

Jacqueline N. Hood
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Education

Ph.D., University of Colorado at Boulder, August, 1989
Major Areas: Organizational Behavior and Organization Development
Minor Area: Social Psychology

MBA, Northern Illinois University, August, 1981
Area of emphasis: Finance

BA, Northern Illinois University, December, 1976
Major: Sociology
Minor: Psychology

Academic Experience

2002-present Professor of Organizational Behavior, The University of New Mexico. Teach classes at the undergraduate and graduate level in organizational behavior and diversity; organizational design and development; interpersonal dynamics; women in management; and men, women and leadership. Currently teach organizational behavior and diversity in Executive MBA program. Previously taught the international experience course for the EMBA program as well as management perspectives. Research interests include diversity management, organizational culture, leadership and ethics, and small business and entrepreneurship.

2005-present;
1996-2000 Department Chair, Organizational Studies, The University of New Mexico. During first term, Department Chair for 15 tenured or tenure-track faculty in organizational behavior, human resources management, business and society, strategy, law, economics, entrepreneurship, and travel and tourism management. Department employed approximately 23 additional adjunct instructors each semester and serviced approximately 35% of total credit hours for the Schools. Started Institute for Organizational Studies, which allocates funding for research and teaching, sponsored noted scholar seminars each semester, and encouraged paradigm shift research. Second term as Chair managed 9 tenured or tenure-track faculty and 2 lecturers in organizational behavior, human resources management, business and society, strategic management, and law.

2000-2006 Director, Transportation Management Research Center (T-MARC),

Department of Organizational Studies, University of New Mexico. Principal investigator of numerous transportation research projects including: integrated transportation analysis for transportation safety and security, cost/benefit analysis of research using real options and ROI, innovative practices in staffing planning, perceived benefits of state employment to aid in staffing, and development of a public survey technique to enhance design and development of highways.

- 1994-1996 Associate Dean, The University of New Mexico. Chief academic officer for the School of Management. Oversaw administrative staff. Initiated evening program for working adults seeking undergraduate education. During this period the Schools turned around a four-year decline in credit hours in the undergraduate program, increasing enrollments by 17% in two years.
- 1994-2002 Associate Professor of Organizational Behavior, The University of New Mexico.
- 1988-1994 Assistant Professor of Organizational Behavior, The University of New Mexico.
- 1986-1988 Instructor, Regis College, Denver, Colorado. Taught classes in organizational behavior, human resources management, women in management, corporate financial policy, and principles of economics I and II. Taught at the College while working on dissertation.
- 1983-1986 Instructor, University of Colorado at Boulder. Taught class in introduction to management and organizations while in doctoral program.
- Summer 1985-1986 Instructor, Metropolitan State College, Denver, Colorado. Taught classes on human resources management and cases in management while in the doctoral program.
- Summer 1983-1984 Instructor, University of Colorado at Denver. Taught classes on individuals and task groups and introduction to management and organizations while in the doctoral program.

Journal Articles

Hood, J.N., Jacobson, K., & Van Buren, H.J. III (forthcoming 2010). Creating Ethical Organizational Cultures by Managing the Reactive and Proactive Workplace Bully. International Journal of Economics and Business Research.

Van Buren, H. III & Hood, J.N. (forthcoming 2009). Building Student Competencies to Develop Power and Influence through Social Capital. Journal of Management Education.

Houghton, S.M., Smith, A.D., & Hood, J.N. (forthcoming 2009). The Influence of Social Capital on Strategic Choice: An Examination of the Effects of External and Internal Network Relationships on Strategic Complexity. Journal of Business Research.

Smith, H.L., Waldman, J.D., Hood, J.N., & Fottler, M.D. (2007). Strategic Management of Internal Customers: Building Value Through Human Capital and Culture. Advances in Health Care Management: Volume 6, 99-126.

Waldman, J.D., Smith, H.L., & Hood, J.N. (2006). Improving Medical Practice Outcomes by Retaining Physicians. Journal of Medical Practice Management, 21(5), 263-269.

Smith, A. D., Houghton, S. M., Hood, J. N., and Ryman, J. (2006). Power Relationships Among Top Managers: Does Power Team Dispersion Matter for Organizational Performance? Journal of Business Research, 59, 622-629.

Waldman, J.D., Smith, H.L., & Hood, J.N. (2006). Healthcare CEOs and Physicians: Reaching Common Ground. Journal of Healthcare Management, 51(3), 171-187.

Smith, H.L., Hood, J.N., & Waldman, J.D., & Smith, V. (2005). Creating a Favorable Practice Environment for Nurses. Journal of Nursing Administration, 35(12), 525-532.

Waldman, J.D., Hood, J.N., Smith, H.L., & Arora, S. (2004). Retention Rather than Turnover: Changing the Approach to Workforce Movements. Journal of Applied Business and Economics, 4(2), 38-60.

Hood, J. N., Olivas, T., Slocter, C. B., Howard, B., & Albright, D. P. (2003). Vulnerability Assessment through Integrated Transportation Analysis. Transportation Research Record: Journal of the Transportation Research Board, National Research Council, TRB Record No. 1822, Transportation Security and Infrastructure Protection, 18-23.

Hood, J. N. (2003). The Relationship of Leadership Style and CEO Values to Ethical

- Practices in Organizations. Journal of Business Ethics, 43, 263-273.
- Waldman, J. D., Smith, H. L., & Hood, J. N. (2003). Corporate Culture: A Missing Piece of the Healthcare Puzzle. Hospital Topics, 81(1), 5-14.
- Hood, J. N. & Logsdon, J. M. (2002). Business Ethics in the NAFTA Countries: A Cross-Cultural Comparison. Journal of Business Research, 55(11), 883-890.
- Hood, J. N., Muller, H. J., & Seitz, P. (2001). Attitudes of Hispanics and Anglos Surrounding a Workforce Diversity Intervention. Hispanic Journal of Behavioral Sciences, 23(4), 444-458.
- Hood, J. N., Alarid, T., & Albright, D. (2000). Staffing Plans in State Transportation Agencies. Transportation Research Record: Journal of the Transportation Research Board, National Research Council, Paper No. 00-143, pp. 12-20.
- Corzine, J. B. & Hood, J. N. (1998). Shadow and Light: Type A Behavior and Conflict Handling Styles in Entrepreneurs. Journal of Business & Entrepreneurship, 10(2), 115-128.
- Hood, J. N. & Young, J. E. (1997). Attitudes of Low-Income Individuals Towards Entrepreneurship: An Assessment. Journal of Entrepreneurship, 6(2), 179-196.
- Hood, J. N. & Young, J. E. (1995). Entrepreneurship Education and Economic Development: Bridging the Gap. Entrepreneurship, Innovation, and Change, 4(2), 133-147.
- Hood, J. N. & Young, J. E. (1994). Methods for Conveying Entrepreneurial Knowledge: Perceptions of Top Executives From Successful Entrepreneurial Firms. Journal of Enterprising Culture, 1(3/4), 297-320.
- Hood, J. N. & Koberg, C. S. (1994). Patterns of Differential Acculturation and Assimilation for Women in Business Organizations. Human Relations, 47(2), 159-181.
- Hood, J. N. & Smith, H. L. (1994). Quality of Working Life in Home Care: The Contribution of Leaders' Personal Concern for Staff. Journal of Nursing Administration, 24(1), 40-47.
- Hood, J. N. & Thompson, J. K. (1994). Care and Connection: A Study of Gender Differences in Charitable Contributions of Small Businesses. Journal of Business & Entrepreneurship, 6(2), 73-89.
- Smith, H. L., Hood, J. N., & Piland, N. F. (1994). Leadership and Quality of Working

- Life in Home Health Care. Home Health Care Services Quarterly, 14(4), 3-22.
- Smith, H. L., Hood, J. N., & Piland, N. F. (1994). Supervisors' Concern for Staff: Opportunities and Outcomes. The Health Care Supervisor, 12(3), 58-74.
- Hood, J. N. & Togo, D. F. (1993). Gender Effects for Graphics Presentation. Journal of Research on Computing in Education, 26(2), 176-184.
- Hood, J. N., Koberg, C. S., Thompson, A., & Foster, J. R. (1993). Examining Power Strategies in Selling Situations: Taking a Proactive Approach. Journal of Managerial Issues, 5(3), 313-327.
- Hood, J. N., Logsdon, J. M., & Thompson, J. K. (1993). A Comprehensive Model of Business-Education Collaboration. Business and Society, 32(1), 1-17.
- Thompson, J. K., Smith, H. L., & Hood, J. N. (1993). Charitable Contributions of Small Businesses. Journal of Small Business Management, 31(3), 35-51.
- Hood, J. N. & Young, J. E. (1993). Entrepreneurship's Requisite Areas of Development: A Survey of Top Executives in Successful Entrepreneurial Firms. Journal of Business Venturing, 8(2), 115-135.
- Thompson, J. K. & Hood, J. N. (1993). The Practice of Corporate Social Performance in Minority- Versus Nonminority-Owned Small Businesses. Journal of Business Ethics, 12(3), 197-206.
- Togo, D. & Hood, J. N. (1992). Quantitative Information Presentation and Gender: An Interaction Effect. Journal of General Psychology, 119(2), 161-167.
- Koberg, C. S. & Hood, J. N. (1991). Cultures and Creativity Within Hierarchical Organizations. Journal of Business and Psychology, 6(2), 265-271.
- Hood, J. N. & Koberg, C. S. (1991). Accounting Firm Cultures and Creativity Among Accountants. Accounting Horizons, 5(3), 12-19.
- Chusmir, L. H. & Hood, J. N. (1988). Predictive Characteristics of Type A Behavior Among Working Men and Women. Journal of Applied Social Psychology, 18, 688-698.
- Chusmir, L. H. & Hood, J. A. (1986). Relationship Between Type A Behavior and Motivational Needs. Psychological Reports, 58(3), 783-794.

Case Publication

- Hood, J.N. (2006). Transformational Leadership in Architecture Firms: Leadership at

Dekker/Perich/Sabatini. Case study in Professional Practice 101 (2nd ed.) by Andy Pressman (pp. 368-373). New York: John Wiley & Sons, Inc.

Refereed Proceedings

Hood, J.N. & Logsdon, J.M. (2008). The Influence of Organizational Culture Type on Forms of Bullying Behavior. Proceedings of the International Association of Business and Society, Tampere, Finland, 65-73.

Logsdon, J.M., Hood, J.N., & Detry, M. (2007). Bullying in the Workplace: Challenges to Preserving an Ethical Organization. Proceedings of the International Association for Business and Society, Florence, Italy, 67-71.

Logsdon, J. M. & Hood, J. N. (2001). The Impacts of Leadership and Culture on Ethical Decision Making: The Case of the NAFTA Countries. Proceedings of the Eighth Cross Cultural Research Conference, Oahu, Hawaii.

Hood, J. N. & Logsdon, J. M. (1999). Business Ethics in the NAFTA Countries: A Cross-cultural Comparison. Proceedings of the Seventh Symposium on Cross-Cultural Consumer and Business Studies, Cancun, Mexico.

Hood, J. N. (1999). The Influence of Values and Transformational Leadership on Ethical Practices in Organizations. Proceedings of the International Association for Business and Society, Paris, France, 65-70.

Corzine, J. B. & Hood, J. N. (1997). Type A Behavior and Conflict Handling Styles Among Entrepreneurs and Managers. Proceedings of the Association on Employment Practices and Principles, Entrepreneurship Track, Miami, FL.

Hood, J. N. and Young, J. E. (1995). An Assessment of Attitudes of Low-Income Individuals Towards Entrepreneurship. Proceedings of the Academy of Entrepreneurship, Nassau, Bahamas, 244-245.

Hood, J. N. & Young, J. E. (1994). Entrepreneurship and Regional Development: Perspectives of Low Income Individuals. Proceedings of the 39th World Conference of the International Council for Small Business, Strasbourg, France.

Hood, J. N. & Young, J. E. (1993). Entrepreneurship as a Route Out of Poverty and Low-Income Status: Realities, Barriers, and Hope. Proceedings of the 38th Annual World Conference of the International Council for Small Business, Las Vegas (Noteworthy Paper - Finalist Best Paper Award), 193-205.

Hood, J. N. & Young, J. E. (1991). An Empirical Study of Successful US Entrepreneurs Delineating Pedagogical Approaches Toward Entrepreneurship. Proceedings of the World Conference on Entrepreneurship and Innovative Change, Singapore, 341-348.

Hood, J. N. & Young, J. E. (1991). Entrepreneurship's Requisite Areas of Knowledge: A Survey of Successful US Entrepreneurs. Proceedings of the 36th Annual World Conference of the International Council for Small Business, Vienna, Austria, 44-53.

Hood, J. N. & Young, J. E. (1990). A Preliminary Model of Entrepreneurial Knowledge and Methods of Conveyance. Proceedings of the National Meeting of the United States Association of Small Business and Entrepreneurship, Orlando, FL, 185-191.

Hood, J. N. & Chusmir, L. H. (1986). Factors Determining Type A Behavior Among Employed Men and Women. Proceedings of the National Academy of Management, Chicago, 332-336.

Academic Presentations

Lutgen-Sandvik, P. & Hood, J. N. Positive Organizational Communication and Workplace Bullying: The Risk of Building One and Avoiding the Other. To be presented at the National Communication Association, Chicago, November 2009.

Hood, J.N., Jacobson, K., & Van Buren, H.J. III Creating Ethical Organizational Cultures by Managing the Aggressive and the Narcissistic Bully. Presented at the Business & Economics Society International, Kona, Hawaii, July 2009.

Logsdon, J.M., Van Buren, H.J. III, & Hood, J.N. Can Employee Treatment be Monitored Effectively? Supplier Codes of Conduct and Bullying. Presented to the International Association for Business and Society, Snowmass, CO, June 2009.

Van Buren, H J. III, Hood, J.N., & Jacobson, K., Beyond (but including) the CEO: Diffusing corporate social responsibility throughout the organization through social networks. Presented at the Ashridge International Research Conference, Berkhamsted, UK, May 2009.

Van Buren, H. III & Hood, J.N. Building Student Competencies to Develop Power and Influence through Social Capital. Presented to the Management Education Division of the Academy of Management, Anaheim, August 2008.

Hood, J.N. & Van Buren, H.J. Social Capital as a Gendered Construct. Presented to the

Gender and Diversity in Organizations Division of the Academy of Management meeting, Philadelphia, PA, August 2007.

Van Buren, H.J. & Hood, J.N. Social Capital in Gendered Organizations. Presented at the Gender, Work and Organizations Conference, Keele, England, June 2007.

Van Buren, H. & Hood, J.N. A Multi-Level Model of Social Capital. Presented to the Organization and Management Theory Division of the Academy of Management Meeting, Atlanta, GA, August 2006.

Smith, A.D. & Hood, J.N. Influences on Firm Heterogeneity: Evidence from the Rural Telecommunications Industry. Presented at the Strategic Management Society Conference, Orlando, FL, October 2005.

Hood, J.N., Smith, A.D., & Houghton, S. M. To Join, to Lead, or to Create? Network Effects and Small Firm Product Offerings. Presented to the Entrepreneurship Division of the National Academy of Management, Honolulu, August 2005.

Sobel, A.L., White, K.R., Hood, J.N., Albright, D.P. An Interdependent Systems Framework: Development and Initial Application in the State of New Mexico. Presented at the Transportation Research Board Conference, Washington, DC, January 2005.

Thomas, D.E., Arthur, M.M., & Hood, J.N. Internationalization, TMT Gender Diversity, and Firm Performance in Mexican Firms. Presented to the International Division of the Academy of Management, New Orleans, August 2004.

Waldman, J. D., Smith, H. L. & Hood, J. N. Systems Thinking in Health Care Change. Presented at the International Conference for Systems Thinking in Management, Philadelphia, May 2004.

Hood, J. N. & Nguyen, C. P. The Impact of Narcissism on Perceptions of the Organizational Climate and Acculturation and Assimilation. Presented at the Western Academy of Management Meeting, Alyeska, Alaska, April 2004.

Waldman, J. D., Hood, J. N., Smith, H. G. & Arora, S. The Value of Retention in Health Care. Presented at the Western Academy of Management Meeting, Alyeska, Alaska, April 2004.

Waldman, J.D., Smith, H., Hood, J. N., and Arora, S. Retention Rather Than Turnover: Changing the Approach to Workforce Movements. Presented to the National Business and Economics Society, Kona, Hawaii, March 2004.

Rizvi, R., Hood, J. N., and Albright, D. P. Assessment of the Benefits and Costs of Research Projects: A Comparison of Four Methods of Analysis. Presented at the Transportation Research Board Conference, Washington, DC, January 2004.

Nguyen, C. & Hood, J. N. Adaptation to the Organization: The Relationship of Acculturation and Assimilation to Locus of Control, Job Satisfaction and Propensity to Leave. Presented at the Western Academy of Management Meeting, Palm Springs, April 2003.

Hood, J. N., Roehrig, S. C. & Albright, D. P. Integrated Transportation Analysis: Framework for Response to Natural Disasters and Malevolent Attacks. Presented at the National Academy of Sciences, Transportation Research Board Conference, Washington, D. C., January 2003.

Hood, J. N. & Fuller, S. Organizational Culture, Networking, and Inclusion. Presented as part of a Symposium for the Gender and Diversity in Organizations Division, Academy of Management Meeting, Denver, CO, August 2002.

Hood, J.N. & Oakes, L The "Place" of Activism Within the Academy of Management. Presented as a part of an All Academy Symposium at the Academy of Management Meeting, Gender and Diversity in Organizations Division, Denver, CO, August 2002.

Nguyen, C. P. & Hood, J. N. The Impact of Leadership on the Relationship of Locus of Control and Well-being to Job Outcomes. Presented at the Western Academy of Management Meeting, Santa Fe, March 2002.

Mullins, M., Hood, J. N., Alarid, A., & Albright, D. The Employee-Career Continuum: Finding and Keeping Exceptional Employees. Presented at the National Academy of Sciences, Transportation Research Board, Washington, DC, January 2002.

Oakes, L. & Hood, J. N. Political Acts as Knowledge Creation. Presented as part of a symposium at the Academy of Management Meeting, Gender and Diversity in Organizations Division, Washington, D.C., August 2001.

Pitcher, P., Smith, A. D., Hood, J. N., and Houghton, S. M. Top Management Team Heterogeneity, Power and Performance in a Hospital Setting. Presented at the Academy of Management, Business Policy and Strategy Division, Washington, D.C., August 2001.

Alarid, T., Hood, J. N., & Albright, D. Staffing Plans in State Transportation Agencies. Presented at the National Academy of Sciences, Transportation Research Board, Washington, D.C., December 1999.

Hood, J. N., Muller, H. J., & Seitz, P. Changes in Attitudes of Hispanic and Anglo Management Students Surrounding a Workforce Diversity Intervention. Presented in the Management Education Division at the National Academy of Management meeting, Chicago, August 1999.

Hood, J. N. The Relationship of Human Resource Policies and Practices with Performance in High-Technology Entrepreneurial Firms. Presented in the Entrepreneurship Division at the Academy of Management Meeting, San Diego, August 1998.

Muller, H. J. & Hood, J. N. Business Students' Perceptions of Workforce Diversity. Presented in the Management Education Division of the Academy of Management Meeting, San Diego, August 1998.

Hood, J. N. & North, M. L. Do Diversity Strategies Make a Difference? An Exploratory Study of the Relationship Between Strategies for Cultural Change, Perceived Power and Promotion Processes. Presented in the Women in Management Division at the Academy of Management Meeting, Cincinnati, OH, August 1996.

Hood, J. N. Motivation Needs and Their Relationship to Job Attitudes for Home Health Care Workers. Presented in the Health Care Administration Division at the National Academy of Management Meeting, Vancouver, August 1995.

Hood, J. N. & Young, J. E. Entrepreneurship and Economic Development: Bridging the Gap. Presented at the Association for Private Enterprise Education International Convention, Washington, D.C., April 1993.

Hood, J. N. Women's Adaptation to Business Organizations: Finding Their "Place" in the Culture. Presented as part of a joint session with the Organizational Behavior and the Women in Management Divisions at the National Academy of Management Meeting, Las Vegas, August 1992.

Logsdon, J. M., Hood, J. N., & Thompson, J. K. A Comprehensive Model of Business-Education Collaboration. Presented in the Social Issues in Management Division at the National Academy of Management Meeting, Las Vegas, August 1992.

Thompson, J. K. & Hood, J. N. A Comparison of Corporate Social Performance in Female-Owned and Male-Owned Small Businesses. Presented in the Entrepreneurship Division at the National Academy of Management Meeting, Miami, August 1991.

Thompson, J. K., Hood, J. N., & Smith, H. Corporate Social Performance in Small

Businesses: An Empirical Investigation of Charitable Donations. Presented in the Social Issues in Management Division at the National Academy of Management Meeting, Miami, August 1991.

Hood, J. N., Logsdon, J. M., & Thompson, J. K. The Albuquerque Business/Education Compact: Structure, Process, and Initial Results. Presented as a joint session with the Public Sector and the Social Issues in Management Divisions at the National Academy of Management Meeting, San Francisco, August 1990.

Hood, J. N. & Koberg, C. S. Acculturation and Assimilation of Women as Applied to the Business Organization. Presented at the Western Academy of Management Meeting, Salt Lake City, March 1990 (Outstanding Paper - Finalist Best Paper Award).

Koberg, C. S. & Hood, J. N. Situational and Individual Factors Affecting Choice of Power Base Usage in a Mutually Dependent Situation. Presented in the Conflict Management Division at the National Academy of Management Meeting, New Orleans, August, 1987.

Submission

Jacobson, K., Hood, J.N., & Van Buren, H J. III. Beyond (but including) the CEO: Diffusing corporate social responsibility throughout the organization through social networks. Submitted to the Journal of Business Ethics, June 2009.

Research in Progress

Hood, J.N. & Van Buren, H.J. Social Capital as a Gendered Construct. To be submitted to Organization Studies, 2009.

Lutgen-Sandvik, P. & Hood, J. N. Positive Organizational Communication and Workplace Bullying: The Risk of Building One and Avoiding the Other. To be submitted to the Academy of Management Journal, 2009.

Logsdon, J.M., Hood, J.N., & Detry, M. Bullying in the Workplace: Challenges to Preserving an Ethical Organization. To be submitted to the Journal of Business Ethics.

Van Buren, H. J. & Hood, J.N. Building Personal, Group, and Organizational Advantage: A Multi-Level Model of Social Capital. To be submitted to Review of Business Research.

Van Buren, H. J. & Hood, J. N. Cohesion through Value-Oriented Ties: Integrating Social Capital at Collective Levels of Analysis. To be submitted to Organizational

Studies.

Hood, J. N. & Nguyen, C. P. The Impact of Psychological Predispositions and Supportive Leadership on Job Satisfaction and Propensity to Leave. To be submitted to Leadership Studies.

Hood, J. N. & Gronert, M. Professional Development and Training of State Employees in Rural and Culturally Diverse Settings. To be submitted to Public Personnel Management.

Thomas, D.E., Arthur, M.M., & Hood, J.N. Internationalization, TMT Gender Diversity, and Firm Performance in Mexican Firms.

Hood, J. N. & Nguyen, C.P. Adaptation to the Organization: The Relationship of Acculturation and Assimilation to Locus of Control, Job Satisfaction and Propensity to Leave.

Hood, J.N. & Nguyen, C.P. The Impact of Narcissism on Perceptions of the Organizational Climate and Acculturation and Assimilation.

Hood, J. N. The Impact of Motivation Needs on Job Attitudes of Home Health Care Workers.

Invited Presentations

“Organizational Culture Factors in Mergers and Acquisitions,” invited presentation for Leadership Team at Bohannon Huston, August 21, 2009.

“Teams and Trust,” invited presentation for University of New Mexico Staff Council, August 4, 2009.

“Genderspeak: How Men and Women Communicate in Organizations,” invited presentation for the Core of Engineers, March 26, 2009.

“The Bully Next Door: How a Difficult Behavior can Kill Your Culture,” invited presentation (with Bobby Holstead) for the Greater Albuquerque Chamber of Commerce Leadership Conference, March 18, 2009.

“Creating and Maintaining an Ethical Culture Free of Bullying Behavior,” invited presentation at the ASTD New Mexico Annual Conference, October 10, 2008.

“How Do You Develop Effective Leaders?” invited presentation at the Human Resource Excellence Awards and Seminar, SHRM of New Mexico, October 27, 2008.

“Explore the Possibility: Creating an Organizational Culture Built on Communication, Honesty, and Trust,” presented for the Anderson Faculty Lecture Series, September 17, 2008.

“Bullies and Beyond: The Impact on You and Your Organization,” presentation for the 2008 SHRM of NM State Conference, April 14, 2008.

“Bullying in the Workplace: Challenges to Maintaining an Ethical Organizational Culture,” invited presentation for the Anderson Faculty Lecture Series, presented in April 2008.

“Bullies Need Not Apply,” invited presentation for the Society for Human Resources Management, September 2007.

“Effective Communication in the Workplace,” invited presentation for the UNM Alumni Association Senior Day Conference, February 2006.

“Professional Ethics: What is It and Who is Responsible?” invited presentation for the UNM Alumni Association Senior Day Conference, February 2006.

“Creating and Fostering the Learning Environment,” invited presentation for a panel at Sandia National Laboratories, Division 10000, July 2005.

“Effective Communication Skills,” invited presentation for the UNM Advancement Division Seminar, March 2005.

“Resolving Team Conflict,” invited presentation for the New Mexico State Council of the Society for Human Resource Management, February 2005.

“The Dysfunction Junction: Getting Your Team on Track,” invited presentation for TEC International, Albuquerque, NM, October 2004.

“Interdependent Systems Framework,” invited panel presentation at the New Mexico Surety Task Force, Santa Fe, NM, July 2004.

“The Dysfunction Junction: Getting Your Team on Track,” invited presentation for the Management Development Center Human Resource Managers’ Breakfast, Albuquerque, NM, January 2004.

“The Dysfunction Junction: Getting Your Team on Track,” invited presentation for the

EMBA Alumni Dinner, Albuquerque, NM, January 2004.

“Managing the Intangible: Nonverbal Communication for Human Resource Managers,” invited presentation for the Human Resource Management Association, Albuquerque, NM, December 2003.

“Using Nonverbal Communication to Enhance Your Effectiveness,” invited presentation for the Institute of Internal Auditors, Albuquerque, NM, December 2003.

“Effective Nonverbal Communication,” invited presenter for the Association of Latino Professionals in Finance and Accounting, Albuquerque, NM, October 2003.

“Concepts and Deployment of ITA,” invited presenter for the Fortieth Paving and Transportation Conference, Albuquerque, NM, January 2003.

“Professional Development and Training of Transportation Employees in Rural and Culturally Diverse Employees,” invited presenter for the Local Technical Assistance Program, State Advisory Board, November 2002.

“Professional Development and Training of Transportation Employees in Rural and Culturally Diverse Employees,” invited presenter for the Federal Highway Administration, New Mexico Office, October 2002.

“Surviving a Change in Management,” invited panel member for the Association of Art Museum Administrators conference, April 2002.

“Domestic Scan Results,” invited speaker to the American Association for State Highway and Transportation Officials, Human Resources Division annual meeting, San Antonio, Texas, March 2002.

“Survey on Recruitment, Retention, and Workforce Development,” invited speaker to the National Transportation Training Directors Conference, New Orleans, November 2001.

“Recruitment and Retention,” invited presentation speaker at the Western Association for State Highway and Transportation Officials, Phoenix, Arizona, July 2001.

“Genderspeak: Do Women and Men Communicate in Organizations?,” invited speaker for the Institute of Management Accountants, May 2001.

“Staffing Issues in Transportation,” invited presentation for the American Association for State Highway and Transportation Officials, Human Resources Conference, Minneapolis, Minnesota, April 2001.

“Staffing Plan Data Base Development,” invited presentation for Construction Management Committee of the Transportation Research Board, Washington, DC, December 2000.

“Staffing Plan Data Base Development for State DOT’s,” invited presentation at the American Association for State Highway and Transportation Officials, Indianapolis, Indiana, November 2000.

“Managing Stress in Complex and Changing Environments,” invited workshop for the 15th Annual EEO/Diversity Training and Awareness Seminar for the Albuquerque/Santa Fe/Los Alamos Equal Employment Opportunity Council, July 2000.

“Communication and Conflict in Organizations,” invited presentation for New Mexico Association of Counties (NMAC) 2000 Annual Conference, Roswell, June 2000.

“Effective Conflict Management,” invited presentation for the Arts and Sciences Administrative Staff Retreat, September 1999.

“Mix Up Your Talk for Effective Communication,” invited workshop for the 14th Annual EEO/Diversity Training and Awareness Seminar for the Albuquerque/Santa Fe/Los Alamos Equal Employment Opportunity Council, July 1999.

“Gender Sensitivity for Coaches in College Athletics,” invited seminar for the University of New Mexico coaches, March 1999.

“Achieving Consensus with Difficult People,” invited presenter for Arts & Sciences Annual Chairs Retreat, University of New Mexico, August 1998.

“Best Practices for Women to Communicate in the Workplace,” invited workshop for the 13th Annual EEO/Diversity Training and Awareness Seminar for the Albuquerque/Santa Fe/Los Alamos Equal Employment Opportunity Council, July 1998.

“Conflict Management and Interpersonal Communication,” speaker at the New Mexico Medical Group Management Association, Albuquerque, June 1998.

“Time and Stress Management,” speaker at the Hispano Chamber of Commerce, Albuquerque, June 1998.

“Gender Issues in the Workplace,” keynote speaker and workshop presenter for the 19th

Annual Navajo Area "Courage to Succeed" Conference in Farmington, NM, November 1997.

"The Benefits of Managing Diversity," luncheon speaker for Department of Energy, Central Training Academy, Albuquerque, October 1997.

"Changes in Gender Issues in the Workplace," invited workshop for the 12th Annual EEO/Diversity Training and Awareness Seminar for the Albuquerque/Santa Fe/Los Alamos Equal Employment Opportunity Council, July 1997.

"Time Management," invited presentation to New Vision, April 1997.

"Developing Volunteer Leaders," invited presentation to the New Mexico Department of Public Health, ASSIST Project, March 1997.

"Careers 2000," invited speaker at the Furr's Women's Expo, March 1997.

"Effective Time Management," invited speaker at St. Joseph Healthcare Systems, January 1997.

"Business Education for the Next Century," invited speaker at Kiwanas Club, April 1996.

"Genderspeak: Do Women and Men Communicate in Organizations?," invited presenter at Sandia National Laboratory, January 1996.

"Women's Adaptation to Business Organizations," invited presenter at the Unitarian Church of Santa Fe, June 1992.

"Time and Stress Management," speaker at the luncheon meeting of Equifax Advisory Council, June 1991.

"Time and Stress Management," workshop for the Tierra del Sol Council of Camp Fire, Inc., April 1991.

"Group Problem Solving in Culturally Diverse Groups," presentation at the annual meeting of the New Mexico Association of Museums and the Museum Association of Arizona, April, 1991.

"Learning to Manage Stress," speaker for New Mexico Health and Environment Department, January 1991.

"Stress Management," speaker for the National Society of Fund Raising Executives,

November 1990.

"Stress and Time Management," workshop presented to the American Society of Women Accountants, March 1990.

Research Funding and Fellowships

Research Contract from the New Mexico State Highway and Transportation Department Research Bureau. Contract is for several projects in the Transportation Management Research Center (T-MARC), \$600,000, 1999-2006.

Economic Development Research Grant from ASM. "Creating Sustainable Partnerships for Economic Growth," with J. Logsdon and L. Oakes, \$18,250, 2005-2006.

Research Contract from the New Mexico State Highway and Transportation Department (NMSHTD), Long Range Planning. Contract is to conduct a study on the perceptions of the public of the NMSHTD, \$20,000, January 2002.

Research Grant from the Federal Highway Administration. "Professional development and training of highway employees in rural and culturally diverse settings", \$9,375, 2001-2002.

Research Grant from the Anderson Schools of Management Foundation, 1989, 1991-1994, 1997, and 2000.

Awarded the Gerald Hart Summer Research Fellowship for 1987 and 1988, University of Colorado.

University of New Mexico Developmental Research Fund, Summer 1988.

Honors and Awards

New Mexico Business Weekly 2007 Power Broker (100 influential people selected because of their business and community accomplishments).

Anderson Advisory Professorship, 2006-20012.

Anderson Foundation Board Community Leadership Award, 2006.

Nominated for Sarah Belle Brown Service Award, 2006.

New Mexico Business Weekly Woman of Influence Award, 2006.

Black, Albert & Mary Jane Professorship in Economic Development, 2005-2006.

Special Recognition Award at the Research Quality Initiative Banquet for "Leadership in Transportation Research and Development," by the New Mexico Department of Transportation Research Bureau on November 30, 2004.

Regents Lecturer (Presidential), University of New Mexico, 2002-2004.

Regents Lecturer, University of New Mexico, 1999-2001.

Baldrige Lumber Lectureship, University of New Mexico, 1996-1998.

Regents Lecturer, University of New Mexico, 1994-1996.

Finalist for Best Paper Award, International Council for Small Business meeting, Las Vegas, Nevada, 1993.

Who's Who in the West, 1993.

Elected to National Academy of Management Women in Management Division Executive Committee for three year term, 1992-1995.

National Academy of Management 1991 Women in Management Division Best Dissertation Award.

Finalist for Best Paper Award, Western Academy of Management, Salt Lake City, 1990.

Finalist for Best Paper Award, National Academy of Management, Women in Management Division, Chicago, 1986.

University of Colorado's representative at the Academy of Management OB/OT/OD Doctoral Consortium, National Academy of Management Meeting, New Orleans, August 1987.

Who's Who in Professional and Executive Women for 1987 and 1988.

Outstanding Young Women of America for 1987.

President of Sigma Iota Epsilon, honorary management fraternity, Mu Chapter, 1985-1986.

Named Outstanding Woman Student Leader of Northern Illinois University, 1981.

Awarded Research Assistantship at Northern Illinois University, 1979-1981.

Professional Associations

American Psychological Association
 Academy of Entrepreneurship
 Academy of Management
 International Council for Small Business
 International Association for Business and Society
 Southern Academy of Management
 United States Association for Small Business and Entrepreneurship
 Western Academy of Management

Professional Service

Editorial Review Board for *Equal Opportunities International*, 2006-present.

Transportation Research Board, Member, Management and Productivity Committee, 2002-2009.

National Academy of Management, Women in Management Division Executive Board, 1992-1995.

National Academy of Management, Chair of Membership Committee, Women in Management Division, 1993-1996.

Membership Committee, Women in Management Division of the National Academy of Management, 1992.

New Member Committee, Gender and Diversity in Organizations Division of the National Academy of Management, 2002-2004.

Best Paper Committee, Social Issues in Management, National Academy of Management, August 2002.

Dorothy Harlow Awards Committee reviewer, Women in Management Division, National Academy of Management, 1991.

Ad hoc reviewer for Human Relations, Journal of Business Research, Journal of Management Inquiry, Nonprofit and Voluntary Sector Quarterly, Psychology of Women Quarterly, Data Base, Journal of Applied Management and Entrepreneurship, Journal of Management Studies, Business & Society, and Group and Organization Management.

Reviewer for Psychology of Women Quarterly, 2008.

Reviewer for European Journal of Transport and Infrastructure Research, 2007.

Reviewer for International Journal of Management Reviews, 2007.

Reviewer for Canadian Journal of Administrative Sciences, 2004.

Reviewer for Business and Society, 2004-2005, 2006, 2008.

Reviewer for Transportation Research Board Conference, 2008-9.

Reviewer for Western Decision Sciences Institute Conference, 2004.

Review of Rosener and Jordan book proposal for Oxford University Press, 2002.

Reviewer for the Western Academy of Management Conference, 2000, 2001.

Reviewer for Southern Management Association, 2001.

Reviewer for IABS Conference, 2000, 2001, 2007-2009.

Reviewer for the 7th Annual Cross-Cultural Research Conference, 1999.

Reviewer for the Gender and Diversity in Organizations Division of the National Academy of Management, August, 1999-2009.

Reviewer for the Women in Management Division of the National Academy of Management, August, 1987-1989, 1991-1998.

Reviewer for Social Issues in Management Division of the National Academy of Management, August 2005, 2006, 2008, 2009.

Reviewer for Organizational Behavior Division of the National Academy of Management, August 2003-2004.

Reviewer for Entrepreneurship Division of the National Academy of Management, August 1997, 1999-2001, 2004.

Reviewer for the Health Care Administration Division of the National Academy of Management, August, 1994 and 1995.

Reviewer for the Organization Theory Division of the National Academy of

Management, August 1988.

Seminar participant in the Women in Management Doctoral Consortium, National Academy of Management, San Diego, August, 1998.

Facilitator for an Interactive Program session at the National Academy of Management, Organizational Behavior Division, Honolulu, August 2005.

Chairperson for a session in the Social Issues in Management Division at the National Academy of Management, Chicago, August 2009.

Chairperson for a session in the Gender and Diversity in Organizations Division at the National Academy of Management, Philadelphia, August 2008.

Chairperson for a session in the Organization Management Theory Division at the National Academy of Management, Atlanta, August 2006.

Chairperson for a session in the Organizational Behavior Division at the National Academy of Management, Honolulu, August 2005.

Chairperson for a session of the Western Psychological Association, Albuquerque, April, 1998.

Discussant for the Gender and Diversity in Organizations Division, National Academy of Management, Denver, August 2002.

Discussant for session of the Entrepreneurship Division, National Academy of Management, Toronto, August 2000.

Discussant for session of the Women in Management Division, National Academy of Management Meeting, August, 1987, 1993, 1994, and 1995.

Discussant for session of the Health Care Administration Division, National Academy of Management, Dallas, August 1994.

Chairperson for a session of the Women in Management Division, National Academy of Management Meeting, August 1988 and 1997.

Chairperson for a session of the Entrepreneurship Division, National Academy of Management Meeting, August 1997.

University Service

Faculty Senate Past-President (2008-2009)
 Faculty Senate President (2007-2008)
 Faculty Senate President-Elect (2006-2007)
 Faculty Senate (2005-2008)
 Faculty Senate Operations Committee (2005-2009)
 Steering Committee, Higher Learning Commission Accreditation (2007-2009)
 Provost's Planning Council (2006-2008)
 Provost's Strategic Planning Committee (2006-2007)
 Senior Day Conference Speaker for two sessions (2006)
 Facilitator for UNM Women's Studies Retreat (2006)
 Facilitator for Alumni Relations Office Retreat (2005)
 Marshall for Freshman Convocation Ceremony (2005-2007)
 Judge for UNM Undergraduate Research and Creativity Symposium (2005)
 Academic Freedom and Tenure Committee, Chair (2002-2004)
 Academic Freedom and Tenure Committee, Chair-Elect (2001-2002)
 Academic Freedom and Tenure Committee, Member (2001-2005)
 Core Curriculum Task Force (2004-2006)
 Honorary Degree Committee (2003-2004)
 Facilitator for Advancement Workshop on Communication Styles (2004)
 Faculty Dispute Resolution Board of Directors (2002-2004; 2008-2009)
 Athletic Council (2003; 2008-present)
 Provost's College Ranking Committee (2002-2003)
 Focus Group Facilitator for Provost's Strategic Planning Initiative (2000)
 Provost's Strategic Planning Committee (2000-2001)
 Facilitator, Office of Research Services brainstorming session to reduce the global nuclear threat (2000)
 Facilitator, English Department Strategic Planning Retreat (2000)
 School of Medicine Faculty Development Task Force (1999)
 Provost's Privatization Task Force (1997-1998)
 Graduation Marshall (1996-present)
 Chair, Senate Graduate Committee Curriculum Subcommittee (1996-1997)
 Senate Graduate Committee (1994-1997)
 Distance Learning Policy Committee (1996)
 University International Women's Day Planning Committee (1994)
 University Women's Studies Operations Committee (1992-1995)
 University Women's Studies Associates Committee (1992-1996)
 University Women's Studies Advisory Board (1990-1992)
 University Colloquium for Research on Women Committee (1990)

Anderson School of Management Service

Director, Transportation Management Research Center (T-MARC) (1999-2006)
 Chair, Department of Organizational Studies (1996-2000; 2005-present)

Anderson School Leadership Council (2006-present)
 UNM Interim Vice-President for Institutional Diversity search committee (2007)
 Associate Dean (1994-1996)
 Founding Member, Center for Ethical and Integral Management Studies (2002-2003)
 Faculty Advisor, Women Excelling in Business (WEB) (2002-2003)
 AACSB Outcomes Assessment Seminar Planning Committee (2000)
 AACSB Outcomes Assessment Seminar Presenter, Chicago (March 2000)
 Anderson Schools' Foundation Board Faculty Relations Committee (1998-2000)
 Chairs Council (1996-2000)
 Chair, Learning Outcomes Assessment Committee (1997-2000)
 Chair, Strategic Management Search Committee (2006-2007)
 Chair, General Management Search Committee (2004-2005)
 Chair, Strategic Management Search Committee (1997-1998; 1998-1999)
 Chair, Social Issues in Management Search Committee (1997-1998)
 Chair, OT/OB/HR Search Committee (1997-1998)
 Chair, Law Temporary Full-Time Search Committee (1996, 1997, 2000)
 Chair, Curriculum and Programs Committee (1996-1997)
 Chair, Visiting Professor Search Committees for OB and Business and Society (1996)
 Search Coordinator (1993-2002)
 Curriculum and Programs Committee (2002-2003)
 Policy and Planning Committee (2004-2005)
 Anderson Budget Committee (2002-2004)
 Member, Law Lecturer Search Committee (2004)
 Organizational Studies Full-Time Temporary Search Committee (2000)
 Accounting Full-Time Temporary Search Committee (1994, 2000)
 Accounting Area Search Committee (1994, 1999)
 Org Behavior/Human Resources Management Search Committee (1994, 2000)
 Placement Coordinator Search Committee (1994)
 Teaching Allocations Committee (1993)
 MIS Full-Time Temporary Search Committee (1993)
 Statistics Full-Time Temporary Search Committee (1993)
 OB/HRM Full-Time Temporary Search Committee (1993)
 Academic Advisory Committee (1992)
 Computing Advisory Committee (1991-1992)
 Curriculum and Programs Committee (1989-1990)
 Strategy/Entrepreneurship Search Committee (1990-1991 and 1991-1992; 2002-2003)
 BBA Program Manager Search Committee (1989-1990)

Additional Community Service

Board Member of Vivilux, 2009-present.

New Mexico Business Weekly Women of Influence 2007 Selection Committee.

Facilitator of Focus Group for New Mexico Project for Financial Literacy (NMPFL), 2005.

Developed Evaluation Process for New Mexico Public Schools Security Awareness Program, NM Surety Task Force, 2005.

President, Board of Directors, La Luz Experiential Development Center, 1998-2004.

Board of Directors, New Mexico Center for Dispute Resolution, 1998-2000.

Member of the Selection Committee for the Rio Grande Business Awards sponsored by Bank of America, KOAT-TV, and the Albuquerque Monthly Magazine, 1992-1993.