

VIKAS ANAND

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ACADEMIC APPOINTMENTS

2021 – Present	Professor	Management, Innovation, and Entrepreneurship, Poole College of Management, North Carolina State University.
2015 – 2021	Professor	Sam M. Walton College of Business, University of Arkansas
2005 – 2015	Associate Professor	Sam M. Walton College of Business, University of Arkansas
1999-2004	Assistant Professor	Sam M. Walton College of Business, University of Arkansas

ADMINISTRATIVE APPOINTMENTS

2021 – Present	Associate Dean for Academic Programs	Poole College of Management, North Carolina State University.
2018- 2021	Executive Director of MBA Programs and Graduate Innovation	Sam M. Walton College of Business, University of Arkansas
2016- 2018	Chair, Department of Management	Sam M. Walton College of Business, University of Arkansas
2017 - 2019	Executive Director of the Tyson Center for Faith and Spirituality in the Workplace ¹	Sam M. Walton College of Business, University of Arkansas
2015 – 2016	Executive Director for Strategic Planning and Innovation ²	Sam M. Walton College of Business, University of Arkansas

¹ Held this role concurrently while also serving as the Department Chair

² Held this role concurrently while also serving as the MBA Director

2012 – 2016	Faculty Director of MBA Programs	Sam M. Walton College of Business, University of Arkansas
2014 – 2015	Executive Director of George W. Edwards III Career Center ³	Sam M. Walton College of Business, University of Arkansas
2007-2012	PhD Coordinator – Management Department	Sam M. Walton College of Business, University of Arkansas

EDUCATION

Ph. D. Management	Arizona State University, 1999.
Master’s Program in International Business (MBA)	Indian Institute of Foreign Trade, 1990
M. Sc. (Honors) Physics	Birla Institute of Technology and Science, 1988
B. E. (Honors) Civil Engineering	Birla Institute of Technology and Science, 1988

AWARDS/RECOGNITIONS

A select list of awards received is noted here.

- 2019: Walton College of Business Award in **Teaching Excellence**.
- 2018: Beta Gamma Sigma Award for **Teaching Excellence**
- 2017: **Certificate of Teaching Excellence** from the National Residence Hall Association.
- 2016: Office of Nationally Competitive Awards **Faculty Gold Medal**—for support of student research and their scholarship efforts
- 2015: U of A Honors College **Distinguished Faculty** Award.
- 2013 Beta Gamma Sigma Award for **Teaching Excellence**.
- 2012 **Best All Around Faculty Award** from the Sam M. Walton College of Business.
- 2011 **Teacher of the Year** award from the University of Arkansas Association of Student Government (ASG).
- 2011 Sam M Walton College of Business **Award for Excellence in Service Contributions**.
- 2009 **University of Arkansas Award of Excellence for Outstanding Teaching** and Induction into the University of Arkansas Teaching Academy.
- 2008 **University of Arkansas Alumni Association Distinguished Achievement Award in Teaching**.
- 2007 **Walton College of Business Award in Teaching Excellence**.
- 2004 Anand, Ashforth and Joshi (2004) was winner of the **AME (Academy of Management Executive) paper of the year award**, and in 2005 was **republished as one of the ten most influential papers in 20 years of AME publications**.

³ Held this role concurrently while serving as the MBA Director

SUMMARY OF ADMINISTRATIVE ACCOMPLISHMENTS⁴

Executive Director of MBA Programs and Graduate Innovation

August 2018 – Present

In this role I supervised the staff of the MBA Programs Office and worked with a Faculty MBA Committee and an Alumni Advisory Board to oversee the strategic and operational management of the MBA programs.

- Worked with various stakeholders to transition and adapt all programs to work with COVID-Pandemic changes.
- Worked to relaunch a revised MBA curriculum, and on marketing and recruitment for the Full-Time MBA program which was on hold for a year pending a curriculum revision. Applications doubled in this period.
- Worked on stabilizing and then growing the Executive MBA program which had seen a decline in applications. Applications and program size have grown by over 60% in the past two years.
- Worked with internal and external stakeholders to secure funds to establish multiple scholarships.
- Worked with multiple corporations to increase corporate involvement in the MBA program (certifications, as well as experiential projects, and strong internships).
- Worked with Academic departments and the Associate Dean to facilitate the start of multiple one-year Master's Degree Programs, that efficiently leveraged existing graduate offerings.
- Initiated several new initiatives to increase the visibility and standing of the graduate programs including Alumni Learning Series and Walton MBA Conversations that brought key academics to support learning for alumni and students.
- Implemented several new curricular innovations such as structured professional development, experiential week, and mandatory global immersions in the MBA programs.
- Worked to revamp and transition the marketing of the program to social media. Launched a Walton MBA newsletter.
- Worked closely with the Executive Education Department to launch initiatives that synergize the Walton MBA programs and the Executive Education offerings.
- Oversaw the organization of the 'Walton Showcase 2019' event which was a very successful reunion of Walton MBA alumni.

Chair, Department of Management

August 2016 – August 2018

- Worked with a department of 14 tenure track faculty, 4 clinical faculty, and multiple instructors and adjunct faculty. Oversaw scheduling of all management classes and faculty load management, and annual faculty performance reviews.
- Oversaw the conversion of a Core College course (MGMT 3013, Strategic Management) to a blended delivery course to create a better learning experience and stronger compliance with AACSB metrics.
- The Management Department took over the hosting of the International Behavioral Ethics Conference that brings together top scholars in ethics from around the world. Was involved in

⁴ The achievements and activities listed under administrative experience are often achieved collaboratively, and several individuals have helped to make them happen (including the Dean, Associate Dean, alumni, faculty and staff). I have listed activities that occurred during my role and where I had a significant contribution to the end result.

supporting the faculty member organizing and securing funding options for the conference. The conference is now held once in two years.

- Initiated the revision of undergraduate curriculum for the Management Major.
- Oversaw the hiring of multiple tenure track and clinical faculty members.

Executive Director of Tyson Center of Faith and Spirituality

In the Workplace

January 2017 – August 2019

- Oversaw a Center whose mission was to create an understanding and awareness among students of the interaction between different faiths at the workplace.
- Engaged in significant stakeholder management to align donor and faculty interests and manage the Center's Board.
- The Center oversaw the launch of a course focused on inter-faith issues at the workplace, promoted the establishment of a student organization, developed a study tour focused on faith friendly organizations.

Faculty Director of MBA Programs

July 2012 – August 2016

- Managed an MBA program ranked in the Top 65 nationally and in the top 35 among public universities. The MBA Programs Office was established as a multi-staff independent office in 2015 and I oversaw its establishment as an independent unit.
- Worked to increase enrollment and demand for the Walton EMBA (Executive MBA) program and in the FT MBA program.
 - o The size of the EMBA program significantly increased during my tenure from 120 students to 200 students and the number of applications doubled.
 - o Increased revenue generation from EMBA program. Gross annual revenues from EMBA increased to over 4 million dollars, from 1.55 million in 2011-12. Increases resulted from both enrolment growth and tuition increase.
 - o Class size of Full Time MBA increased from 29 in 2014 to 53 in 2016 with a significant increase in applications. Class quality improved with respect to both incoming GMAT and incoming GPA. Applications increased by over 80% between 2012-2016.
- Significant increases in diversity of the MBA and EMBA classes.
- Implemented and rolled out the Walton credit and noncredit programs in Panama City, Panama (in conjunction with the Graduate School of Business at the Walton College).
 - o Implemented the Executive MBA program and the Certificate in Entrepreneurial Excellence in 2013-14. This was a blended delivery program with Face to Face classes held in Panama City, Panama.
 - o Involved in all aspects of implementing programs including recruiting in Panama, negotiating with Panamanian government (Senacyt), assessing revenue and payments, and coordinating faculty and curriculum.
 - o Approximately 1 million dollars gross revenue generation for the Walton College.
- Increased Alumni Engagement.
 - o Established MBA Alumni Advisory Board in 2012. The board included alumni from a variety of organizations that include Hershey's, Shell, Walmart, Tyson, Land 'O Lakes, Rich Products, and JB Hunt. The Board has actively contributed to MBA initiatives.

- Organized Walton MBA Alumni Reconnect (now renamed the Walton Showcase) focused on alumni continuing education and networking. The alumni event has been held continuously since then.
 - Worked with Walton College's Advisory Boards to develop and generate resources for Walton MBA programs. These included identifying senior executives to mentor MBA students in groups of 3 and 4 over a one-year period. It also included specialized training for mentors that was paid for by funds raised through the Dean's Executive Advisory Board.
 - Activation of alumni networks in Dallas and Little Rock, leading to significant recruitment support.
- Increased Faculty Involvement and Support
 - Reorganized role of Faculty MBA committee from an admission committee to one focused on strategic planning, recruitment, and placement.
 - Created budget for faculty training in MBA teaching. Several faculty-members sponsored to Harvard Business School and AACSB seminars for this purpose.
 - Classroom support enhanced for MBA faculty – hiring staff as teaching support specialists.
- AACSB Related Efforts
 - Developed and submitted (along with another faculty member) a successful proposal to AACSB for a supply chain curriculum seminar hosted by Walton College. The AACSB symposium was held multiple times on the University of Arkansas, Fayetteville campus.
 - Spearheaded the collection of Assurance of Learning Measures for all MBA programs in the College.
- Curriculum Related Efforts
 - Oversaw the curriculum redesign of EMBA program. The new focus of the curriculum significantly increased global immersion, and introduced courses related to the handling, management, and representation of large volumes of data. EMBA curriculum revision was successfully shepherded through the university approval system.
 - Worked with the University for Arkansas Medical Sciences to develop a health care track in the MBA. Agreement in principle that is now being readied to move through the approval process.
 - Initiated a systematic a systematic redesign of the Walton MBA program.
- Collaborative Efforts
 - Worked with Walton College Honors Program to design and implement an Accelerated MBA track for honors students. First students admitted Spring 2013.
 - Worked with Clinton School of Public Service (Little Rock) to increase visibility of our concurrent MBA/MPS program.
 - Worked with Nielsen Corporation to engage them in training our students. Students receive the Nielsen Certification that significantly enhances their market value.
- Efforts to Improve Student Outcomes
 - Worked with employers to increase internship opportunities and placement options for MBA students
 - Increased experiential component of the Walton MBA programs by the introduction of

- soft skills assessments, 360 degree feedback, and simulations.
- Increased integration with local non-profits in a newly started experiential week which focuses students on community engagement.
- Started a mentoring program for Full Time MBA students – Senior executives commit to mentoring students for the duration of the MBA.

Executive Director: Innovation and Strategy Planning

July 2015 – August 2016

- Created, Monitored and led multiple task forces that developed measurable outcomes for the College’s Strategic Plan.

Executive Director: George W. Edwards Career Center

June 2014 – August 2015

- Undertook a short-term assignment to reorient and restructure the career center.
- Managed a Multi-Staff Unit including budgeting and control
- Initiated new initiatives to increase effectiveness and revenue streams:
 - Career Fair in Dallas: Students were bussed to Dallas and 30 companies participated in the first such fair. The fair is now a regular event.
 - Corporate Spotlight Program which increased connectedness between corporate employers and students.
 - Introduction of multiple tools and software to automate resume review process including VMOCK which automatically scans and reviews student resumes.
 - Developed partnerships with multiple corporations that would lead to superior student outcomes and better faculty-corporate engagement.
 - Facilitated interaction between corporations and freshmen by promoting: “Corporate Comes to Campus” where different employers set up information booths on campus to interact with freshmen (and other students) early in the Fall semester.
 - Oversaw the organization of large career fairs on campus that involved the participation of over 130 companies.
- Restructured and reoriented career center to make it better aligned with College Goals including faculty enrichment through creating superior corporate connections.
- Worked with College advancement to develop proposals for external funding and support

PHD Coordinator – Management Dept.

2007 – 2012

- Program Growth
 - Applications increased by 400% over five-year period.
 - Average GMAT of admitted students ranged from 680 to 720 from 2008 to 2012.
- Program Enhancements
 - Worked on developing and modifying procedures for PhD students – These included modifications of the handbook and procedures that were ratified through the appropriate committees/councils in the University.
 - Established a collaborative and research-oriented culture that kept faculty and students strongly connected.
 - Worked with faculty to ensure students received research support and timely feedback.
 -

Other Administrative Experience

- Worked with the University of Arkansas Global Engagement Office to develop the Walton College's relationships with schools in India.
 - o This led to the start of a Study Abroad Program in India that I co-led, and initiated research collaborations.
 - o A joint class with a partner school which was simultaneously taught in India and the US using video technology (with corporate sponsored projects for teams formed of students in both schools).
- Member of the College AACSB Re-accreditation team.

Administrative Experience at National Conferences and Events

- Served on the Organizing Committee of the National MBA Round Table Conference to be held in East Lansing in November 2019. Served as panelist on: "New Business Models for the MBA", and facilitated a session on "Managing External Stakeholders while implementing new MBA models."
- Along with Prof. Chris Hofer, made a proposal to AACSB to host a conference on "Teaching Supply Chain Management." The proposal was approved and AACSB held the conference at the Fayetteville campus multiple times.
- Was responsible for organizing (along with other units in the College) the National SEC Case competition when it was hosted by the Walton College in 2016. Apart from organizing the event, this included working with a corporate sponsor (Henkel) to deliver a live case.

Attendance at Relevant Conferences

Multiple AACSB conferences on Accreditation, Assurance of Learning, Innovation in curriculum, Globalizing the curriculum, etc. Regular attendee at MBA conferences including those by GMAC and MBA Roundtable. Regular attendee at the Academy of Management Conferences since 1995.

Corporate Experience: 1989-1994

- During this period worked in management roles with ITC Ltd (Subsidiary of BAT and one of India's largest company), and with Eicher Goodearth (Joint venture partner of Mitsubishi Motors) primarily in the arena of international business. Specific responsibilities included.
 - o Overall operational responsibility of all paper shipments out of India through seaport of Chennai and transit points on the Bangladesh border.
 - o Maintaining and increasing sales of paper and paper products in established markets that included Australia, Singapore, and Sri Lanka.
 - o New market development for sale of paper and paperboard in multiple countries including Bangladesh, Nepal, Dubai, and other Middle Eastern markets. This involved multiple visits to countries and the establishment of relationships with multiple customers.
 - o Was one of two managers handling overall international sales and marketing for 300 million Rupees.
 - o Sourcing paper and newsprint from multiple global sources (including Japan, USA, Soviet Union (now Russia), Finland, and Taiwan) for sale in South Asia. Was also responsible for setting up the infrastructure to finance buyers, and receive and distribute paper in multiple South Asian ports. Established this operation as a profit-making center within 7 months.

- Developed a virtual operation with external partners providing financing to customers using SIBOR rate, and local distributors assuming responsibility of maintaining warehouses and custom clearance and documentation on a commission basis.
- Paper usually purchased while on the high seas and sold to customers before arrival at port – established direct port to multiple customer shipments to avoid logistics costs.
- Market development and establishment of distributors in multiple markets that included Egypt, Kenya, Ghana, Namibia, Zambia, Zimbabwe, Jordan, Saudi Arabia and South Africa.
- The International Marketing experience involved signing and negotiating contracts with a wide range of entities that included multinationals (Lever Bros (Unilever), Bata), small traders, and large government contracts and tenders.

TEACHING

- Strong involvement in undergraduate teaching including several innovations for the Walton College Honors Program.
- Taught a variety of courses at the undergraduate and graduate (MBA and PHD) level. Courses taught include Business Strategy, Decision-Making, International Management, Global Business Management, Capstone and Study Abroad.
At the undergraduate, Masters, and PhD Levels teaching evaluations have been consistently well above 4.5 on a scale of 1 to 5.
- Co-Recipient of an Honors College Colloquium Grant for \$22,000 to develop a new undergraduate course: Managing Engineering Innovations and Business Processes in “a Flat World”: Low Cost and Sustainable High Technology in Globalization. Course was highly successful and involved engineering and business students.
- Initiated and co-organized India Study Abroad programs for the Walton College. I led this program 12 times and it became one of the most sought-after study abroad program at the University of Arkansas. These programs received almost perfect student evaluations and were consistently oversubscribed. The programs involve a preparatory class followed by a series of short immersive and experiential exercises that include visits to rural areas, service projects, company visits, market projects, family visits, partnering on projects with Indian school students and an Amazing Race in a select city in India. Responsible for pricing and budgeting for the program too.
- One of the first instructors to adopt blended delivery (half online/half Face to Face) teaching methodologies in the Executive MBA Program (2005). Continue to refine and improve technology initiatives in teaching.
- Developed several new courses at the Walton College (MBA Innovation and Creativity, EMBA International Management, Honors Undergraduate: Globalization Colloquium; Ph.D.: Seminar in Ethics and Behavioral Decision Making).
- Have taught classes globally (India, Israel, Panama, and France) and provided short lectures/ executive education at various companies including JB Hunt, American Express, and ISEVA (India).
- Visiting Faculty, Jones Graduate School of Business, Rice University (Summer 2007).

Undergraduate Honors Theses and Research

- I have chaired over 30 undergraduate honors research theses (list available on request). These have ranged on a variety of topics including international ethics, international strategy, and social responsibility. Many of these students have been awarded State Level and University level research grants to conduct this research. Some of the students have travelled overseas to collect data.

RESEARCH

Research Related Highlights and Recognitions

- Key Research Areas: Organizational Ethics, Organizational Knowledge, Organizational Identity.
- Published manuscripts cited close to 4000 times, with multiple papers having citation counts in excess of 100.
- Anand, Ashforth and Joshi (2004) was winner of the **AME (Academy of Management Executive) paper of the year award**, and in 2005 was **republished as one of the ten most influential papers in 20 years of AME publications**.
- Anand, Glick, & Manz, (2002) was translated and republished in Portuguese and has been well cited in that version.

List of Publications

Guerber, A. J., Anand, V., Ellstrand, A.E., Waller, M. A., & Reychav, I. (In Press). Extending the Situational Crisis Communication Theory: The Impact of Linguistic Style and Culture. Accepted for publication at *Corporate Reputation Review*.

Joshi, M., Anand, V. (2018). Small Business Owners' External Information-Seeking Behaviors: The Role of Perceived Uncertainty and Organizational Identity Complexity. *Journal of Small Business Strategy* 28 (3): 48-68.

Anand, V., Dacin, M.T., and Murphy, P.R. 2015. The continued need for diversity in fraud research. *Journal of Business Ethics*. 131 (4): 751-755.

Guerber, A., Iris, R. & Anand, V. (2014). Searching Inside and Out: Organizational Identification Relationships and Information Seeking among Managers and Knowledge Workers. *Journal of Managerial Issues*. 26 (1): 22-43

O'Leary-Kelly, A. M., Henderson, K. E., Anand, V., & Ashforth, B. (2014). Psychological contracts in a nontraditional industry: Exploring the implications for psychological contract development. *Group and Organization Management*. 39 (3): 39-60.

Anand, V., & Gomez-Mejia. 2014. The Impact of Cash Incentives on TMT Information Seeking Behavior in Entrepreneurial Firms. *Journal of High Technology Management Research*. 25 (1): 68-82.

Langan-Fox, J., Grant, S., & Anand, V. (2013). Conspiring for the common good: Positive Collusion in Organizations. In J. Langan-Fox & C.L. Cooper (Eds.) *Boundary Spanning in Organizations: Network, Influence and Conflict*. NY: Routledge, Taylor & Francis Group: 160-183.

- Anand, V*., Joshi, M*., and O'Leary-Kelly. 2013. An Expanded Model of Strategic Group Identification. *Organization Science*. 24 (2): 571-590/ (*The first two authors contributed equally to this paper).
- Ashforth, B. E., Joshi, M., Anand V., and O'Leary-Kelly, A. (2013). Extending the Expanded Model of Organizational Identification to Occupations. *Journal of Applied Social Psychology*. 43: 2426-2448.
- Reychav, I., and Anand, V. E-learning Technologies 2011. A key to Dynamic Capabilities. *Computers in Human Behavior*. 27 (5): 1868-1875.
- Guerber, A.; Rajagopalan, A.; and Anand, V. 2011. The influence of national culture on the rationalization of corruption. In R. Burke, Cary Cooper and Ed Tomlinson (Eds), *Crime and Corruption in Organizations: Why it Happens and What to do about it?*. London, UK: Ashgate Publishing: 142-159
- Anand, V., Ellstrand, A., Rajagopalan, A., & Joshi, M. 2009. Organizational responses to allegations of corruptions. In R. Burke & C. Cooper (Eds.), *Research Companion to Corruption in Organizations*. London: Edward Elgar: 217-231.
- Manz, C. C., Anand V., and Joshi, M. 2008. Emerging Paradoxes in Executive Leadership: A Theoretical Interpretation of the Tensions between Corruption and Virtuous Values. *Leadership Quarterly*. 19 (3): 385-392.
- Anand, V. and C. Rosen. 2008. The ethics of organizational secrets. *Journal of Management Inquiry*. 17: 102-106.
- Joshi, M., Anand, V., and Henderson, K. 2007 The Role of Organizational Practices and Routines in Facilitating Normalized Corruption. In Langan-Fox, J., Cooper, C., and Klimoski, R. J. *Research Companion to the Dysfunctional Workplace: Management Challenges and Symptom*. (pp 235-252) Cheltenham, UK: Edward Elgar Publishing.
- Anand, V., Ashforth, B. E., and Joshi, M. 2004. Business as Usual: The Acceptance and Perpetuation of Corruption in Organizations. *Academy of Management Executive*. 18(2): 39-53. **This paper was awarded the Academy of Management Executive 2005 best paper award. This article was also reprinted as one of the featured articles in the Academy of Management Executive Special Issue on Classic Articles from the past twenty years:**
- Anand, V., Ashforth, B. E., and Joshi, M. 2005. Business as Usual: The Acceptance and Perpetuation of Corruption in Organizations. *Academy of Management Executive (Special Issue: Classic articles from AME)*. 19(4): 9-24
- Ashforth, Blake, & Vikas Anand. 2003. The normalization of corruption in organizations. *Research in Organizational Behavior*. 25: 1-52.
- Tiedt, P. D., and Anand, V. 2003. "Knowledge Self-Leadership: Coping with Business Environments of the Twenty First Century." In Manz, C. C. and Neck, C. P., *Mastering Self-Leadership: Empowering Yourself for Personal Excellence (3e)*, Prentice Hall.

- Anand, V., Clark, M., and Zellmer-Bruhn, M. 2003 Designing work teams: The role of knowledge distribution. *Journal of Managerial Issues*. 15(1): 15-32.
- Houghton, J. D., Anand, V., Neck, C. P., 2003 "Toward a Framework of Corporate Merger Processes and Outcomes: A Behavioral Perspective," *International Journal of Public Administration*. Vol 26, pp 97-117
- Anand, V., Glick, W. H., & Manz, C. C. 2002. Thriving on the knowledge of outsiders: Tapping organizational social capital. *Academy of Management Executive*. 16 (1): 87-101.
-This article has been translated into Portuguese and published in the journal: RAE Revista de Administracao de Empresas (Vol 42, Issue 4)(
<http://www.rae.com.br/rae/index.cfm?FuseAction=Artigo&ID=1618&Secao=ESTRATÉGIA&Volume=42&numero=4&Ano=2002>).
- Bhappu, A., Zellmer-Bruhn, M. & Anand, V. 2001. The effects of demographic diversity and virtual work environments on knowledge processing in teams. *Advances in the Interdisciplinary Studies of Work Teams*. Vol 8. pp 165-181.
- Anand, V. & Harrison, D. F. 2001. Superleadership in the information age -- leading by creating knowledge self-leaders. Chapter profile in *The New Superleadership* by Charles C. Manz & Henry P. Sims (pp 119-125). Berrett-Koehler.
- Clark, M. A., Anand, V., & Roberson, L. 2000. Resolving meaning: Interpretation in diverse decision-making groups. *Group Dynamics: Theory, Research, and Practice*, 4(3): 211-221.
- Anand, V., Fugate, M., & Manz, C. C. 2000. Empowering work-teams with knowledge. *Advances in the Interdisciplinary Studies of Work Teams*. Vol 6: 1-36.
- Neck, C. P., Manz, C. C., and Anand, V., 2000 "Self-Managing Teams In A Crystal Ball: Future Directions for Self-Managing Team Research and Practice." In M. Beyerlein (Ed.), *Work Teams: Past, Present, and Future*. Holland: Kluwer Academic Publishers (2000, 311-322).
- Anand, V., Manz, C. C. & Glick, W. H. 1998. An organizational memory approach to information management. *Academy of Management Review* 23(4): 796-809.

OTHER PUBLICATIONS

- Anand, V. (2008). Book Review From Hire to Liar: The Role of Deception in the Workplace by David Schulman. *Industrial and Labor Relations Review*, Vol 61, Issue 3: 432-434.

PROCEEDINGS/PRESENTATIONS/ CONFERENCE ITEMS

Available on request. Have had several papers accepted for presentation at National and International Conferences, had several invited talks and papers published in the proceedings of various conferences

SERVICE

PhD Dissertation Committees

Danny Franklin – Dissertation Chair (2017)
Amy Guerber – Dissertation Chair (2014).
Jamie Newell – Dissertation Committee member (2011).
Chris Conway – Dissertation Committee member (2013).
Mahendra Joshi – Dissertation Chair (2008)
Kevin Henderson – Dissertation Committee Member (2010)
Heather Dixon-Fowler – Dissertation Committee Member (2010)

University, College, and Departmental Service through Committees

- All University Conduct Board (Spring 2020-Present)
- University Satisfactory Academic Progress Committee (2016- 2019)
- Walton College Executive Committee (2014- Present)
- University Graduate Council (2018 – Present).
- Walton College Executive Committee (2014 – present)
- Walton College Committee on Teaching (2013 – 2016).
- Walton College Re-accreditation Committee (2014 – 2016)
- University Graduate Council (2013 – 2017)
- Walton College Honors Council (2012 – 2015)
- Walton College Ph.D. Committee (2007 – 2012)
- Walton College Masters Committee (2012 – 2016)
- Departmental Ph.D. Coordinator (2007 – 2012)
- Walton College MBA Committee member (2006 – present)
- Search Committee Member: I have served on (and chaired) numerous search committees including those for faculty, center directors and other administrative staff.
- Faculty Committee on University Admissions and Transfer of Credit. U of Arkansas (2003 to 2006, and again from 2009 to 2010)

Other Service-Related Activities

- Co-editor: Journal of Business Ethics Special Issue on Understanding and Preventing Organizational Fraud
- Served on the European Commissions’ Seventh Framework Programme (FP7) for Research and Technological Development (Corruption and resistance to corruption in the private and public sphere) Brussels (Belgium) in May 2011
- National Science Foundation Commercial Reviewer for SBIR Phase 2 Project – Panel on Transportation and Automotive. SBIR panel April 2011
- Departmental Brown Bag and Guest Visit Coordinator 2009 to 2012
- National Science Foundation Commercial Reviewer for SBIR Phase 1 Project – Panel on Transportation and Automotive. SBIR panel Sept 2010
- Conducted Professional Development Workshop on Culture and Diversity for the Graduate School of Business in multiple years.
- Member of Search Committee for Associate Director (Instruction Design) at the Walton College
- Editorial Board: Academy of Management Review Special Issue on Ethics in Organizations, 2005.
- Organizer of the Symposium (with Anne O’Leary Kelley, and Blake Ashforth): Contingent Work in the New Economy at the Annual Academy of Management Meetings (2002) at Denver. The symposium was selected as a **Showcase Symposium, and Received the Most Innovative Symposium (OB Division) Award.**

- Organizer (with Candace Jones, Mark Meckler, and Mark Jenkins) of the PDW: Cranfield and Walton College Conversations on Organizational Knowledge at the Annual Academy of Management (2002) in Denver.
- Organizer (with Candace Jones, Mark Meckler, and Mark Jenkins) of the PDW: 3 Conversations on Organizational Knowledge at the Annual Academy of Management (2001) in Washington DC
- With Mark Meckler and Mark Jenkins, I organized the pre-conference workshop: Cranfield Conversations on Knowledge at the Annual Academy of Management Meetings, Toronto, 2000.

OTHER AWARDS AND RECOGNITIONS

- Interviewed multiple times over Radio and newspapers with respect to strategic initiatives in the Walton MBA program.
- Featured on KUAF (local NPR station) Fresh Air in a two-part radio program on coping with inter-cultural differences (2005).
- The following paper was a finalist for the best paper award at the Annual Meetings of the Academy of Management (Honolulu, 2005): Charles C. Manz, M. Joshi, and V. Anand. The Role of Values and Emotions in Newcomers' Socialization into Organizational Corruption. Paper presented at the Annual Academy of Management, Honolulu, 2005. This paper was nominated for the best paper award by the SIM division.

RESEARCH FUNDING

I have received multiple grants from university level and external agencies for research and teaching. The grants have ranged in awards from \$5,000 to \$25,000 and have included corporates and external agencies such as American Express and agencies such as World at Work. List is available on request.