

FACULTY DATA SHEET

MARK EARL MENDENHALL

Professor of Management and J. Burton Frierson Chair of Excellence
in Business Leadership
Department of Management
University of Tennessee at Chattanooga
Chattanooga, TN 37403
Phone: (423) 755-4406

EDUCATION

Ph.D. – 1983, Brigham Young University
Major: Social/Organizational Psychology
Dissertation Title: “Self-monitoring as a Determinant of Emergent Leadership.”

B.S. – 1980, Brigham Young University
Major: Psychology

PROFESSIONAL CERTIFICATIONS

None

PROFESSIONAL EXPERIENCE

1989-present: The J. Burton Frierson Chair of Excellence in Business Leadership.
College of Business, University of Tennessee, Chattanooga.

1999-present: Visiting Professor
The Europa Institut, University of Saarland, Germany.

Summer 1999: Visiting Professor
Graduiertenkolleg Interkulturelle Kommunikation
Sektion Wirtschaftswissenschaft, University of Saarland.

Summer 1998: The Ludwig Erhard Stiftungsprofessur Chair. Foundation of
International Management Bayreuth, Rechts- und
Wirtschaftswissenschaftlichen Fakultät, University of Bayreuth.

1983-1989: Assistant Professor of International and Comparative Management
College of Business Administration, Loyola Marymount University.

TEACHING

Graduate Courses Taught:

BMGT 526 Leadership
BMGT 438 International Management
BMGT 439 Japanese Management
BMGT 530 Cross-Cultural Communication
BMGT 538 International Management
BMGT 540 Innovation and Creativity in Business
International Human Resource Management (Loyola Marymount University)
Human Resource Management (Loyola Marymount University)
Principles of Management (Loyola Marymount University)
Cross-Cultural Management (Europa Institut, University of Saarland)

Undergraduate Courses Taught:

BMGT 438 International Management
BMGT 340 Innovation and Creativity in Business
BMGT 439 Japanese Management
Principles of Management (Loyola Marymount University)
Introduction to Business (Loyola Marymount University)

INTELLECTUAL CONTRIBUTIONS/RESEARCH

Books

Mendenhall, M.E., Osland, J., Bird, A., Oddou, G., & Maznevski, M. (2008) *Global leadership: Research, practice, and development*. London: Routledge. **DBR**

Mendenhall, M.E., Oddou, G., & Stahl, G.K. (2007) *Readings and Cases in International Human Resource Management*. (4th edition). London: Routledge. **LP**

Stahl, G.K., & Mendenhall, M.E. (2005). Mergers and Aquisitions: Managing Culture and Human Resources. Stanford, CA: Stanford University Press. **DBR**

McNett, J. Lane, H.W., Maznevski, M., Mendenhall, M., & O'Connell, J. (2005) The Blackwell Encyclopedia of Management: International Management (Volume 6). Oxford, UK: Blackwell Publishing. **DBR**

Stroh, L., Black, J.S., Mendenhall, M.E., & Gregersen, H. (2005). Global Leaders, Global Assignments: An Integration of Research & Practice. London: Lawrence Erlbaum and Associates, Inc. **CP**

Lane, H.W., Maznevski, M., Mendenhall, M.E., & McNett, J. (2004). The Handbook of Global Management: A Guide to Managing Complexity. Oxford: Blackwell Publishing. **DBR**

Oddou, G., & Mendenhall, M. (Indian reprint, in press) Cases in International Organizational Behavior. Maya Publishers. **LPR**

Black, J.S., Gregersen, H., Mendenhall, M., and Stroh, L. (Japanese reprint, 2001) Globalizing People Through International Assignments. Hakuto Shobo Publishers. **CP**

Mendenhall, M., Kuhlmann, T., & Stahl, G. (2001) Developing Global Business Leaders: Policies, Processes, and Innovations. Westport, CT: Quorum Books. **DBR**

Journal Articles and Scholarly Book Chapters (peer reviewed)

DBR Furuya, N., Stevens, M., Oddou, G., Bird, A., & Mendenhall, M. (in press) Predictors and outcomes of Japanese repatriation effectiveness: Managing the learning and transfer of global competencies. *Journal of International Business Studies*.

DBR Pudelko, M., & Mendenhall, M.E. (in press) . The contingent nature of best practices in national competitiveness: The case of American and Japanese innovation processes. *European Management Journal*.

DBR Becherer, R., Mendenhall, M.E., & Eickhoff, K. (in press) “Separated at birth: An inquiry on the conceptual independence of the leadership and the entrepreneurship constructs.” *Journal of Business and Entrepreneurship*.

DBR Osland, J.S., Taylor, S., & Mark E. Mendenhall. (in press) Global leadership: Progress and challenges. In Bhagat, R.S., & Steers, R.M (eds.). *Handbook of Culture, Organizations, and Work*. Oxford: Cambridge University Press.

DBR Pudelko, M., & Mendenhall, M.E. (in press) The Japanese Management Metamorphosis: What Western Executives Need to Know About Current Japanese Management Practices. *Organizational Dynamics*.

CP Mendenhall, M.E. (2007) “Confronting the challenge of developing global leaders” In Higano, M., and Bird, A. (eds.) *Introduction to Business Leadership (Business Leadership Nyumon)*. Nihon Hyoron-sha, Tokyo, 2007: 189-206.

『入門ビジネス・リーダーシップ』 (日本評論社刊)

DBR Furuya, N., Stevens, M.J., Oddou, G., Bird, A., & Mendenhall, M. (2007) "The Effects of HR Policies and Repatriate Self-Adjustment on Global Competencies Transfer." *Asia-Pacific Journal of Human Resource Management*, 45(1), 1-18.

DBR Mendenhall, M. (2006) The elusive, yet critical challenge of developing global leaders. *European Management Journal*, 24(6), 422-429.

DBR Zhao, S., Zhu, C. J., Engle, A., & Mendenhall, M.E. (2006). 'Kuaguo gongsi gongxiaoxue: Kuaguo gongsi renli q ziyuan guanli xinxuepai' ('Transnational ergonomics: A new school of transnational human resource management'). *Jingji Guanli – Xin Guanli (Economic Management-New Management)*, 12, 4-10. (Published in Mandarin).
Note: *This journal is the core publication in the category of economics and management in China, and the journal of China Academy of Social Sciences. Beijing: Jingji Guanli Zazhi She (The Publishing House of the Journal of Economic Management).*

DBR Mendenhall, M.E., & Marsh, W. J. (2006) "On Integration: The Resurgence of Mary P. Follett and the Uncelebrated Contribution of Joseph Smith," *Best Paper Proceedings*, Academy of Management.

Furuya, N., Stevens, M., Oddou, G., Bird, A., & Mendenhall, M. (2006) Predictors and outcomes of Japanese repatriation effectiveness: Managing the learning and transfer of global competencies. *Best Paper Proceedings*, Association of Japanese Business Studies. **Note: Palgrave AJBS Best Paper Prize Finalist.**

DBR Osland, J. S, Bird, A., Mendenhall, M.E., & Osland, A. (2006) Developing global leadership capabilities and global mindset: A Review. In G. K. Stahl & I. Bjorkman (eds) *Handbook of Research in International Human Resource Management*. Cheltenham, UK: Edward Elgar, pp. 197-222.

AS Mendenhall, M. Deller, J., & Ben-Hur, S. (2005) Nonlinear dynamics: A New Perspective on global leadership development." In Günter K. Stahl, Wolfgang Mayrhofer, & Torsten M. Kühlmann (eds) Innovative Ansätze im internationalen Personal-management. Munich: Oldenbourg. (Nichtlineare Dynamik: Eine neue Perspektiv bei der Entwicklung von Global Leaders – German title) **DBR**

ID Stahl, G.K., Mendenhall, M.E., & Pablo, A.L. (2005) Sociocultural integration in mergers and acquisitions. In G.K. Stahl, & M.E. Mendenhall (eds). Mergers and Aquisitions: Managing Culture and Human Resources. Stanford, CA: Stanford University Press, 2005, pp. 3-16. **DBR**

BS Stahl, G.K. Mendenhall, M.E., & Weber, Y. (2005) Research on sociocultural integration in mergers and acquisitions: Points of agreement, paradoxes, and avenues for future research. In G.K. Stahl, & M.E. Mendenhall (eds). Mergers and Acquisitions: Managing Culture and Human Resources. Stanford, CA: Stanford University Press, 2005, pp. 401-411. **DBR**

BS Engle, A.D. Mendenhall, M.E., Poor, J. (2004/2005) 'Macro and Micro Characteristics of Transnational Human Resource Management.' *The Hungarian Journal of Marketing and Management*, 38 (5), 36-48. (A transznacioalis emberieroforras-menedzsment makro es mikro jellmzoi. Marketing Menedzsment. XXXVIII, pp. 36-48.--Hungarian title)**DBR**

BS Engle, A.D., & Mendenhall, M. E. (2004). Transnational Roles, Transnational Rewards: Global Integration in Compensation. Employee Relations, 26(6), 613-625. Reprinted in International HRM and International Assignments (2006). Michael J. Morley, Noreen Heraty and David G. Collings (eds) London: Palgrave Macmillan, London.**DBR**

ID Osland, J., Bird, A., Scholz, C., Maznevski, M., McNett, J., Mendenhall, M., Stein, V., & Weyer, D. (2004). Global Reality with Virtual Teams: Lessons from the Globally Distant Multicultural Team Project. In C. Wankel & R. DeFillippi (eds) The Cutting Edge of International Management Education. Greenwich, CT: Information Age Publishing, pp. 115-142. **LP**

BS Lane, H.W., Maznevski, M.L., & Mendenhall, M.E. (2004). Hercules Meets Buddha. In Lane, H.W., Maznevski, M., Mendenhall M.E., & McNett, J. (eds). The Handbook of Global Management: A Guide to Managing Complexity. Oxford: Blackwell Publishing, PP. 3-25.**DBR**

ASM Mendenhall, M., Jensen, R., Gregersen, H., & Black, J.S. (2003) Seeing the Elephant: HRM Challenges in the Age of Globalization. Organizational Dynamics. London: Sage., pp. 261-274. **CP**

BSM Mendenhall, M., Stahl, G.K., Ehnert, I., Oddou, G., Kühlmann, T., & Osland, J. (2004) Evaluation Studies of Cross-Cultural Training Programs: A Review of the Literature from 1988-2000. In D. Landis, & J. Bennett (eds). The Handbook of Intercultural Training. Thousand Oaks, CA: Sage 129-144. **DBR**

ID Stahl, G.K., Evans, P., Pucik, V., & Mendenhall, M. (2004). Human resource management in cross-border mergers and acquisitions. In A.W. Harzing & J. Van Ruessyvelde (eds) International Human Resource Management. London: Sage. pp. 89-113 **DBR**

BSBergmann-Lichtenstein, B., & Mendenhall, M.E. (2002). Non-linearity and Response-Ability: Emergent order in 21st century careers. Human Relations,55(1), 5-32. **DBR**

BSBergmann-Lichtenstein, B., Ogilvie, J.R., & Mendenhall, M.E. (2002). Nonlinear dynamics in entrepreneurial and management careers. M@n@gement. 5(1):31-47 **DBR**

BSMendenhall, M., Kuhlmann, T., Stahl, G., & Osland, J. (2002). Employee development and expatriate assignments: A review of the expatriate adjustment theory literature. In Gannon, M. & Newman, K. (eds.) Handbook of Cross-Cultural Management. Oxford, U.K.: Blackwell Publishers, pp. 155-183. **DBR**

ASMendenhall, M.E., & Stahl, G.K. (2002). The rise and demise of the "Euromanager": Lessons for the development of global leaders. In C. Scholz & J. Zentes (eds.) Strategic Euro-Management. Wiesbaden: Gabler., pp. 305-319. **CP**

BSSStephens, G.K., Bird, A., & Mendenhall, M.E. (2002). International careers as repositories of knowledge: A new look at expatriation. D.C. Feldman (ed.) Work Careers: A Developmental Perspective. San Francisco: Jossey-Bass, 294-320. **DBR**

ASMendenhall, M. (2001) New perspectives on expatriate adjustment and its relationship to global leadership development. In Mendenhall, M., Kuhlmann, T., & Stahl, G. (eds.) Developing Global Business Leaders: Policies, Processes, and Innovations. Westport, CT: Quorum Books.**DBR**

BSEngle, A., Mendenhall, M.E., Powers, R.L., & Steadham, Y. (2001) Conceptualizing the global competency cube: A transnational model of human resources. Journal of European Industrial Training, 25 (7), 346-353. **DBR**

Cases

IDStahl, G., & Mendenhall, M. (2003) Andreas Weber's Reward for Success in an International Assignment: A Return to an Uncertain Future. (A) INSEAD Publishing. Fontainebleau, France. **LP**

IDStahl, G., & Mendenhall, M. (2003) Andreas Weber's Reward for Success in an International Assignment: His Decision. (B) INSEAD Publishing. Fontainebleau, France. **LP**

Presentations

DBR Osland, J., Taylor, S., M. Mendenhall, A. Osland, G. Oddou and A. Bird. "Expert Cognition in the Global Leadership Context." Western Academy of Management, Oakland, CA., March 2008.

DBR Mendenhall, M.E., Bird, A., & Osland, J. "Assessing Global Leadership Competencies: The State Of The Art" Paper presented at the Annual Conference of the Academy of International Business SE U.S.A in Nashville, TN, November 7-9, 2007.

CP Mendenhall, M. (Organizer, Chair, Presenter) "Facing the Brutal Facts of Global Leadership Development." **Showcase Symposium. Winner of Management Education Division's Global Forum Best Symposium Award (Sponsored by University of Manchester, Manchester Business School).** Tuesday, August 7th, Philadelphia, PA, 2007.

DBR Mendenhall, M., & Marsh, W.J. Toward a Model of Collaborative Leadership Learning: Mary P. Follett and Joseph Smith Revisited. Paper presented at the Academy of Management, Monday, August 6th, Philadelphia, PA, 2007.

DBR Pudelko, M., & Mendenhall, M. The end of Japanese-style management? Paper presented at the Academy of International Business. Wednesday, June 27th. Indianapolis, Indiana, 2007.

DBR Engle, A.D., Mendenhall, M.E., & Powers, R.L. Transnational terrain: "Ortsinn" and global career development as a driver of emergent strategies of globalization. Paper presented at International Human Resource Management Conference, June 13, 2007, Tallin, Estonia.

DBR Engle, A.D., Dowling, P.J., & Mendenhall, M.E. Transnational trajectories: Emergent strategies of globalization and a new context for strategic HRM in MNEs. Paper presented at International Human Resource Management Conference, June 13, 2007, Tallin, Estonia.

BS Mendenhall, M., & Marsh, W. J. On integration: The resurgence of Mary Parker Follett and the uncelebrated contribution of Joseph Smith. Accepted for presentation at the Academy of Management Conference_ in 2006 in Atlanta. **DBR**

BS Stevens, M., Oddou, G., Furuya, N., Bird, A., & Mendenhall, M. "HR Factors Affecting Repatriate Job Satisfaction and Job Attachment for Japanese Managers" Paper presented at the annual meeting of the *Academy of Management*. Honolulu, Hawaii, August 2005. **DBR**

BS Osland, J.S., Mendenhall, M., & Osland, A. Literature review of global leadership and global mindset. Paper presented at the annual meeting of the *Academy of International Business*, Quebec City, Quebec, Canada. July 11, 2005. **DBR**

BS Furuya, N., Stevens, M., Oddou, G., Bird, A. & Mendenhall, M. (2005). The Effects of HR Policies and Repatriate Self-Adjustment on Global Competency Transfer. *Academy of International Business*, Quebec City, Canada. July 11, 2005. **DBR**

BSEngle, A.D., & Mendenhall, M. (2003) "Transnational roles and transnational rewards: Global integration in executive compensation." This paper has been accepted for presentation at the International Human Resource Management Conference in Limerick, Ireland on June 3-5, 2003.**DBR**

BSEngle, A.D., & Mendenhall, M. (2003) Transnational Ergonomics: Imagery Supporting a School of Transnational Human Resource Management. This paper has been accepted for presentation at the International Human Resource Management Conference in Limerick, Ireland on June 3-5, 2003. **DBR**

BSMendenhall, M. "Global Leadership Competencies." Presented at the University of Vienna, School of Business. December 16th, 2002. Vienna, Austria. **DBR**

BSMendenhall, M. "The Relationship between Expatriate Assignments and Global Leadership Competencies. Presented at the Symposium, "Beyond Expatriation: New Themes in Expatriation Research" at the Academy of Management Meetings, Denver, Colorado, August 12, 2002. **DBR**

BSMendenhall, M., & Osland, J. "Mapping the Terrain of the Global Leadership Construct." Paper presented at the Academy of International Business, San Juan, Puerto Rico, June 29, 2002. **DBR**

BSMendenhall, M., Caligiuri, P., & Tarique, I. "Assessing and Managing Culture in Mergers and Acquisitions." Paper presented at the Conference on Managing Culture and Human Resources in Mergers and Acquisitions," at Thurnau Castle, Germany, October 21, 2001. **DBR**

IDMendenhall, M. "The Role of the GDMT Project in Learning Competencies and Skills for Global Virtual Teams." Presented at the Symposium, "Globally Distant Multicultural Teams: Intercultural

Teaching in Times of Virtuality" at the Academy of Management Meetings, Washington, D.C., August 7, 2001. **LP**

IDBird, A., Scholz, C., & Mendenhall, M. "An Overview of the GDMT Project." Presented at the "Experiential Teaching and Learning in International Management Workshop" at the Academy of Management Meetings, Washington, D.C., August 4, 2001. **LP**

BSMendenhall, M. "Conceptual Linkages between Expatriate Adjustment and Global Leadership Skills. Presented at the "Global Leadership: A Debate of the Issues and Discussion of the Research Workshop" at the Academy of Management Meetings, Washington, D.C., August 4, 2001. **DBR**

BSEngle, A., Mendenhall, M. "Spinning the Global Competency Cube: Toward a Transnational Human Resource Decision Support System" Presented at the Global HRM Conference, Barcelona, June 2001. **DBR**

PROFESSIONAL DEVELOPMENT

Professional

Some of the companies represented in the following seminars include: IBM-Japan, IBM Asia Pacific, NASA, Boeing, Eveready, Whirlpool, Magic Chef, American Heart Association, Dixie Yarns, Mitsui Manufacturer's Bank, Toyota, U.S. Air Force, L.L. Bean, Genesco Industries, the State of Tennessee, Nysey, and the Tennessee Conference on Social Welfare. Also, my newspaper column, "**Mendenhall On Management**" has appeared as a weekly column in the Chattanooga Times since 1990 to 1999.

Consulting & Seminars: 2005-2008

The Dixie Group
U.S. Army Research Institute
Center for Army Leadership
Blue-Cross, Blue Shield—Tennessee
Blue-Cross, Blue Shield—Tennessee Mentoring Group
Molex, Inc.
IGB, Ltd.
International Organizations Network
Leadership Chattanooga
American Society of Women Accountants

Seminars Included participants from the following companies:

Hamilton County Dept of Education
Tennessee Valley Authority
EPB
Buhman & Associates P.C.
EMJ Corp.
Waterhouse Public Relations
BlueCross BlueShield of Tennessee

List continues on next page

Chattanooga State
Siskin Hospital for Physical Rehabilitation
First Tennessee Bank
Kindred Hospital - Chattanooga
eSpin Technologies, Inc.
Miller & Martin PLLC
Business Development Center
Southern Adventist University
University of Tennessee at Chattanooga
Grant, Konvalinka & Harrison
Hamilton County Schools Fund for Excellence
The Chattanooga
Y-ME National Breast Cancer Organization
Girls Preparatory School
WDSI TV Channel 61
Bank of America
Urban League of Greater Chattanooga
Memorial Northpark Hospital
PlayCore, Inc.
UnumProvident Corporation
Henderson Hutcherson & McCollough, PLLC
Baker, Donelson, Bearman, Caldwell & Berkowitz. P.C.
Chambliss, Bahner & Stophel, P.C.
Cohutta Banking Company of Tennessee
28th Legislative District Community Development Corporation
Chattanooga Symphony & Opera
Tennessee Valley Federal Credit Union
Chattanooga Police Department

2005: Leadership Eastridge Council. Topic: "What is Leadership?"
December 15, 2005. Eastridge, TN.

2005: East Brainerd Rotary. Topic: "Vision and Leadership." November
22, 2005. Chattanooga, TN.

2005: American Society for Training and Development. Topic: "What is Leadership Development (And Why Don't More Companies Actually Do It?)" October, 13, 2005. Chattanooga, TN.

Speeches/Consulting: 2004

GM-Doraville Executive Group

The Dixie Group

The Overlord School of Leadership

Japan Airlines Corporate Academy

East Tennessee High School Youth Leadership Conference. Middle Valley, TN. October 21, 2004. Topic: "What is Leadership?"

10th Annual Next Generation Leadership Summit. Linkage, Inc. Topic: The Foundational Competencies of Global Leadership. The Hilton at Disney World, Orlando, Florida. October 7, 2004.

Leadership Chattanooga. September 9, 2004. Topic: What is Leadership?

2003: Seminar: Blue-Cross/Blue-Shield of Tennessee. "What is Leadership?"

2003: Seminar: Public Education Foundation. "The Role of Vision in Leadership. Franklin, TN

2003: Consulting: Japan Airlines Corporate Academy. St. Louis, Missouri.

2002: Consulting: Monsanto. St. Louis, Missouri.

2002: Seminar: JCB. "Global Leadership Development." Savannah, Georgia.

2002: Seminar: The Leading Edge. "Can Leadership Be Taught?" American Society for Training and Development, Chattanooga.

2002: Instructor: Global Leadership Development Class. MBA Program. Europa Institut, University of Saarland. December 9-13.

2002: Pro-bono Consulting

Public Education Fund
Monsanto

2002: Speaker: What is Leadership/
Soddy-Daisy High School

2002: Instructor: Global Leadership Development Class.
MBA Program. Europa Institut, University of Saarland. March
11-15.

2001: Television Special
WTCI Series, "Business on the Cutting Edge." 30 minute featured
interview on the topic: "Leadership in the New Economy."

2001: Speech
University of Tennessee, Chattanooga. Forum: University-wide
Mission Statement Review Process. This speech was given by
invitation of the Chancellor. Topic: "An Overview of Common
Pitfalls in the Mission Statement Creation Process."

2001: Speech
American Society of Training and Development. Topic: "Why
Change Initiatives Fail." Renaissance Commons, Chattanooga,
Tennessee.

2001: Speech
"Using Virtual Teams in the Classroom." UTC Faculty Teaching
Excellence Panel on Teams in the Classroom and Workplace.
University Center, University of Tennessee, Chattanooga.

1999: Speech
Rotary Youth Program. Topic: Key Factors of Success in
Leadership. Cookeville, Tennessee.

2000: Seminar
Church Educational System. Topic: "How to Use Councils
Effectively." Franklin, Tennessee.

2000: Seminar
ISO/QS 9000 INTERFACE Meeting. Topic: "The Role of
Leadership in Organizational Change." Local participants were
from the following companies: Wheland Foundry, Advanced
Vehicle Systems, JIT Terminal Inc., Cleveland Tubing, and NSF-
ISR.

1999: Seminar

Doctoral Workshop. Graduiertenkolleg Interkulturelle Kommunikation. University of Saarland. Topic: Nonlinear Dynamics and Intercultural Communication Research Issues. University of Saarland. Saarbrücken, Germany. June 17 & 21, 1999.

1999: Instructor

Global Leadership Development Class. MBA Program. Europa Institut, University of Saarland. Saarbrücken, Germany.

1999: Speech

Lee University. Topic: "What it Takes to be a Successful Leader." Cleveland, Tennessee.

1999: Speech

Downtown Rotary Club. Topic: "The Key Principles of Successful Leadership." Read House, Chattanooga, Tennessee.

1998: Speech

APICS. Topic: "Principles of Leadership."

1998: Speech

University of Chemnitz. Topic: "Global Leadership Development: The Emerging Challenge of Human Resource Management." Chemnitz, Germany.

1998: Seminar

"Andere Länder-Andere Sitten: Das Seminar über Interkulturelle Kommunikation: Nordamerika." Topic: "Understanding North American Management Processes. Association Internationale des Etudiants en Sciences Économiques et Commerciales at the University of Bayreuth.

1998: Speech

The Bayreuth Research Institute for Small and Mid-Sized Companies. Topic: "Management Problems Mid-Sized Companies Face during Globalization." Bayreuth, Germany.

1998: Speech

University of Hohenheim. Topic: "Global Leadership Development: A Nonlinear Perspective." Stuttgart, Germany.

1998: Speech

University of Bayreuth. Topic: "Developing Global Leaders: What We Know and What We Don't Know." Bayreuth, Germany.

- 1998: Speech
Moccasin Bend Mental Health Institute. Topic: "Remotivation in the Workplace." Chattanooga, Tennessee.
- 1998: Speech
Small Business Council. Topic: "Keys to Leadership Success." Chattanooga, Tennessee.
- 1998: Speech
American Society for Training and Development (ASTD).
Topic: "The New Era of Management Knowledge: Implications for Training and Development." Chattanooga, Tennessee.
- 1997: Seminar
Integrated Resources Group--Expatriate Roundtable/Repatriate Forum Executive Development Group. Topic: "Cross-Cultural Training for Expatriate Executives." Abilene, Texas.
- 1997: Seminar
Oregon State University Information Services Division. Topic: "Managing Change in Environmental Turbulence." Corvallis, Oregon.
- 1997: Seminar
Association of Computing Machinery. Topic: "Managing in Turbulent Environments." St. Louis, Missouri.
- 1997: Seminar
"Systems Thinking in Organizations." University of Tennessee, Chattanooga. Managers from the following companies attended: Dixie-Yarns, McKee Foods, Decosimo Management Consulting, Velsicol Chemical Company, Social Security Administration, Nuclear Regulatory Agency, Tennessee Valley Authority, Wheland Foundry, Federal Aviation Administration, River Valley Partners, Combustion Engineering, Hutcheson Medical Center, Walker Technical Institute, Walker County Department of Family and Children Services, Siskin Hospital for Physical Rehabilitation, Moccasin Bend Mental Health Institute, Bradley Memorial Hospital, NHC Home Care, Circle Recycling, Trinity Lutheran Church, Greater Chattanooga Christian Services and Children's Home, and Bradley County Sheriff's Office.
- 1997: Seminar
Tennessee Exemplary Faculty Advanced Technology Education Program. Topic: "Team Leadership and Team Productivity" Nashville, Tennessee.

SERVICE

University Service

- 1997-present: Member
University of Tennessee Research Advisory Board
- 2001-present: Chair
Intellectual Contributions Reaccreditation Committee
- 2000-present: Chair
College of Business Administration Professorships Committee
- 1998-present: Member
College of Business Administration Recruiting Committee
- 1996-present: Member
College of Business Administration Graduate Petitions Committee
- 1999-present: Member
Management Department Reaccreditation Committee
- 1998-1999: Member
SunTrust Chair of Excellence Search Committee
- 1994-present: Member
Management Department Faculty Search Committee
- 1999-2000: Member
College of Business Administration Dean's Search Committee
- 1994-2000: Member
College of Business Administration Dean's Advisory Committee
- 1999-2001: Member
SACS Subcommittee on Institutional Design
- 1999-2000: Member
Dalton Roberts Professorship Search Committee
- 1999-2000: Member
Chair of the Committee of Chairs of Excellence

1998-1999: Member
University General Education Implementation Committee

1995-1998: Member
University General Education Committee

1995-1999: Member
MBA Curriculum Revision Committee

PROFESSIONAL MEMBERSHIPS

Professional Memberships

1997-present: Executive Board Member International Organizations Network

2000-present: Co-Editor: International Journal of Cross-Cultural Management (Sage Publications)

2002-present: Editorial Board: Human Resource Management Education Review

2000-2001: Consulting Editor, Xanedu.com

1999-present: Research Associate
Center for Research into the Management of Expatriates.
Cranfield University/Organization Resources Counselors, Inc.

1997-present: Fellow
International Academy for Intercultural Research

1997: Chair
Junior Faculty Consortium, International Management Division of
the Academy of Management