

Keiko Krahnke

University of Northern Colorado
Monfort College of Business
(970) 351-2349
Email: keiko.krahnke@unco.edu

Education

PhD, Colorado State University, 1999.
Area of Study: Human Resource Development
Dissertation/Thesis Title: Searching for Soul: Work and Human Evolution

MA, Colorado State University, 1994.
Area of Study: English (TESL/TEFL)

BA, Doshisha Women's College, 1978.
Area of Study: English

Licensures and Certifications

Ethics Certificate. (2013 - Present).

ThinkTank. (2007 - Present).

Appreciative Inquiry Certificate. (2006).

RESEARCH, SCHOLARSHIP, AND CREATIVE WORKS

Publications

Juried

Journal Article

Published

Krahnke, K., Wanasika, I., Soltwisch, B. (2018). The spirit of Shinise: what we can learn from long-lived Japanese companies. *Global Business and Organizational Excellence*, 38(1), 6-14. <https://onlinelibrary.wiley.com/doi/full/10.1002/joe.21895>. DOI: 10.1002/joe.21895

Soltwisch, B., Krahnke, K. Maximizing decision making style and managerial effectiveness: Understanding how maximizing and locus of control impact managers' performance on the job. *Managing Global Transitions*, 15(3), 215-230. <https://ideas.repec.org/a/mgt/youmgt/v15y2017i3p215-230.html>

Fry, L., Latham, J., Clinebell, S. K., Krahnke, K. (2017). Spiritual Leadership as a Model for Performance Excellence: A Study of Baldrige Award Recipients. *Journal of Management, Spirituality & Religion*, 14(1), 22-47. <http://www.tandfonline.com/loi/rmsr20>. DOI: 10.1080/14766086.2016.1202130

Soltwisch, B., Krahnke, K. (2016). Maximizing or Satisficing Decision Making Styles and Emotional Intelligence: An Empirical Investigation. *International Journal of Business and Applied Sciences*, 5(2), 7-16. <http://baasana.org/c/journals/>

Newmark, R. I., Krahnke, K., Seaton, L. P. (2013). Incorporating Mindfulness Meditation in the Classroom. *Journal of Academy of Business and Economics*, 13(1), 79-90.

Martin, M., Krahnke, K. (2012). Are English-Only Workplace Rules Here to Stay? An Examination of the Sociolinguistic Evidence and the Accompanying Legal Environment. *International Journal of Strategic Management*.

Martin, M., Krahnke, K. (2012). Implicit Bias and Appearance Discrimination in the Workplace. *European Journal of Management*.

Krahnke, K., Wanasika, I., Kilpatrick, J. (2012). Concept of Self in the East and the West. *Journal of International Management Studies*, 7(1), 97.

Pavlovich, K., Krahnke, K. (2012). Empathy, Connectedness and Organisation. *Journal Of Business Ethics*.
<http://www.springerlink.com/content/4x1q221525hpu662/fulltext.pdf>

Krahnke, K., Wanasika, I., Kilpatrick, J. (2011). Concept of Self in the East and the West. *Journal of International Management Studies*.

Krahnke, K., Wanasika, I. (2011). Minimizing strategic deception through individual values. *AABRI Journal of Academic and Business Ethics*, 4, 1-23.

Hoffman, L., Krahnke, K., Clinebell, S. (2005). Small Businesses, Office Romances, and Sexual Harassment. *Journal Of Business & Entrepreneurship*, 17(1), 1-12.

Clinebell, S., Fowler, K., Krahnke, K., Stecher, M. D. (2004). A Functional Examination of Outsourcing Decisions. *Central Business Review*, 23(2), 4-13.

Hoffman, L., Krahnke, K., Dalpour, S. (2004). Discrimination Against Muslim Employees. *Journal Of Behavioral And Applied Management*, 5(2), 137-151.

Krahnke, K., Hoffman, D. L., Krahnke, K. (2003). Managing Language Use in the Workplace. *Journal Of Behavioral And Applied Management*, 4(2), 148.

Krahnke, K., Hoffman, D. L. (2002). The rise of religion and spirituality in the workplace: Employees' rights and employers' accommodations. *Journal Of Behavioral And Applied Management*, 3(3), 277.

Working Paper

Kanbe, Y., Krahnke, K., Wanasika, I. Map of Meaning Theory.

Book

Published

Pavlovich, K., Krahnke, K. (2013). In Kathryn Pavlovich and Keiko Krahnke (Ed.), *Organizing Through Empathy*. <https://www.routledge.com/Organizing-through-Empathy/Pavlovich-Krahnke/p/book/9780415844116>

Book Chapter

Published

Wanasika, I., Krahnke, K. (2018). Reexamining Transformational Leadership in Complex Systems. In Marques, Joan; Dhiman, Satinder (Ed.), *Engaged Leadership: Transforming through Future-Oriented Design Thinking*. NY: Springer.

Wanasika, I., Krahnke, K. (2017). Transformational Leadership in Complex Systems. *Engaged Leadership: Transforming through Future Oriented Design Thinking*. Gewerbestrasse 11: Springer. <http://www.springer.com/gp/about-springer/company-information/locations/springer-international-publishing-ag>

Wanasika, I., Krahnke, K. (2016). Leadership Vision. *Leadership Today: Practices for Personal and Professional Performance*. Springer Texts in Business and Economics.

Krahnke, K., Clinebell, S. K., Wanasika, I. (2014). Wisdom of a leader. In Joan Marques, Satinder Dhiman (Ed.), *Leading Spiritually: Ten Effective Approaches to Workplace Spirituality*. Palgrave Macmillan.

Senge, P., Krahnke, K. (2013). Transcendent Empathy: The Ability to See the Larger System. *Organizing through Empathy*.

Krahnke, K., Cooperrider, D. (2008). Appreciative Inquiry: Inquiring new questions and dreaming new dreams. In Jerry Biberman and Len Tischler (Ed.), *Spirituality in Business* (pp. 17-34). New York: Palgrave Macmillan.

Conference (Full Paper) Proceeding

Accepted

Soltwisch, B., Krahnke, K. (2016). *Understanding Maximizers: Factors That Influence a Maximizing Decision Making Style and Future Research Directions*. Annual Meeting of the Midwest Academy of Management.

Martin, M., Krahnke, K. (in press). *Implicit Bias and Appearance Discrimination in the Workplace*. International Academy of Business and Economics (IABE).

Published

Soltwisch, B., Krahnke, K. (2017). *Understanding how Maximizing and Locus of Control Impact Managers' Performance on the Job*. Midwest Academy of Management.

Soltwisch, B., Krahnke, K. (2015). *The Influence of Emotional Intelligence on Maximizer or Satisficer Decision Making Style*. The Institute for Business and Finance Research.

Martin, M., Krahnke, K., Clinebell, S. (2013). *A Dangerous Dalliance: Managing Workplace Romances*. Academic and Business Research Institute.

Newmark, R., Krahnke, K., Seaton, P. (2013). *Incorporating mindfulness meditation in the classroom*. International Academy of Business and Economics (IABE).

Martin, M., Krahnke, K. (2012). *English-Only Workplace Rules Here to Stay? An Examination of the Sociolinguistic Evidence and the Accompanying Legal Environment*. International Academy of Business and Economics (IABE).

Pavlovich, K., Krahnke, K. (2011). *Empathy, Connectedness and Organisation*. Academy of Management. http://program.aonline.org/2011/view/view_docProceedingsPaper.asp?subid=104

- Thomas, D. F., Krahnke, K. (2006). *Building a Sense of Place at Work through Appreciative Inquiry*. Institute of Behavioral and Applied Management.
- Krahnke, K., Kilpatrick, J. (2005). *Classroom as a living system: A World Café activity to foster shared learning through webs of compelling dialogues*. Institute of Behavioral and Applied Management.
- Hoffman, L., Krahnke, K. (2004). *Outsourcing: The impact on small business and their role* (pp. p. 135 - 139). Small Business Institute Director's Association.
- Krahnke, K., Kilpatrick, J., Evans, R. (2004). *The self-organizing requisite: Issues of complexity dynamics and implications for business education* (pp. 187-192). Institute of Behavioral & Applied Management.
- Hoffman, L., Krahnke, K. (2003). *Discrimination against Muslim employees*. Institute of Behavioral & Applied Management.
- Krahnke, K., Kilpatrick, J. (2003). *Exploring ways of knowing in understanding spirituality and religion in organizations*. Institute of Behavioral and Applied Management.
- Hoffman, D. L., Krahnke, K., Bell, J. (2003). *Appearance discrimination and small business*. Small Business Institute Director's Association.
- Krahnke, K., Kilpatrick, J., Hoffman, D. Lynn (2002). *Concept of Self: Eastern and Western Perspectives and their Implications in Global Management*. Institute of Behavioral and Applied Management.
- Krahnke, K., Hoffman, D. L., Krahnke, K. (2002). *Managing language use in the workplace*. Institute of Behavioral & Applied Management.
- Hoffman, D. L., Clinebell, S., Krahnke, K., Kilpatrick, J. (2002). *Office romances in small business*. Small Business Institute Director's Association.
- Hoffman, D. L., Krahnke, K., Kilpatrick, J. (2001). *Employee expression on religion and spirituality in todays workplace: Rights and boundaries in a Democratic Society*. Institute of Behavioral & Applied Management.
- Krahnke, K., Hoffman, D. L., Kilpatrick, J. (2000). *Spirituality and religion in the workplace*. Institute of Behavioral & Applied Management.

Non-juried

Journal Article

Published

- Pavlovich, K., Krahnke, K. (2008). Art, 'Knowing' and Management Education. *Journal of Human Values*, 14(1), 23-30.
- Krahnke, K., Giacalone, R., Jurkewicz, C. L. (2003). Point-counter point: Measuring workplace spirituality. *Journal Of Organizational Change Management*, 16(4), 396-405.

Book Chapter

Published

Krahnke, K., Gudmundson, D. (2017). Learning from Aesthetics: Unleashing Untapped Potential in Business. In Patricia Leavy (Ed.), *Handbook of Arts-Based Research*. New York: Guilford Press. <https://www.guilford.com/books/Handbook-of-Arts-Based-Research/Patricia-Leavy/9781462521951>

Working Paper

Submitted

Krahnke, K., Kilpatrick, J., Hoffman, L. *Concepts of self in the East and the West: Their implications and emerging alternatives in management*. Journal of International Business Studies.

Written Case with Instructional Material

Published

Wanasika, I., Brandt, T., Krahnke, K. (2020). Adam Neumann: The Icarus Syndrome. No. Daniels Fund Ethics Initiative Collegiate Program.

Professional Presentations

Invited

Non-juried

Krahnke, K., "Faculty Forum: Teaching and Learning Transcendent Empathy," Center for the Enhancement of Teaching and Learning. (2013).

Krahnke, K., "Speaker at the LEAP Summit," University of Northern Colorado. (2013).

Krahnke, K., "Culture of Care presentation to Enrollment Management and Student Engagement leaders.," University of Northern Colorado. (2012).

Krahnke, K., "Culture of Care presentation to Residence Hall directors.," University of Northern Colorado. (2012).

Krahnke, K., "Human Resources Training on Diversity," University of Northern Colorado. (2012).

Krahnke, K., "Leadership in the 21st Century," Weld Leadership. (November 2012).

Krahnke, K., "Are you talking to me? Languages in the workplace: Friend or foe?," Kaiser Permanente National Diversity Conference, Universal City, California. (October 2008).

Krahnke, K., "Return to Wholeness," University of Northern Colorado Earth Day, Greeley, Colorado. (April 2008).

Krahnke, K., "Seeds of Change Keynote," University of Northern Colorado Earth Day, Greeley, Colorado. (April 2008).

Krahnke, K., "Finding Your Self," Finding Your Voice: Equality Empowers Excellence,

Greeley, Colorado. (February 2008).

Krahnke, K., "Sustainability and the Triple Bottom Line: Connections can Carry Us into the Future," Baldrige Award Recipients Consortium, Nashville, Tennessee. (October 2007).

Krahnke, K., "Integrating Ethics into the Curriculum: Developing Whole Thinking in Young Business Professionals," Center for the Enhancement of Teaching and Learning, Greeley, Colorado. (April 2007).

Krahnke, K., "What does it mean to be educated?," Housing and Residence Life Academic Celebration Keynote, Greeley, Colorado. (April 2007).

Not Invited

Juried

Louis, F., John, L., Clinebell, S. K., Krahnke, K., Academy of Management Annual Meeting, "Spiritual Leadership as a Model for Implementing the Baldrige Performance Criteria," Academy of Management, Philadelphia. (August 2014).

Martin, M., Krahnke, K., Clinebell, S., "A Dangerous Dalliance: Managing Workplace Romances," Academic and Business Research Institute, Las Vegas, Nevada. (2013).

Martin, M., Krahnke, K., "Are English-Only Workplace Rules Here to Stay? An Examination of the Sociolinguistic Evidence and the Accompanying Legal Environment," International Academy of Business and Economics (IABE), Orlando, Florida. (2013).

Clinebell, S., Krahnke, K., "Empathy and leadership," Academy of Management, Orlando, Florida. (2013).

Krahnke, K., Pavlovich, K., "Empathy, consciousness, and transcendence," Academy of Management, Orlando, Florida. (2013).

Newmark, R., Krahnke, K., Seaton, P., "Incorporating mindfulness meditation in the classroom," International Academy of Business and Economics (IABE), Orlando, Florida. (2013).

Krahnke, K., "Mindful learning and wise leadership," Teaching and Learning Fair, Greeley, Colorado. (2013).

Clinebell, S., Fry, L. W. (., Latham, J., Krahnke, K., "Exploring the Connections between Spiritual Leadership, Leading Sustainable Transformation and Performance Excellence," Academy of Management, Boston, Massachusetts. (2012).

Krahnke, K., Kanbe, Y., "Sustainability through the spirit of Shinise: long-lived Japanese companies," Sustainability, Ethics and Entrepreneurship, Denver, Colorado. (2012).

de la Torre, C., Krahnke, K., Financial Education Association, "The Ethics of Home Ownership," Charleston, South Carolina. (October 2012).

Pavlovich, K., Krahnke, K., "Empathy, connectedness and organization," Academy of Management, San Antonio, Texas. (2011).

Krahnke, K., Wanasika, I., Kanbe, Y., "The spirit of Shinise: What we can learn from long-

- lived Japanese companies," Academy of Management, San Antonio, Texas. (2011).
- Krahnke, K., "Compassion in business: Managing strategic deception through universal spiritual values ," Academy of Management, Montreal, Canada. (2010).
- Krahnke, K., Wanasika, I., "Value of Strategic Leadership," Academy of Management, Montreal, Canada-Quebec. (2010).
- Krahnke, K., "Reflection and Learning: What Current Needs Require of Business Education," Academy of Management, Philadelphia, Pennsylvania. (August 2007).
- Krahnke, K., "Wholeness of Human and Spiritual Presence and Shared Capacity of Co-evolution," UNC Diversity Colloquium, Greeley, Colorado. (April 2007).
- Pavlovich, K., Krahnke, K., "Art As A Reflective Tool In Management Education," Academy of Management, Atlanta, Georgia. (September 2006).
- Krahnke, K., "Spirituality cafe: Fostering collective wisdom," Academy of Management, Honolulu, Hawaii. (August 2005).
- Fowler, K., Krahnke, K., "University Student Deaths from Alcohol Poisoning: Potential Liability and Related Issues," Western Decision Sciences Institute, Vancouver, Canada. (March 2005).
- Krahnke, K., Krahnke, K., "Expanding Communicative Competence," Colorado TESOL, Longmont, Colorado. (November 1999).
- Krahnke, K., "Incorporating Emotional Intelligence in a Business Communication Classroom," Association for Business Communication Asia Pacific Conference, Kyoto, Japan. (August 1999).
- Krahnke, K., "Awakening to Our Essence Through Work," Colorado TESOL, Longmont, Colorado. (November 1997).

Non-juried

- Krahnke, K., "Transcendent empathy (Faculty Forum)," Center for the Enhancement of Teaching and Learning, Greeley, Colorado. (2013).
- Krahnke, K., "Empathy as the Ability to See the Larger System," LEAP Summit, Loveland, Colorado. (2012).
- Allen, L., Bellman, J., Hayward, R., Hoyt, W., Krahnke, K., Kraver, J., Mills, M., Weiler, S., "Faith and the Academy: Religious Belief in the Secular University," University of Northern Colorado, Milne Auditorium, Greeley, Colorado. (February 2012).
- Krahnke, K. (Discussant),
["http://program.aonline.org/2011/submission.asp?mode=ShowSession&SessionID=1861,"](http://program.aonline.org/2011/submission.asp?mode=ShowSession&SessionID=1861) Academy of Management, San Antonio, Texas. (2011).
- Krahnke, K., "Presentation on humanitarianism at the LEAP (Leaders Engaging in Action through Passion).," University of Northern Colorado, Loveland, Colorado. (2011).
- Krahnke, K., Weld Country 50+ Job Fair. (October 2009).
- Krahnke, K., "Workshop on language issues in the workplace," Kaiser Permanente

National Diversity Conference, Universal City, California. (2008).

Krahnke, K., "Professional Development workshop on cultural sensitivity," United Way, Greeley, Colorado. (November 2008).

Krahnke, K., "Business as an Agent for World Benefit - poster presentation," Embracing Community, Together, Greeley, Colorado. (November 2007).

Krahnke, K., "Communication and business writing workshop at all five branches: Fort Collins, Eaton, Denver, and two Greeley offices.," Flood and Peterson Insurance, Denver, Colorado. (2005).

Krahnke, K., "Guest speaking in the Ph.D. Human Resource Development class.," Colorado State University, Fort Collins, Colorado. (2004).

Krahnke, K., "Spirituality and democracy: Friends or foes?," Academy of Management, Seattle, Washington. (August 2003).

Krahnke, K. (Discussant), "Conference paper discussant," Institute of Behavioral and Applied Management, Denver, Colorado. (2002).

Research in Progress

"Maximizing or Satisficing Decision Making Styles and Emotional Intelligence: An Empirical Investigation" (On-Going).

"Spiritual Leadership as a Model for Baldrige Award Recipients Performance Excellence" (On-Going).

CONTRACTS, FELLOWSHIPS, GRANTS AND SPONSORED RESEARCH

Funded

Krahnke, K., "MCB Summer Research Grant," Sponsored by MCB, University of Northern Colorado, \$2,000.00. (May 2020 - August 2020).

Krahnke, K., "MCB Summer Research Grant," University of Northern Colorado, \$4,000.00. (2011).

Krahnke, K., "Japanese Government Research Grant," Sponsored by Japanese Government. (2010).

Krahnke, K., "Appreciative Inquiry: Pathway to Organizational Learning, Change, and Innovation," Sponsored by Sponsored Programs and Academic Research Center, University of Northern Colorado, \$15,000.00. (2007).

Klingsmith, L., Torrez, S., Krahnke, K., Rodriguez, K., "Exploring Student Success with Appreciative Inquiry," Sponsored by University of Northern Colorado, University of Northern Colorado, \$5,000.00. (2007).

TEACHING

Teaching Experience

University of Northern Colorado

Courses Taught:

BA 205, Business Communications, 14 courses. 3.00 credit hours.

BAMG 350, Management of Organizations, 27 courses. 3.00 credit hours.

BAMG 354, Organizational Behavior, 4 courses. 3 credit hours.

BAMG 422, Directed Studies, 8 courses. 3.00 credit hours.

BAMG 452, Business Ethics, 22 courses. 3.00 credit hours.

BAMG 458, International Management, 4 courses. 3.00 credit hours.

BAMG 492, Internship in Management, 5 courses. 3.00 credit hours.

BAMG 495, Special Topics in Management, 2 courses. 3.00 credit hours.

HON 351, Junior Honors Seminar, 7 courses. 1.00 credit hours.

HON 451, Senior Honors Research Thesis, 6 courses. 1.00 credit hours.

MBA 654, Ethical Leadership and Organizational Behavior, 13 courses. 3.00 credit hours.

MIND 289, Coming of Age in the Twenty-First Century, 1 course. 3.00 credit hours.

New Programs Developed/Major Program Revision: 1 course.

DS: Course (New) - Creation/Delivery: Conventional

Directed Student Learning

Dissertation Committee Member. (May 2017 - Present).

Advised: Ruthanne Orihuela

Directed Individual/Independent Study. (May 13, 2019 - June 21, 2019).

Advised: Jacob Pierce

Directed Individual/Independent Study. (May 13, 2019 - June 21, 2019).

Advised: Lacey Porteus

Directed Individual/Independent Study. (August 20, 2018 - December 9, 2018).

Advised: Shianne Fraass

Undergraduate Honors Thesis. (August 2016 - May 2018).

Advised: Molly Mossberg

Dissertation Committee Member. (September 2014 - May 2017).

Advised: Alethea Stovall

Supervised Research. (January 2016 - May 2016).

Advised: Amelia Mawlawi

Dissertation Committee Member. (September 2012 - December 2014).

Advised: Christine Braun

Dissertation Committee Member. (2011).
Advised: Cherry Li-Bugg

Dissertation Committee Member. (2011).
Advised: Russell Wartalski

Dissertation Committee Member. (2011).
Advised: Sarun Saifah

Dissertation Committee Member. (2007).

Dissertation Committee Member. (2007).
Advised: Cynthia Bottrell

Dissertation Committee Member. (2007).
Advised: Lask Therese

Dissertation Committee Member. (2007).
Advised: Lloyd Stebbins

Undergraduate Honors Thesis. (2005).
Advised: Katie Goulet

SERVICE

University Service

Committee Member, Sears-Helgoth Teaching Award Selection Committee. (2020 - Present).

Faculty Advisor, Golden Key. (September 1, 2017 - Present).

Committee Member, Engagement Task Force. (November 17, 2020 - March 2021).

Committee Member, Administrative Service Center Search Committee. (April 2020 - May 2020).

Committee Member, Doctoral Dissertation Committee. (May 2016 - May 2020).

Committee Member, Community & Civic Engagement Committee. (October 3, 2017 - December 2019).

Committee Member, Organizational Design and Structure Steering Committee. (May 5, 2019 - August 21, 2019).

Committee Member, Honors Scholars and Leadership Advisory Board. (January 2016 - May 2019).

Speaker, CETL Staff Forum Mindful Communication. (March 27, 2019).

Committee Member, Active Learning Sub-Committee. (October 10, 2018 - December 18, 2018).

Guest Speaker, Moriya, Japan Student Exchange Program. (July 24, 2018).

Committee Member, Dissertation Committee. (April 2, 2016 - May 17, 2017).

Guest Speaker, CETL Mindful Communication Staff Forum. (May 2, 2017).

Guest Speaker, CETL Business Ethics Part 2 Staff Certification Forum. (April 27, 2017).

Guest Speaker, CETL Business Ethics Part 1 Certification Staff Forum. (April 11, 2017).

Guest Speaker, Moriya Japan Student Program. (July 2016 - 2016).

Workshop Organizer, CETL Mindful Communication Staff Forum. (December 4, 2016).

Guest Speaker, CETL Faculty Forum "Riding the Waves through Contemplative Practice". (November 14, 2016).

Guest Speaker, Daniels Scholars Retreat. (October 15, 2016).

Guest Speaker, Student Orientation Faculty Success Tips. (June 2016 - August 2016).

Guest Speaker, CETL Business Ethics Part 2 Staff Certification Forum. (May 5, 2016).

Guest Speaker, CETL Business Ethics Part 1 Staff Certification Forum. (April 28, 2016).

Guest Speaker, CETL Mindful Communication Forum. (April 21, 2016).

Guest Speaker, Student Orientation Faculty Success Tips. (June 2015 - August 2015).

Guest Speaker, National Association of College and University Food Services. (May 20, 2015).

Guest Speaker, CETL Staff Forum on Mindful Communication. (April 28, 2015).

Committee Member, UNC Research Advisory Council. (2011 - 2014).

Guest Speaker, CETL Faculty Forum "Using Ki as an approach to working with students: Lessons learned through the martial arts lens. (November 3, 2014).

Committee Member, Doctoral Dissertation. (May 2014 - November 3, 2014).

Guest Speaker, Student Orientation Faculty Success Tips. (June 2014 - August 2014).

Other Institutional Service Activities, Honors Scholars and Leadership. (2013).

Faculty Advisor, President's Leadership Program Faculty Fellow. (2013).

Committee Member, Equity and Diversity Council. (2011).

Committee Member, Honors Scholars and Leadership Faculty Advisory Board. (2011).

Other Institutional Service Activities, UNC Preview Day Presentation. (2011).

Committee Member, Honors Scholars and Leadership Faculty Advisory Board. (2010).

Committee Member, University Research Advisory Council Member. (2010).

Other Institutional Service Activities, Graduate Teaching Assistants Intensive Speaker. (2009).

Committee Member, Honors Scholars and Leadership Faculty Advisory Board. (2009).

Other Institutional Service Activities, Inspiring Women Award Banquet Keynote Speaker. (2009).

Other Institutional Service Activities, UNC Human Resources Office Retreat Speaker. (2009).

Committee Member, University Co-Curricular Transcript Committee Member. (2009).

Committee Member, University Research Advisory Council Member. (2009).

Other Institutional Service Activities, CETL Advising Forum Panel. (2008).

Committee Member, Dean of Students Search Committee. (2008).

Other Institutional Service Activities, Diversity Panel - Grounds for Sharing. (2008).

Other Institutional Service Activities, Earth Day Seeds of Change Exhibit Keynote Speaker. (2008).

Other Institutional Service Activities, Finding Your Voice Conference. (2008).

Other Institutional Service Activities, Graduate School. (2008).

Other Institutional Service Activities, Hall Directors' In-service Workshop. (2008).

Other Institutional Service Activities, Junior Honor Society Induction Ceremony Keynote Speaker. (2008).

Other Institutional Service Activities, Peter Senge event. (2008).

Student Placement, President's Banquet for New Students. (2008).

Other Institutional Service Activities, Presidential Scholarship Banquet. (2008).

Other Institutional Service Activities, SRC. (2008).

Other Institutional Service Activities, Student Leadership Forum. (2008).

Other Institutional Service Activities, Student Success Advisory Board. (2008).

Committee Member, Academic Planning Steering Committee. (2007).

Conference-Related, Academy of Management. (2007).

Other Institutional Service Activities, New Student Orientation Academic Tips Presentations. (2007).

Other Institutional Service Activities, Planning for Peter Senge event. (2007).

Committee Member, President's Planning Council. (2007).

Committee Member, Service Learning Forum Committee. (2007).

Other Institutional Service Activities, Supervisor Training. (2007).

Committee Member, Academic Plan Steering Committee. (2006).

Committee Member, Academic Plan Subcommittee on Enrollment. (2006).

Conference-Related, Academy of Management. (2006).

Other Institutional Service Activities, Discover UNC New Student Orientation. (2006).

Committee Member, General Education Council. (2006).

Conference-Related, Institute for Behavioral and Applied Management. (2006).

Committee Member, President's Planning Council. (2006).

Other Institutional Service Activities, President's Planning Council. (2006).

Other Institutional Service Activities, University. (2006).

Conference-Related, Colorado Geographic Alliance. (2005).

Other Institutional Service Activities, Discover UNC. (2005).

Other Institutional Service Activities, Faculty and Staff Professional Development Taskforce. (2005).

Committee Member, General Education Council Core Curriculum Committee member. (2005).

Committee Member, General Education Council. (2005).

Conference-Related, Institute of Behavioral and Applied Management. (2005).

Other Institutional Service Activities, University Center staff development workshop. (2005).

Conference-Related, Institute of Behavioral and Applied Management. (2004 - 2005).

Faculty Advisor, Association of Women in Communication. (2004).

Other Institutional Service Activities, Discover UNC. (2004).

Committee Member, General Education Council. (2004).

Other Institutional Service Activities, Honors Program. (2004).

Faculty Advisor, McNair Scholars Program. (2004).

Other Institutional Service Activities, Office of Assessment. (2004).

Other Institutional Service Activities, Supervisor Training. (2004).

Other Institutional Service Activities, University Center Events Planning. (2004).

Other Institutional Service Activities, University Center. (2004).

Other Institutional Service Activities, Association of Women in Communication. (2003).

Other Institutional Service Activities, Discover UNC. (2003).

Committee Member, Freshman Experience Task Force. (2003).

Conference-Related, Institute of Behavioral and Applied Management. (2003).

Other Institutional Service Activities, McNair Scholars Program. (2003).

Other Institutional Service Activities, Supervisor Training. (2003).

Committee Member, UNC Foundation CEO/President Search. (2003).

Committee Member, Center for International Education Director Search Committee. (2002).

Other Institutional Service Activities, Discover UNC. (2002).

Committee Member, Foreign Language Day Judge. (2002).

Conference-Related, Institute of Behavioral & Applied Management. (2002).

Other Institutional Service Activities, National Student Exchange Interviewer. (2002).

Committee Member, University General Education Composition Committee. (2001).

Conference-Related, Institute of Behavioral & Applied Management. (2000 - 2001).

Committee Member, University Search Committee. (1999).

College Service

Committee Member, Strategic Planning Committee. (October 21, 2020 - Present).

Faculty Advisor, Delta Sigma Pi. (September 2019 - Present).

Committee Member, Search Committee for Director of Student Success, Outreach & Student Relations. (December 1, 2020 - January 2021).

Committee Member, MCB Dean's Search Committee. (September 2015 - January 2016).

Faculty Advisor, MCB Summer Advising. (June 2015 - August 2015).

Speaker, Delta Sigma Pi. (March 1, 2015).

Committee Member, MCB Dean's Search Committee. (September 2014 - January 2015).

Speaker, Alpha Kappa Psi. (September 4, 2014).

Committee Member, General Faculty Meetings. (September 1, 2013 - August 31, 2014).

Committee Member, MCB Management Dept. (September 1, 2013 - August 31, 2014).

Committee Member, Global Programs Committee. (September 1, 2012 - August 31, 2014).

Committee Member, MCB General Faculty Meeting. (September 1, 2010 - August 31, 2013).

Committee Member, Student Affairs. (September 1, 2011 - August 31, 2012).

Committee Member, MCB Ethics Task Force. (2010).

Committee Member, MCB Student Affairs Committee. (2010).

Committee Member, MCB Student Affairs. (September 1, 2009 - August 31, 2010).

Committee Member, MCB General Faculty Meetings. (September 1, 2004 - August 31, 2010).

Faculty Advisor, Honors Program. (2007).

Other Institutional Service Activities, DSC Brainstorming Sessions on Center for Performance Excellence. (2006).

Committee Member, Institute for Performance Excellence. (2006).

Other Institutional Service Activities, Student Affairs Committee. (2006).

Committee Member, MCB Curriculum. (September 1, 2003 - August 31, 2006).

Other Institutional Service Activities, Delta Sigma Pi. (2005).

Committee Member, MCB Curriculum Committee. (2005).

Other Institutional Service Activities, MCB Student Affairs Committee. (2005).

Faculty Advisor, Delta Sigma Pi. (2004 - 2005).

Other Institutional Service Activities, MCB Faculty Affairs. (2004).

Committee Member, Curriculum Committee. (2003 - 2004).

Other Institutional Service Activities, Delta Sigma Pi. (2003).

Committee Member, MCB General Faculty Meetings. (September 1, 2002 - August 31, 2003).

Other Institutional Service Activities, Delta Sigma Pi. (2002).

Other Institutional Service Activities, Decision Support Center Facilitator. (1999 - 2002).

Other Institutional Service Activities, Delta Sigma Pi. (2001).

Other Institutional Service Activities, Monfort College of Business Decision Support Center. (2001).

Department Service

Committee Member, Management Program. (September 1, 2007 - August 31, 2014).

Committee Member, School of Management and Marketing. (September 1, 2005 - August 31, 2006).

Committee Member, Management. (September 1, 2002 - August 31, 2005).

Other Institutional Service Activities, CHE (Center for Human Enrichment). (2003).

Other Institutional Service Activities, Gear-Up Program. (2003).

Committee Member, General Business. (September 1, 2000 - August 31, 2003).

Other Institutional Service Activities, CSU Summer Program Graduation. (1999).

Program Service

Committee Member, Center for Applied Contemplative Studies. (November 27, 2017 - Present).

Professional Service

Reviewer, Journal Article, Journal of Business Ethics. (April 17, 2020 - Present).

Board of Advisors of a Company, Springer Management, Change, Strategy, and Positive Leadership Series. (February 25, 2017 - Present).

Editorial Review Board Member, Journal of Behavioral & Applied Management. (2012 - Present).

Judge, University of Northern Colorado, Greeley, Colorado. (November 16, 2019).

Reviewer, Journal Article, Journal of Business Ethics. (March 2019 - September 2019).

Reviewer, Journal Article, Sage Open. (February 2019 - March 2019).

Association of Certified Fraud Examiners, Milliken, Colorado. (November 14, 2018).

Reviewer, Journal Article, Current Psychology. (October 7, 2017 - April 25, 2018).

Reviewer, Journal Article, Journal of Business Ethics. (December 2015 - June 2016).

Reviewer, Journal Article, Journal of Management Spirituality and Religion. (September 2015 - January 2016).

Guest Lecturer, Colorado State University. (May 5, 2015).

Reviewer, Ad Hoc Reviewer, Journal of Management Education. (March 2014 - July 2014).

Reviewer, Journal Article, Journal of Business and Economics Research. (2013).

Reviewer, Journal Article, Journal of Human Relations. (2013).

Reviewer, Journal Article, Journal of Business Education. (2012).

Academy of Management. (2011).

Academy of Management. (2011).

Committee Member, Colorado State University. (2011).

Editorial Review Board Member, Journal of Behavioral & Applied Management. (2011).

Reviewer, Journal Article, Journal of Behavioral & Applied Management. (2011).

Reviewer, Journal Article, Journal Of Management Education. (2011).

Committee Chair, University of Northern Colorado. (2011).

Committee Chair, University of Northern Colorado. (2011).

Committee Member, University of Northern Colorado. (2011).

Committee Member, University of Northern Colorado. (2011).

Committee Member, University of Northern Colorado. (2011).

Advisor, University of Northern Colorado. (2011).

Academy of Management. (2010).

Academy of Management. (2009).

Academy of Management. (2008).

Committee Member, Colorado State University, Fort Collins, Colorado. (2007).

Advisor, Honors Program. (2007).

Editor, Journal Editor, Journal of Behavioral and Applied Management. (2007).

Reviewer, Journal Article, Journal of Behavioral and Applied Management. (2007).

Committee Member, Touro University International. (2007).

Committee Member, University of Northern Colorado, Greeley, Colorado. (2007).

Committee Member, Colorado State University, Fort Collins, Colorado. (2006).

Reviewer, Journal Article, Institute of Behavioral and Applied Management. (2006).

Reviewer, Journal Article, Institute of Behavioral and Applied Management. (2006).

Editor, Journal Editor, Journal of Behavioral and Applied Management. (2006).

Committee Member, Touro University International, Cypress, California. (2006).

Committee Member, University of Northern Colorado, Greeley, Colorado. (2006).

Committee Member, Colorado State University, Fort Collins, Colorado. (2005).

Committee Member, Colorado State University, Fort Collins, Colorado. (2005).

Other Professional Service Activities, Denver Business Journal, Denver, Colorado. (2005).

Reviewer, Journal Article, Journal of Behavioral and Applied Management. (2005).

Reviewer, Journal Article, Journal of Management Education. (2005).

Editor, Journal Editor, Journal of Behavioral and Applied Management. (2005).

Committee Member, Touro University International, Cypress, Florida. (2005).

Committee Member, Colorado State University, Fort Collins, Colorado. (2004).

Reviewer, Journal Article, Journal of Behavioral and Applied Management. (2004).

Reviewer, Journal Article, Journal of Management Education. (2004).

Reviewer, Journal Article, Journal of Management Inquiry. (2004).

Reviewer, Journal Article, Academy of Management. (2003).

Reviewer, Journal Article, Journal of Behavioral and Applied Management. (2003).

Committee Member, Academy of Management. (2002 - 2003).

Reviewer, Journal Article, Journal of Behavioral & Applied Management. (2002).

Reviewer, Journal Article, Journal of Management Education. (2002).

Reviewer, Journal Article, Western Decision Science Institute. (2000 - 2002).

Reviewer, Journal Article, Journal of Behavioral & Applied Management. (2001).

Reviewer, Journal Article, Journal of Behavioral & Applied Management. (2000).

Public/Community Service

Guest Speaker, Greeley Tribune, Greeley, CO. (December 12, 2017).

Other Community Service Activities, Greeley Tribune. (2006).

Other Community Service Activities, Hospice and Palliative Care. (2006).

Other Community Service Activities, KUNC. (2006).

Other Community Service Activities, United Way. (2006).

Other Community Service Activities, Colorado Greyhound Companions. (2005).

Other Community Service Activities, Colorado Greyhound Companions. (2004).

Committee Member, Half Moon Residential Center. (2004).

Other Community Service Activities, State Farm Insurance. (2004).

Consulting

Flood and Peterson Insurance. (2006).

Greeley Chamber of Commerce. (2006).

Greeley Tribune. (2006).

KUNC. (2006).

John XXIII Catholic Church. (2005).

John XXIII Catholic Church. (2004).

Regis University. (2004).

Premier Farm Credit. (2003).

UNC Foundation. (2003).

State of Wyoming. (2002).

State of Wyoming. (2002).

Weld County Hospice. (2002).

DEVELOPMENT ACTIVITIES ATTENDED

Workshop, "Teaching Workshop by Harvey Brightman," Greeley, CO, United States. (January 4, 2019).

Conference Attendance, "2018 Daniels Fund Ethics Consortium Summit," Daniels Fund, Denver, Colorado, United States. (October 18, 2018 - October 19, 2018).

Conference Attendance, "Giving Voice to Values," Better Business Bureau, UNC, CSU, Univ. of Wyo, Loveland, Colorado, United States. (October 11, 2018).

Conference Attendance, "AACSB Online and Blended Education Seminar," Tampa, FL. (December 2, 2017 - December 3, 2017).

Conference Attendance, "Daniels Fund Ethics Consortium Summit," Daniels Fund, Denver, CO. (October 2014).

Conference Attendance, "Daniels Fund Ethics Workshop," Daniels Fund, Santa Fe, NM. (May 2014).

Other Professional Development, Academy of Management, Boston, Massachusetts. (2012).

Other Professional Development, LEAP Summit, Loveland, Colorado. (2012).

Seminar, "Appreciative Inquiry Certification," Orlando, Florida. (2007).

Seminar, "Business Innovation for Sustainability," Atlanta, Georgia. (2007).

Seminar, "Change Management," Greeley, Colorado. (2007).

Tutorial, "ThinkTank," Denver, Colorado. (2007).

Seminar, "AACSB Assessment," Tampa, Florida. (2006).

Seminar, "Appreciative Inquiry Certification," Cleveland, Ohio. (2006).

Seminar, "Grant Writing," Greeley, Colorado. (2006).

Seminar, "AACSB Business Ethics Conference," Boulder, Colorado. (2004).

Seminar, "Master Teacher Program," Greeley, Colorado. (2004).

Seminar, "Master Teacher Program," Atlanta, Georgia. (2003).

Tutorial, "Group Systems," Tucson, Arizona. (2000).

AWARDS AND HONORS

Leadership

Campus Being a Difference Award, Student Center for Public Trust, National Board of State Boards of Accountancy. (September 6, 2017).

Other

Management Professor of the Year, Monfort College of Business College Student Council. (April 20, 2016).

Management Professor of the Year. (May 1, 2015).

Management Professor of the Year. (April 2014).

Best of UNC, The Mirror (UNC student paper). (2013).

Favorite Professor of the Year, Mortar Board. (2011).

Favorite Professor of the Year, Mortar Board. (2009).

General Business Professor of the Year, Monfort College of Business. (2008).

Inspiring Faculty Woman Award, The Women's Resource Center and the Stryker Institute for Leadership. (2008).

Service Award, Monfort College of Business. (2008).

Management Professor of the Year, Monfort College of Business. (2005).

Monfort College of Business Professor of the Year, Monfort College of Business. (2005).

UNC College of Performing and Visual Arts. (2005).

Who's Who Among America's Teachers. (2005).

Who's Who of Business Education. (2005).

Institute for Behavioral and Applied Management. (2003).

Who's Who among America's Teachers. (2003).

General Business Professor of the Year, Monfort College of Business. (2002).

Institute of Behavioral & Applied Management. (2002).

General Business Professor of the Year, Monfort College of Business. (2001).

General Business Professor of the Year, Monfort College of Business. (2000).

Scholarship/Research

Divisional Best Paper Award, Academy of Management. (2011).

Service

Higher Education Student Affairs Leadership, College of Education and Behavioral Sciences. (2010).

Academic Excellence Award in Faculty Advisement, University of Northern Colorado. (2006).

Academic Recognition, Housing & Residence Life. (2006).

Teaching

Professors to Know in Online MBA Programs in Colorado, BSchools. (August 19, 2019).

PROFESSIONAL MEMBERSHIPS

Academy of Management.