia, August 2007 with several others.
- “Modeling Ethnicity, Justice, and Organizational Resistance,” Academy of Management, Atlanta, August 2006, with Ahmad Glover.
- “Underlying Assumptions of Several Traditions of Systems Sciences,” **Keynote Address**, 2005 Annual Conference of the American Society for Cybernetics, Washington, DC, October 2005.
- “Can We Agree on the Force?: Multi-disciplined Evidence and Organizational Implications,” Academy of Management, Honolulu, August 2005.
- “Conceptualizing Ethnicity, Justice, and Resistance during Organizational Change,” Academy of Management, Honolulu, August 2005, with Ahmad Glover.
- “Modeling U.S. Manufacturing Competitiveness,” International Academy of Business and Public Administration Disciplines, Dallas, May 2005 with Robert Hughes, Suzanne Stevens, Daryl Miller, and Edwin Ingram. One of 17 out of 250 papers given a **Research Paper Award**.
- “The Challenges of Observation, Inquiry, and Measurement in Complexity Theory,” The Second Biennial Seminar on the Philosophical, Methodological and Epistemological Implications of Complexity Theory, Havana, Cuba, January 2004.
- “Spirituality in Organizations: An Empirical Review of Definitions and Other Embedded Assumptions,” Institute for Behavioral and Applied Management, Tampa, FL, October 2003, with Deborah Wharff and Eileen Higgins.
- “Reconciling Complexity Science and Christian Spirituality,” UKSS 9th International Conference, York, England, July 2002.
- “An Alternative to the ‘Sovereign Power of Causality,’” The First Biennial Seminar on the Philosophical, Methodological and Epistemological Implications of Complexity Theory, Havana, Cuba, January 2002.
- “The Complexity Science OD Practitioner,” Institute for Behavioral and Applied Management, Charleston, SC, November 2001.
- “Employees Actually Embrace Change: The Chimera of Resistance,” Institute for Behavioral and Applied Management, Charleston, SC, November 2001.

“Developing Scholarly Practitioners at the Doctoral Level,” Management Education Division Symposium, Academy of Management, Washington, August 2001.

“Readiness and Resistance to Change,” Showcase Symposium, Academy of Management, Toronto, August 2000.

“Using ‘Seinfeld’ to Teach Organizational Behavior: The Psychological Contract and Systems Thinking” accepted, 2000 Organizational Behavior Teaching Conference, Carrollton, GA June 2000.

“A Complexity Science OD Practitioner: What Clients Want in the 21st Century” presentation to the Chesapeake Bay Organization Development Network - February 2000.

“Paradigm Shift in Progress?” United Kingdom Systems Society 6th International Conference, Lincoln, England. July 1999, with Ned Powley.

“Resistance to Change - Not!” presentation to the Chesapeake Bay Organization Development Network - January 1999.

“The Oral, Collective, Resource-Rich Examination,” 1998 Organizational Behavior Teaching Conference, La Verne, CA, June 1998, with Hamilton Beazley.

“Underlying Assumptions of Several Conceptions of Systems Science” 14th European Meeting on Cybernetics and Systems Research, Vienna Austria, April 1998. (with Stuart Umpleby).

DISSERTATIONS DIRECTED

“Defining Spirituality in a Public Sector Organization: Eliciting Expressions of Meaning from Leaders,” by Deborah M. Wharff, University of Maryland University College, 2004.

“Challenging Resistance to Change Theory Among Members of the United States Space Community,” by Ahmad Glover, Touro University International, 2006.

“An Investigation of Individual Job Satisfaction as an Outcome of Individual Perception of Organizational Culture,” by Lloyd Stebbins, TUI University, 2008.

“The Glass Ceiling: Progress and Persistent Challenges,” by Wendy M. McLlwin, University of Maryland University College, 2012.

“On the Interaction between Strategic Decision-Making, Individual Behaviors, and Business Intelligence” by Stephen Paul Penn, University of Maryland University College, 2012.

“An examination of the role and strategies of mindfulness in effectuating change and organizational transformation” by Peter Aviles, University of Maryland University College, 2012.

“Project Conflict: Conflict Awareness and Mitigation Strategies to Increase Project Success” by Paul W. Richardson, University of Maryland University College, 2012.

“A Positive Approach to Business Ethics Education” by Jeffrey L. Hillard, University of Maryland University College, 2013.

“Systems Thinking as a Competency for Community College Leaders in an Era of Increasing Complexity” by Anne Powel Davis, University of Maryland University College, 2013.

“The Dynamic Nonprofit Human Services Employee: Creating Engagement and Inspiration in an Ever-Changing Environment” by Melinda Weisberg, University of Maryland University College, 2014.

“The Leader-Follower Relationship and Follower Behavior: The Influence of Dyadic Relationship Quality on Worker Performance” by Margaret Walthall, University of Maryland University College, 2014.

“An Examination of Hiring in the U.S. Private Sector: Ethical Considerations in Hiring Decisions” by Hyeyeon Cicconi-Eggleston, University of Maryland University College, 2014.

“Inclusive Markets for Poverty Reduction and Social Value Creation: A Conceptual Framework” by Ronda Ansted, University of Maryland University College, 2015.

“Volunteer Management: Understanding Volunteer Motivation and Recognizing Critical Tactics for Managing the Volunteer Workforce” by Michael D. White, University of Maryland University College, 2016.

“Senior Leadership Response to Organizational Crises: Exploring the Relationship between Sensemaking and Organizational Resiliency” by Mark A. Livingston, University of Maryland University College, 2016.

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Leading from the Inside Out: A Coaching Model (2002) by Virginia Bianco-Mathis, Lisa K. Nabors, Cynthia H. Roman

The Leadership Spectrum: 6 Business Priorities That Get Results (2002) by Mary Lippitt.

PROFESSIONAL SERVICE

Friends of Havana’s January Complexity Seminars, board member, 2006-present.

Robeson County Community Foundation, founding board member, 2005-2012, 2014-2016. Vice President, 2008-09, President, 2009-11. Past President, 2011-12.

Editorial Review Board, *Emergence: Complexity & Organisation (ECO)*, 2004-present

Editorial Review Board, *Management Decision*, 2003-present.

Editorial Review Board, *Journal of Organizational Change Management*, 2002-present.

Associate Editor, Management, Spirituality, and Religion Division, Academy of Management Conference, 2016.

Thomas Family Center for Entrepreneurship, board member, 2006-2012.

Business Program Advisory Committee, Robeson Community College, 2004-2016.

Editorial Review Board, *Academy of Management Learning and Education*, 2008-2011.

Editorial Review Board, *Journal of Managerial Issues*, 1988-2001.

Ad hoc reviewer for the *Academy of Management Review*, 2014.

Ad hoc reviewer for the *Journal of Management History*, 2013.

Ad hoc reviewer for the *Journal of Management, Spirituality, and Religion*, 2012.

Ad hoc reviewer for the *International Journal of Sustainable Strategic Management*, 2012.

Ad hoc reviewer for the *Cognitive Processing*, 2011.

Ad hoc reviewer for the *Journal of Management Studies*, 2011.

Ad hoc reviewer for *Organization Studies*, 2009.

Reviewer for the 2016 Academy of Management Conference, Management, Spirituality, and Religion track, August 2016.

Reviewer for the 2015 Academy of Management Conference, Management, Spirituality, and Religion track, August 2015.

Reviewer for the 2014 Organizational Behavior Teaching Conference, June 2014.

Reviewer for the 2014 Academy of Management Conference, Management, Spirituality, and Religion track, August 2014.

Reviewer for the 2013 Academy of Management Conference, Management, Spirituality, and Religion track, August 2013.

Reviewer for the 2012 Academy of Management Conference, Management, Spirituality, and Religion track, August 2012.

Reviewer for the 2011 Academy of Management Conference, Management, Spirituality, and Religion track, August 2011.

Reviewer for the 2010 Academy of Management Conference, Management, Spirituality, and Religion track, August 2010.

Reviewer for the 2009 Academy of Management Conference, Organizational Behavior track, August 2009.

Session Chair, 2008 Academy of Management Conference, August 2009

Reviewer for the 2008 Academy of Management Conference, Management, Spirituality, and Religion track, August 2008.

Reviewer for the 2008 Academy of Management Conference, Organizational Behavior track, August 2008.

Reviewer for the 2007 Academy of Management Conference, Management, Spirituality, and Religion track, August 2007.

Reviewer for the 2006 Academy of Management Conference, Management, Spirituality, and Religion track, August 2006.

Reviewer for the 2006 Academy of Management Conference, Organization Development and Change track, August 2006.

Reviewer for the 2005 Academy of Management Conference, Management, Spirituality, and Religion track, August 2005.

Reviewer for the 2005 Academy of Management Conference, Organization Development and Change track, August 2005.

National Science Foundation, Human and Social Dynamics Division, Advisory Panel, 2004.

Discussant, Institute for Behavioral and Applied Management, Tampa, FL, October 2003.

Special reviewer for the *Academy of Management Review*, 2003

Special reviewer for the *Academy of Management Learning and Education*, 2003

Special reviewer for the *Journal of Management Education*, 2003.

Reviewer for the 2004 Academy of Management Conference, Management, Spirituality, and Religion track, August 2004.

Reviewer for the 2004 Academy of Management Conference, Organization

Development and Change track, August 2004.

Reviewer for the 2003 Academy of Management Conference, Management, Spirituality, and Religion track, August 2003.

Reviewer for the 2003 Academy of Management Conference, Organization Development and Change track, August 2003.

Panel chair, Managing Complexity IV Conference, Fort Myers, FL, December 2002.

International Advisory Board, *Systems Thinking*, Four-volume set, 2002. Gerald Midgley, editor.

Special reviewer for *Journal of Organizational Change Management*, 2002 (twice).

Reviewer for the "Management and Organizational Change" track of the 16th European Meeting on Cybernetics and Systems Research, April 2002.

Special reviewer for *Journal of Organizational Change Management*, 2001.

Reviewer for the 2001 Organizational Behavior Teaching Conference, June 2001.

Reviewer for the 2001 Academy of Management Conference, Management, Spirituality, and Religion track, August 2001.

Reviewer for the 6th Conference of Information Systems Analysis and Synthesis (ISAS)/4th Conference of Systematics, Cybernetics, and Informatics (SCI), July 2000.

Reviewer for the 2000 Organizational Behavior Teaching Conference, June 2000.

Special reviewer (twice) for *Systems Research and Behavioral Science*, 1999.

Reviewer for the 1999 Organizational Behavior Teaching Conference, June 1999.

Reviewer for the "International Association of Facilitators Annual Conference", January 1999.

Reviewer for the "Cybernetics of Socioeconomic Systems and of Country Development" track of the 14th European Meeting on Cybernetics and Systems Research, April 1998

Discussant and moderator, 14th Annual International Association of Management Conference, 1996

Consulting services provided to inner-city organizations (nursing facilities, churches) *pro*

bono or at greatly reduced fees.