

# **FACULTY DATA SHEET**

*CHARLES STEPHEN WHITE*

Professor of Management  
Department of Management  
University of Tennessee at Chattanooga  
Chattanooga, TN 37403  
Phone: (423) 425-4686

## **EDUCATION**

Ph.D. – 1981, Arizona State University  
Major: Management  
Minors: Industrial Engineering and Managerial Accounting  
Dissertation Title: “The Effects of Task Feedback, Reward Structure, and Interpersonal Competition on Two Measures of Performance”

MBA – 1977, The University of Wyoming

B.S. – 1971, Baylor University  
Major: Chemistry  
Minor: none

## **PROFESSIONAL CERTIFICATIONS**

None

## **PROFESSIONAL EXPERIENCE**

1981 - present: Professor of Management

1972 - 1978: Officer in the United States Air Force

## **TEACHING**

BMGT 315 General Management  
BMGT 330 Organizational Behavior  
BMGT 331 Leadership and Motivation  
BMGT 566 Dysfunctional Organizational Behavior  
BMGT 575 Human Behavior and Organization  
BUSA 520 Small Business Management  
BUSA 587 Business Simulation

## INTELLECTUAL CONTRIBUTIONS/RESEARCH

### Articles

“Linking Diversity Practices and Perceived Diversity in Management” accepted for publication in *Problems and Perspectives in Management*. Co-authored with Richard Allen, Gail Dawson, and Kathleen Wheatley. **Discipline Based Scholarship**

“Perceived Diversity and Organizational Performance”, *Employee Relations*. Vol. 30. No. 1. 2008. Pg. 20-33. Co-authored with Richard Allen, Gail Dawson, and Kathleen Wheatley. **Discipline Based Scholarship**

“Porter’s Business Strategies in Japan”, *Business Strategies Series*. Vol. 9. No. 1. 2008. Pg. 37-44. Co-authored with Richard Allen, Marilyn Helms, Holly Jones, and Margaret Takeda. **Discipline Based Scholarship**

"The Machinist's Sequencing Dilemma," proceedings of the American Institute of Higher Education, 2008. (Co-authored with Beni Asllani.) **Discipline Based Scholarship**

“Levels of Understanding – A Guide to the Teaching and Assessment of Knowledge”, *Journal of Education for Business*. Vol. 82. No. 3. 2007, Pg. 159-163. **Learning and Pedagogical Research**

"Porter's Generic Strategies: An Exploratory Study of their Use in Japan", accepted for publication in *Journal of Business Strategies*. Co-authored with Richard Allen, Marilyn Helms, and Margaret Takeda. **Discipline Based Scholarship**

“Diversity Practices: What Are Corporations Really Doing These Days?” January 2006, *BQUEST*. (Internet-only publication) Co-authored with Richard Allen, Kathleen Wheatley, and Gail Dawson. **Discipline Based Scholarship**

“Cross-Cultural Equity Sensitivity: A Test of Differences Between the United States and Japan”, *The Journal of Managerial Psychology*. Vol. 20. No. 8. 2005. Pg. 641-662. (Lead article). Co-authored with Richard Allen and Molly Takeda. **Discipline Based Scholarship**

“Anxiety and Career Action: The Impact of Contextual Factors on Graduating College Seniors,”. *NACE Journal* (The National Association of Colleges and Employers), Winter 2004. Co-authored with Molly Takeda and Marilyn Helms. **Learning and Pedagogical Research**

“A Comparison of Competitive Strategies in Japan and the United States”, *SAM Advanced Management Journal* .Vol. 71. No. 1. Winter 2006. Pg. 24-34. Co-authored with Richard Allen, Marilyn Helms, Margaret Takeda, and Cynthia White. **Contributions to Practice**

“Diversity Practices: Learning Responses for Modern Organizations”, *Development and Learning in Organizations*. Vol. 18. No. 6. Oct. 2004. Pg. 13-15. Co-authored with Richard Allen, Kathleen Wheatley, & Gail Dawson. **Contributions to Practice**

“Emotional Intelligence and Its Relation to Equity Sensitivity and Responses to Under-Reward Situations”, *Journal of Behavioral and Applied Management*. Winter 2004. Internet-only journal. Located at [Http://WWW.JBAM.ORG](http://WWW.JBAM.ORG). Co-authored with Richard Allen and Michael Biderman. **Discipline Based Scholarship**

“Rewards and Organizational Performance in Japan and the United States: A Comparison”, *Global Compensation*. Jan/Feb 2004. pg. 7-14. Co-authored with Richard Allen, Marilyn Helms, and Margaret Takeda. **Discipline Based Scholarship**

“Viscaino vs. Microsoft’s Impact on the Future of Short-Term and Permatemp Contingent Employment in Marketing: An Agency Theory Perspective”, *Marketing Management Journal*. Vol 13. Issue 2, Fall 2003. pg. 132-142. Co-authored with Michael J. Cotter and James Henley. **Discipline Based Scholarship**

“Economic Development and Micro-Enterprises in Rural Communities: Are There Gender Differences”, *Journal of Business and Economic Development*. Spring 2003, Vol. 9. No. 1. pg. 26-41. Co-authored with Minoos Tehrani. **Discipline Based Scholarship**

### **Other**

1981: “The Effects of Task Feedback, Reward Structure, and Interpersonal Competition on Two Measures of Performance,” Doctoral Dissertation

## **PROFESSIONAL DEVELOPMENT**

### **Professional Meetings**

## **SERVICE**

### **University Service**

2004: Member  
University Standards Committee

2006: Member  
University IRB board

2007: Member  
University IRB board  
Standards Committee

## **PROFESSIONAL MEMBERSHIPS**

Academy of Management

## **HONORS AND AWARDS**

1977 – Beta Gamma Sigma  
Business Honor Fraternity, The University of Wyoming

1977: - Sigma Iota Epsilon  
Management Honor Fraternity, University of Wyoming