**R E S U M E**

**DAVID D. VAN FLEET**

Professor Emeritus

Morrison School of Agribusiness

W.P. Carey School of Business, Arizona State University

Phone 602-494-1948 email: ddvf@asu.edu home page: <http://mgtldr.com/index.html>

**PERSONAL AND EDUCATION**

Ph.D. (1969) University of Tennessee, Knoxville - economics and management ... Dissertation:

 "Decision-Making in the Firm: A Case Study of Kingsport Press, Inc., 1927-1967"

B.S. (1962) University of Tennessee, Knoxville - industrial/personnel management/economics

**PROFESSIONAL INTERESTS**

Organization Behavior and Theory ... History of Management Thought … Leadership ... Span of Management … Military Leadership ... Women in Management … Terrorism and Workplace Violence … Strategic Management

**PUBLICATIONS, PRESENTATIONS, AND RESEARCH**

Over **400** -- 231 publications (1 research monograph, **12 books** and 5 ancillaries, **101 refereed articles**, 12 invited chapters, 8 technical reports, 4 textbook chapters, 5 book reviews, 34 proceedings, 1 edited proceedings, 1 refereed verse, 1 software, 10 websites, 1 curriculum module, and 39 other publications), 77 professional presentations not in proceedings, and 6 invited presentations. Over $50,000 of funded research and participation in numerous grant proposals; consultant on two major funded projects. **1983 Showcase Study Award** for research design and completion, Organizational Behavior Division of the Academy of Management. **Faculty Achievement Award in Research, Scholarship, and Creative Activity**, ASU West, 2001.

**PROFESSIONAL ACTIVITY**

**Fellow:** Academy of Management (1985; Deputy Dean 1996-1999), Southern Management Association (1995; Deputy Dean 1996-1997; Dean 2007-2010); **Editor:** Journal of Behavioral and Applied Management (’06-‘08); Journal of Management ('87-'89); Academy of Management Newsletter ('79-'82); **Boards of Directors:** Academy of Management ('83-'85), SMA ('80-'83), SWFAD ('85-'87),IBAM (‘06-‘08); **President:** SMA ('94-'95), ASBA ('94-'95), SW Academy ('86-'87); Editorial Bd., AMR ('77-'84), ABER ('72 to '92), plus others; **Chair:** Mgmt. History Division ('80-'81); Chair committees of Academy, national and regional. **Managing Editor**, International Food and Agribusiness Management Review (2010-2017) **Book Review Editor**, Management Decision (2014-1015). **Distinguished Service Award**, Academy of Management (2008). **Southern Management Association Sustained Outstanding Service Award** (2005). **Faculty Achievement Award in Service**, ASU at the West campus, 2004/05. **Sustained Outstanding Service Award**, College of Business Administration, Texas A&M University, 1985. **Who’s Who in America,** 57th edition, 2003. **2017 Albert Nelson Marquis Lifetime Achievement Award**, Marquis Who’s Who. **Outstanding Service Award** (2019), Morrison School of Agribusiness.

**CONSULTING AND EXECUTIVE EDUCATION**

**Consultant:** NCC Enterprises; Shell Oil; American Cancer Society; Kuwait Oil Company; State of Kuwait; Kuwait University (College of Management Science); Community Council of Greater Dallas; Texas cities of Corpus Christi, Denison, and Seguin; Coastal Zone Management Study Group of Texas A&M University; Ohio Department of Health; Akron Economic Task Force; and Akron Junior League. Participated in over **150 executive education programs**: developed 14; presenter on 18 topics; case group leader over 50 times; miscellaneous other roles.

**TEACHING**

**50+** years of full-time teaching experience (1963-2019) at AACSB-accredited institutions; loads from 6 to 15 credit hours per term; annual preparations range from 2 to 7; **60 different courses** (53% graduate--28 courses in management, 4 in economics; 47% undergraduate--25 courses in management, 3 in economics) to more than 14,000 students. **2000 ASU Parents Association Professor of the Year Finalist. Who’s Who Among America’s Teachers (**2002).

**V I T A**

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PERSONAL AND EDUCATION

Ph.D. (1969) University of Tennessee, Knoxville...economics and management ... Dissertation: "Decision-Making in the Firm: A Case Study of Kingsport Press, Inc., 1927-1967"

B.S. (1962) University of Tennessee, Knoxville...industrial/personnel mgmt.

PROFESSIONAL INTERESTS

Organization Behavior and Theory ... History of Management Thought … Leadership ... Span of Management … Military Leadership ... Management Education ... Health Care and Public Administration ... Personnel Administration ... Minorities … Terrorism and Workplace Violence … Strategic Management

AWARDS AND HONORARIES

**Outstanding Service Award**, Morrison School of Agribusiness (2019).

**Albert Nelson Marquis Lifetime Achievement Award.** The Marquis Who’s Who Publication Board (2017).

**Who’s Who in Agriculture Academia**. AcademicKeys.com (2012)

**Distinguished Service Award**, Academy of Management (2008)

Fellow, Center for Responsible Leadership, School of Global Management and Leadership, Arizona State University (2007)

Southern Management Association Sustained **Outstanding Service Award**, Southern Management Association (2005)

Faculty Achievement **Award in Service**, Arizona State University at the West campus (2004/05)

**Who’s Who in the World**. 21st edition; New Providence, NJ: Marquis Publications, Inc. (2004)

**Who’s Who in America**. 57th edition; New Providence, NJ: Marquis Publications, Inc. (2003)

**Who’s Who Among America’s Teachers**. 7th ed. (Vol. V); Lake Forest, IL: Educational Communications, Inc. (2002)

Faculty Achievement **Award in Research**, Scholarship, and Creative Activity, Arizona State University West (2001)

**Who’s Who in the Management Sciences**. Cheltenham, UK: Edward Elgar Publishing Limited (2000)

**Principal Lecturer**, 2000-2001 A. Frank Smith, Jr. Lectureship series, Southwestern University, Georgetown, Texas (September 2000)

**Fellow**, Southern Management Association (1995) [less than 4% of members achieve this distinction]

**Fellow**, Academy of Management (1985) [less than 4% of members achieve this distinction]

ASU Parents Association 2000 **Professor of the Year Finalist** (April 2000)

Profiles in Business and Management: An International Directory of Scholars and Their Research, 1995-1996. (Cambridge, MA: Harvard Business School Publishing; 1996; hard-copy and CD-ROM of the following entry)

International Directory of Business and Management Scholars and Research. (Cambridge, MA: Harvard Business School Publishing; 1995)

Outstanding **Service Award**, College of Business Administration, Texas A&M University (1985)

**Showcase Study Award**, Organizational Behavior Division, Academy of Management (1983)

**Who's Who in the South and Southwest**. 13th ed.; Chicago: Marquis Who’s Who, Inc. (1975-76)

**American Men and Women in Science--The Social and Behavioral Sciences**. NY: James Cattel Press, RR Bowker (1973)

**Who's Who in Consulting** (Third Edition). Detroit, MI: Gale Research Co.

**Community Leaders and Noteworthy Americans**. Raleigh, NC: New Publishing Co. (1975)

**Who's Who Among Students in American Colleges and Universities**; Chicago: Marquis Who’s Who (1961-62)

Sigma Iota Epsilon (management)

Omicron Delta Epsilon (economics)

Beta Gamma Sigma (business)

Omicron Delta Kappa (general)

Scarrabbean Senior Society (Tennessee honorary)

**PUBLICATIONS AND PRESENTATIONS (*Student and former student authors are shown in italics.)***

**Research Monograph**

**Van Fleet, D. D., & Yukl, G.A., Military Leadership: An Organizational Behavior Perspective. Greenwich, Connecticut: JAI Press, 1986.**

 **\* Reviewed by R. Miles in Journal of Occupational Psychology, Vol. 60, 1987, 173-174.**

 **\* Reviewed by C. W. Vroom in Organization Studies, Vol. 9, No. 1, 1988, p. 119.**

**Books**

Nater, F., Van Fleet, D. D., & Van Fleet, E. W. in press. Workplace Violence Prevention: A Consultant’s View. Charlotte, NC: Information Age Publishing.

Van Fleet, D. D. & Van Fleet, E. W. 2022. Bullying and Harassment at Work: An Innovative Approach to Understanding and Prevention. Northampton, MA: Edward Elgar Publishing Inc.

Van Fleet, D. D. 2020. Quality Time: Productivity Through Time Management. Charlotte, NC: Information Age Publishing.

Van Fleet, E.W. & Van Fleet, D. D. 2014. Violence at Work: What Everyone Should Know. Charlotte, NC: Information Age Publishing.

Van Fleet, D. D., Van Fleet, E. W., & Seperich, G. J. 2014. Agribusiness: Principles of Management. Clifton Park, NY: Delmar/Cengage Learning.

Griffin, R. W. & Van Fleet, D. D. 2013. Management Skills: Assessment and Development. Mason, OH: SouthWestern/Cengage Learning.

Van Fleet, D. D. & Van Fleet, E. W. 2010. The Violence Volcano: Reducing the Threat of Workplace Violence. Charlotte, NC: Information Age Publishing.

Van Fleet, E.W. & Van Fleet, D. D. 2007. Workplace Survival: Dealing with Bad Bosses, Bad Workers, Bad Jobs. Frederick, MD: PublishAmerica.
**\* Summarized: Kelly L. Nelson, “Workplace Survival,” in J. L. Pierce & J. W. Newstrom, The Manager’s Bookshelf. Upper Saddle River, NJ: Prentice-Hall, 2011, 183-187.**

Van Fleet, D. D. & *Peterson, T.O.* 1994. Contemporary Management. Third edition; Boston: Houghton Mifflin, in collaboration with R. W. Griffin.

Van Fleet, D. D. 1991. Behavior in Organizations. Boston: Houghton Mifflin, in collaboration with G. Moorhead and R. W. Griffin.

Van Fleet, D. D. 1991. Contemporary Management. Second edition; Boston: Houghton Mifflin, in collaboration with R. W. Griffin.

Van Fleet, D. D. 1988. Contemporary Management. First edition; Boston: Houghton Mifflin.

Van Fleet, D.D., & Yukl, G.A. Military Leadership: An Organizational Behavior Perspective. Greenwich, Connecticut: JAI Press, Inc., 1986.

Albanese, R., & Van Fleet, D. D. 1983. Organizational Behavior: A Managerial Viewpoint. Hinsdale, Illinois: Dryden.

**Edited Work**

Van Fleet, D. D. (ed.) 1983 Proceedings. Southwest Division, Academy of Management.

**Invited and Refereed Chapters**

McWilliams, A., Shrader, R. C., & Van Fleet, D. D. 2014. Rethinking the Base of the Pyramid: Social Responsibility, Sustainability and the Role of Entrepreneurs. Editor-In-Chief: D. Siegel, Editors: G. Markman, A. Guerber, & W. T. Su, Sustainability, Ethics, and Entrepreneurship. Hackensack, NJ: World Scientific Publishing, 13-31.

Van Fleet, D. D., & Van Fleet, E. W. 2014. Future Challenges and Issues of Bullying in the Workplace. In Laura M. Crothers and John Lipinski(eds.), Bullying in the Workplace: Causes, Symptoms, and Remedies*.* NY: Routledge/Taylor & Francis, 550-577.

Van Fleet, D. D. Management History. 2013. In Oxford Bibliographies in Management. Ricky W. Griffin (ed.). New York: Oxford University Press, <http://www.oxfordbibliographies.com/obo/page/management>.

Van Fleet, E. W., & Van Fleet, D. D. 1998. Terrorism and the Workplace: Concepts and Recommendations. In R. W. Griffin, A. O’Leary-Kelly, and J. Collins (eds.), Dysfunctional Behavior in Organizations: Violent and Deviant Behavior. Volume 23, Part a. Greenwich, Connecticut: JAI Press, 165-201.

Kozdrój-Schmidt, Alicja, & Van Fleet, D. D. 1995. Learning from Mismanagement in Polish Organizations. In R. Culpan and B. Nino Kumar (eds.), Transformation Management: Organizational Reforms in Post-Communist Countries. Westport, CT: Greenwood Publishing Group, 29-46.

Van Fleet, D. D., Griffin, R. W., & *Head, T. C.* 1995. Quality Circle Effectiveness in High Technology Organizations. In L. R. Gomez-Mejia and M. W. Lawless (eds.), Implementation Management in High Technology. Greenwich, Connecticut: JAI Press, 105-123.

Yukl, G., & Van Fleet, D. D. 1992. Theory and Research on Leadership in Organizations. In Marvin D. Dunnette and Leaetta M. Hough (eds.), Handbook of Industrial and Organizational Psychology, Volume 3. Second edition; Palo Alto, CA: Consulting Psychologists Press, 147-197.

*Peterson, T.O.*, & Van Fleet, D. D. 1990. Casting Managerial Skills into a Knowledge Based System. In Michael F. Masuch and Esther Wouters (eds.), Organization, Management, and Expert Systems, Berlin: Walter De Gruyter & Co., 171-183.

Van Fleet, D. D., & Griffin, R.W. 1989. Quality Circles: A Review and Suggested Future Directions. In C.L. Cooper and I. Robertson (eds.), International Review of Industrial and Organizational Psychology. London: Wiley, 213-234.

Van Fleet, D. D. 1986. Regional Divisions of the Academy of Management. In D.A. Wren (ed.), Papers Dedicated to the Development of Modern Management: Celebrating 100 Years of Modern Management and the 50th Anniversary of The Academy of Management. The Academy of Management, 95-104.

**Van Fleet, D. D., & Yukl, G.A. 1986. A Century of Leadership Research. In D.A. Wren (ed.), Papers Dedicated to the Development of Modern Management: Celebrating 100 Years of Modern Management and the 50th Anniversary of The Academy of Management. The Academy of Management, 12-23.
\*Reprinted in W. E. Rosenbach & R. L. Taylor (eds.), Contemporary Issues in Leadership. 2nd ed.; Boulder, CO: Westview Press, 1989, pp. 65-90.**

Van Fleet, D. D., & Yukl, G.A. 1985. Military-leader behavior: past, present and future. In J.G. Hunt and J. D. Blair, Leadership on the Future Battlefield. Washington, D.C.: Pergamon-Brassey's, 62-75.

**Refereed Publications**

Working with David Kwun and Robert Ford on another paper dealing with the Fred Harvey company.

Van Fleet, D. D. & Ford, R. C. (2022). Organizational Adaption to External Change in Tourism: The Case of the Fred Harvey Company. ­Journal of Marketing Development and Competitiveness. 16(3): 48-60.

Van Fleet, D. D., *Peterson, T. O.,* & Van Fleet, E. W. (2022). Filling the Performance Gap: Overcoming the Bambi Effect. Journal of Human Resource and Sustainability Studies, 10(2), 291-303.

*Peterson, T. O.,* Van Fleet, D. D., & Peterson, C. M. (2022). What Members Need in Work Situations: Two Samples of Essential Manageri*a*l Leadership Behaviors. Journal of Managerial Issues, in process.

Van Fleet, D. D., McWilliams, A., & Freeman, M. (2021). Who's Talking to Whom in Agribusiness? And Should Anyone Listen? The Network of Intellectual Influence in Agribusiness Research" British Food Journal, 124(9): 2877-2892.

*Wang, C.-S*., & Van Fleet, D. D. 2021. Social Networks and an Intelligence Cohort in Food Safety: An Empirical Analysis. SCIREA Journal of Agriculture, 6(4): 60-84.

Van Fleet, D. D. 2021. Utility, Maximizing, and the Satisficing Concept: A Historical Approach at Reconciliation. Journal of Behavioral and Applied Management, 12(1): 48-61.

Ford, R. C., & Van Fleet, D. D. 2019. Fred Harvey and the Harvey Girls: The Management Innovator Who Civilized Dining in the Wild West. Journal of Management History, 25(1): 26-46.

Van Fleet, D. D. 2018. Human Capital and Inappropriate Behavior: Review and Recommendations. Journal of Human Resource and Sustainability Studies, 6(4): 275-293.

Van Fleet, D. D., White, L., and Van Fleet, E. W. 2018. Baseballs or Cricket Balls: On the Meanings of Bullying and Harassment. Journal of Human Resource and Sustainability Studies, 6(1): 131-148.

Van Fleet, D. D. 2017. Human Capital, Workplace Violence, and Human Resource Management in Agribusiness: Review and Recommendations. Journal of Agribusiness, 35(1): 53-74.

Van Fleet, D. D., & Hutt, R. W. 2017. Entrepreneurial Preferences Regarding Centralization. Journal of Applied Management and Entrepreneurship, 17(3): 229-241.

Van Fleet, D. D. with Woolverton, M. W., Beierlein, J. G., & Cotterill, R. W. 2017. Agribusiness: An International Journal’s First 30 Volumes. Agribusiness: An International Journal, 33(1), 3-15.

*Wang, C.-S.*, Van Fleet, D. D., & Mishra, A. K. 2016. Food integrity: A market-based solution. British Food Journal, 119(1): 7-19.

Van Fleet, D. D. 2016. What is Agribusiness? A Visual Description. Amity Journal of Agribusiness, 1(1): 1-6.

Van Fleet, D. D., & Hutt, R. W. 2016. Journal Lists: A Theoretical and Empirical Analysis. International Food and Agribusiness Management Review, 19(3): 171-189.

*Wang, C.-S.*, & Van Fleet, D. D. 2016. Reconceptualizing The U.S. Strategic Food Safety System. British Food Journal, 118(5): 1208-1224.

Van Fleet, D. D., & *Peterson, T.O.* 2016. Improving Healthcare Practice Behaviors: An Exploratory Study Identifying Effective and Ineffective Behaviors in Healthcare. International Journal of Health Care Quality Assurance, 29(2), 141-161.

Van Fleet, D. D., & Bedeian, A. G. 2016. The Journal of Management’s First 40 Years: A Look Back. Journal of Management, 42(2), 349-356.

*Wang, C.-S.*, Van Fleet, D. D., & Van Fleet, E. W. 2014. Social Networking as a Strategy for Improving Food Safety: A Pilot Study. Journal of Business Strategies, 31(2): 357-378.

Lockett, A., McWilliams, A., & Van Fleet, D. D. 2014. Reordering our Priorities by Putting Phenomena Before Design: Escaping the Straight Jacket of Null Hypothesis Significance Testing. British Journal of Management, 25(4), 864-873.

Cory, K. D., Flint, G. D., & Van Fleet, D. D. 2013. V-REEL: An Improved Framework for Teaching (and Implementing) the Resource-Based View. Journal of Strategic Management Education, 9(1), 41-56.

Van Fleet, D. D., Flint, G. D., & *Peterson, T. O.* 2012. Participation, Majority Rule Voting, and Group Cohesion. Journal of Strategic Management Education, 8(4), 54-68.

*Peterson, T. O., Beard, J. W.*, & Van Fleet, D. D. 2012. The Impact of Situational Factors on Information System Managerial Leader Behaviors: What Information System Employees Want. Journal of Business & Leadership: Research, Practice and Teaching, Vol. 8, 54-68.

Van Fleet, D. D., & Van Fleet, E. W. 2012. Towards a Behavioral Description of Managerial Bullying, Employee Responsibilities and Rights Journal, [Vol. 24, No. 3](http://www.springerlink.com/content/0892-7545/24/3/), Pages 197-215.

Flint, G. D., & Van Fleet, D. D. 2011. The Competitive Cohort: An Extension of Strategic Understanding. Journal of Business Strategies, Vol. 28, No. 2, 97-122.

Link, A. N., Siegel, D. S. & Van Fleet, D. D. 2011. “Public Science and Public Innovation: Assessing Patenting Trends at U.S. National Laboratories Before and After the Bayh-Dole Act.” Research Policy, 40(8): 1094-1099.

Van Fleet, D. D., Kacmar, K. M., Griffin, R.W., Ford, R. C. & Duncan, W. J. 2011. Towards Finding the Balance of Art and Science in Management: A Market Approach to Valuing Management Research, Journal of Applied Management and Entrepreneurship, 16(1): 3-27.
**2011 Paul Hersey Best Paper Award chosen by the editor and reviewers.**

*Al-Tuhaih, S.*, & Van Fleet, D. D. 2011. Perceptions of Organizational Politics in Kuwait: An Exploratory Study. Thunderbird International Management Review, 53(1): 93-104.

Van Fleet, E.W., Van Fleet, D. D., & Flint, G. D. 2010. Determining Market Segments for Entrepreneurial Ventures: The SPI Matrix, Journal of Applied Management and Entrepreneurship, 15(1): 50-65.

Van Fleet, D. D., & Van Fleet, E. W. (2010). Attitudes of Well-Educated Consumers Toward the US Government's Food Safety Efforts. Internet Journal of Food Safety, Vol.12, 2010, 45-52.

Van Fleet, D. D., & Van Fleet, E. W. (2009). Food Safety Attitudes among Well-Educated Consumers. Internet Journal of Food Safety, Vol.11, 2009, 88-97.

Lowe, D. Jordan, & Van Fleet, D. D. 2009. Scholarly Achievement and Accounting Journal Editorial Board Membership. Journal of Accounting Education, 27(4): 197-209.

McWilliams, A., Lockett, A., Katz, J., & Van Fleet, D. D. 2009. Who is talking to whom? The network of intellectual influence in management research. Journal of Applied Management and Entrepreneurship, 14(2): 61-81.

Bedeian, A.G., Van Fleet, D. D., & Hyman, H.H. 2009. Scientific Achievement and Editorial-Board Membership in the Management Discipline. Organizational Research Methods, 12(2): 211-238.

Bedeian, A.G., Van Fleet, D. D., & Hyman, H.H. 2009. Circle the Wagons and Defend the Faith: Slicing and Dicing the Data. Organizational Research Methods, 12(2): 276-295.

Van Fleet, D. D. 2008. Company on the Couch: Filling a Gap in Understanding Organizational Dysfunctioning. Journal of Management Inquiry*,* 17(3): 241-242.

*Peterson, T.O.*, & Van Fleet, D. D. 2008. A Tale of Two Situations: An Empirical Study of Not-for-Profit Managerial Leaders’ Behaviors. Public Performance and Management Review, 31(4): 503-516.

Van Fleet, D. D. 2008. Doing Management History: One Editor’s Views. Journal of Management History, 14(3): 237-247.

Van Fleet, D. D., & Van Fleet, E.W. 2007. Preventing Workplace Violence: The Violence Volcano Metaphor. Journal of Applied Management and Entrepreneurship, 12(3): 17-36.

Van Fleet, D. D., & Griffin, R.W. 2006. Dysfunctional Organization Culture: The Role of Leadership in Motivating Dysfunctional Work Behaviors. Journal of Managerial Psychology, 21(8): 698-708.

Van Fleet, D. D., & Van Fleet, E.W. Internal Terrorists: The Terrorists Inside Organizations. Journal of Managerial Psychology, 2006, 21(8), 763-774.

Van Fleet, D. D., & Wren, D.A. Accounting History in Today’s Business Schools. The Accounting Historians Notebook, (2006). 29(1), 10-20.

Van Fleet, D. D. with Ray, D.F., Bedeian, A.G., Downey, H.K., Hunt, J.G., Griffin, R.W., Dalton, D., Vecchio, R., Kacmar, K.M., & Feldman, D.C. The Journal of Management’s First 30 Years. Journal of Management, (2006), Vol. 32, No. 4, 477-506.

McWilliams, A., Gray, S.R., &Van Fleet, D. D. My Orange Is Bigger Than Your Apple: U. S. and Japanese Executive Compensation. Journal of Behavioral and Applied Management, (2006), Vol. 7, No. 2, 118-129 (available http://www.ibam.com/pubs/jbam/toc.asp).

Van Fleet, D. D., & *Peterson, T.O.* Increasing the Value of Teaching in the Academic Marketplace: The Creation of a Peer-Review Infrastructure for Teaching. Academy of Management Learning and Education, (2005), Vol. 4, No. 4, 506-514.

Van Fleet, D. D., *Peterson, T.O.*, & Van Fleet, E. W. Closing the Performance Feedback Gap with Expert Systems. Academy of Management Executive, (2005), Vol. 19, No. 3, 38-53.

McWilliams, A., Siegel, D.S., & Van Fleet, D. D. Scholarly Journals as Producers of Knowledge: Theory and Empirical Evidence Based on Data Envelopment Analysis. Organizational Research Methods, (2005), Vol. 8, No. 2, 185-201.

Van Fleet, D. D., & Wren, D.A. Teaching History in Business Schools: 1982-2003. Academy of Management Learning and Education, (2005), Vol. 4, No. 1, 44-57.

*Peterson, T.O.*, & Van Fleet, D. D. The Ongoing Legacy of R. L. Katz: An Updated Typology of Management Skills. Management Decision incorporating the Journal of Management , (2004), Vol. 42, No. 10, 1297-1308.

Flint, G.D., & Van Fleet, D. D. Strategic Management Using Classical Economic Concepts: Definition, Comparison, and Pursuit of Advantages. Journal of Business Inquiry: Research, Education and Application, Vol. 3 (2004), 8-16.

*Beard, J.W.*, & Van Fleet, D. D. Lessons for Management and Organizational Research from a History of Science. Journal of Applied Management and Entrepreneurship, Vol. 8, No. 4 (2003), 24-35.

McWilliams, A., Van Fleet, D. D., & Cory, K.D., Raising Rivals' Costs Through Political Strategy: An Extension of Resource-Based Theory. Journal of Management Studies, (2002), Vol. 39, No. 5, 707-723.

McWilliams, A., Van Fleet, D. D., & Wright, P.M., Strategic Management of Human Resources for Global Competitive Advantage. Journal of Business Strategies, Vol. 18, No. 1 (2001), 1-24.

Van Fleet, D. D., McWilliams, A. & Siegel, D.S., A Theoretical and Empirical Analysis of Journal Rankings: The Case of Formal Lists. Journal of Management, Vol. 26, No. 5, (2000), 839-861.

*Rinefort, F.C.*, & Van Fleet, D. D. The United States Safety Movement and Howard Pyle. Journal of Management History, Vol. 6, No. 3 (2000), 127-137.

*Rinefort, F.C.*, Van Fleet, D. D., & Van Fleet, E.W. Downsizing: A Strategy that May Be Hazardous to Your Organization's Health. International Journal of Management, Vol. 15, No. 3 (September 1998), 335-339.

*Rinefort, F.C.*, & Van Fleet, D. D. Work Injuries and Employee Turnover. American Business Review, (June 1998), 9-13.

Van Fleet, D. D., & Atwater, L. Gender Neutral Names: Don’t Be So Sure! Sex Roles: A Journal of Research, Vol. 37, Nos. 1/2 (1997), 111-123.

**Atwater, L., & Van Fleet, D. D. Another Ceiling? Can Males Compete for Traditionally Female Jobs? Journal of Management, Vol. 23, No. 5 (1997), 603-626.
Awarded a “Three Star Quality Rating” by Anbar Electronic Intelligence, a division of MCB University Press (1998).**

Glew, D.J., O'Leary-Kelly, A.M., Griffin, R.W., & Van Fleet, D. D. Participation in Organizations: A Review of the Issues and Proposed Framework for Future Analysis. Journal of Management, Vol. 21, No. 3 (1995), 395-421.

Van Fleet, D. D. Designing MBA Programs with Students in Mind. Journal of Management Education, Vol. 19, No. 3 (August 1995), 373-379.

Van Fleet, D. D., & *Peterson, T.O.* Career Description Analysis: A Systematic Approach for Studying Qualitative Information. Journal of Leadership Studies, Vol. 2, No. 2 (Spring 1995), 91-102.

Panevin, Y.L., & Van Fleet, D. D. Management Education in Russia. Organization Development Journal, Vol. 13, No. 2 (Summer 1995), 79-85.

Van Fleet, D. D. Instruction, Scholarship, and Tenure. Journal of Management Education, Vol. 18, No. 1 (February 1994), 77-85.

Van Fleet, D. D. & *Rubinstein, D.* The Criterion Problem in Leadership Research: Convergence Through an Alternative Literature Review. Arab Journal of Administrative Sciences, Vol. 1, No. 1 (November 1993), 190-211.

*Rinefort, F. C.*, & Van Fleet, D. D. Safety Issues Beyond the Workplace: Estimated Relationships Between Work Injuries and Available Supervision. Employee Responsibilities and Rights Journal, Vol. 6, No. 1 (1993), 1-8.

Griffin, R.W., & Van Fleet, D. D. Task Characteristics, Performance, and Satisfaction. International Journal of Management, Vol. 3, No. 3 (1986), 89-96.

Van Fleet, D. D., Empirically testing span of management hypotheses. International Journal of Management, Volume 2, Number 2 (1985), 5-10.

Van Fleet, E.W., & Van Fleet, D. D. Entrepreneurship and Black Capitalism. American Journal of Small Business, Vol. 10, No. 2 (1985), 31-40.

Albanese, R., & Van Fleet, D. D. Free-Riding: Theory, Research, and Implications. Academy of Management Review, Vol. 10, No. 2 (April 1985), 244-255.

Albanese, R., & Van Fleet, D. D. The Free Riding Tendency in Organizations. Scandinavian Journal of Management Studies, Vol. 2, No. 2 (1985), 121-136.

*Hoy, F.*, Van Fleet, D. D., & Yetley, M.J. Comparative Organizational Effectiveness Research Leading to an Intervention Strategy. Journal of Management Studies, Vol. 21, No. 4 (1984), 443-462.

**Van Fleet, D. D., & *Saurage, J.* Recent research on women in leadership and management. Akron Business and Economic Review, Vol. 15, No. 2 (Summer 1984), 15-24.
Abstracted in J.A. Leavitt (ed.), Women in Administration and Management. NY: Oryx Press, 1988, p. 15.
Reproduced for distribution by The Rawalt Resource Center for Business and Professional Women's Foundation (1985).
Indexed in Inventory of Marriage and Family Literature, Volume XI (1985).**

Van Fleet, D. D., Span of Management: research and issues. Academy of Management Journal, Vol. 26, No. 3 (September 1983; research note), 546-552.

Wren, D.A., & Van Fleet, D. D., History in schools of business. Business and Economic History, 2nd series, Vol. 12 (1983), 29-35.

*Mason, J.M., Jr.*, & Van Fleet, D. D. Measuring the Road Resurfacing Costs of Oil Exploration. Texas Business Review, Vol. 57, No. 6 (November-December, 1983), 300-303.

Meiners, R.E., & Van Fleet, D. D., A review of state legislation for small business. Akron Business and Economic Review, Vol. 14, No. l, (1983), 22-26.

Van Fleet, D. D., The Motivation Process in Work Organizations. Oil Mill Gazetteer, (1982), 24-26.

Van Fleet, D. D., & Wren, D.A., History in today's business school. The Accounting Historians Journal, Vol. 9, No. 1 (Spring 1982), 111-118.

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*Rubinstein, D.*, Wayne, S.J., Van Fleet, D. D., and Ferrell, M.Z. Leadership and Organizational Culture: A Matter of Life and Death. In D.F. Ray (ed.) Southern Management Association Proceedings, New Orleans: Southern Management Association, 1984, 104-106.

Van Fleet, D. D. Military Leadership Education: What War College journals seem to suggest. Proceedings of the Ninth Symposium: Psychology in the DOD, U.S. Air Force Academy, Colorado Springs, Colorado, April 1984, 333-337.

Van Fleet, D. D., & Yukl, G.A. Factor stability and construct validation of Yukl's MBS (Managerial Behavior Survey) for military leadership. Proceedings of the Ninth Symposium: Psychology in the DOD, U.S. Air Force Academy, Colorado Springs, Colorado, April 1984, 49-52.

*McCaleb, G.D.*, & Van Fleet, D. D., Problem-Solving Styles and Measures of Creativity of Small Business Managers, In D.F. Ray (Ed.), What Can Management Do to Improve Productivity in the 1980 Decade? New Orleans: Southern Management Association, November 1980, 33-35.

Van Fleet, D. D., The Reliability and Validity of Specimens of Leader Behavior Derived from Critical Incidents. In D.F. Ray & T.B. Green (Eds.), Toward Renewal in Management Thought and Practice. New Orleans: Southern Management Association November, 1978, 77-79.

Van Fleet, D. D., & Chamberlain, H., An Analysis of a Management Teaching Evaluation Form. In D.F. Ray & T.B. Green (Eds.), Toward Renewal in Management Thought and Practice. New Orleans: Southern Management Association, November, 1978, 27-29.

Van Fleet, D. D., & *Al-Tuhaih, S.*, Leader Behavior: The View Across Cultures. In D.F. Ray & T.B. Green (Eds.), Toward Renewal in Management Thought and Practice. Southern Management Association, November 1978, 48-50.

Van Fleet, D. D., Factor analysis of ineffective and effective specimens of leader behavior. In L.R. Trueblood (ed.), Southwest Division Academy of Management Proceedings. New Orleans, March, 1977, 182-186.

Albanese, R., & Van Fleet, D. D., Comparing managers through the use of a 4-dimensional managerial differential. In L.R. Trueblood (ed.), Southwest Division Academy of Management Proceedings. New Orleans, March, 1977, 258-262.

Van Fleet, D. D., The individual, the organization, and motivation: propositions, proposals, and implications. In D.F. Ray & T.B. Green (eds.), Managing the Changing Organization. Atlanta: Southern Management Association, November, 1974, 169-176.

Van Fleet, D. D., Some comments on "An examination of selected managerial and organizational implications of the social responsibility doctrine." In T.B. Green & D.F. Ray (Eds.), Management in an Age of Rapid Technological and Social Change. Houston: Southern Management Association, November, 1973, 262-263.

Van Fleet, D. D., An approach to a history of management thought: the span of management. In V.F. Mitchell, R.T. Barth, & F.H. Mitchell (Eds.), Proceedings of the Academy of Management. Minneapolis, Minnesota, August 1972, 130-133.

Van Fleet, D. D., An approach to a history of management thought: the span of management. In V.F. Mitchell, R.T. Barth, & F.H. Mitchell (Eds.), Proceedings of the Academy of Management. Minneapolis, Minnesota, August 1972, 130-133.

**Professional Presentations (not in proceedings)**

Van Fleet, D. D. Agribusiness: An International Journal's First 30 Volumes. Abstract presented at the 4th Conference on Innovations in Food Science and Human Nutrition (IFHN-2021), October 04-06, 2021, in Osaka, Japan.

Ford, R. C., & Van Fleet, D. D. Fred Harvey and the Harvey Girls: The HRM Innovator Who Civilized the Wild West. Academy of Management, Chicago, IL, 2018.

Van Fleet, D. D. The Practice of Management History: Following a Poorly Marked Trail on a Moonless Night in the Fog: *The Historical Method,* Academy of Management, Anaheim, CA, 2016

Van Fleet, D. D. So you formed student groups, but do you have teams? Academy of Management, Anaheim, CA, 2016.

Van Fleet, D. D. Developing Leaders: A Few Good People with a Few Good Exercises, Academy of Management, Vancouver, Canada, 2015.

Van Fleet, D. D. Developing Leaders: Sustainability, Social Issues, and Entrepreneurship, Academy of Management, Vancouver, Canada, 2015.

Van Fleet, D. D. Management Education for the Future — Toward Responsibility, Sustainability and Integrity, Academy of Management, Orlando, FL 2013.

Van Fleet, D. D. Translating Scholarship into Practice: How Can the Results of Scholarly Research Be Translated into Information Practitioners Can Use? Academy of Management, Orlando, FL 2013.

Peterson, T. O., Beard, J. W. Beard, & Van Fleet, D. D. The Impact of Situational Factors on Information System Managerial Leader Behaviors: What Information System Employees Want. Eighth Annual Business and Leadership Symposium, Fort Hays State University, Hays, Kansas, September 2012.

Link, A. N., Siegel, D. S. & Van Fleet, D. D. “Public Science and Public Innovation: Assessing Patenting Trends at U.S. National Laboratories Before and After the Bayh-Dole Act.” *30 Years After Bayh-Dole: Reassessing Academic Entrepreneurship* workshop, National Academy of Sciences, Washington, DC, October 29, 2010. Also presented at the Technology Transfer Society conference at The George Washington University (Washington, DC, November 12-13, 2010). Available as a working paper — Link, Albert N., Siegel, Donald S. and Van Fleet, David D., Public Science and Public Innovation: Assessing the Relationship between Patenting at U.S. National Laboratories and the Bayh-Dole Act (December 30, 2010). Available at SSRN: http://ssrn.com/abstract=1737717.

Van Fleet, D. D.[Getting Published: Cases, Articles, Books and Book Reviews, Professional Development Workshop, Academy of Management, 2009.](http://program.aomonline.org/2009/submission.asp?mode=ShowSession&SessionID=602)

Lamond, D., Van Fleet, D. D., and Schmidt-Wilk, J. The Changing Role of Publishers in the Generation, Transmission, and Transformation of Business Knowledge in the E-Era. Faculty Conference on Learning and Research, AACSB, St. Pete Beach, 2008.

Van Fleet, D. D.[Getting Published: Cases, Articles, Books and Book Reviews, Professional Development Workshop, Academy of Management, 2008.](http://program.aomonline.org/2009/submission.asp?mode=ShowSession&SessionID=602)

*Peterson, T. O.*, Wood, A., Abelson, M., and Van Fleet, D. D. What competencies do future business leaders need to be successful?: In search of the vital few. Academy of Management, Anaheim, 2008.

*Peterson, T. O.*, Van Fleet, D. D., and Wood, A. Managerial Leadership in the Management Classroom: In Search of a Few Critical Attributes. Academy of Management, Philadelphia, 2007.

Williams, J.K., Brennan, L.L., Gaylor, K.P., Van Fleet, D. D., Goldman, E.F., and Sarkar, R. Measuring Value in Teaching. Caucus at the Academy of Management meetings, Philadelphia, 2007.

Van Fleet, D. D. Management Research and Scholarship: A Symposium on the Roles of Theory and Practice in Management Research. Chair of symposium for the Academy of Management meetings, Atlanta, 2006.

Van Fleet, D. D. A Guide to Historical Method for the Management Historian A Guide to Historical Method. Participant in panel session for the Academy of Management meetings, Atlanta, 2006.

Van Fleet, D. D. Linking the Past with the Present to Improve the Future: Publishing Historically-Based Research. Professional Development Workshop at the national Academy of Management meetings, Atlanta, 2006.

Van Fleet, D. D. Doctoral Student Workshop: Managing the Dissertation Process. Professional Development Workshop at the national Academy of Management meetings, Atlanta, 2006.

*Peterson, T.O.*, Mott, D., & Van Fleet, D. D. Four Empirical Studies in Search of Respect for Students. Management Education Division, Academy of Management, Honolulu, 2005.

Van Fleet, D. D. The Past, Present, and Future of Chapter Two: Management History in Textbooks. Participant in symposium for the Southern Management Association meetings, San Antonio, 2004.

Van Fleet, D. D. Journal of Management Editors, Past and Present. Participant in All-SMA Feature Session for the Southern Management Association meetings, San Antonio, 2004.

Van Fleet, D. D. Can Leadership Be Taught? Participant in symposium for the Southern Management Association meetings, San Antonio, 2004.

*Peterson, T.O.*, & Van Fleet, D. D. Behaviors of Not-for-Profit Managerial Leaders: An Empirical Study of Crisis and Stable Situations. Public and Nonprofit Division, Academy of Management, New Orleans, 2004.

*Peterson, T.O.*, & Van Fleet, D. D. Katz’s Managerial Skills Legacy. Management History Division, Academy of Management, New Orleans, 2004.

Van Fleet, D. D. Reflections on 30 years of the Journal of Management. Organizer and participant of symposium for the Academy of Management meetings, New Orleans, 2004.

Van Fleet, D. D. Innovative Methods in Teaching Management History. Professional Development Workshop at the national Academy of Management meetings, New Orleans, 2004.

Van Fleet, D. D. How Do Textbook Authors Write “Chapter Two”? Organizer and participant of symposium for Southwest Academy of Management meetings, Orlando, Florida, 2004.

Van Fleet, D. D. Teaching History in Business. Part of a symposium entitled, ”Was Henry Ford Right? Is Management History Relevent in an Electronic World?” Southern Management Asssociation meetings, Clearwater, Florida, 2003.

*Peterson, T.O.*, & Van Fleet, D. D. Critical Managerial Leadership Behaviors: An Empirical Study of Crisis and Stable Situations. Southern Management Asssociation meetings, Clearwater, Florida, 2003.

Van Fleet, D. D. Learning the Lessons of History: The Importance of Management History in the Ph.D. Curriculum. Professional Development Workshop at the national Academy of Management meetings, Seattle, 2003.

McWilliams, A., Siegel, D.S., & Van Fleet, D. D. Journals as Producers of Knowledge: Theory and Application to the Field of Management. Research Methods Division, Academy of Management, Denver, Colorado, 2002.

Van Fleet, D. D. Changes in Business Schools (1974 – Present). Symposium on Future Issues in Management History at the Southern Management Association meetings, Orlando, 2000.

*Peterson, T.O.*, & Van Fleet, D. D. The Impact of a Knowledge-Based Expert System on Managers' Self-Efficacy: An Empirical Test. American Society of Business and Behavioral Sciences, Las Vegas, 1996.

Van Fleet, D. D. Increasing the Market Value of Good Teaching. Symposium on Scholarly Criticism of Management Education at the Western Academy of Management meetings, San Diego, 1995.

Bizzell, Bobby, Franklin, Geralyn McClure, Griffin, R. W., Moorhead, Greg, & Van Fleet, D. D. How to 'Break into' Textbook Publishing. Symposium conducted at the Southwest Academy of Management meetings, Houston, Texas, March 3, 1995.

Kozdrój, Alicja, & Van Fleet, D. D. Changes in the Economy and Management Practice in Poland. International Management Division, Academy of Management, Dallas, Texas, 1994.

*Peterson, T. O.*, Sutton, C. D., Van Fleet, D. D., & Griffin, R. W. Quality Circles: A Case of Short-Lived Success? Total Quality Conference, The Center for International Business Education and Research, Southern Illinois University - Carbondale and Memphis State University, 1993.

*Rinefort, Foster C.*, & Van Fleet, D. D. Governor Howard Pyle and the Voluntary Safety Movement in the United States. Management History Division, Academy of Management, Las Vegas, Nevada, 1992.

*Peterson, T.O.*, Van Fleet, D. D., & Smith, P.C. The Application of an Expert System to the Performance Feedback Task: Empirical Findings. Organizational Communication and Information Systems Division, Academy of Management, Las Vegas, Nevada, 1992.

Biles, G.E., Van Fleet, D. D., & Wolf, William B. What Should Be the Role of Management History in Business Doctoral Programs. Southwest Academy of Management, San Antonio, March 1992.

Van Fleet, D. D., & *Peterson, T.O.* Videotapes in Leadership Education, Organizational Behavior Teaching Conference, Bellingham, Washington, June 1991.

Anders, G, & Van Fleet, D. D. On the Compatibility of Group Cohesion and Majority Rule Voting. Public Choice Society, New Orleans, LA, March 14, 1991.

Van Fleet, D. D. Fifth Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management, March 1991.

*Rinefort, Foster C.*, & Van Fleet, D. D. Safety Issues Beyond the Workplace: Relationship Between Work Injuries and Available Supervision. Personnel and Human Resource Division, Academy of Management meetings, San Francisco, August 1990.

Van Fleet, D. D. Why the Management History Division Will Always Be a Division of Importance to the Academy of Management. Southwest Academy of Management, Dallas, March 1990.

Van Fleet, D. D. First Annual New Faculty and Doctoral Student Consortium, Southern Management Association, November 1989.

Van Fleet, D. D. Third Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management, March 1989.

*Peterson, T.O.*, & Van Fleet, D. D. The Application of Expert System Technology to the Performance Feedback Task: Empirical Findings. The 1988 Conference on the Impact of Artificial Intelligence on Business and Industry, University of North Texas, Denton, Texas, October 1988.

Van Fleet, D. D. Management History: An Editor's View. Management History Division, Academy of Management meetings, Anaheim, California, August 1988.

Van Fleet, D. D., & *Beard, J.W.* Lessons for Management Research from the History of Science. Research Methods Interest Group, Academy of Management meetings, Anaheim, California, August 1988.

Ireland, R. D., Hitt, M. A., Bettis, R. A., Montanari, J.R., & Van Fleet, D. D. Journal Reviewers as Gatekeepers: What Reviewers Are Looking for. Symposium conducted at the Southwest Academy of Management meetings, San Antonio, Texas, March 3, 1988.

Griffin, R. W., Youngblood, S. A., & Van Fleet, D. D. The Role of Textbook Writing in a Professional Career. Symposium conducted at the Southwest Academy of Management meetings, San Antonio, Texas, March 4, 1988.

Van Fleet, D. D., The Regional Divisions of the Academy of Management: An Historical View, Eastern Academy of Management, 1986.

Van Fleet, D. D., A Brief Overview of the History of Management, Southwest Division, Academy of Management, 1986.

Van Fleet, D. D. First Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management, March 1986.

Van Fleet, D. D. Management History's Place in the Business School Program, Management History Division, Academy of Management, San Diego, California, 1985.

Van Fleet, D. D. Doctoral Consortium, Management History Division, Academy of Management, August 1984.

Van Fleet, D. D. Invited participant in "Leadership in the Air-Land Battle 2000 Scenario" U.S. Army symposium at Texas Tech University (1983).

Wren, D.A., & Van Fleet, D. D. History in Schools of Business, Business History Conference, Peoria, Illinois (1983).

**Van Fleet, D. D., & Chamberlain, H., Persistent Ratee Contaminants in Performance Appraisal, American Psychological Association (1982).
\* Listed by the ERIC Clearinghouse for Higher Education and cited in Resources in Education (March 1983).**

*Hoy, F.*, Van Fleet, D. D., & Yetley, M.J., An Empirical Test of the Comparability of Three Models of Organizational Effectiveness, Academy of Management (1982).

Van Fleet, D. D., & Yukl, G.A., Leader Behavior of Effective Military Leaders, Military Psychology Division, American Psychological Association, Los Angeles, California (1981).

Van Fleet, D. D., & Wren, D.A., History in Today's Business School, Academy of Management (1981).

Van Fleet, D. D., The Role of Management History, Southern Management Association (November 1979).

Van Fleet, D. D., A Decision Theory Approach to Business Reaction to Pollution Issues, Southwest Academy of Management (March, 1979).

Van Fleet, D. D., Comments on "General Wood of Sears" by J.C. Worthy, National Academy of Management (August 1978).

Van Fleet, D. D., A partial test of the Van Fleet-Bedeian span of management model, Southwest Academy of Management (March 1978).

Van Fleet, D. D., & *Philipps, S.F.*, Academic disciplines in leadership research, National Academy of Management, Management History Division (August 1977).

Van Fleet, D. D., A note on two techniques for research on the history of management thought, National Academy of Management, Management History Division (August 1976).

Van Fleet, D. D., Collective bargaining in higher education, two seminars on Collective Negotiations in the Public Sector, Department of Educational Administration, Texas A&M University (February and March 1974).

Van Fleet, D. D., Leadership, Akron Advanced Management Institute, Akron, Ohio (Spring 1973).

Van Fleet, D. D., Social problems and managerial responses, Midwest Academy of Management (April 1971).

Van Fleet, D. D., Personnel problems, Foremen's Seminar, Alside, Inc. (subsidiary of U.S. Steel), Hudson, Ohio (April 1971).

Van Fleet, D. D., An introduction to decision-making, Training Seminar, Department Heads of Summit County, Ohio (February 1971).

Van Fleet, D. D., An introduction to economics and its vocabulary, Seminar on Institutions in the United States, University of Akron, Akron, Ohio (March 1971).

Van Fleet, D. D., Teaching effectiveness, Seminar on Teaching, Psychology Department, University of Akron, Akron, Ohio (January 1971).

Van Fleet, D. D., Pollution, ecology, and you, Assembly Program, Lynn Garden High School, Lynn Garden, Tennessee (April 1970).

**Unpublished Papers and Special Reports**

Van Fleet, D. D. (2018). Activate Human Capital and Inappropriate Behavior: A Report of Findings for Southwest Human Development.

Van Fleet, D. D. , & A. S. Fatemi. (1973). Education and income in an urban ghetto, Model Neighborhood Program, University of Akron.

Van Fleet, D. D., & A. S. Fatemi. (1973). An empirical study of black capitalism and ghetto development, Model Neighborhood Program, University of Akron.

Van Fleet, D. D., & R. J. Leto. (1973). Performance evaluation in a service organization: An application of the critical incident technique, Akron Automobile Club American Automobile Association.

Van Fleet, D. D., & D. A. Redle. (1973). Participants' view of the M.B.A., Bellows-Valvair, Division of I.B.E.A.

**RESEARCH PROPOSALS**

**Principal Investigator:**

Recruiting and Retaining Native American Students, Arizona State University Foundation (ASUF), Women and Philanthropy grant program (2016; unfunded)

A Proposal to Establish a Powerful Search Engine for The Online Bibliography of Military Leadership, WPC Summer Research Grant Program (2016; unfunded)

Creation of a self-study, online learning module: Local Food --- Selling directly to food retailers and foodservice establishments, Farm Aid Proposal (with Roger Hutt; 2013; unfunded)

Food Safety Attitudes among Two Contrasting Consumer Segments, Marley Foundation Proposal (2010; unfunded)

Food Safety Survey Analysis, Marley Foundation Faculty Research Stipend Proposal (2009; unfunded)

ASU Access and Workforce Development grant for the development of the connectMBA delivery option (2002; $27,120)

Comparative statics study of military leaders, a questionnaire survey funded by Arizona State University West (1991; $2,500)

Development of an Electronic Bulletin Board on Military Leadership, a pilot project funded by Arizona State University West (1990; $6,000)

Identifying effective behavior of real estate firm managers, a multi-method research effort funded by the Texas Real Estate Research Center (1985; $5,053)

Military leadership research, several year program which was initially funded by the College of Business Administration at Texas A&M University (1981; $3,850)

Development of critical incidents for the analysis of leader behavior, a study designed to refine the critical incident data from earlier studies and funded by College of Business Administration, Texas A&M University (1976; $3,700)

Computer analysis of statistics for dichotomous data to be used with methodologies involving critical incidents of leadership, funded by College of Business Administration, Texas A&M University (1974; $300)

Analysis of leadership in industry, a critical incident study using master's students who were also managers which was funded by Texas A&M University (1973; $200)

Several small grants on a variety of topics funded by the Texas A&M University Mini-Grant program (1973-1983; total of $2,400)

**Research Consultant:**

Computational Leadership Architecture and Reasoning Kit (CLARK). A Small Technology Transfer Innovative Research proposal to DARPA. Submitted by Charles River Analytics to Fall 2009. Unfunded.

Linking Leadership Development to the Physical Work Environment: A Study of Ecological Influence. Submitted to the Army Research Institute, April 2003. Unfunded.

Theory and methodology consultant on "Airline Economics and Corporate Culture in Today's Deregulated Environment: Is There an Impact on Safety? Evaluative and Predictive Models." Submitted to the Federal Aviation Administration by Embry-Riddle Aeronautical University, Prescott, Arizona, July 1990. Unfunded.

Theory and measurement consultant on "Analysis of school superintendents also acting as vocational administrators,” funded by H.E.W. (Project No. 498AH50136, Grant No. G007500440).

Analysis and interpretation consultant on "Analysis of aspects of coastal zone management through a survey of attitudes," funded by the National Science Foundation.

**CONSULTING AND EXECUTIVE EDUCATION**

**Consultant**

Member, Advisory Council, PERF India Institute of Management (Pancholi Education & Research Foundation), Navrangpura, Ahmedabad: 380 014, Gujarat, India (2010)

Member, Expert Group, Round Table Group, Inc., 601 Pennsylvania Avenue, NW, Suite 900, Washington, DC 20004 (2010)

UWT Milgard School of Business Program Review (2006) with Eric Zivot, Daniel F. Jacoby, June Lowenberg, and Carolyn M. Callahan.

Beta Testing and Business Vocabulary Developer, Personal Dictation software, NCC Inc., Scottsdale, Arizona (1994-1995).

External Evaluation, Department of Management, College of Business Administration, The University of Richmond (1994).

Supervisory Leadership and Mentoring Program, Consumer Products, Shell Oil Company (1992).

Strategic Analysis for the Arizona Division of the American Cancer Society (1991).

Associate, Professional Business Associates (management consultants), College Station, Texas and Scottsdale, Arizona.

Strategic Analysis for the Kuwait Oil Corporation (with Don Hellriegel for S. Al-Tuhaih and Associates).

Reorganization of the Ministry of Commerce and Industry, State of Kuwait (with Don Hellriegel for S. Al-Tuhaih and Associates).

Establishment of new College of Management Science, Kuwait University, Kuwait City, Kuwait (with Don Hellriegel).

Managerial Accounting, Community Council of Greater Dallas, Dallas, Texas (with Chamberlain & Associates).

Management Development, City of Corpus Christi, Texas.

Supervisory Development, City of Seguin, Texas.

Management Development, City of Denison, Texas.

Coastal Zone Management Study Group of the Center for Public Policy analysis, Texas A&M University (questionnaire design).

Health Care Services Delivery Committee of the Health Planning Advisory Council of the Ohio Department of Health (data analysis)

Akron Economic Task Force of the Model Neighborhood Program (data analysis).

Akron Junior League (self-study analysis).

Informal Advisor, Director of Nursing Services at major urban hospital

**Training and Development**

Guest of the Manager's Training Center attached to the Plekhanov Institute of National Economy in Moscow, U.S.S.R. (June 1990).

**Developer and Presenter (chronological order; all dates not shown)**

Strategic Planning and Skills of the General Manager Seminar (5-day program) for the Kuwait Foundation for the Advancement of Sciences, Kuwait City (1982 and 1983; with Don Hellriegel). The topics presented by Van Fleet were: The Managerial Job; Delegation; Conflict Management; Job and Task Design; Managerial Decision-making; and Time Management.

The TAMU Company In-Basket Exercise, Management Seminars, Texas A&M University. This program was so well received that it was conducted over 40 times.

Behavioral Standards and Program Management, Executive Development Program for Fire Officials, Texas A&M University.

Experiential Exercise Leader (Your Problems Exercise), Executive Development Program for Fire Officials. This program was so well received that it was conducted multiple times.

Leadership, Akron Advanced Management Institute, Akron, Ohio.

Texas A&M University Management Seminar II (topics: Being A Manager, In-Basket Exercise, Time Management), Houston Lighting and Power Company and Dallas Power and Light Company.

American Business History and Culture, International Management Program, Executive Development Programs, Texas A&M University (1985 and 1986).

Some Useful Management Concepts, Texas 4-H Association, Brownwood, Texas.

Effective Time Management in City Government (1-day program), City of Palestine, Texas.

Human Resource Management Program Coordinator, Construction Middle Management Program, Center for Executive Development, Texas A&M University.

Management Practice: Today and into the Future (topics: Performance Appraisal and Time Management; with Caren Siehl for Arizona State University West), City of Peoria, Arizona (twice, 1991).

Supervisory Development (topics: Leadership and Time Management; with Leanne Atwater for Arizona State University West), Loral Defense Systems, Arizona (twice, 1995).

The New Terrorism, with Ella W. Van Fleet, The Oasis Institute, Arizona (2004).

Terrorism Today, with Ella W. Van Fleet, The Oasis Institute, Arizona (2004).

**Speaker/Presenter (reverse chronological order; all dates not shown)**

Presenter, Leadership: What We Think We Know and What We Think We Don’t Know. Scottsdale Insurance (June 2010).

Presenter, Leadership: What We Think We Know and What We Think We Don’t Know. American Express (June 2004).

Panel member, Reflections of Faculty Life and Workloads. Part of the Preparing Future Faculty workshop, ASU West (February 2004)

Co-presenter (with E. W. Van Fleet), Workplace Violence, Crisis Management Program, Oklahoma State University, Tulsa, OK (April 2002)

Presenter, Stress and Time Management, Arizona Association of Electrologists [affiliated with the American Electrology Association], (March 2000)

Committee on Judicial Education and Training faculty member, Motivation and Time Management, Superior Court of Arizona, Phoenix, AZ (1994).

Presenter, Personal and Professional Time Management, Valley West Chapter, Professional Secretaries International (April 1994).

Presenter, Personal and Professional Time Management, Sun Cities Area Interfaith Services (March 1994).

Presenter, Motivation - Here and Now, Superior Court of Arizona, Phoenix, AZ (1994).

Presenter, Personal Goal Setting, Positive Singles, Phoenix, Arizona (1992).

Presenter, Personal and Professional Time Management, Life Skills Class, New Dawn Correctional Release Center, Arizona Department of Corrections, Phoenix, Arizona (1991).

Keynote Speaker, 35th MSC Fall Leadership Conference (undergraduate student leader training program), Texas A&M University, Trinadad, Texas.

Featured Presenter, Leadership Situational Analysis, Leadership Brazos, Camp Allen, Texas.

Presenter, Situational Analysis for Effective Leadership, Administrative Leadership Institute, College Station, Texas.

Presenter, Leadership and Motivation, Professional Development Program, Center for Executive Development, Texas A&M University.

Experiential Exercise Leader (Who Gets the Truck), Executive Development Program for Public Utilities Officials (city government managers) and for Fire Officials, Texas A&M University. This program was so well received that it was conducted multiple times.

Case Discussion Leader, Management Seminars and Executive Development Program for Secretaries, Center for Executive Development, Texas A&M University. These two programs were so well received that they were conducted over 50 Times (approximately 25 times each).

Presenter, Performance Appraisal/Goal Setting and Feedback, Management Seminar, Texas A&M University. This program was so well received that it was conducted over 20 times.

Presenter, Professional Time Management, Professional Development Program, Center for Executive Development, Texas A&M University.

Presenter, Performance Appraisal/Career Development, Professional Development Program, Center for Executive Development, Texas A&M University. This program was conducted twice.

Presenter, Setting Personnel Goals Through Time Management, Texas Engineering Extension Service, Annual Staff Conference.

Presenter, Whislin' While We Work -- With Results, Texas Engineering Experiment Station Annual Staff Conference, College Station, Texas.

Presenter, Principles of Time Management, Problems Clinic for City Managers and Assistants, Salado, Texas (for the Public Works Resource Center of the Texas Engineering Extension Service).

Presenter, Time Management, Management Seminar for Administrative Assistants and Executive Secretaries, Center for Executive Development, Texas A&M University.

Presenter, How to Manage Managerial Time, Fifty-second Annual Short Course for Oil Mill Operators, Texas A&M University.

Presenter, Scheduling and Time Management, Executive Development Program for Public Utilities Officials, Texas A&M University.

Presenter, Organizational Efficiency and Time Management at the Project Investigator Level, Texas Agricultural Extension Service Annual Staff Meeting, Texas A&M University.

Presenter, Personal Time Management, Texas Agricultural Experiment Station Annual Staff Conference, Texas A&M University.

Presenter, Managing Your Time, Saudi Arabian and Libyan Airport Officials, Texas A&M University.

Presenter, Basic Time Management, doctoral seminar in Animal and Food Science, Texas A&M University.

Presenter, Basic Time Management, Staff of the College of Veterinary Medicine, Texas A&M University.

Presenter, Time Management for School Personnel, Leadership Team Retreat, conducted at Salado, Texas for the College Station (Texas) Independent School District.

Presenter, Fundamentals of Time Management, Brazos Valley Chapter, American Society of CPAs, College Station, Texas.

Presenter, Time Management, Meat Packers Institute, College Station, Texas.

Presenter, Time Management, Mid-East Texas Dietetic Association.

Presenter, Time Management for Small Business, Bryan-College Station (Texas) Chamber of Commerce.

Presenter, Personal Time Management, Bryan-College Station (Texas) Jaycees. This program was so well received that it was conducted multiple times.

Presenter, Time Management for Academics, Environmental Design faculty, Texas A&M University.

Presenter, Time Management, Texas A&M University System Association of Professional Support Staff.

Presenter, Motivation, Vice President for Student Affairs Staff Conference, Texas A&M University.

Presenter, Management and Goal Setting, Animal Control Personnel Development Program, Veterinary Continuing Education, Texas A&M University.

Presenter, Management Goals and Performance Evaluation, Horticulture Seminar, Texas A&M University.

Presenter, Motivation and MBO, Department Heads Institute, Engineering Deans Council of the American Society for Engineering Education.

Presenter, Interpersonal Relations in Organizations, Horticulture Seminar, Texas A&M University.

Presenter, How to Motivate Employees, Forty-Ninth Annual Short Course for Oil Mill Operators, Texas A&M University.

Presenter, Motivation to Work, Management Seminar, Texas A&M University.

Presenter, Motivation at Work, Texas Highway Department, Lubbock, Texas.

Presenter, Motivation in Work Organizations, U.S. Civil Service, White Sands Missile Range, New Mexico

Presenter, Perception, U.S. Civil Service, White Sands Missile Range, New Mexico

Presenter, Performance Evaluation, City of Corpus Christi, Texas.

Presenter, Situational Analysis for Leader Behavior, Bryan-College Station (Texas) Jaycees.

Presenter, Leadership: Concepts and Applications, Construction Middle Management Program, Center for Executive Development, Texas A&M University.

Presenter, Organization, Construction Middle Management Program, Center for Executive Development, Texas A&M University.

Presenter, Management Workshop, Animal Control Personnel Development Program, Veterinary Continuing Education, Texas A&M University.

Presenter, Delegation, V.A. Center, Temple, Texas.

Presenter, Supervision, V.A. Center, Temple, Texas.

Case Group Leader, Industrial Relations for Non-Union Companies, Texas A&M University.

Presenter, Publishing is Better than Perishing, Colleges of Education & Liberal Arts, Texas A&M University.

**EMPLOYMENT EXPERIENCE**

**Teaching (Full-Time) and Research Positions**

Arizona State University, Morrison School of Agribusiness (2009 to present; full-time, tenured), **Professor** of Management and **Member of the Graduate Faculty** in Business.

Arizona State University at the West campus (1989-2009; full-time, tenured; School of Global Management and Leadership superseded the School of Management), **Professor** of Management and **Member of the Graduate Faculty** in Business, **MBA Director** (2000-2004), **MBA Coordinator** (1991-1993), **Interim Management Coordinator** (1991-1992)

**Visiting Scholar**, Anderson School, University of California at Los Angeles (February 1998 while spouse received liver transplant)

**Research Fellow**, Mosher Institute for Defense Studies, Texas A&M University (1988-1990)

Texas A&M University (1985-1989; full-time, tenured) **Professor** of Management and **Member of Graduate Faculty**

**Visiting Scholar**, San Diego State University (March 1987)

Texas A&M University (1975-1985) Associate Professor of Management and Member of Graduate Faculty [full-time, tenured in 1976]

**Research Associate**, Center for Urban Programs, Department of Civil Engineering, Texas A&M University (1975)

Texas A&M University (1973-1975) Assistant Professor of Management and Member of Graduate Faculty

University of Akron (1970-73) Assistant Professor of Management and Member of Graduate Faculty ... Promotion to Associate Professor with tenure approved effective September 15, 1973

Kingsport Graduate Study Program, University of Tennessee (1967-70) Instructor in Industrial and Personnel Management and Member of Graduate Faculty

University of Tennessee, Knoxville (1963-67) Instructor in Industrial and Personnel Management

Bureau of Business and Economic Research, University of Tennessee, Knoxville (1962-63) Research Assistant

**Other Experience and Teaching Grants**

Member, Educational Leadership Consortium [http://www.rowan.edu/edlead/consorti/default.htm#home page] (2001-2004)

Curriculum Module Development Grant, Minerva Education Institute (1996; $3000) to develop a curriculum module entitled, “Workplace Violence: Moving Toward Minimizing Risks.”

AACSB Workshop on Learning Technologies, Wake Forest University, May 1995

MBA Manager's Program, Graduate Management Admissions Council, Duke University, Durham, North Carolina, July 1991

AACSB Business Accreditation Workshop, St. Louis, MO, August 1990

AACSB Workshop on Strategic Planning for Business Schools, Colorado Springs, CO, May 1990

Teaching Incentive Grant, Texas A&M University Center for Teaching Excellence (1985; $1000) to develop the use of television learning exercises for leadership classes

Participant in Education Testing Service Project Dantes to develop national multiple-choice test for organizational behavior material

Junior Planner, East Tennessee Office (Knoxville), Tennessee State Planning Commission (1962)

Museum Assistant, American Museum of Atomic Energy, Oak Ridge, Tennessee (1961)

Lifeguard and Water Safety Instructor, City of Oak Ridge, Tennessee (Summers of 1955-1961)

**Editorial and Related Service**

Editorial Advisory Board, Amity Journal of Agribusiness [amity.edu/admaa/ajab/default.aspx] (2015 to present)

Senior Editor, Management History, Oxford Research Encyclopedia of Business and Management (2014 to present)

Book Review Editor, Management Decision (2014-2015)

Editorial Board, Journal of Managerial Psychology (2011-2017)

Founding Editorial Board, Management, Oxford Bibliographies Online (OBO) (2011 to present)

Managing Editor, International Food and Agribusiness Management Review (2010-2017)

Editorial Board, Internet Journal of Food Safety (2010 to present)

Academic Advisory Board, Annual Editions: Violence and Terrorism, McGraw-Hill Education (2010 to present)

Academic Advisory Board, Weapons of Mass Destruction and Terrorism, McGraw-Hill Contemporary Learning Series (2009)

Best Reviewer, the Institute of Behavioral and Applied Management, 15th Conference (2007)

Editorial Board, Journal of Applied Management and Entrepreneurship (2006 to present)

**Editor**, Journal of Behavioral and Applied Management (2005-08)

 This editor-in-chief position for an emerging on-line journal involved both manuscript and office administration.

Editorial Board, Journal of Leadership & Organizational Studies (2002 to present)

Editorial Board, Current Issues in Management (2001 to present)

Advisory Board, Management of Healthcare Technology (1998 to present)

Editorial Board, Journal of Business Strategies (1999 to 2008)

Editorial Board, International Journal of Public Administration (1991-2005)

Editorial Review Board, The Minerva Education Institute, Occasional Paper Series (1989-1999)

Editorial Review Board, The Sociology of Management as a Science, A Special Research Forum of the Academy of Management Journal, 1996

Editorial Board, Arab Journal of Administrative Sciences (1992 to 1996)

Guest Editorial Board, Academy of Management Journal, Special Research Forum (1995)

Editorial Board, Akron Business and Economic Review (1972-1991)

Guest Editor, Yearly Review of Management (Journal of Management) (Vol. 16, No. 2, June 1990)

**Editor**, Journal of Management (1987-1989)

 This editor-in-chief position for an emerging journal involved manuscript and office administration, including supervision with direct editorial, budgetary, sales, and production responsibilities over a three-year editorship as well as related activity for approximately six months prior to and after the regular term of office.

Co-Editor, 1990 Yearly Review of Management, Journal of Management

Co-Editor, 1989 Yearly Review of Management, Journal of Management

Editorial Board, Academy of Management Review (1977-1984)

Ad Hoc Reviewer (various times): Journal of Advances in Food Science & Technology (2015); Academy of Management Journal; Academy of Management Review; Academy of Management Learning & Education; Administrative Science Quarterly; Human Relations; Journal of Management; Journal of Management Inquiry; Journal of Management Studies; and The Sociological Quarterly.

**Editor**, Academy of Management Newsletter (1979-1982)

This editor-in-chief position involved editorial, budgetary, and production responsibility; in addition, I wrote original articles, designed layout, supervised production, and developed special features for 12 issues over three-year editorship.

Associate Editor, Academy of Management Newsletter (1978-79)

**Editor**, N-File Newsletter, Management History Division, Academy of Management (1976-1978). This was the first divisional newsletter of the Academy.

Editorial Board, Working Paper Series, Management History Division, Academy of Management (1976-1982)

Ad Hoc Editorial Reviewer for textbooks (prior to 1984; this activity essentially ceased when I began my own textbook writing): Houghton Mifflin; Charles E. Merrill; West Publishing Company; Business Publications, Inc.; Goodyear Publishing; Addison-Wesley; and McGraw-Hill.

**Professional Activity**

# National

Member, Academy of Management Career Achievement Awards Committee (2009)

**Board of Governors**, Institute of Behavioral and Applied Management (2006-09)

Editor, Journal of Behavioral and Applied Management (2006-09)

Chair, International Regions Task Force, Academy of Management (1996-97)

Chair, Professional Divisions Policies Review Task Force, Academy of Management (1996-97)

Nominated for Vice President Elect of the Academy of Management (1996)

Nominated for Vice President Elect of the Academy of Management (1990)

**Fellow**, Academy of Management (1985)

**Board of Governors**, Academy of Management (1983-1985)

Editorial Board, Academy of Management Review (1977-1984)

**Editor**, Academy of Management Newsletter (1979-1982)

Associate Editor, Academy of Management Newsletter (1978-79)

Chair, Selection Committee for Publisher Relations and Exhibits Coordinator, Academy of Management (1985)

Chair, Newsletter Editor Selection Committee, Academy of Management (1984)

**Other National Activity**

Academy of Management Council, Representative from the Southwest Division (1999-2001)

Mentor, Mentoring People of Color within the Academy Program (1994-2000)

**Deputy Dean**, Academy of Management Fellows (1996-1999)

Professional Divisions Review Committee, Academy of Management (1992-1993, 1991-1992, 1985-1987)

Advisory Board, Academy of Management Newsletter (1990-1991)

Centennial of Modern Management Committee, Academy of Management (1980-1986); regional divisions coordinator

Organizational Issues and Relationships Task Force, Academy of Management (1986)

Proceedings Task Force, Academy of Management (1985)

American Airlines Contact, Board of Governors, Academy of Management (1983)

1988 Site Selection Committee, Academy of Management (1983-1984)

New Journal Task Force, Academy of Management (1983-1984) [Academy of Management Executive]

All Academy Symposium Committee, Academy of Management (1983)

National Awards Committee, Academy of Management (1981-1983)

Newsletter Editor Selection Committee, Academy of Management (1980-1981)

**Academy of Management, History Division**

Professional Development Workshop, Innovative Methods in Teaching Management History (2004).

Chair of Distinguished Speaker Session, national meetings, Management History Division (1994)

1989 Pre Conference, All Academy Program Committee (1988-89)

Session Chair of Invited Panel: national meetings, Management History Division (1985)

Core Faculty Member, 1984 Management History Division Doctoral Consortium, Academy of Management

Chair, Management History Division, Academy of Management (1980-1981)

Chair-elect, Management History Division, Academy of Management (1979-80)

National Program Chair, Management History Division, Academy of Management (1979)

Editor, N-File Newsletter, Management History Division, Academy of Management (1976-1978)

Editorial Board, Working Paper Series, Management History Division, Academy of Management (1976-1982)

Member of ad hoc Committees (numerous occasions)

Session Chair and/or Discussant (numerous occasions)

Reviewer (numerous occasions)

**Academy of Management, Organizational Behavior Division**

Member, Membership Survey Committee, Organizational Behavior Division (1993-1994)

Reviewer, Organizational Behavior Division (1996 most recently)

**Other Academy of Management Professional Divisions**

Facilitator, Doctoral Consortium, Management Education Division, Academy of Management (1999)

Session Chair, Discussant, and/or reviewer (several times each) -- Health Care Administration Division, Organization and Management Theory Division, and the Technology and Innovation Management Division.

**Regional Academy of Management Activity**

**Southern Region (Southern Management Association)**

**Dean**, Southern Management Association Fellows (2007-2010)

Member, SMA Fellows Nominating Committee (2007)

Chair, Journal of Management Editor Selection Committee (2003-2004)

Member, Journal of Management Editor Selection Committee (2000-2001)

**Deputy Dean**, Southern Management Association Fellows (1996-1997)

Past President, Southern Management Association (1996)

**Fellow**, Southern Management Association (1995)

**President**, Southern Management Association (1995)

Chair, Journal of Management Editor Selection Committee (1994)

Coordinator, New Faculty and Doctoral Student Consortium, Southern Management Association (1994)

President Elect, Southern Management Association (1994)

Member, Nominating Committee, Southern Management Association (1994)

Member, Strategic Planning Task Force, Southern Management Association (1993)

Vice President and Program Chair, Southern Management Association (1993 meeting)

Faculty Member, New Faculty and Doctoral Student Consortium, Southern Management Association (1993)

Member, Best Paper Committee, Southern Management Association (1993)

Faculty Member, New Faculty and Doctoral Student Consortium, Southern Management Association (1992)

Program Chair Elect, Southern Management Association (1992)

Track Chair, Organization and Management Theory/Management History/Research Methods (1992 meeting)

Member, Journal of Management Publication Task Force (1989-1990)

Guest Editor, Yearly Review of Management (Vol. 16, No. 2, June 1990)

**Editor**, Journal of Management (1987-1989)

Co-Editor, 1990 Yearly Review of Management, Journal of Management

Co-Editor, 1989 Yearly Review of Management, Journal of Management

Faculty Member, First Annual New Faculty and Doctoral Student Consortium, Southern Management Association, (1989)

**Board of Directors**, Southern Management Association, as Editor of the Journal of Management (1986-1989)

**Board of Directors**, Southern Management Association, Elected Member (1980-1983)

Secretary and Member of Board of Directors, Southern Management Association (1983-1986)

Executive Committee, Southern Management Association (1983-1986)

Chair, Membership Committee, Southern Management Association (1983-1986)

Chair, Incorporation Committee, Southern Management Association (1982-1983)

Member of ad hoc Committees (numerous occasions)

Session Chair and/or Discussant (numerous occasions)

Reviewer (numerous occasions; most recently in 1993)

**Southwest Region**

Representative from the Southwest Division to the Academy of Management Council (1999-2001)

Member, Nominating Committee (1999-2000)

Member, Past Presidents’ Advisory Committee (1996-1997)

Member, Best Paper Committee (1992-1993)

Member, Nominating Committee (1991-1992)

Faculty Member, Fifth Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management (1991)

Publications Task Force (1990)

Constitutional Revision Task Force (1989-1990)

Faculty Member, Third Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management (1989)

Chair, Constitutional Revision Committee (1988)

Past President, Southwest Division, Academy of Management (1987-1988)

**President**, Southwest Division, Academy of Management (1986-1987)

President-Elect, Southwest Division, Academy of Management (1985-1986)

First Vice President (Program Chair), Southwest Division, Academy of Management (1984-1985)

Coordinator, Second Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management (1987)

Faculty Member, First Annual Doctoral Student/Young Professor Consortium, Southwest Division, Academy of Management (1986)

Chair of Special 50th Anniversary Session, Southwest Division, Academy of Management, 1986.

Second Vice President (Membership), Southwest Division, Academy of Management (1983-1984)

Third Vice President (Research and Publications), Southwest Division, Academy of Management (1982-1983)

Secretary-Treasurer, Southwest Division, Academy of Management (three years; 1979-1982)

Associate Program Chair (Organizational Behavior), Southwest Division, Academy of Management (1978-79)

Chair, Program Evaluation Committee, Southwest Division, Academy of Management (1985)

Chair, Program Evaluation Committee, Southwest Division, Academy of Management (1979)

Member of ad hoc Committees (numerous occasions)

Session Chair and/or Discussant (numerous occasions)

Reviewer (numerous occasions; most recently in 1992)

**Other Professional Activity**

Member, Agri-Business Council of Arizona (2011- present)

Member, International Food and Agribusiness Management Association (2011- present)

Member, Workplace Violence Prevention and Intervention Committee, ASIS International [formerly American Society for Industrial Security] (2009-2011)

Mediator, Arizona Agricultural Mediation Institute (2010)

Member, Arizona Faculty Council (1996-1998)

Member, ASU Alumni Association Board of Directors (1997-1998)

**President**, Allied Southern Business Association (1995)

Reviewer, Second World Conference on Management, International Federation of Scholarly Associations of Management (1994)

**Board of Directors**, Allied Southern Business Association (1994-1995)

Reviewer, Decision Sciences Institute (1991)

**Board of Directors**, Southwestern Federation of Administrative Disciplines (1985-1987)

Executive Committee, University of Akron Chapter, American Association of University Professors (1971-73)

Chair, Committee Z (Committee On the Economic Status of the Profession), Ohio Conference, American Association of University Professors (1972-1973)

Chair, Committee Z (Committee On the Economic Status of the Profession), University of Akron Chapter, American Association of University Professors (1972-1973)

Chair, Task Force on Salary Discrimination, University of Akron Chapter, American Association of University Professors (1970)

Numerous committee memberships, University of Akron Chapter, A.A.U.P. (1971-1973)

**Institutional Administration and Service**

Member, University Hearing Board, Arizona State University (2016-2018)

**Past President**, Polytechnic Academic Assembly, Arizona State University Polytechnic (2013-2014)

MBA Director, School of Management, Arizona State University West (2000-2004)

 This position involved developing recruiting materials, overseeing the recruiting and selection of students, counseling and advising students, participation in information sessions for recruiting, participation in the orientation program for new students, participation in convocation (graduation) ceremonies for off-campus students, managing the MBA program office (a staff of four full-time and one part-time), representing the MBA Program to external constituencies, representing the MBA Program at on-campus commencement exercises as a Faculty Marshall, service on the unit (college) executive committee, service on the campus graduate studies committee, development of AACSB accreditation materials and reports as necessary, and completion of numerous surveys for national organizations. There were five programs involved: the connectMBA, an Internet and weekend program; the Corporate MBA, a Honeywell sponsored program; the pmMBA, a flexible, evening program; the Scottsdale MBA, a program located in the Scottsdale Airpark; and the MBA/MIM (Thunderbird) dual degree program. During this time, we launched the connectMBA delivery option – digitally delivered version of the MBA program (2000); conducted a validation study of selection process (2001); and were awarded an ASU Access and Workforce Development grant ($27,120) for the development of the connectMBA.

Senator, Arizona State University Polytechnic campus (2016-2019)

Past President, Arizona State University Polytechnic campus (2014)

Past President, Faculty Assembly and Senate, Arizona State University West (1998-1999)

Member, ASU Ombudsperson Committee (1997-2004)

**President**, Faculty Assembly and Senate, Arizona State University West (1997-1998)

Chair, Student Commencement Speaker Committee (1997-1998)

President-Elect, Faculty Assembly and Senate, Arizona State University West (1996-1997)

Senator, Arizona State University West (1996-1999)

Student Government Advisor, Arizona State University West (1996-1997)

MBA Coordinator, Business Programs, Arizona State University West (1989-1993)

 This position involved overseeing curriculum design, developing recruiting materials, developing a student brochure, overseeing the recruiting and selection of students, counseling and advising students, participation in the orientation program for new students, managing the MBA program office, representing the MBA Program to external constituencies, service on the unit (college) executive committee, and development of AACSB accreditation materials and reports. We increased MBA SCH approximately 25% per year for the two years after separation from the Tempe Campus.

Interim Management Coordinator, Business Programs, Arizona State University West (1991-1992)

 This position involved curriculum development and implementation, faculty recruiting, coordination of teaching faculty in the area of management, and service on the unit (college) executive committee.

Faculty Sponsor, Graduate Management Association (MBA student organization), Arizona State University West (1990-1991)

Permanent Civilian Member, NROTC Academic Review Board, Texas A&M University (1975-1982)

 This board reviewed the academic performance of all undergraduate navy and marine cadets and determined appropriate action (counseling, resignation, termination, discipline) for those experiencing difficulties. The board met for from 1 to 3 days each semester including Summers.

Acting Department Head, Department of Management, Texas A&M University (Summer 1981 and 1982).

 See next entry.

Assistant Department Head, Department of Management, Texas A&M University (Summer 1980)

 The Department of Management at Texas A&M University employed more than 30 tenure-track faculty, several part-time nontenure-track faculty, six to ten full-time secretarial employees, more than 40 graduate assistants, and several undergraduate student workers. The physical facilities and budget were in line with that size operation. The primary responsibility was to facilitate the transition to a new Department Head (twice). Three of the more challenging experiences involved hiring adjunct faculty to replace faculty who resigned as the semester started, assisting in the development of a "case" for the termination of a tenured Associate Professor, and overseeing the dismissal and replacement of two members of the support staff. This position was also responsible for scheduling classes and assigning assistantship support to the faculty.

Doctoral Student Counselor (director of Ph.D. program), Department of Management, Texas A&M University (1980-1982)

 Responsibilities included overseeing the design of the curriculum, developing recruiting materials, developing student handbook, recruiting and overseeing the selection of students, assigning assistants to faculty, assisting students in developing their initial degree programs, evaluating students' performance after their first year, overseeing comprehensive examinations at the conclusion of course work, and serving as a personal counselor for approximately 20 doctoral students.

Chair and/or member, doctoral and master's committees for majors in Management, other business areas, and many non-business areas: Texas A&M University, The University of Akron, and The University of Tennessee, Knoxville.

 **Doctoral students chaired (ASU)**:

 Chao-Shih (Jake) Wang

 **Doctoral students chaired (Texas A&M)**:

Salem M. Al-Tuhaih Mary Helen Bowers Lee Lyons Tim O. Peterson George Wagman

I resigned as chair for Jon Beard and Daewoo Park upon leaving Texas A&M University.

Member, **16 doctoral committees** for students in management (L. Caldwell, F. Hoy, D. Lindecamp, and T. Rowe), educational administration, industrial education, industrial engineering, sociology, educational psychology, and forestry (J.P. Bando, A.J. Betancourt, K.M. Jackson, F.M. Judah, A.D. Kent, P.G. Lester, M.J. Marchant, J.M. Mason, J. Nickell, J. Strong, S.D. Trutt, and L.B. White).

**Masters students chaired (Texas A&M)**

L.J. Blake R.C. Bucchi M.J. Elzen W.L. Furr S. Hodge

D.W. Kochwelp R. Kuboviak S. Leibert J.C. McKallip S.R. Morgan

A. Smith S.W. Snedden J.A. Templin

 Member, **50 Master's committees** in management, accounting, public administration, computer science, architecture, forestry, civil engineering, and finance.

Chair/Co-Chair, Undergraduate **Honor’s Thesis**, Arizona State University (Precious Martinez and Hazel Serrano, 2015-2016; Joseph Sienicki, 2010; Kirk M. Grayam, 2000)

Supervised **Honor’s Contract** associated with MGT 300, Arizona State University (Kristin Cowsert, Spring 2017; Charles Bowen, Spring 2010; William Cambra, Spring 2000)

Supervised **Independent Study** courses, Arizona State University (MGT 590, Zeeshan Siddiqi Spring 2010; MGT 593, Harold Dilema, Spring 2010)

Chair, Faculty Advisory Committee (College of Business Administration), Texas A&M University (1976-1978)

 This committee was the faculty advisory committee to the Dean of the College. It served as the major conduit for upward communication to the Dean from the faculty on all matters but particularly those associated with personnel actions.

Chair, Employee Complaint and Appeal Panel, Texas A&M University (1974-76)

 This panel was the final step in the complaint procedure for the university. The panel worked with the Personnel Department and university attorneys to develop and implement a complaint procedure for all non-faculty members of the Texas A&M University. The panel heard complaints approximately once a month and most hearings lasted for about two days although some took weeks.

Academic Advisor, Company H-2, Corps of Cadets, Texas A&M University (1977-78)

Secretary, College of Business Administration Faculty Advisory Committee, Texas A&M University (1975-76)

Chair, Reference Committee, University Council, University of Akron (1972-73)

Chair, Research and Publication Committee, College of Business Administration, U. of Akron (1972-73)

Chair, Scholarship Committee, College of Business Administration, University of Akron (1972-1973)

Secretary, Faculty of the College of Business Administration, University of Akron (1971-1973)

**Other Committee Participation:**

**University/Campus Level**

 ASU Member, Governance Grievance Committee (2017-2019)

 Member, University Hearing Board (2016-2018)

 Member, University Promotion and Tenure Committee (2006-09; 2012-15)

 ` Judge, Edson Student Entrepreneur Initiative (2008)

 ASU West Member, ASU West Campus Promotion and Tenure Committee (2004-05 & 2005-06)

 **Chair**, ASU West University Hearing Board (2004)

 **Chair**, ASU West Academic Grievance Committee (2003-2006)

 Member, ASU West Academic Grievance Committee (2003-2006)

 Member, ASU Building Names Committee (2001-2005)

 Member, ASUW Student Commencement Speaker Committee (2001-2003)

 Examiner, ASU President’s Medal for Team Excellence (2000-2003)

 Member, Graduate Studies Advisory Council (1999-2003)

 Graduate Council Representative from ASUW (1999-2003)

 ASUW Ombudsperson (1998-2004)

 Member, ASUW Council of Scholarly and Instructional Activity (1998-1999)

 **Chair**, Student Commencement Speaker Committee (1997-1998)

 **Chair**, Task Force on Student Issues (1996-1997)

 Student Government Advisor (1996-1997)

 Member, Strategic Planning Task Force (1997)

 ASU West Project Mentor Program (1994-1997)

 Safety Day Committee (1996)

 Voter Registration Liaison, Academic Senate (1996)

 Personnel Committee, Academic Senate (1995-1996)

 Quality Food Service Advisory Committee (1993-1996)

 **Chair**, IT Manager - Consulting Services Search Committee (1995)

 ASU West Parking Committee (1993-1994)

 Information Technology Advisory Committee (1991-1992)

 Academic Freedom and Tenure and Governance Committee (1991)

 Parliamentarian, Faculty Forum (1990-1991)

 **Chair**, Faculty Forum Curriculum Committee (1990-1991)

 Faculty Forum Executive Committee (1990-1991)

 Faculty Forum Curriculum Committee (1989-1990)

 Texas A&M Aggie Bar Association Scholarship Committee (1985)

 Academic Freedom, Tenure, and Responsibility (1982-1984)

 Faculty Development and Leave Committee (1979-1982)

 Teaching Effectiveness Committee (1980-81)

 Faculty Affairs Council (1976-1978)

 Academic Council (1976-1978)

 **Chair**, Employee Complaint and Appeal Panel (1974-1976)

 Akron University Council (1972-1973)

 Graduate Faculty-Student Policy Committee (1972-1973)

 Reference Committee (1972-1973)

**College/Unit Level**

ASU Polytechnic Chair, College of Technology and Innovation Management Core Task Force (2011-2012)

 Member, College of Technology and Innovation Instructor Search Committee (2010)

W. P. Carey School Member, School Personnel Committee (2011)

 Member, Masters Standards Committee (2009-2010)

ASU West Member, SRCA Grants Committee (2004-2005)

 Member, Strategic Planning/Program Review Committee (2004-2005)

 Member, Master’s Degree Program Committee (2004-2005)

 Member, School Probationary, Tenure, Promotion Committee (2003-2005)

 Member, Executive Council (1999-2004)

 **Chair**, Personnel (P&T) Committee (1999-2000)

 Member, MBA Admissions Committee (1997-2000)

 Member, MBA Faculty Advisory Committee (1996-2000)

 Member, AVS Task Force (1997-1998)

 Faculty Advisory Committee (1996-1997)

 P&T Committee (multiple years; 1990-1998)

 **Chair**, Task Force on Goals and Tactics (1994)

 Member, Executive Committee (1992-1993)

 Academic Programs Committee (1992-1993)

 Management Committee (1992-1993)

 Institute for International Business Advisory Committee (1990-1992)

 Institute for Business Development Advisory Committee (1990-1991)

 Planning Committee (2 years; 1989-1991)

 AGSIM Relations Committee (1990-1991)

 **Chair**, MBA Curriculum Committee (1989-1991)

 **Chair**, P&T Guide Task Force (1989-1991)

 Personnel Committee (1990-1991)

 Research Resources Committee (1990-1991)

 **Chair**, Performance Review Procedures Committee (1989-1990)

 **Chair**, ad hoc Committee on Joint AGSIM Program (1989-1990)

 Strategic Planning Committee (1989-1990)

 Director's Evaluation Task Force (1990)

 Texas A&M Computers Users Committee (1988-1989)

 Executive Development Task Force (1987-88)

 Master’s Admissions and Policy Committee (1983-1987)

 Teaching Award Committee (ad hoc; 1985)

 Service Award Committee (1983)

 Behavioral Laboratory Committee (1981-1983)

 Graduate Instruction Committee (1978-1982)

 Ph.D. Program Task Force (1980-1981)

 **Chair,** Faculty Advisory Committee (1976-1978)

 Department Head Search Committee (1976 & 1980)

 Research Committee (2 years; 1974-1976)

 Principles Syllabus Committee (1974-1975)

 Undergraduate Curriculum Committee (1974-1976)

 Akron Research and Publication Committee (1972-1973)

 Faculty Advisory Committee (1972-1973)

 Scholarship Committee (1972-1973)

**Department/Program Level**

ASU Polytechnic Member, Performance Review Committee (2017)

 Member, Academic Standards Committee (2016-2017)

 AACSB Undergraduate Assessment Contact (2016-2017)

 Member, Personnel Committee (2016)

 Member, Scholarship Committee (2015-2016)

 Member, Strategy Task Force (2012-2013)

 Member, By-Laws Task Force (2012-2013)

 Member, Personnel Advisory Committee for the Morrison School (2009-2012)

ASU West OB/General Management Search Committee (2004-2005)

 Strategic Management Search Committee (2004-2005)

 **Chair**, Weekend, Web-assisted MBA Task Force (1999-2000)

 **Chair**, Management Search Committee (1990-1994 and 1998-99)

 OB/HR Search Committee (1997-1998)

 Strategic Management Search Committee (1989-1990)

 Marketing Search Committee (1989-1990)

 Texas A&M **Chair**, Department Head Search Committee (1988)

 Computer Users Committee (1988-1989)

 Introductory Course Textbook Selection Committee (1987)

 **Chair**, Undergraduate Program Task Force (1985-1986)

 **Chair**, Undergraduate Curriculum Committee (1985-1986)

 Undergraduate Curriculum Committee (1984-1985)

 **Chair**, Departmental Journal Task Force (1984)

 **Doctoral Policy Committee** (1979-1983)

 **Doctoral Student Counselor (director of Ph.D. program)** (1980-1982)

 Student Evaluation Committee (1977-1980)

 Promotion and Tenure Committee (multiple times; 1976-1989)

 **Chair**, Graduate Course (655/630) Task Force (1978-1979)

 **Chair**, Special Courses (484, 485, 684, 685) Task Force (1978-1979)

 **Chair**, Undergraduate Courses (422/423/424) Task Force (1977-1978)

 **Doctoral Student Recruiting Task Force** (1977-1979)

 Task Force for Recruiting Full Professor (1978-1979)

 Teaching Effectiveness Task Force (1975-1977)

 Secretary, Graduate Faculty of Department (1976-1977)

 Undergraduate Curriculum Committee (1974-1976)

 Akron Several ad hoc committee assignments (1971-1973)

**Other Non-Committee Service:** External evaluator on promotion and/or tenure for:

 Wake Forest University (2010)

 Howard University (2001)

 The University of Washington, Tacoma (1999)

 Louisiana State University (1996)

 The University of Richmond (1995)

 The University of Colorado at Denver (1995)

 Oklahoma State University 1994)

 The University of Wyoming (1993)

The American University (1992)

Texas A&M University (1992)

The University of Miami (1990)

The University of Missouri, St. Louis (1990)

The University of Illinois, Chicago Circle (1989)

Rutgers University (1984)

and several others for earlier years.

External review member, Milgard School of Business, University of Washington, Tacoma under the auspices of the Academic Programs Office in the Graduate School of The University of Washington in Seattle (2006).

Expert Pool member, Greatest Entrepreneurs and Businesspersons in American History Project, Blaine McCormick Project Director, Hankamer School of Business, Baylor University (2001-2002).

Participant, The Agenda Project, Office of Postsecondary Education, U. S. Department of Education (2000).

Arranged ASUW visit of Alicja Kozdrój, Alexander Hamilton Fellow from Poland under the Fulbright Scholar Program, for 1991-1992.

Arranged May 1991 ASUW visit of Yuri L. Panevin, Fulbright Fellow from U.S.S.R. to the Wharton School.

**Mentoring/Community Service Activity:**

MBA students at the West campus did capstone consulting projects in lieu of a thesis. In this regard, I have mentored/supervised numerous such service learning projects for local businesses, 1999 through 2009:

7A Architects, 2002.

AdBuzz.TV, 2004.

Aircraft Maintenance (Honeywell), 2004.

Allegra Printing Company, 1999.

AlliedSignal, Gear Manufacturing Group, 1999.

AlliedSignal, Tech. Publications Group, 1999.

American Medical Diagnostics, 2004.

American Red Cross, 2004.

Angel Sweet, 2002.

Anne’s Wide Shoes, 2008.

Arizona Catering, 2003.

Arizona Kidney Foundation, 2007.

Arizona Veterinary Specialists, 2004.

ARTrans, 2004.

Atomic Comics, 2009

Big Brothers Big Sisters, 2008.

Bio-Janitorial Service Inc., 2003.

Bristol-Myers Squibb, 2007.

BritWest Insurance, 2007.

CADTEL, Inc., 2003.

Candy’s Apples, 2006.

Capital Pacitic Homes Arizona, 2007.

Catholic Healthcare West, 2007.

Centaur Technologies, 2008.

City of Scottsdale, Financial Services Dept, 2003.

Changing Hands Bookstore, 2000.

Community Food Connections, 2008.

Deer Creek Animal Hospital, 2007.

DHL, 2006.

Duck and Decanter Restaurant, 2001.

Epilepsy Foundation of Arizona, 2005.

European Design, 1999.

Faith House of Glendale, 2008.

Four Peaks, Tempe, 2003.

Gas Light Inn, 2007.

Intrinsic Bioprobes Ind., 2004.

IPRO Tech, 2001.

Hebert Schenk, 2005.

Honeywell, AES, 2004.

Institute for Studies in Sacred Architecture, 2008.

Joe Traveler, 2000.

Kovach Construction, 2005.

Krone Group Intrnl (importers), 1999.

La Micha, 2005.

LimoStars, 2004.

Lounge10, Inc., 2004.

Morton Salt, 2000.

Multicom Incorporated, 2001.

MXSecure, 2004.

Neoplanet, 2000.

Net Lease Capital Advisors, Inc., 2006

Northern Arizona Cancer Center, 2002.

Park and Company, 2003.

PetSmart, 2005.

Phoenix Day Care, 2000.

Phoenix Family Museum, 2004.

Phoenix Public Library, 2004.

Phoenix Zoo, 2004.

Pointe Hilton (Summer occupancy), 2006.

Pointe Hilton (addition construction), 2007.

Ready-Set-Go Fantasy Sports LLC, 2005.

RoBrad Tool and Engineering, 2001.

Saguaro Acres Facilities District, 2005.

Scientific Technologies Corporation, 2001.

SinDel, 2007.

Solar Project, 2009

Southwestern College, 2008

Spectrum Technologies, 2004.

St. Vincent de Paul, 2008 (twice), 2010.

Subrosa PI, 2008.

SunWest, 2008.

Systems Concepts, Inc., 2003.

Teams Inc., 2000.

The Coffee Beanery, 2005.

The Fall League, 1999.

The Tech Group, 2004.

Todd & Associates, 2008.

Touch Chip, 2000.

UPS, 2009

Westcor, 2006

Western Vents and Curbs, 2000.

Wolverine Manufacturing, 1999.

Z&H Engineering, 2007.

**COURSES TAUGHT**

David D. Van Fleet

Graduate Undergraduate

**MANAGEMENT**

 Advanced Agribusiness Management………………………………………………………...G

 Advanced Industrial Problems UG

 Business Policy UG

 Business Operations and Planning (face-to-face and online) ………………………………………………….UG

 Elements of Industrial Management (2 term sequence) 2 - UG

 Entrepreneurship & Feasibility UG

 High Involvement Leadership UG

 High Involvement Management………………………………………………………………G

 High Performance Management………………………………………………………………G UG

 Introduction to Management (2 Term sequence) 2 - UG

 Management and Organizational Behavior UG

 Management: Organization and Behavior UG

 Managerial Planning and Control……………………………………………………………. G

 Managing for Productivity…………………………………………………….………………G

 Managing People and Organizations (face-to-face and online) ……………………………G

 Materials Management UG

 Organizational Management & Leadership………………………………………………………………………….UG

 Principles of Management UG

 Small Business Leadership (online) UG

 Strategic Consulting Projects (face-to-face and online) ……………………………G

 Strategic Management (face-to-face and online) ……………………………G UG

 Survey of Management …………………………… ………………………………………... G

 Workplace Violence …………………………… …………………………………………….G UG

**ORGANIZATION THEORY**

 Org. Design and Structure …………………………… ………………………………………G UG

 Org. Theory I & II (2 term sequence) …………………………… ……………………….2 - G

 Org. Theory and Policy Formulation …………………………… ………………………….. G

**ORGANIZATIONAL BEHAVIOR**

 Administrative Behavior and Methods …………………………… ………………………… G

 Behavior in Organizations …………………………… ………………………………………G

 Human Behavior in Organizations UG

 Leadership and Technology…………………………………………………………………...G………………….. UG

 Leadership Role in Organizations……………………………………………………………..G

 Leadership Theory and Research……………………………………………………………...G

 Managing for Productivity……………………………………………….……………………G

 Organization Theory and Behavior……………………………………………………………G

 Problems in Organizational Behavior…………………………………………………………G

 Seminar in Organizational Behavior………………………………………………………….. UG

 Sales and Negotiations………………………………………………………………………………………………UG

**PERSONNEL/HUMAN RESOURCES**

 Agribusiness Management – HRM………………………………………………………………………………….UG

 Human Relations UG

 Wage and Salary Administration…………………………………………………………………………………….UG

 Management Training and Development UG

 Honors Elective………………………………………………………………………………………………………UG

 Contemporary Management Challenges UG

 Personnel Management………………………………………………………………………..G UG

 Personnel Functions………………………………………………………………………….. G

 Compensation Management………………………………………………………………….. G

 Management Training in Industry……………………………………………………………..G

 Human Problems in Administration………………………………………………………….. G

 Human Resource Management……………………………………………………………….. G

**ECONOMICS**

 Principles of Economics (2 term sequence) ……………………………………………………………………..2 - UG

 Managerial Economics UG

 Linear Programming…………………………………………………………………………..G

 Economic Theory and Practice………………………………………………………………..G

 The Firm and its Environment (2 term sequence) ……………………………………….. 2 - G

**TOTALS**  33G 31UG

Dissertations and theses chaired or membership on dissertation and theses committees not included.