

Scott E. Bryant

ACADEMIC EXPERIENCE

Professor of Management. 2015-Present. Jake Jobs College of Business and Entrepreneurship. Montana State University. Bozeman, MT.

Associate Professor of Management. 2008-2015. Jake Jobs College of Business and Entrepreneurship. Montana State University. Bozeman, MT.

Assistant Professor of Management. 2002-2008. College of Business and Entrepreneurship. Montana State University. Bozeman, MT.

Executive Director. 2006-Present. Jabs Center for Entrepreneurship. Jake Jobs College of Business and Entrepreneurship. Montana State University. Bozeman, MT.

Graduate Teaching Fellow. 1998-2002. Lundquist College of Business. University of Oregon. Eugene, OR.

EDUCATION

Ph.D. Management and Organizational Studies. 2002. University of Oregon. Eugene, OR. Dissertation: *A Field Study on the Impact of Peer Mentoring on Organizational Knowledge Creation and Sharing.*

Minor Areas: Entrepreneurship, Organizational Knowledge, Strategic HRM

M.B.A. Management Emphasis. 1998. Seattle Pacific University. Seattle, WA. Honors: Sigma Beta Delta Member.

B.A. Marketing. B.A. Philosophy. 1990. Seattle Pacific University. Seattle, WA. Honors: Graduated Summa Cum Laude, Honors Program.

RESEARCH AND TEACHING INTERESTS

Entrepreneurship, Peer Mentoring, Emotional Intelligence, Management Skills, Principles of Management

HONORS AND AWARDS

2012 Gary K. Bracken Excellence in Teaching Award. Award voted on by all graduating seniors in the College of Business.

2012 President's Excellence in Teaching Award. Honorable Mention. Campus wide award selected by the MSU Teaching and Learning Committee based on excellent teaching.

2011 President's Excellence in Teaching Award. Honorable Mention. Campus wide award selected by the MSU Teaching and Learning Committee based on excellent teaching.

2008-15 BEST/FEG Awards. Buy-out for Enhancing Scholarship & Teaching. Faculty Excellence Grant (FEG).

2009-11 NCIIA Grant (6290-08)—\$24,500. “Moving clean energy innovations to market and creating entrepreneurial learning opportunities through cross-disciplinary student teams.” This award provides funding for an initiative involving the MSU Center for Entrepreneurship for the New West, TechRanch and the College of Engineering to create student E-teams that will work on commercializing green technology.

2009 Loendorf Excellence in Teaching Award. Award to one faculty member in the Montana State University College of Business for excellent teaching.

2008 MSU Dean’s Award for Outstanding Performance in Research. Award from the Dean to one faculty member in the College of Business for excellent research. Voted on by faculty.

2007 Emerald Literati Award. For best paper in *Leadership and Organization Development Journal* for “The Role of Emotional Intelligence, as Measured by the EQI, on Transformational Leadership and Organizational Outcomes.”

2005-07 Fellow, Nemours Center for Medical Leadership. Faculty research fellowship awarded by the Nemours Center for Medical Leadership to support research in health care management.

2007 Highest overall teaching evaluation in the MSU College of Business for Fall ’07 (3.9/4.0)

2005 MSU Dean’s Award for Outstanding Performance in Research. Award from the Dean to one faculty member in the College of Business for excellent research. Voted on by faculty.

2004 Thomas Nopper Excellence in Teaching Award. Award to one faculty member in the Montana State University College of Business for excellent teaching.

2001 Roger Best Award for Outstanding Teaching. Award to one graduate student in the Lundquist College of Business, University of Oregon.

RESEARCH

Publications

Bryant, S., Malone, T. 2015. *An Empirical Study of Emotional Intelligence and Stress in College Students. Business Education & Accreditation Journal. 7: 1-11.*

Nguyen, T., Le, C. Q., Tran, B. T., Bryant, S. 2015. Citizen Participation in City Governance: Experiences from Vietnam. *Public Administration and Development Journal. 35: 34-45.*

Nguyen, T., Bich, N. and Bryant, S. 2013. Sub-national Institutions, Export Strategy, and Firm Performance: A Multilevel Study of Private Manufacturing Firms in Vietnam. *Journal of World Business. 48: 68-76.*

Bryant, S., Moshavi, D., Lande, G. 2012. A Knowledge-Based View of Improving the Physician-Patient Relationship. *Academy of Health Care Management Journal. 8: 9-20.*

Bryant, S. 2011. HabiHut Case: Improving Shelter for People in Need. *Journal of Business Cases and Applications. 3: Online.*

- Bryant, S., Moshavi, D., Lande, G., Leary, M., and Doughty, R. 2011. A Proposed Model for The Role of Physician Peer Mentoring in Improving Patient Satisfaction. *Academy of Health Care Management Journal*. 7: 45-58.
- Nguyen, T., Bryant, S., Rose, J., Chiung-Hui, T., and Kapasuwan, S. 2009. National Culture, Institutions, and Entrepreneurship Potential: A Comparative Study of the United States, Taiwan, and Vietnam. *Journal of Developmental Entrepreneurship*. 14: 21-37.
- Bryant, S. and Terborg, J. 2008. Impact of Peer Mentor Training on Creating and Sharing Organizational Knowledge. *Journal of Managerial Issues*. 20 (1): 11-29.
- Bryant, S. and Lockhart, M. 2007. Mentoring: Gains in Teaching and Leadership. *Academic Exchange Quarterly*. 11(2): 81-85.
- Bryant, S., Moshavi, D. and Nguyen, T. 2007. A Field Study on Organizational Commitment, Professional Commitment and Peer Mentoring Competence and Behaviors. *The Data Base for Advances in Information Systems*. 38(1): 61-74.
- Brown, F. W., Bryant, S. and Reilly, M. 2006. Does Emotional Intelligence—as Measured by the EQI—influence Transformational Leadership and/or Desirable Outcomes. *Leadership and Organizational Development Journal*. 27: 330-351. Won 2006 Best Paper in Journal Award.
- Bryant, S. 2005. The Impact of Peer Mentoring on Knowledge Creation and Sharing: An Empirical Study in a Software Firm. *Group and Organization Management*. 30: 319-338.
- Marshall, S., Nguyen, T, and Bryant, S. 2005. A Dynamic Model of Trust Development and Knowledge Sharing in Strategic Alliances. *Journal of General Management*. 31: 41-57.
- Bryant, S. and Brown, F. W. 2004. The Role of Emotional Intelligence in Knowledge Sharing and Performance. *International Journal of Business and Public Administration*. 1: 15-27.
- Nguyen, T. and Bryant, S. 2004. A study of the Formality of Human Resource Management Practices in Small and Medium-size Enterprises in Vietnam. *International Small Business Journal*. 22: 595-618.
- Nguyen, T., Claire, L. and Bryant, S. 2003. The Social Dimension of Network Ties Between Entrepreneurial Firms: Implications for Information Acquisition. *Journal of Applied Management and Entrepreneurship*. 8 (2): 29-47.
- Bryant, S. 2003. The Role of Transformational and Transactional Leadership in Creating, Sharing and Exploiting Organizational Knowledge. *Journal of Leadership and Organizational Studies*. 9: 32-44.

Refereed National Proceedings

- Bryant, S., Moshavi, D., Lande, G., Doughty, R. 2006. A Knowledge-Based View of Improving the Physician-Patient Relationship. Institute of Behavioral and Applied Management (IBAM) *Conference Proceedings*. Memphis, TN.
- Bryant, S. and Brown, B. 2004. The Role of Emotional Intelligence in Knowledge Sharing and

Performance. *International Academy of Business and Public Administration Disciplines Conference Proceedings*. New Orleans, LA.

Bryant, S. and Colwell, K. 2002. Strategic Knowledge Management in SMEs: Managing Knowledge Throughout the Organizational Life Cycle. *USASBE Conference Proceedings*. Reno, NV.

Refereed Regional Proceedings

Moshavi, D., Lande, G., Bryant, S., and Doughty, R. 2008. Wait Time and Parental Perception of Pediatric Care. *Western Academy of Management Conference Proceedings*. Oakland, CA.

Bryant, S., Moshavi, D., Lande, G., and Doughty, R. 2007. Physician Peer Mentoring to Improve Patient Care. *Western Academy of Management Conference Proceedings*. Missoula, MT.

Bryant, S., Moshavi, D. and Nguyen, T. 2003. A Field Study on Organizational Commitment, Professional Commitment and Peer Mentoring Competence and Behaviors. *Western Academy of Management Conference Proceedings*. Palm Springs, CA.

Manuscripts Under Review

Conference Presentations

Bryant, S. and Wong, K. 2016. *Gravity Payments – Setting the World or Itself on Fire*. To be presented at the Western Casewriter's Association (WCA) Conference. Portland, OR.

Brown, F.W., Bryant, S., Profata, T. and Chupka, R. 2016. *Transformational Leadership Capacity: A Consideration and Comparison of the Extent and Determinants Among Human Resource and Not-For-Profit Leader/Managers*. To be presented at the Western Academy of Management. Portland, OR.

Kwapisz, A., Rosso, B., Bryant, S. 2015. *All Female, All Male, and Mixed Entrepreneurial Teams: Differences and Implications on Startup Outcomes*. Presented at the EURAM Conference. Warsaw, Poland.

Moshavi, D., Bryant, S., Lande, G. 2015. *A Critical Incident Comparison of the Communication Patterns of High- and Low-Service Quality Rated Pediatricians*. Presented at the Frontiers in Service Conference. San Jose, CA.

Oanh, T. O., Nguyen, T., Bryant, S. 2015. *Fostering knowledge sharing in an organization: The case of PetroVietnam Construction (PVC) Joint Stock Corporation*. Western Academy of Management Conference. Kauai, HI.

Bryant, S., Nguyen, T. 2015. *Towards a Conceptual Model of Managing Organizational Knowledge in Emerging Economies*. Western Academy of Management Conference. Kauai, HI.

Kwapisz, A., Rosso, B., Bryant, S. 2014. *Should Men and Women Start Companies Together? The Impact of Team Diversity on Startup Success*. Presented at the Academy of Management Conference. Philadelphia, PA.

- Bryant, S., Lolatte, T., Malone, T. 2014. *An Empirical Study of Emotional Intelligence, Stress and Gender in College Students*. Western Academy of Management. Napa, CA. March 20-22, 2014.
- Bryant, S., Nguyen, T. 2013. *Towards a Conceptual Model of Managing Organizational Knowledge in Emerging Economies*. Knowledge management in transition economy of Vietnam Conference. August 20th, 2013. National Economics University, Hanoi, Vietnam.
- Bryant, S., Lolatte, T., Malone, T. 2013. *An Empirical Study of Emotional Intelligence, Stress and Gender in College Students*. AMHCR. Big Sky, MT. February 27-28, 2013.
- Bryant, S. and Brown, W. 2012. *LinkedIn Case: Motivating Millionaires*. Presented at the Western Case Writers Conference/WAM. La Jolla, CA. March 22-24, 2012.
- Bryant, S. and Beaubois, T. 2010. *Polymer, Inc. Case: Balancing Eco-Friendly Products with Cost-Effective Building Solutions*. Presented at the Business and Sustainability Conference. Portland, OR. November 4-5, 2010.
- Bryant, S. and Beaubois, T. 2010. *Building Sustainable Communities through Effective University Partnerships*. Presented at the Business and Sustainability Conference. Portland, OR. November 4-5, 2010.
- Bryant, S. 2010. *HabiHut Case: Improving Shelter for People in Need*. Presented at the Academic and Business Research Institute (AABRI). Orlando, FL. September 23-25.
- Nguyen, T., Bich, N. and Bryant, S. 2010. *Sub-national Institutions, Export Strategy, and Firm Performance: A Multilevel Study of Private Manufacturing Firms in Vietnam*. Presented at the International Society of Markets and Development (ISMD) Conference in Hanoi, VN.
- Bich, N., Nguyen, T. and Bryant, S. 2008. *Sub-national Institutions, Firm Strategies, and Firm Performance: A Multilevel Study of Private Manufacturing Firms in Vietnam*. Presented at the Asia Academy of Management Meeting. Taipei, Taiwan.
- Moshavi, D., Lande, G., Bryant, S., and Doughty, R. 2008. *Wait Time and Parental Perception of Pediatric Care*. Presented at the Western Academy of Management. Oakland, CA.
- Schulte, K., Bryant, S., Watters, C., and Dickson, J. 2007. *The Role of Centers in Revitalizing Low Income and At Risk Communities*. Presented at the National Consortium for Entrepreneurship Centers (NCEC) Conference. Syracuse, NY.
- Lockhart, M. and Bryant, S. 2007. *Emphasizing Teaching by Creating a Mentoring Program*. Presented at the Professional and Organizational Development (POD) Network in Higher Education Conference. Pittsburg, PA.
- Bryant, S., Moshavi, D., Lande, G., and Doughty, R. 2007. *Physician Peer Mentoring to Improve Patient Care*. Presented at the 2007 Western Academy of Management Conference in Missoula, MT.
- Bryant, S., Moshavi, D., Lande, G., Doughty, R. 2006. *A Knowledge-Based View of Improving the Physician-Patient Relationship*. Presented at the Institute of Behavioral and Applied Management (IBAM) Conference. Memphis, TN.

Nguyen, T., Bryant, S., Rose, J., Chiung-Hui, T., and Kapasuwan, S. 2005. *National Culture, Institutions, and Entrepreneurship Potential: A Comparative Study of the United States, Taiwan, and Vietnam*. Presented at the Academy of Management Conference. Honolulu, HI.

Doughty, R., Lawless, S., Moshavi, D., Lande, G. and Bryant, S. 2005. *The Influence of Waiting Time on Parents' Perceptions of Pediatric Care*. Presented at the Pediatric Academic Societies' Annual Meeting. Washington, D.C.

Bryant, S., Brown, F.W. and Black, L. 2005. *Peer evaluations: Who did what to whom?* Presented at the Western Organization and Management Teaching Conference. Los Angeles, CA.

Moshavi, D., Bryant, S. and Lande, G. 2005. *Viewing the Doctor Patient Relationship Through a Knowledge Lens*. Discussed in a workshop at the Western Academy of Management Conference. Las Vegas, NV.

Bryant, S. and Brown, F.W. 2005. *The Role of Emotional Intelligence, as Measured by the EQI, on Transformational Leadership and Organizational Outcomes*. Presented at the Western Academy of Management Conference. Las Vegas, NV.

Bryant, S. and Brown, F.W. 2004. *The Role of Emotional Intelligence in Knowledge Sharing and Performance*. Presented at the International Academy of Business and Public Administration Disciplines Conference. New Orleans, LA.

Benham, H., Brown, F.W., Bryant, S., Dodd, N. and Moshavi, D. 2004. *Utilizing Kolb's Learning Cycle to Organize and Teach Integrated Applied Management Courses*. Presented at the Western Organization and Management Teaching Conference. Malibu, CA.

Standifird, S., Bryant, S., Moshavi, D. and Pons, F. 2004. *Starting Over, for the First Time: Reflections on Teaching in a New Environment*. Presented at the Western Organization and Management Teaching Conference. Malibu, CA.

Bryant, S. and Terborg, J. 2003. *A Field Study of the Impact of Peer Mentoring on Organizational Knowledge*. Presented at the Academy of Management Conference. Seattle, WA.

Marshall, S., Bryant, S. and Nguyen, T. 2003. *Knowledge Acquisition and Sharing in International Strategic Alliances: The Role of Trust*. Presented at the Academy of Management Conference. Seattle, WA.

Bryant, S., Moshavi, D. and Nguyen, T. 2003. *A Field Study on Organizational Commitment, Professional Commitment and Peer Mentoring Competence and Behaviors*. Presented at the Western Academy of Management. Palm Springs, CA.

Bryant, S. and Nguyen, T. 2002. *Knowledge Acquisition and Sharing in International Strategic Alliances: The Role of Trust*. Presented at the Academy of Management Conference. Denver, CO.

Nguyen, T, Claire, L. and Bryant, S. 2002. *The Social Dimension of Network Ties Between Entrepreneurial Firms: Implications for Information Acquisition*. Presented at the Academy of Management Conference. Denver, CO.

Bryant, S. and Colwell, K. 2002. *Strategic Knowledge Management in SMEs: Managing Knowledge Throughout the Organizational Life Cycle*. Presented at USASBE Conference. Reno, NV.

Marshall, R. S., Bryant, S. and Campbell, R. 2002. *Strategically Managing Brand Knowledge to Create Competitive Advantage*. Presented at Western Academy of Management. Santa Fe, NM.

Bryant, S. 2001. *The Impact of Peer Mentoring on Knowledge Creation and Sharing: An Empirical Study in a Software Firm*. Presented at Academy of Management Conference. Washington, DC.

Nguyen, T. and Bryant, S. 2001. *Does Formality Matter? A study of Human Resource Management Practices in Small and Medium-size Enterprises in Vietnam*. Presented at Academy of Management Conference. Washington, DC.

Bryant, S. 2001. *The Role of Peer Mentoring in Facilitating the Creation and Sharing of Knowledge*. Presented at Western Academy of Management. Sun Valley, Idaho.

Bryant, S. 2000. *The Role of Transformational Leadership in Cultivating Knowledge*. Presented at Academy of Management Conference. Toronto, Canada.

Working Papers

Moshavi, D., Lande, G., Bryant, S., and Doughty, R. *The Impact of Physician Communication Skills on Patient Satisfaction*.

Kroff, M., Moshavi, D., and Bryant, S. *Improvisation as a Sales Training Tool: A Case Study*. Targeted Journal: *Journal of Marketing Education*.

Invited Presentations

Bryant, S., and Dana, S. 2013. Using Team Based Learning (TBL) at MSU. Presented a session for the MSU College of Nursing.

Bryant, S., Brown, W. F. and Dana, S. 2012. Using Team Based Learning (TBL) at MSU. Presented a general session for the Center for Faculty Excellence.

Bryant, S. 2011. *Is EQ More Important than IQ?*. Facilitated adult education session on Emotional Intelligence for Leadership MSU.

Facilitator, DEAL Program Session: "Leading with Emotional Intelligence". November, 2011.

Facilitator, MPAC Professionalism Workshop: "Leading with Emotional Intelligence". August, 2011.

Facilitator, DEAL Program Session: "Leading with Emotional Intelligence". Co-facilitated with Sabrina Hanan. April, 2011.

Facilitator, MSU Graduate School Session: "Using Emotional Intelligence to Survive Graduate School". Co-facilitated with Sabrina Hanan. May, 2011.

Bryant, S. 2010. *Is EQ More Important than IQ?*. Facilitated adult education sessions on Emotional Intelligence for MSU HR Education Series, and for the MSU Department of Education.

Bryant, S. 2009. *Managing Conflict*. Facilitated executive education sessions on conflict and negotiation for MSU Management Institute, Bresnan and Printing For Less.

TEACHING

Montana State University—Bozeman, MT

BMGT 366 Supervisory Management Skills

Taught the junior level applied management skills and organizational behavior classes for management option students. Class utilizes Kolb’s learning model, team-based learning and emphasizes active learning, case analysis, class discussion, significant writing and presenting.

Semester	Evaluation	COB Average
Spring 2013 (2 Sections)	3.9/4.0	3.3/4.0
Spring 2012 (1 Section)	4.0/4.0	3.4/4.0
Spring 2011 (2 Sections)	3.9/4.0	3.4/4.0
Spring 2010 (2 Sections)	3.8/4.0	3.4/4.0
Average	3.8/4.0	3.4/4.0

BMGT 466 Middle Management Skills

Taught the senior level applied management skills and organizational behavior classes for management option students. Class utilizes Kolb’s learning model, team-based learning and emphasizes active learning, case analysis, class discussion, significant writing and presenting.

Semester	Evaluation	COB Average
Fall 2015 (2 Sections)	3.8/4.0	3.4/4.0
Fall 2014 (2 Sections)	3.9/4.0	3.4/4.0
Fall 2013 (2 Sections)	4.0/4.0	3.4/4.0
Fall 2012 (2 Sections)	4.0/4.0	3.4/4.0
Fall 2011 (2 Sections)	3.8/4.0	3.4/4.0
Fall 2010 (1 Section)	3.7/4.0	3.4/4.0
Fall 2009 (2 Sections)	3.4/4.0	3.3/4.0
Fall 2008 (2 Sections)	3.7/4.0	3.3/4.0

Fall 2007 (2 Sections)	3.9/4.0	3.3/4.0
Fall 2006 (2 Sections)	3.6/4.0	3.3/4.0
Fall 2005 (2 Sections)	3.8/4.0	3.2/4.0
Fall 2004 (2 Sections)	3.7/4.0	3.2/4.0
Average	3.7/4.0	3.2/4.0

BMGT 461 Small Business Management

Taught the senior level applied small business management class for as part of the management option and the Entrepreneurship Minor. Class utilizes team-based learning and emphasizes active learning, case analysis, class discussion, writing and presenting.

Semester	Evaluation	COB Average
Spring 2015 (2 Sections)	4.7/5.0	4.3/5.0
Spring 2014 (2 Sections)	4.6/5.0	4.3/5.0
Average	4.6/5.0	4.3/5.0

BUS474 Senior Seminar

Taught multiple sections of the capstone strategy and business skills course for graduating seniors at MSU. Course utilized the case study method in addition to a computer-based strategy simulation.

Semester	Evaluation	COB Average
Spring 2006 (1 Section)	3.8/4.0	3.2/4.0
Spring 2005 (1 Section)	3.9/4.0	3.2/4.0
Spring 2004 (1 Section)	3.1/4.0	3.2/4.0
Fall 2003 (2 Sections)	3.6/4.0	3.2/4.0
Spring 2003 (1 Section)	3.6/4.0	3.2/4.0
Fall 2002 (2 Sections)	3.7/4.0	3.2/4.0
Average	3.6/4.0	3.2/4.0

BMGT335 Management and Organization.

Taught two sections of the introduction to management course for all business majors. Course utilized significant class participation, mini-cases, video-cases, team projects and presentations.

Semester	Evaluation	COB Average
Spring 2012 (1 Section)	3.2/4.0	3.4/4.0
Fall 2010 (1 Section)	3.6/4.0	3.4/4.0
Spring 2009 (2 Sections)	3.7/4.0	3.3/4.0
Spring 2008 (2 Sections)	3.6/4.0	3.2/4.0
Spring 2007 (2 Sections)	3.6/4.0	3.2/4.0
Spring 2006 (2 Sections)	3.7/4.0	3.2/4.0
Spring 2005 (2 Sections)	3.7/4.0	3.2/4.0
Spring 2004 (2 Sections)	3.7/4.0	3.2/4.0
Spring 2003 (2 Sections)	3.7/4.0	3.2/4.0
Average	3.7/4.0	3.2/4.0

ACTG515 Professional Services Management. Summer 2012, 2013, 2014.

Semester	Evaluation	COB Average
Summer 2015 (1 Section)	4.0/4.0	3.4/4.0
Summer 2014 (1 Section)	4.0/4.0	3.4/4.0
Summer 2013 (1 Section)	4.0/4.0	3.4/4.0
Summer 2012 (1 Section)	3.7/4.0	3.4/4.0

Montana State University Extended University—Bozeman, Montana

MSEM501 Managing the Human & Financial Enterprise. Fall 2012, 2013, 2014, 2015

Team taught this foundation course for the PMSEM program that covered managing people, finances, marketing and innovation.

National Economics University—Hanoi, Vietnam

Strategic Management. May, 2005.

Developed a new MBA capstone strategy course for the English MBA program that included

significant student participation, current business articles, cases and the Business Strategy Game computer simulation.

University of Oregon—Eugene, OR

Evaluations for seven courses averaged 4.5/5 (College averaged 4.2/5).

BA410 Decision Making in Real Time. Spring, 2002.

Developed a new strategy simulation course. Business minors learned the fundamentals of strategy through articles, cases and class discussions and applied them in the *Capstone* business simulation.

MGMT321 and BA316 are junior-level principles of management courses that include strategy, structure and organizational behavior topics.

MGMT 321 Managing Organizations. 1999-2002. Taught 6 Sections with very high evaluations.

Northwest Christian College MBA Program—Eugene, OR

BUS 650 Strategic Management. Spring, 2002.

BUS 650 Strategic Management. Spring, 2001.

Developed a new MBA capstone strategy course that included significant student participation, current business articles, cases and a computer simulation.

Teaching Assistant

MGMT 321 Management and Organizational Behavior. Fall, 1998.

MGMT 321 Management and Organizational Behavior. Winter, 1998.

SERVICE AND LEADERSHIP

2016

JJCBE

Member, JJCBE Promotion & Tenure Committee. 2015-16

Presenter, JJCBE New Student Orientation Fall & Spring (2010-16)

Advisor, 50+ undergraduate JJCBE students (2002-Present)

Presenter, OneMontana high school student group. "How to Change the World." 2015.

Internships Supervised:

MSU

Member, MSU Curriculum and Programs Committee. 2012, 2013, 2014, 2015, 2016

Member, MSU Classroom Committee. 2014, 2015, 2016

Member, Teaching Innovation Award Committee. 2012, 2013, 2014, 2015.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. 1/29/16.

Taught "Sample Class" on Emotional Intelligence for MSU Native Preview. DATE.

Academy

Entrepreneurship Track Chair. Western Academy of Management, Kauai, HI. 2015.

2015

JJCBE

Facilitator, Jabs E-Center E-Team Meetings. 2015.

Member, JJCBE Promotion & Tenure Committee. 2015-16

Member, Finance Search Committee. 2014-15.

Presenter, JJCBE New Student Orientation Fall & Spring (2010, 2011, 2012, 2013, 2014, 2015)

Advisor, 50+ undergraduate JJCBE students (2002-Present)

Presenter, OneMontana high school student group. "How to Change the World." 2015.

Internships Supervised:

MSU

Member, MSU Curriculum and Programs Committee. 2012, 2013, 2014, 2015

Member, MSU Classroom Committee. 2014, 2015

Member, Teaching Innovation Award Committee. 2012, 2013, 2014, 2015.

Mentor, Center for Faculty Excellence Faculty Mentoring Program. 2014-15. Scott McCalla.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. 10/16/15.

Taught "Sample Class" on Emotional Intelligence for MSU Native Preview. 4/17/15

Academy

Entrepreneurship Track Chair. Western Academy of Management, Kauai, HI. 2015.

2014

JJCBE

Facilitator, Jabs E-Center E-Team Meetings. 2014.

Facilitator, Management Option Teaching Circle discussion on CATME online team peer eval.

Member, JJCBE Search Committee for finance professor. Fall, 2014.

Presenter, JJCBE New Student Orientation (2010, 2011, 2012, 2013, 2014)

Advisor, 60+ undergraduate JJCBE students (2002-Present)

Mentor, Startup Weekend. April 2014.

Presenter, OneMontana high school student group. "How to Change the World." 2014.

Presenter with Brent Rosso. Creativity & Innovation in Business Education: Theories, Techniques & Tools. JJCBE Faculty Presentation.

Advisor, UM Business Plan Competition. May 14-15, 2014. Tanner Burgard. Patrick Griffith.

Internships Supervised: Spring: Thane Belnap; Summer: Karch Lockerby and Patrick Zimny; Fall: Sam Beach, Natalie Dodge, and Kyndall Miller

Entrepreneur Researcher in Residence: We invited Dr. Paul Reynolds to spend a day with our faculty and talk about his research and potential entrepreneurship research opportunities.

MSU

Member, MSU Search Committee for Vice Provost for International Programs. Summer, 2014

Member, MSU Curriculum and Programs Committee. 2012, 2013, 2014, 2015

Member, MSU Classroom Committee. 2014, 2015

Member, Teaching Innovation Award Committee. 2012, 2013, 2014.

Mentor, Center for Faculty Excellence Faculty Mentoring Program. 2014-15. Scott McCalla.

Taught "Sample Class" on Emotional Intelligence, 3 MSU Fridays. 2014. 1/31, 3/7, 10/24

Taught "Sample Class" on Emotional Intelligence for MSU Native Preview. 4/11/14

Graduate Representative on Education Doctoral Committee for Randall Scmitz.

Academy

Entrepreneurship Track Chair. Western Academy of Management, Kauai, HI. 2014-15.

Reviewer for Western Academy of Management Conference. Kauai, HI. 2015.

Reviewer for *Group & Organization Management*. 2014.

2013

Entrepreneurship Track Chair. Western Academy of Management, Napa, CA. 2013-14.

Management Option Coordinator. 2012-13.

Facilitator, COB Infusing Entrepreneurship in MSU Task Force. 2013.

Member, MSU Streamlined UG and Master's Degree Task Force. 2013.

Executive Director, Jobs Center for Entrepreneurship. 2006-Present.

Chair, MSU College of Business Promotion & Tenure Committee, 2011-12

Member, MSU College of Business Promotion & Tenure Committee. 2008-12.

Member, College of Business Dean Search Committee, 2011-12.

Member, Consortium for Research on Emotional Intelligence in Organization. 2011

Member, College of Business Management Faculty Search Committee. 2010-11.

Member, Campus Sustainability Advisory Council (CSAC). 2010-12.

Presenter, Emotional Intelligence. MSU HHD Management Skills Workshops. April, 2010.

Presenter, Emotional Intelligence. MSU HR Management Skills Workshops. March, 2010.

Member, MSU Teaching Learning Committee. 2004-2009.

Committee Member, Mike Shaw's Oral Defense of Comprehensive Exam. May, 2007.

Facilitator, Management Area Teaching Circle Session. 2006-10. Led several teaching sessions on topics such as, "Using a Wiki for Recording Management Teaching Knowledge," and "Using a TabletPC in the classroom."

Coordinator, BUS301 Management and Organization, Spring 2005-10. Ran regular BUS301 faculty meetings and provided mentoring to new faculty members.

Advisor, MSU College of Business HR/Management Club, 2005-2010.

Chair, Social Responsibility Session, at the International Business Administration and Management Conference. 2006. Memphis, TN.

Guest Speaker, Beta Gamma Sigma (Business Honor Society). 2006.

Taught "Sample Class" on Emotional Intelligence, 2 MSU Fridays. Fall, 2013.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. Spring, 2013.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. Fall, 2012.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. Spring, 2011.

Taught "Sample Class" on Emotional Intelligence, MSU Friday. Fall, 2010.

Taught "Sample Class" on Motivating Millennials, MSU Friday. Spring, 2010.

Taught "Sample Class" on Motivating Millennials, MSU Friday. Spring, 2009.

Taught "Sample Class" on Motivating Millennials, MSU Friday. Fall, 2008.

Taught "Sample Class" on Motivating Millennials, MSU Friday. Spring, 2008.

Taught "Sample Class" on SWOT Analysis, MSU Friday. Fall, 2006.

Taught "Sample Class" on SWOT Analysis, MSU Friday. Spring, 2006.

Facilitator, Business Policy & Strategy Session, "The Strategy Process: Models and Applications Session" at the Western Academy of Management Conference. 2005. Las Vegas, NV.

Member, MSU College of Business Curriculum Committee. 2003-05

Member, MSU College of Business Marketing Search Committee. 2003-04.

Member, MSU Core Curriculum Committee. 2002-04

Chair, Managerial and Organizational Cognition Session, "Social Networks in Organizations", at the Academy of Management Conference. 2002. Denver, CO.

COMMUNITY SERVICE

Member. E-Free Church Board. 2009-2013.

Member. Kaleidoscope Youth Theater Board. 2011-2012.

Member. Bozeman Baseball Board. 2007-2009.

Coach. Bozeman Baseball. 2004-2009.

REVIEWING

Reviewer for Western Academy of Management Conference. Kauai, HI. 2015.

Reviewer for *Group & Organization Management*. 2014.

Reviewer for Western Academy of Management Conference. Napa, CA. 2014.

Reviewer for *European Management Journal*. 2013.

Reviewer for Western Academy of Management Conference. San Diego, CA. 2011.

Reviewer for *Human Resource Development Quarterly*. 2011.

Reviewer for the Organizational Behavior Teaching Conference. 2010. Albuquerque, NM.

Reviewer for the Organizational Behavior Teaching Conference. 2009. Charleston, SC.

Reviewer for Western Academy of Management. 2009. Midway, UT.

Reviewer for Western Academy of Management. 2008. Oakland, CA.

Reviewer for *Journal of Business Research*. 2007.

Reviewer for Academy of Management, Health Care Mgmt Division. 2007. Philadelphia, PA.

Reviewer for Academy of Management, Health Care Management Division. 2006. Atlanta, GA.

Reviewer for Academy of Management, MOC Division. 2005. Honolulu, HI.

Reviewer for Academy of Management, MOC Division. 2004. New Orleans, LA.

Reviewer for Academy of Management, MOC Division. 2003. Seattle, WA.

Reviewer for Academy of Management, MOC Division. 2002. Denver, CO.

Reviewer for Academy of Management, MOC Division. 2001. Washington, D.C.

Reviewer for Academy of Management, Managerial and Organizational Cognition Division (MOC). 2000. Toronto, Ontario.

Reviewer for *Journal of Management*. Special issue on "Managing in the Information Age." 2000.

OTHER AWARDS

Graduate Teaching Fellow. 1998-2002. University of Oregon.

Sigma Beta Delta. 1998. Business Honors Society at SPU.

David & Minnie Cohn Award. 1998. Award to graduate business student.

SPU AMA Marketing Student of the Year. 1990.

Ellis & Li Ethics Award. 1990. Law firm award for business ethics thesis.

SPU McKenna Leadership Scholarship. 1988. Award for business leadership.

Seafirst Merit Scholarship. 1986. Award for academic excellence.

SPU University Scholar. 1986. Award for academic excellence.

WORK EXPERIENCE

Assistant Director of Admissions, Admissions Counselor

Seattle Pacific University. Seattle, WA. 1994 to 1998

Supervised 10 staff members and managed \$200,000 operational budget. Supervised front desk, computers systems, data entry and admission application entry personnel.

Business English Instructor

Department of Education. Elblag, Poland. August, 1992 to June, 1993

Presented and tested Business English conversation for beginner, intermediate and advanced high school and college students.

Marketing Director

PhotoSort. Seattle, WA. August, 1993 to March, 1994.

Managed marketing campaign for technology start-up. Created brochure and direct mailing campaign resulting in a significant sales increase.

Account Coordinator

The Domain Group. Seattle, WA. September, 1990 to July, 1992

Managed fund raising and marketing projects for agency's largest clients.

CONSULTING

Research & Analysis: Conducted research projects for Solution Strategies, Inc. and KnowledgeAnywhere.com. Developed evaluation system for training programs and conducted

statistical analysis for many clients including Electronic Arts, Microsoft, Nike, Planar and the Army Corps of Engineers.

Training: Conducted team building training for Frances Mahon Deaconess Hospital in Glasgow, MT. Conducted sessions for the MSU DEAL program. Facilitated training sessions on conflict and emotional intelligence for Printing For Less and Bresnan Cable.