

FACULTY DATA SHEET

RICHARD S. ALLEN

UC Foundation Associate Professor of Management
Department of Management
University of Tennessee at Chattanooga
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EDUCATION

Doctoral Degree – 1998; University of Pittsburgh
Major: Organizational Studies
Minor: Organizational Behavior and Human Resources
Dissertation Title: The Role of the Reward System and Environmental
Turbulence in a Total Quality Management-Based Strategy.

Bachelor's Degree – 1983, The Pennsylvania State University
Major: Business Logistics

PROFESSIONAL EXPERIENCE

2003-present: Associate Professor of Management
The University of Tennessee at Chattanooga

1998-2003: Assistant Professor of Management
The University of Tennessee at Chattanooga

1995-1998: Adjunct Instructor
Robert Morris College

1993-present: President
ABCon Organizational Consulting

1992-1994: Graduate Assistant
University of Pittsburgh

1987-1992: Internal Consultant & Trainer
FedEx Ground (formerly Roadway Package System)

1985-1986: Manager
Allen Insurance Agency

1983-1985: Supervisor
Texas Instruments, Inc.

1982-1983: Teaching Assistant
Pennsylvania State University

1976-1982: Manager
Kennywood Amusement Park

TEACHING

BMGT 584 - Management Skills
BMGT 331 - Leadership and Motivation

INTELLECTUAL CONTRIBUTIONS/RESEARCH

Articles

- Allen, R. S., Dawson, G., Wheatley, K. & White, C. S. (forthcoming) The relationship between diversity practices and perceived organizational diversity, Problems and Perspectives in Management. [DBR]
- Allen, R. S., Jones, H., Helms, M. M., Takeda, M. & White, C. S. (2008) Porter's business strategies in Japan, Business Strategies Series. 9(1): 37-44. [CP]
- Allen, R. S., Dawson, G., Wheatley, K. & White, C. S. (2008) Perceived diversity and organizational performance, Employee Relations. 30(1): 20-33. [DBR]
- Allen, R. S., Helms, M. M., Takeda, M. & White, C. S. (2007) Porter's generic strategies: an exploratory study of their use in Japan, Journal of Business Strategies. Spring 24(1): 69-90. [DBR]
- Akan, O., Allen, R. S., Helms, M. M. and Sprawls, S. A. III (2006) Critical tactics for implementing Porter's generic strategies, Journal of Business Strategy. 27(1): 43-54. [CP]

- Allen, R. S., Helms, M. M., Takeda, M., White, C. S. & White, C. (2006) A comparison of competitive strategies in Japan and the United States, SAM Advanced Management Journal. Winter 71(1): 24-34. [DBR]
- Allen, R. S. and Helms, M. M. (2006) Linking strategic practices and organizational performance to Porter's generic strategies, Business Process Management Journal. v. 12 (4): 433-454. [DBR]
- Allen, R. S., Dawson, G., Wheatley, K. and White, C. S. (2006) Diversity practices: What are corporations really doing these days?, BQuest. <http://www.westga.edu/~bquest/2006/research06.htm> [CP]
- Allen, R. S., Takeda, M. and White, C. S. (2005) Cross-Cultural equity sensitivity: a test of differences between the United States and Japan, The Journal of Managerial Psychology. 20(8): 641-662. [DBR]
- Allen, R. S., Dawson, G., Wheatley, K. and White, C. S. (2004) Diversity practices: learning responses for modern organizations, Development and Learning in Organizations. 18(6): 13-15. [CP]
- Allen, R. S., Biderman, M. and White, C. S. (2004) Emotional Intelligence and its Relation to Equity Sensitivity and Responses to Under-Reward Situations, Journal of Behavioral and Applied Management. 5(2): 114-136. [DBR]
- Allen, R. S., Helms, M. M., Takeda, M. B. and White, C. S. (2004) Rewards and organizational performance in Japan and the United States: A comparison, Compensation and Benefits Review, 36(1): 7-15. [CP]

Other

- Akan, O., Allen, R. S., Helms, M. M. and Sprawls, S. A. III (forthcoming) Critical tactics for implementing Porter's generic strategies, Asian Management Review. [CP]
- Bull Markets and Bull Sessions, (2005) Alternative Perspectives on Finance Conference – Finance through Psychological, Social and Cultural Lenses, Kilkenny, Ireland. [DBS]

PROFESSIONAL DEVELOPMENT

- UTC Faculty Advising Seminar (2007)

- Human Resource Advisory Board Meeting (ongoing) – network with local business leaders to get feedback on what they need in terms of preparation from our students.
- Bull Markets and Bull Sessions, (2005) Alternative Perspectives on Finance Conference – Finance through Psychological, Social and Cultural Lenses, Kilkenny, Ireland. (presented a paper and got interdisciplinary research ideas)

SERVICE

University Service

2008: Chair, Strategic Planning Research Subcommittee

2007: Chair, COBA Advising Committee

2007-2008: Faculty Development Committee

2006-present: University Classroom Technology Committee

2004-present: Management Department Promotion & Tenure Committee

2003-2005: University Faculty Senate

2003-2004 & 2005- 2007: University Athletics Committee

2002-2004: University of Tennessee Faculty/Staff Retention Task Force

2001-present: Strategic Planning Committee, COBA

2001-present: Graduate Curriculum & Improvement Committee

2001-present: Intellectual Contributions Committee

2000-present: College of Business Administration Recruiting Committee

Service to the Profession/Community

2006-present: Programs Advisor, First Tee of Chattanooga

2005-2006: Soddy-Daisy High School Business Academy Advising Board

2002-present: Human Resources Management Advisory Board

2004-present: Academic Reviewer for Prentice-Hall Publishing

2004-present: Academic Reviewer for McGraw-Hill/Irwin

2000-present: Academic Reviewer for South Western Publishing

HONORS AND AWARDS

2007-2008: Dean's Merit for Faculty Achievement

2005-2006: Exceptional Merit Performance and Dean's Merit for Faculty Achievement

2003-2004: Exceptional Merit Performance Rating
The University of Tennessee at Chattanooga

2004: Tenured by the University of Tennessee at Chattanooga

2003-2004: Dean's Merit for Faculty Achievement

2002-2003: Dean's Merit for Faculty Achievement

2002-2003: Exceptional Merit Performance Rating

2002: Awarded UC Foundation Research Grant
The University of Tennessee at Chattanooga

2001-2002: Exceptional Merit Performance Rating
The University of Tennessee at Chattanooga

2001: Named UC Foundation Assistant Professor
The University of Tennessee at Chattanooga

2000-2001: Exceptional Merit Performance Rating
The University of Tennessee at Chattanooga