

UNIVERSITY OF ST. THOMAS COLLEGE OF BUSINESS

# FACULTY RESOURCE GUIDE



UNIVERSITY of ST. THOMAS

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*While every attempt has been made to ensure the information in this directory is complete and accurate, please be aware that it is subject to change.*

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# Facts About the College of Business

## Dean

Christopher Puto, Ph.D.

## University of St. Thomas

The University of St. Thomas, founded in 1885 by Archbishop John Ireland, is a Catholic, independent, liberal arts, archdiocesan university that emphasizes values-centered, career-oriented education.

With 11,084 students (fall 2003), St. Thomas is Minnesota's largest independent college or university. Most of the 5,241 undergraduates attend full time; most of the 5,843 graduate students attend part time.

St. Thomas has been coeducational at the undergraduate level since 1977 and welcomes students of all ages and nationalities and from all religious, racial, ethnic and financial backgrounds.

## College of Business

In 1920 a School of Commerce was established at the College of St. Thomas, awarding a bachelor of science in commerce degree.

Today, the College of Business serves more than 4,500 undergraduate and graduate students each year. Campuses are located in Minneapolis and St. Paul. The goal of the College of Business is to be recognized nationally and internationally for its overall excellence in educating highly principled global business leaders.

The undergraduate business program offers 12 concentrations from six College of Business departments. With 2,000 students, Undergraduate Business at the University of St. Thomas is an applied program in which faculty bring their real-world experience into the classroom every day.

At the graduate level, the College of Business has nine master's degree programs serving more than 2,500 students. In addition, 10 professional development centers and institutes serve more than 18,000 participants annually.

The College of Business, like the university, is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools.

## Alphabetical Index of Faculty

*The College of Business has 62 full-time faculty included in this Faculty Resource Guide. The faculty are leading scholars in their fields who also understand the value of practical experience. This recognized combination of theory and practice gives students a highly relevant educational experience, preparing them for rapid advancement in careers.*

*All faculty are profiled by department within this directory. Their profiles can be found on the page numbers indicated here.*

All phone numbers are 651 area code.

### A

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Young, Peter 962-4248.....28

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# Offices and Telephone Numbers

All phone numbers are 651 area code.

## Administration and Program Offices

Office of the Dean . . . . .	962-4201
Associate Dean . . . . .	962-5148
Assistant Dean of Finance and Administration . . . . .	962-4271
External Affairs and Alumni Relations . . . . .	962-4281
Undergraduate Business Career Center . . . . .	962-6761
Graduate Business Career Services . . . . .	962-8804
MBA Program	
UST MBA – full time . . . . .	962-8800
Evening – part time . . . . .	962-4200
Accounting MBA Program . . . . .	962-4270
Executive MBA Program . . . . .	962-4230
Master of Business Communication . . . . .	962-4380
Master of International Management . . . . .	962-4840
Master of Science in Real Estate Appraisal . . . . .	962-4289
MBA in Human Resource Management . . . . .	962-4245
MBA in Medical Group Management . . . . .	962-4128
Undergraduate Business Studies . . . . .	962-5544

## Academic Departments

Accounting . . . . .	962-5023
Entrepreneurship . . . . .	962-5129
Finance . . . . .	962-5119
Legal Studies in Business . . . . .	962-5119
Management . . . . .	962-5119
Marketing . . . . .	962-5023

## Centers and Institutes

Center for Ethical Business Cultures . . . . .	962-4120
Center for Family Enterprise . . . . .	962-4412
Center for Health and Medical Affairs . . . . .	962-4130
Center for Nonprofit Management . . . . .	962-4300
John M. Morrison Center for Entrepreneurship . . . . .	962-4400
The Management Center . . . . .	962-4600
National Institute of Health Policy . . . . .	962-4630
Shenehon Center for Real Estate Education . . . . .	962-4289
Small Business Development Center . . . . .	962-4500
William C. Norris Institute . . . . .	962-4346

## Administration, Program Directors, Center Directors

All phone numbers are 651 area code.

### Dean's Office

Christopher Puto, *Dean*  
962-4201

William Raffield, *Associate Dean*  
962-5148

William Davidson, *Assistant Dean for  
Finance and Administration*  
962-4271

Joanna Nute, *Director of External  
Affairs and Alumni Relations*  
962-4281

Mick Sheppeck, *Assistant Dean for  
Division of Executive and  
Professional Development*  
962-4622

### Program Directors

UST MBA Program  
Teresa Rothausen 962-8805

Evening MBA Program  
Christopher Puto 962-4201

Executive MBA Program  
Nick Lauer 962-4205

Accounting MBA Program  
William Davidson 962-4371

Master of Business Communication  
Nona Mason 962-4382

Master of International Management  
Christopher Puto 962-4203

Master of Science in Real Estate  
Appraisal  
Thomas Musil 962-4289

MBA in Human Resource Management  
Philip Schechter 962-4245

MBA in Medical Group Management  
Stephanie Hagel 962-4135

Undergraduate Business Studies  
William Raffield 962-5148

### Academic Department Chairs

Accounting  
Richard Sathe 962-5115

Entrepreneurship  
Mark Spriggs 962-4256

Finance  
David Vang 962-5127

Legal Studies in Business  
Richard Kunkel 962-5132

Management  
Phil Anderson 962-5136

Marketing  
Lorman Lundsten 962-5081

### Center and Institute Directors

Center for Ethical Business Cultures  
Ron James 962-4123

Center for Family Enterprise  
William Monson 962-4231

Center for Health and Medical Affairs  
Daniel McLaughlin 962-4143

Center for Nonprofit Management  
Patricia Wilder 962-4292

John M. Morrison Center for  
Entrepreneurship  
Laura Price 962-4401

The Management Center  
Mick Sheppeck 962-4622

National Institute of Health Policy  
David Durenberger 962-4137

Shenehon Center for Real  
Estate Education  
Tom Musil 962-4289

Small Business Development Center  
Michael Ryan 962-4505

William C. Norris Institute  
Michael Moore 962-4346

## Media Guide to Faculty Experts

### Accounting

P. Jane Saly  
Diane Matson  
Brian Shapiro

### Education

Richard Sathe

### Education for Faith-based Organizations

Gary Porter

### International

Shirley Polejewski

### Social Issues

Richard Sathe  
Brian Shapiro

### Advertising

Lorman Lundsten

### Anti-Trust

Mark Spriggs

### Auditing

Diane Matson

### Banking

#### International

Sunil Mohanty

### Branding

Susan Heckler

### Business Education

Phil Anderson  
Dan McNamara

### Adult

Sharon Gibson

### Distance

Dawn Elm  
Frederick Wenzel  
Stacy Vollmers

### Lifelong

Richard Rexeisen

### Self-development

Patricia Hedberg

### Service Learning

Ernest Owens

### Student Managed Investment Funds

Mary Schmid Daugherty

### Technology

Richard Kunkel

### Business Law

Richard Kunkel  
Susan Marsnick  
John Brad Reich  
Dawn Swink  
John Wendt

### Identity Theft

Dawn Swink

### Privacy

Susan Marsnick

### Sports and Entertainment Contracts

John Wendt

### Copyright Issues

Susan Marsnick

### Careers

#### Changes

Sally Power

#### Development

Teresa Rothausen

#### Meaningful Work

Dawn Elm

#### Work-Life Balance

Teresa Rothausen

### Competition

Jack Militello

### Consumer Behavior

Susan Heckler  
Stacy Vollmers

### Consumer Decision Making

Christopher Puto

### Corporate Finance

Heino Beckmann  
Heung-Joo Cha  
Ameeta Jaiswal-Dale

### Analyst Estimates and Forecasts

Sergey Barabanov

### Capital Budgeting

Heino Beckmann

### Corporate Treasury

#### Management

Michael Sullivan

### Emerging Markets

Lalith Samarakoon

### Financial Performance

John McVea

### Financial Reporting

Diane Matson  
Gary Porter  
*Fixed Income Securities*  
Thadavillil Jithendranathan

### International Finance

Heung-Joo Cha

### Sarbanes Oxley

Ron James

### Corporate Management

Mike Evers  
Ernest Owens

### Change Management

Phil Anderson  
Frederick Zimmerman

### Leadership and Followership

Patricia Hedberg

### Effects on Employee Creativity

Laura Dunham

### Styles

Robert Gaffney

### Transitions

Mick Sheppeck  
Jack Militello

### Derivatives

#### Derivative Markets

Ameeta Jaiswal-Dale

#### Derivative Securities

Thadavillil Jithendranathan

#### Derivatives

David Vang

### E-Commerce

William Estrem  
Robert Gaffney

### Legal Issues

Richard Kunkel  
Dawn Swink

### Economic Markets

#### (Domestic)

#### Capital Markets

Mary Schmid Daugherty  
Sunil Mohanty

#### Economic Development

Thomas Musil

#### Housing Markets and Economics

George Karvel

### Market Microstructure

Sergey Barabanov

### U.S. Economy

J. David Vang

### International Economic Markets

Ameeta Jaiswal-Dale

### Asian Markets

Sunil Ramlall

### Emerging Markets

Thadavillil Jithendranathan

Heung-Joo Cha

### Korean Markets

Heung-Joo Cha

### Employment

Mick Sheppeck  
Teresa Rothausen

### Legal Issues

Dawn Swink

### Recruiting and Selection

Teresa Rothausen

### Performance Management

Patricia Hedberg  
Mick Sheppeck

### Spirituality at the Workplace

Dawn Elm

### Telecommuting

Dawn Swink

### Engineering

Sameer Kumar

### Emerging Business

Nancy Carter  
Jay Ebben

### New Product Development

Sameer Kumar

### Scientifically Pioneering Businesses

John McVea

### Entrepreneurship Strategy

John McVea  
David Vang  
Jay Ebben  
Alec Johnson  
Laura Dunham

### Franchising

Mark Spriggs

## Media Guide to Faculty Experts

### Entrepreneurship Strategy (continued)

#### *Opportunity Recognition*

Laura Dunham

#### *Resource Acquisition in Entrepreneurship*

Laura Dunham

#### *Small Group Decision Making*

Dan McNamara

#### *Technology and Entrepreneurship*

Dennis Ray

### Entrepreneurship Financing

Jay Ebben

Alec Johnson

### Ethics and Corporate Responsibility

Brian Champion

Kenneth Goodpaster

Robert Kennedy

Jamal Al-Khatib

Richard Rexeisen

Dawn Elm

John McVea

Robert Kennedy

#### *Executive Compensation*

P. Jane Saly

#### *in Entrepreneurship*

Laura Dunham

#### *Morality*

Kenneth Goodpaster

### Family Business

Mary Schmid Daugherty

Alec Johnson

Cathy Folker

#### *Roles of Women*

Cathy Folker

### Fraud

#### *Detection*

Diane Matson

### Gender and Diversity Issues

Teresa Rothausen

Cathy Folker

#### *in Entrepreneurship*

Nancy Carter

### Governance

Sunil Mohanty

Dawn Elm

Kenneth Goodpaster

R. Stanford Nyquist

Mike Evers

#### *Health Care Organizations*

Frederick Wenzel

### Healthcare Management

Frederick Wenzel

Brian Champion

#### *Governance Issues*

Frederick Wenzel

### Human Resources

Jack Militello

Mick Sheppeck

Sunil Ramlall

#### *Development and Mentoring*

Sharon Gibson

#### *International Issues*

Sunil Ramlall

#### *Measurement*

Sunil Ramlall

#### *Technology Issues*

Sunil Ramlall

### Information Technology

William Estrem

Robert Gaffney

Sameer Kumar

Ernest Owens

#### *Data Privacy*

Brian Shapiro

### International Business

Ameeta Jaiswal-Dale

Dennis Ray

#### *Contracts*

Susan Marsnick

#### *Global Business Values*

Kenneth Goodpaster

#### *International Market Entry*

Dennis Ray

#### *Trade*

Dennis Ray

### Initial Public Offerings (IPOs)

#### *Pricing and Performance*

Sergey Barabanov

#### *Class Action Litigation*

Sergey Barabanov

### Intellectual Property

Susan Marsnick

### Leadership

Jack Militello

### Manufacturing

Dan McNamara

Frederick Zimmerman

### Marketing

Christopher Puto

Stacy Vollmers

#### *Communication*

Susan Heckler

#### *Ethics*

Lorman Lundsten

#### *International*

Jamal Al-Khatib

Christopher Puto

#### *Products*

Lorman Lundsten

#### *Research*

Stacy Vollmers

Dave Brennan

#### *Retail*

Dave Brennan

#### *Services and Non-Profit*

Lorman Lundsten

Susan Heckler

#### *To Children*

Stacy Vollmers

### Negotiation

J. Brad Reich

### Operations

Dan McNamara

Julie Hays

#### *Foodservice Demand*

#### *Forecasting*

Robert Gaffney

#### *Service Quality*

Julie Hays

### Supply Chain Management

Sameer Kumar

### Personal Finance

#### *Investments*

Heung-Joo Cha

#### *Portfolio Management*

Mary Schmid Daugherty

Michael Sullivan

### Public Finance

Thomas Musil

David Vang

#### *Sports Stadiums*

John Wendt

### Quality Management

Phil Anderson

Dan McNamara

Sameer Kumar

### Real Estate

Thadavillil Jithendranathan

#### *Development*

George Karvel

Thomas Musil

#### *Finance and Valuation*

George Karvel

#### *Legal Issues*

Richard Kunkel

#### *Professional Practices*

Sunil Mohanty

### Retail Industry

Dave Brennan

#### *Discount Merchandising*

Jamal Al-Khatib

#### *Shopping Behavior*

Dave Brennan

#### *Shopping Centers/Mall of America*

Dave Brennan

### Risk Management

#### *Alternative Risk Financing*

Peter Young

#### *Business Process*

#### *Re-engineering*

Robert Gaffney

**Risk Management  
(continued)**

***Financial***

Ameeta Jaiswal-Dale

***International Finance***

Heino Beckmann

***Organizational***

Peter Young

***Process Modeling and  
Optimization***

Sameer Kumar

***Project Management***

Ernest Owens

***Risk Pooling***

Peter Young

**Sales**

Richard Rexeisen

**Valuations**

***Asset Pricing***

Thomas Musil

***Asset Pricing in Emerging***

***Capital Markets***

Lalith Samarakoon

***Business Valuation***

David Vang

***Equity Valuation***

Mary Schmid Daugherty

***Value Creation***

Heino Beckmann

**Workforce**

***Readiness***

Ernest Owens



### Diane M. Matson

Assistant professor  
(651) 962-5149

B.A., accounting, Gustavus Adolphus College  
M.B.A., University of Minnesota  
Ph.D., business administration,  
University of Minnesota

#### Research Specialties:

Auditing  
Financial reporting  
Fraud detection  
Public accounting

#### Current Research:

- Cross-Cultural Differences in Confidence Judgments
- Influence of Accountability on Auditors' Judgments

#### Major Works:

- "Forensic Accounting Offers Professional Development Opportunities," *The Footnote*, September 2002.

#### Significant Scholarly Honors:

Best Paper Award, American Accounting Association Midwest Meeting, April 2002.  
Deloitte & Touche Doctoral Fellowship, 1993  
KPMG Doctoral Scholarship, 1988

#### Community Relationships:

Member, American Accounting Association  
Member, Association of Certified Fraud Examiners  
Member, Institute of Management Accountants  
Member, Minnesota Society of Certified Public Accountants



### Shirley A. Polejewski

Professor  
(651) 962-5112

B.S., business administration: accounting/ economics, University of Great Falls  
M.A., accountancy, Utah State University  
Ph.D., higher education/accounting/ business education, University of Minnesota

#### Research Specialties:

Accounting for faith-based organizations  
International accounting

#### Major Works:

- "Software Issues in International Accounting," presentation at the Asian Pacific International Accounting Conference, 2001.
- "Brazil's Economy in Hyperinflation," presentation at the Asian Pacific International Accounting Conference, 2000.
- "Translation of Foreign Currency and Its Effect on Performance Evaluation of Foreign Subsidiaries," presentation at the Asian Pacific International Accounting Conference, 2000.
- "China's Developing Capital Markets; The Changing Role of Financial Information," presentation at the Asian Pacific International Accounting Conference, 2000.
- "Teaching Business Ethics in the Accounting Discipline: A Catholic Professor's View," *Quarterly Journal of Review of Distribution, Communication and Administrative Sciences*, Osaka, Japan, March 1995.

#### Significant Scholarly Honors:

Distinguished Alumna, University of Great Falls, Montana, 2001  
Distinguished Professor, Ware College, Virginia, 2000  
Outstanding Board Member of the Year, Viking Chapter of Institute of Management Accountants, 1990  
President, Accounting Educators of Minnesota, 1986-1987  
President, MN Accounting Educators Council, 1986  
Vice President MN Accounting Educators, 1985-1986

#### Community Relationships:

Member, American Accountants Association  
Member, American Accounting Association  
Member, American Association of University Women  
Member, North Hennepin Community College Advisory Board



### Gary A. Porter

Professor  
(651) 962-5101

B.S.B.A., accounting, Drake University  
M.B.A., University of Colorado  
Ph.D., accounting, University of Colorado

#### Research Specialties:

Financial accounting education  
Financial reporting

#### Current Research:

Corporate accounting  
Financial reporting

#### Major Works:

- *Financial Accounting: The Impact on Decision Makers*, with C. Norton, Thomson/South-Western, 4th ed., 2004.
- "Deconsolidating Troubled Subsidiaries: A Question of Control," with J. D'Onofrio, *Corporate Accounting*, pp. 32-37, Summer 1987.
- "The Lender's Dilemma: Disappearing Parent-Only Statements," with J. Kostolansky, *The Journal of Commercial Bank Lending*, pp. 23-32, June 1985.
- "The Comprehensive Income Approach and FASB Statement No. 52: Are They Compatible?" with C. Norton, *Journal of Accountancy*, pp. 94-96, December 1982.

#### Significant Scholarly Honors:

Kemper Faculty Research Fellowship, 1986-1987  
Faculty Fellow, School of Business Administration, Kemper Financial Services Inc., 1985.  
Summer Research Grant, KPMG Peat Marwick Foundation, 1982.

#### Current Community Relationships:

Member, Financial Executives International



### P. Jane Saly

Associate professor  
(651) 962-4254

B.Sc., mathematics, Queen's University  
M.B.A., University of Alberta  
Ph.D., accounting, University of British Columbia

#### Research Specialties:

Executive compensation  
Managerial accounting

#### Current Research:

The timing of option repricing  
Valuing the reload feature of executive stock options

#### Major Works:

- "Valuing the Reload Feature of Executive Stock Options," with R. Jagannathan and S. Huddart, *Accounting Horizons*, Vol. 13, No. 3, pp. 219-240, September 1999.
- "Repricing Executive Stock Options in a Down Market," *Journal of Accounting and Economics*, Vol. 18, No.3, pp. 325-356, November 1994.



### Richard Sathe

Chair, Accounting Department  
Associate professor  
(651) 962-5115

B.A., accounting and history/political science, Concordia College  
M.B.A., auditing, University of Minnesota  
Ed.D., educational leadership, University of St. Thomas

#### Research Specialties:

Accounting education  
Social issues in accounting

#### Current Research:

Cohort model of education  
Sociology and history of the accounting profession

#### Major Works:

- *Computerized Systems*, with D. Weaver, Paradigm Publishing, Inc., 1995.



### Brian Shapiro

Assistant Professor  
(651) 962-5086

BA, University of Minnesota  
PhD, Business Administration, University of Minnesota

#### Research Specialties:

Accounting and Decision-Making  
Accounting Standards  
Auditing and Assurance  
Financial Reporting  
Social Issues in Accounting

#### Current Research:

Disclosure  
Information Transparency and Coordination  
Failure

#### Major Works:

- Anctil, R., Dickhaut, J., Kanodia, C., and Shapiro, B. (Forthcoming). Information Transparency and Coordination Failure: Theory and Experiment. *Journal of Accounting Research* (Supplement), 2004
- "Technology Transformation and Universally Accessible Web Tables," *Curriculum Transformation and Disability: Implementing Universal Design in Higher Education*, edited by J.L. Higbee; Minneapolis, MN: Center for Research on Developmental Education and Urban Literacy, 2003
- "Information Technology and the Social Construction of Information Privacy," with C.R.Baker, *Journal of Accounting and Public Policy*, Vol. 20, pp. 295-322, 2001
- "Do Cost-Based Pricing Biases Persist in Laboratory Markets?," with W. Waller and G.Sevcik, *Accounting, Organizations and Society*, Vol. 24, pp. 717-739, 1999
- "Toward a Normative Model of Rational Argumentation for Critical Accounting Discussions," *Accounting, Organizations and Society*, Vol. 23, pp. 641-663, 1998



### Nancy Carter

*Richard M. Schulze Chair in Entrepreneurship*  
(651) 962-4407

*\*On sabbatical leave 2003-2004*

B.A., journalism, University of Nebraska  
M.A., mass communications, California State  
University  
Ph.D., business administration, University of  
Nebraska

#### Research Specialties:

Emerging organizations  
New business development  
Women and minorities in entrepreneurship

#### Current Research:

Women and minorities in the start-up process  
Women owned businesses

#### Major Works:

- *The Handbook of Entrepreneurial Process: The Process of Organizational Creation* with W.B. Gartner, K.G. Shaver, and P.D. Reynolds, Sage Publications, 2003.
- *Women & Wealth Creation: Uncovering the Myths* with C.G. Brush, E.J. Gatewood, P.J. Greene and M. Hart, Financial Times-Prentice Hall, 2003.
- "The Structure of Founding Teams: Homophily, Strong Ties, and Isolation among U.S. Entrepreneurs," with M. Ruef and M. Aldrich, *American Sociological Review*, April 2003.
- "The Prevalence of Nascent Entrepreneurs in the United States: Evidence from the Panel Study of Entrepreneurial Dynamics," with P.D. Reynolds, W.B. Gartner and P.G. Greene, *Small Business Economics*, 2003.
- "Women Entrepreneurs who Break Through to Equity Financing: The Influence of Human, Social and Financial Capital," with C.G. Brush, P.G. Greene, E. Gatewood and M.M. Hart, *Venture Capital*, Vol. 5 (1), pp. 1-28, 2003.

#### Significant Scholarly Honors:

Best Paper Collection, National Academy of  
Management Entrepreneurship Division,  
2002.  
Research Grants, National Science Foundation,  
1999-2001.  
Best Paper Nomination, Babson  
College-Kauffman Foundation  
Entrepreneurship Research Conference, 1995.

#### Current Editorial Board Appointments:

Entrepreneurship Theory & Practice  
Journal of Development Entrepreneurship  
Journal of Small Business Management



### Laura Dunham

*Assistant professor*  
(651) 962-4409

B.A., English, Miami University (Ohio)  
M.B.A., University of Virginia  
Ph.D., University of Virginia

#### Research Specialties:

Early stage ventures  
Effect of organizational values on employee  
creativity  
Ethics and entrepreneurship  
Opportunity recognition  
Resource acquisition in entrepreneurship

#### Current Research:

Entrepreneurship and innovation  
Launching entrepreneurial ventures

#### Major Works:

- "From Rational to Creative Action: Recasting our Theories of Entrepreneurship," with S. Venkataraman, Darden School Working Paper, DSWP-02-06, 2002.
- "The Soft Underbelly of Stakeholder Theory: The Role of the Community," with R.E. Freeman and J. Liedtka Darden School Working Paper, DSWP-01-22, 2001.
- "There is Business Like Show Business: Leadership Learnings from the Theater," with R.E. Freeman, *Organizational Dynamics*, 29, pp. 108-122, 2000.
- "Moral Imagination: A Bridge Between Ethics and Entrepreneurship," with P. Werhane, Darden Business School Working Paper No. 00-04, 2000.



### Jay Ebben

*Assistant professor*  
(651) 962-5191

B.S., industrial engineering, Marquette  
University  
M.B.A., University of Wisconsin-Madison  
Ph.D., entrepreneurship, University of  
Wisconsin-Madison

#### Research Specialties:

Family-owned business  
New business development  
Small business/new venture financing  
Small business/new venture strategy

#### Current Research:

Bootstrapping methods of new ventures  
Financial indicators of performance of privately  
held firms  
Small business strategy and performance

#### Major Works:

- "Entrepreneurship and the Development of Platform Technologies," *Asian Journal of Business and Entrepreneurship*, pp. 141-148, February 2000.



### Cathy Folker

Assistant professor  
(651) 962-5083

B.A., liberal arts, Ambassador College  
M.S.B.A., Texas Tech University  
Ph.D., business administration–management,  
Texas Tech University

#### Research Specialties:

Family business dynamics  
Gender issues in management  
Women in family business

#### Current Research:

Dynamics of family businesses  
Spousal influences on business  
Women family business owners

#### Major Works:

- “When He and She Sell Seashells: Exploring the Relationship Between Management Team Gender-Balance and Small Firm Performance,” with R.A. Litz, *Journal of Developmental Entrepreneurship*, Vol. 7(4), pp. 341-359, 2002.

#### Significant Scholarly Honors:

Best Unpublished Research Paper Honorable Mention, Family Firm Institute Annual Conference, 2002  
Best Conceptual Paper Award at United States Association for Small Business and Entrepreneurship Conference, 2000  
Best Paper Finalist for Western Academy of Management Conference, 2000.

#### Current Community Relationships:

Executive Committee and Board of Directors  
Member, River Market Food Coop  
Member, Academy of Management  
Member, Family Firm Institute  
Minority and Women’s Division Program Chair,  
Member, United States Association for Small Business and Entrepreneurship



### Alec Johnson

Assistant professor  
(651) 962-5125

B.S., mechanical engineering, University of Wisconsin-Madison  
M.S., international business, University of Wisconsin-Madison  
Ph.D., strategy and entrepreneurship, University of Wisconsin-Madison

#### Research Specialties:

Financial performance  
Small businesses strategy  
Start-up financing

#### Current Research:

Financial behavior in small business  
Performance/industry linkages in small business  
Small business bootstrapping

#### Major Works:

- “North American Case Research Association Proceedings,” *Journal of Small Business Management USASBE proceedings*.
- “Science Meets Business,” *Madison Magazine*, August 1998.
- “The Accuracy of Valuation Methods in Predicting the Selling Price of Small Firms,” with R.W. Pricer, *Journal of Small Business Management*, Vol. 35 (4), 1997.
- “An Innovative Method for Accurately Predicting the Loan Performance of Small Businesses,” *Proceedings of the ICSB*, June 1996.

#### Significant Scholarly Honors:

Kauffmann Doctoral Grant, 1999

#### Current community relationships:

Junior Achievement  
Minneapolis Urban League



### John McVea

Assistant professor  
(651) 962-5134

B.Sc., Engineering, University of Birmingham (England)  
B.Com., University of Birmingham (England)  
M.B.A., University of Virginia  
Ph.D., University of Virginia

#### Research Specialties:

Entrepreneurial decision-making  
Entrepreneurial strategy  
Ethical deliberation and decision-making  
Scientifically pioneering business

#### Current Research:

Decision-making approaches  
Science, entrepreneurship and ethics  
Stakeholder management

#### Major Works:

- “A Stakeholder Approach to Strategic Management,” in *Handbook of Strategic Management* by M. Hitt, Oxford, Blackwell Publishing, 2001.
- “Herbert Spencer – Providing Libertarian Foundations?” *Business and Society Review*, Vol. 106(3), pp. 225-240, 2001.

#### Significant Scholarly Honors:

Faculty Award, Academic Excellence, University of Virginia, 1996  
William Michael Shermet Award for Academic Excellence, University of Virginia, 1995



**Michael J. Sarafolean**

*Instructor*  
(651) 962-5080

B.A., business administration/social work,  
University of Minnesota  
M.B.A., University of St. Thomas  
M.S.W., University of Minnesota

**Research Specialties:**

President and CEO, Orion Corporation of  
Minnesota

**Current Community Relationships:**

Business adviser, Saint Paul Monastery  
Co-Chair, Facilities Restoration/Preservation  
Steering Committee, Church of St. Luke  
Finance committee member, ARC Great Rivers



### Sergey S. Barabanov

Assistant professor  
(651) 962-5042

B.A., business administration, Washington State University  
Degree of Higher Education, International Economic Relations and Management, University of Maryland/ Far Eastern National University (Russia)  
M.B.A., Washington State University  
Ph.D., finance, Washington State University

#### Research Specialties:

Analyst estimates and forecasts  
Class action litigation in IPO underpricing and allocation  
IPO performance and underpricing  
Information asymmetry  
Institutional investments and ownership  
Market microstructure

#### Current Research:

Analysts forecasts and institutional investors  
Institutional ownership and market perception of information asymmetry  
Relationships among institutional ownership, trading, concentration of ownership  
IPO underpricing, litigation activity and settlements

#### Significant Scholarly Honors:

Appreciation Award, Business Development Center, Northern Marianas College, 1998  
Appreciation Award for Contribution to Economic Development of Northern Mariana Islands, 1997  
Gold Medal for Academic Excellence, Russian Federation, 1990



### Heino Beckmann

Associate professor  
(651) 962-4080

M.A., international relations, University of Pennsylvania  
M.B.A., University of Minnesota  
Cand. jur., Freie Universitat (Berlin, Germany)  
Ph.D., political science, University of Pennsylvania

#### Research Specialties:

Capital budgeting  
Corporate finance  
Risk management in international finance  
Value creation

#### Current Research:

European post-Communist economic performance  
International relations and political risk

#### Major Works:

- "Value Creation and a Single Market for Financial Services in Europe," *Europe – Towards the Next Enlargement*, edited by P. Coffey; Dordrecht: Kluwer Academic Publishers, 2000.

#### Current Community Relationships:

Global oversight committee member, Financial Executives International  
Honorary consul, Federal Republic of Germany at Minneapolis  
President, Minnesota Consular Corps  
Vice president, German-American Chamber of Commerce, Minnesota Chapter



### Heung-Joo Cha

Assistant professor  
(651) 962-5096

B.B.A., business administration, Chonnam National University  
M.S., finance, University of Wisconsin-Madison  
Ph.D., finance, University of Houston

#### Research Specialties:

Corporate finance  
Foreign markets in emerging countries (Korea)  
International finance  
Investments

#### Current Research:

Distribution of financial returns  
International portfolio investment  
Security returns and mutual fund cash flows

#### Major Works:

- "The Market Demand Curve for Common Stocks: Evidence from Equity Mutual Fund Flows," with B.S. Lee, *The Journal of Financial and Quantitative Analysis*, June 2001.
- "The Dynamic Relationship between Security Returns and Mutual Funds Flows," *Journal of Management and Economics Research*, 2001.
- "Cross-border Capital Flows and the Behavior of the Market Returns," *Journal of Management*, 2001.

#### Significant Scholarly Honors:

The Clay and Lucy Carter award for excellence in teaching, University of Houston, 1998  
Dean's award for academic excellence, University of Houston, 1999  
Rotary foundation scholarship, Rotary Foundation, Evanston, Ill., 1992



### Mary Schmid Daugherty

Associate professor  
(651) 962-5122

B.A., marketing, College of St. Thomas  
M.B.A., University of Minnesota  
Ph.D., educational administration,  
University of Minnesota

#### Research Specialties:

Equity valuation  
Family business  
Portfolio management  
Student managed investment funds

#### Current Research:

American depository receipt indices vs. country funds  
Finance issues for family business owners  
Valuation tools for student managed funds

#### Major Works:

- "Establishing a Student Managed Fund," Business Education Annual Meeting, September 2001.

#### Significantly Scholarly Honors:

Innovative teaching award, University of St. Thomas, 2003  
"The Superiority of ADR's over Country Funds as a Tool for International Diversification," European Financial Management Association, January 2002  
CFA Certificates of Achievement 1987-2002



### Tom Hamilton

Associate professor  
(651) 962-5551

B.S., natural resources, University of Wisconsin  
M.S., finance, University of Wyoming  
M.B.A., real estate investment analysis,  
University of Wisconsin  
Ph.D., urban land economics,  
University of Wisconsin

#### Research Specialties:

Public utility valuation and valuation methodologies  
Real estate feasibility studies and investment analysis

#### Current Research:

Hiawatha light rail transit system  
Urban development and growth

#### Major Works:

- "Testing for Vertical Inequity in Property Tax Systems," The Journal of Real Estate Research, Vol. 5 (3), pp. 319-334, 1990.
- "Real Estate Market Segmentation: A Review," Assessment Journal, Vol. 3 (2), pp. 47-57, 1996.
- "Real Estate Market Segmentation: Empirical Results," Assessment Journal, Vol. 5 (3), pp. 52-72, 1998.

#### Significant Scholarly Honors

Grant winner, Lincoln Institute of Land Policy

#### Current Community Relationships:

Vice president and student liaison, Minnesota Chapter of Lambda Alpha International  
Math counts volunteer, Mahtomedi Middle School

#### Current Editorial Board Appointments:

Journal of Real Estate Literature



### Ameeta Jaiswal-Dale

Associate professor  
(651) 962-4267

B.A., economics, political science and public administration, St. Francis College (India)  
M.A., economics, Osmania University (India)  
M.A., econometrics, Universite de Rennes (France)  
Ph.D., economics, Universite de Rennes (France)

#### Research Specialties:

Corporate finance  
Derivative markets  
Financial risk management  
International business practices  
International financial markets

#### Current Research:

American depository receipts  
Foreign exchange cash flow risk management  
Straight through processing

#### Major Works:

- *International Corporate Finance and Risk Management*, with T. Jithendranathan, Prentice Hall, 2005.
- "Derivative Contracts: Their Uses and Abuses. Lessons from Long-Term Capital Management," CIBER Case Collection, European Case Clearing House (ECCH), Babson College, Fall 2003.
- *Enron in India: A Case in International Finance*, CIBER Case Collection, European Case Clearing House (ECCH), Babson College, Spring 2001.
- "Globalization and .Com: The Impact on the Worker. A Comparative Study of the American and French Economies," with S. Power, Global Economic Quarterly, Volume 1, Number 4, December 2000.

#### Significantly Scholarly Honors:

U.S. Department of State 2000 NIS College and University Partnership Program, 2000-2003  
CIBER award for best international case study, Financial Management Association, 1999  
French government scholarship for doctoral program in France, 1977



### Thadavillil Jithendranathan

Associate professor  
(651) 962-5123

B.S., chemistry, University of Calicut (India)  
M.B.A., Baruch College,  
City University of New York  
M.Phil., City University of New York  
Ph.D., finance, City University of New York

#### Research Specialties:

Derivative securities  
Emerging markets  
Fixed income securities  
International capital markets

#### Current Research:

American depository receipt indices vs. country funds  
International corporate finance and risk management  
Integration of Russian equity markets with world equity markets

#### Significant Scholarly Honors:

Research fellow, Sandra Ann Morsilli Pacific-Basin Capital Markets Research Center, 1999-2000  
Outstanding research paper, Pacific Basin Finance Conference, 1999  
Oscar Larsen award for best dissertation in business, Baruch College, 1993



### George Karvel

Arnold and Leonard Mikulay Distinguished Chair in Real Estate  
Professor  
(651) 962-4275

B.S., finance and real estate,  
University of Colorado  
M.S., accounting and finance,  
University of Colorado  
Ph.D., business administration,  
University of Colorado

#### Research Specialties:

Housing markets and economics  
Real estate development  
Real estate finance and valuation

#### Current Research:

Property taxation of public utilities

#### Major Works:

- "Minnesota Business Migration: Relocation, Expansion and Formation in Border States." American Experiment Quarterly, 1998.
- "The Business Value of Super Regional Centers and Malls," The Appraisal Journal, 1992.
- Real Estate Principles and Practices, Ninth Ed., Cincinnati: Southwestern Publishing Co., 1991.
- "Public Utility Easements in Railroad Corridors: Valuation of Partial Interests." The Appraisal Journal, 1989.

#### Significant Scholarly Honors:

CRE Designation, American Society of Real Estate Counselors, 1993  
Robert H. Armstrong Award, The Appraisal Institute, 1992  
Wall Street Journal Award for Achievement and Excellence in Finance, 1969

#### Current Community Relationships:

Fellow, American Real Estate Society  
Vice chair, Minnesota Habitat for Humanity

#### Current Editorial Board Appointments:

Real Estate Issues



### Sunil Mohanty

Assistant professor  
(651) 962-4416

B.Tech. (Hons) civil engineering,  
Indian Institute of Technology (India)  
M.B.A., Minnesota State University  
D.B.A., finance, Cleveland State University

#### Research Specialties:

Financial institutions  
Financial markets  
International banking

#### Current Research:

International capital standards, bank portfolios and bank stock risk  
Rationality of analysts' earnings forecasts

#### Major Works:

- "Do Banks Follow Their Customers Abroad?," with R. Seth and D.E. Nolle. Financial Markets, Institutions and Instruments, Vol. 7, (4), pp. 1-25, August 1998.
- "Impact of the Federal Deposit Insurance Corporation Improvement Act (FDICIA) of 1991 on Bank Stocks," with F. Song and Y. Liang, The Journal of Financial Research, Vol. 19, No.2 pp. 229-242, Summer 1996.
- "Are Survey Forecasts of Macroeconomic Variables Rational?" with R. Aggarwal and F. Song, The Journal of Business, Vol. 68, (1) pp. 99-119, January 1995.
- "Deregulation and the Opportunities for Commercial Bank Diversification," with L.D. Wall and A.K. Reichert. Federal Reserve Bank of Atlanta Economic Review, Vol. 78, (5) (September/October 1993) 1-25. Reprinted in the Readings on Financial Institutions and Markets, edited by P.S. Rose, Homewood, Illinois: Irwin, pp. 97-121, 1995-1996.

#### Significant Scholarly Honors:

Outstanding research paper, Academy of Accounting and Financial Studies, April 10-13, 2002  
Who's Who in America; Who's Who in American Education, 2004

#### Current Community Relationships:

Member, Allied Academies International  
Member, Eastern Finance Association  
Member, Financial Management Association International

#### Current Editorial Board Appointments:

Academy of Financial Studies Journal  
Journal of Commercial Banking and Finance



### Lalith P. Samarakoon

Associate professor  
(651) 962-4246

B.Sc., business administration,  
University of Sri Jayewardenepura (Sri Lanka)  
M.B.A., University of New Hampshire  
Ph.D., finance, University of Houston  
A.C.A, accounting, Institute of Chartered  
Accountants of Sri Lanka

#### Research Specialties:

Asset pricing in emerging capital markets  
Return predictability in emerging capital markets  
Volatility and corporate finance in emerging  
capital markets

#### Current Research:

Behavior of different investor types  
Ex-dividend behavior  
Predictability of returns

#### Major Works:

- *Securities Market in Sri Lanka*. Third Edition (Colombo, Sri Lanka: Securities and Exchange Commission of Sri Lanka, 2002).
- *Sri Lankan Corporate Bond Market*. (Nawala, Sri Lanka: 2000).
- "Short-term interest rates and expected stock returns in Sri Lanka," with T. Hasan, *Advances in Pacific Basin Financial Markets*, pp. 337-348, June, 2000.

#### Significant Scholarly Honors:

Outstanding postdoctoral research award in economics 1975-1999, University Grants Commission of Sri Lanka, 2000  
Award for outstanding contribution to the Sri Lankan science, Sri Lanka Association for the Advancement of Science, 1998  
Melcher award for teaching excellence, University of Houston College of Business Administration, 1991

#### Current Community Relationships:

Member, American Finance Association  
Member, Financial Management Association International  
Program committee member, Financial Management Association International  
Program committee member, Midwest Finance Association  
Reviewer, The Academy of Finance

#### Current Editorial Board Appointments:

International Quarterly Journal of Finance  
The Journal of the Academy of Finance  
Sri Lankan Journal of Business Economics



### Michael F. Sullivan

Chief Investment Officer, University of St. Thomas  
Associate professor  
(651) 962-4700

B.A., liberal arts,  
St. John's University, Collegeville, Minnesota  
Ph.D., educational and higher administration,  
finance concentration,  
University of Minnesota

#### Research Specialties:

Corporate treasury management  
Portfolio management and investments

#### Current Research:

Transition management

#### Current Community Relationships:

Director and treasurer, American Siberian Education  
Investment committee chairman, Archdiocese of St. Paul and Minneapolis  
Investment committee chairman, Jay Phillips Center for Jewish Christian Learning  
Investment committee member, Blandin Foundation



### David Vang

Chair, Finance Department  
Professor  
(651) 962-5127

B.A., economics and political science,  
St. Cloud State University  
Ph.D., economics, Iowa State University

#### Research Specialties:

Business valuation  
Derivatives  
Entrepreneurship  
Publicly financed projects  
U.S. economy

#### Current Research:

Entrepreneurship  
Family Business

#### Major Works:

*Entrepreneurial Finance: An Applied Approach* with J. Cornwall and J. Hartmann, Prentice-Hall, 2003.

#### Significant Scholarly Honors:

Outstanding educator award, Iowa State College of Business, 1988



### Richard Kunkel

Associate professor  
(651) 962-5132

B.A., speech and theater, College of St. Thomas  
J.D., University of Minnesota

#### Research Specialties:

E-Commerce law  
Educational technology  
Problem-based learning  
Real Estate law

#### Current Research:

E-Commerce legal developments  
Shrinkwrap licenses

#### Significant Scholarly Honors:

Distinguished Educator Award, University of St. Thomas, 1997

#### Current Editorial Board Appointments:

Reviewer, Journal of Legal Studies Education



### Susan Marsnik

Chair, Legal Studies in Business Department  
Associate professor  
(651) 962-5116

B.A., English literature, University of Minnesota  
J.D., University of Minnesota

#### Research Specialties:

Comparative business law  
Contracts for the international sale of goods  
U.S. and European Union data privacy law  
U.S. and European Union digital copyright law

#### Current Research:

Digital copyright law  
Trust in contracting

#### Major Works:

- "A Delicate Balance Upset: A Preliminary Survey of Exceptions and Limitations in U.S. and European Union Digital Copyright Law," Vol. 31, Academy of Legal Studies in Business, 2003.
- "Commercial Law (International Perspective)," *Legal Systems of the World: A Political, Social and Historical Encyclopedia* ed. by H.M. Kritzer, ABC-CLIO, 2002.
- "U.S. Multinational Employers: Navigating Through the Restrictions of the EU Data Privacy Directive with the "Safe Harbor" Principles," Vol. 28, American Business Law Journal, pp. 735, 2001.
- *EU Privacy – Managing Employee Information*, The Legal Research Network, 2001.
- *EU Competition – Dealing with Competitors*, The Legal Research Network, 2000.



### J. Brad Reich

Instructor  
651-962-5817

B.B.A., marketing, University of Iowa  
J.D., Drake University School of Law  
L.L.M., University of Missouri School of Law

#### Research Specialties:

Alternative dispute resolution  
Confidentiality and dispute processes

#### Current Research:

Title IX  
Mediation credentialing and certification

#### Major Works:

- "Show me the Truth...Show me the Proof...Show me the Money!: A Close Examination of the A.B.A.'s 'Mediator Credentialing Quality Assurance' Proposal" (forthcoming).
- "All of the Athletes are Equal, but Some are More Equal than Others: An Objective Analysis of Title IX's Past, Present, and Recommendations for its Future," (forthcoming Dickinson Law Review 2003).
- "The Continuing Evolution of Title IX Through the Eyes of a Neutral Researcher," International Conference on Sport: Proceedings, 2003.
- "Attorney v. Client: Creating a Mechanism to Address Competing Process Interests in Lawyer Driven Mediation," Southern Illinois University Law Journal Vol. 26, January 2002.
- "A Call for Intellectual Honesty: A Response to the Uniform Mediation Act's Privilege Against Disclosure," Journal of Dispute Resolution, Vol. 2, p. 197, 2001.

#### Current Editorial Board Appointments:

Submissions Reviewer, Midwest Academy of Legal Studies in Business  
Submissions Reviewer, Tri-State Academy of Legal Studies in Business



### **Dawn Swink**

*Assistant professor*  
(651) 962-5098

B.A., international relations and political science,  
Minnesota State University  
J.D., Drake University School of Law

#### **Research Specialties:**

Constitutional law in business  
Employee relations  
Employment law  
Internet law  
Legal aspects of telecommuting

#### **Current Research:**

Affirmative action  
Contagious diseases and employer liability  
Employee internet use  
Identity theft  
Pyramid schemes

#### **Major Works:**

- "Telecommuter Law: A New Frontier of Legal Liability," *American Business Law Journal*, Vol. 38, (4), pp. 857-900, Summer 2001.

#### **Current Editorial Board Appointments:**

Midwest Law Review



### **John Wendt**

*Assistant professor*  
(651) 962-4250

B.A., humanities, University of Minnesota  
M.A., American studies, University of Minnesota  
J.D., William Mitchell College of Law

#### **Research Specialties:**

Arbitration issues  
Entertainment law  
Olympics policies and business  
Sports law

#### **Current Research:**

Doping in sports  
Law and popular culture  
Olympic and international sports arbitration  
Teaching and student assessment

#### **Major Works:**

- "The New World Anti-Doping Agency and World Anti-Doping Code," *International Conference on the Olympic Games; The Olympic Dream: Past, Present and Future of the Olympic Games*, 2003.
- "Another Bob Hope Classic: The Lemon Drop Kid," *Picturing Justice: The On-Line Journal of Law and Popular Culture*, 2003.
- "Development And Use Of An Assessment Tool Based On Course Learning Objectives," with J.M. Hays, K.L. Combs, S. Gibson, and J. Saly, *University of St. Thomas, Annual Conference Proceedings, Midwest Academy of Management, 2003 and European Applied Business Research Conference*, 2003.
- "The Impact of Labor Law on Professional Sports," *Annual Meeting of the American Bar Association on the Sports and Entertainment Industries*, 1985.

#### **Current Community Relationships:**

Advisory Board Member, Century College Sports Facilities Management  
Counselors' Committee, U.S.A. Swimming Inc.  
Member, International Court of Arbitration for Sport  
Member, Special Doping Panel, American Arbitration Association



### **Phil Anderson**

*Chair, Management Department  
Professor  
(651) 962-5136*

B.S.B., business administration,  
University of Minnesota  
M.B.A., University of Minnesota  
Ph.D., management, University of Minnesota

#### **Research Specialties:**

Determinants of ethical behavior  
Educational pedagogy and learning  
Quality management

#### **Current Research:**

Intercultural sensitivity and development  
Problem based learning

#### **Major Works:**

- "Is Simulation Performance Related to Application: An Exploratory Study," with L. Lawton, *Developments in Business Simulation and Experiential Exercises*, Vol. 29, pp. 108 – 112, March 2002.
- "A Framework for Evaluating Simulations as Educational Tools," with L. Lawton, P. Schumann and T. Scott, *Developments in Business Simulation and Experiential Exercises*, Vol. 28, pp. 215-220, March 2001.
- "Games as Instruments of Assessment: A Framework for Evaluation," with P. Thavikulwat, H. Cannon, and D. Malik, *Developments in Business Simulation and Experiential Exercises*, Vol. 25, pp. 31-37, January 1998.
- "Ethical Dilemmas to Use with Business Simulations to Teach Ethics," with L. Lawton, T. Scott and P. Schumann, *Developments in Business Simulation and Experiential Exercises*, Vol. 25, pp. 83-89, January 1998.

#### **Significant Scholarly Honors:**

Best Paper Award, Association for Business Simulation and Experiential Learning Conference, 1996  
Best Paper Award, 39th International Council for Small Business Annual World Conference, 1994  
Fulbright Fellowship, University College, Cork, Ireland, 1992-1993  
Most Influential Writing Award, Association for Business Simulation and Experiential Learning, 1994

#### **Current Editorial Board Appointments:**

Associate Editor, *The Simulation and Gaming Journal*  
Reviewer, *Journal of Management Issues*



### **Brian Campion**

*Distinguished service professor  
(651) 962-4136*

B.S., medicine, University of Minnesota  
M.D., University of Minnesota  
M.P.A., Harvard University

#### **Research Specialties:**

Change management  
Healthcare management

#### **Current Research:**

Transformative change

#### **Significant Scholarly Honors:**

Fellow, American College of Cardiology  
Fellow, American College of Physicians  
Fellow, Bush Medical Program



### **Anne Cohen**

*Instructor  
(651) 962-5138*

B.S., mathematics, Baldwin-Wallace College  
M.B.A., strategic management,  
University of Minnesota

#### **Research Specialties:**

Strategic management  
Insurance/workers compensation  
Transportation

#### **Current Community Relationships:**

Adviser, St. Paul Monastery  
Advisory Committee Member, Benedictine Center  
Strategic analysis project coordinator,  
Neighborhood Development Center



### **Dawn Elm**

*Professor*  
(651) 962-4265

B.S., chemical engineering,  
University of Massachusetts  
Ph.D., strategic management and organization,  
University of Minnesota

#### **Research Specialties:**

Business ethics  
Corporate governance  
Ethical decision-making  
Meaningful work  
Spirituality at the workplace

#### **Current Research:**

Grounded theory development of ethical  
decision-making in organizations  
Meaningful work

#### **Major Works:**

- "Determinants of Moral Reasoning: Sex Role Orientation, Gender and Academic Factors," with E.J. Kennedy and L. Lawton, *Business and Society*, Vol. 40, pp. 241-265, 2001.
- "Measuring Moral Judgment: The Moral Judgment Interview or the Defining Issues Test," with J. Weber, *Journal of Business Ethics*, Vol. 13, pp. 341-355, 1994.
- "An Investigation of the Moral Reasoning of Managers," with M.L. Nichols, *Journal of Business Ethics*, Vol. 12, pp. 817-833, 1993

#### **Current Editorial Board Appointments:**

*Journal of Business Ethics*



### **William Estrem**

*Honeywell Endowed Chair in Global Technology Management*  
*Associate professor*  
(651) 962-4415

B.S., industrial education, Eastern Illinois University  
M.S., technology education, Eastern Illinois University  
Ph.D., education administration, Illinois State University

#### **Research Specialties:**

Distributed computing  
E-Commerce  
Enterprise information architecture  
Information security  
E-Learning

#### **Current Research**

- "An Evaluation Framework for Deploying Web Services in the Next Generation Manufacturing Enterprise," *Journal of Robotics and Computer-Integrated Manufacturing*, Vol. 19, Issue 6, December 2003.
- "Toward the Information Utility: Service-Oriented Architecture in the Next Generation Manufacturing Enterprise," *A Bluebook*, published by The Society of Manufacturing Engineers/Computers and Automated Systems Association, Dearborn, MI, August, 2003.
- "Reinventing the Wheel: Adapting the CASA Manufacturing Enterprise Model to the Contemporary Virtual Enterprise," *Proceedings of the International Conference on Flexible Automation and Intelligent Manufacturing*, Dresden, Germany, July 2002.

#### **Current Community Relationships**

Board of Advisers, Computers and Automated Systems Association  
Board of Directors, Securities Industry Middleware Council  
Board of Governors, The Open Group  
Member, Academy of Management  
Member, Internet Society  
President, Twin Cities E-Commerce Forum  
Senior Member, Institute of Electrical and Electronic Engineers



### **Mike Evers**

*Professor*  
(651) 962-4202

B.B.A., business administration, University of Minnesota  
M.B.A., University of Minnesota  
Ph.D., business management and logistics, University of Minnesota

#### **Research Specialties:**

Corporate governance  
Strategic management

#### **Current Community Relationships:**

Board of Director Member, Center for Ethical Business Cultures



### Robert Gaffney

Executive fellow  
(651) 962-4600

B.A., economics, Macalester College  
M.B.A., University of Minnesota

#### Research Specialties:

Business process re-engineering  
E-commerce  
Foodservice logistics supply chain and demand forecasting  
Management styles

#### Major Works:

- "Advance Buy Funding and the Impacts of a Changing Economy," *Air Force Comptroller Magazine*, Vol. 15 (2) pages 9-11, April 1981.
- "Avionic Software Cost Model: Parametric Alternatives," *ISPA Journal*, 1981.
- "Avionics Software Development Costs," RAND/WD-173-AF, with K.E. Marks, RAND, Santa Monica CA, 1979.

#### Community Relationships:

Founding member and board liaison officer, Twin Cities Electronic Commerce Forum  
Deputy grand knight, Knights of Columbus,  
Solanus Casey Council 1632



### Kenneth E. Goodpaster

David and Barbara Koch Endowed Chair in Business  
Ethics Professor  
(651) 962-4212

A.B., mathematics, University of Notre Dame  
A.M., philosophy, University of Michigan  
Ph.D., philosophy, University of Michigan

#### Research Specialties:

Business ethics  
Corporate governance  
Corporate responsibility  
Global business values

#### Major Works:

- "Teaching and Learning Ethics by the Case Method" in *Blackwell's Guide to Business Ethics*, Norman Bowie, ed., Blackwell Publishers, pp. 117-141, 2002.
- *Policies and Persons: A Casebook in Business Ethics*, with Laura L. Nash, McGraw-Hill, Revised 3rd Edition, 1998.
- "Bridging East and West in Management Ethics: Kyosei and The Moral Point of View," *Journal of Human Values*, Indian Institute of Management, Calcutta, Vol. 2 (2), July-December 1996.
- "Can a Corporation Have a Conscience?" with J.B. Matthews, *Harvard Business Review*, Vol. 60, January-February 1982.

#### Significant Scholarly Honors:

Aquinas lecturer, St. Louis University, 2003  
Business excellence award for innovation in teaching, University of St. Thomas, 2002  
Paul Harris medal for service to education, Rotary International, 2000

#### Current Community Relationships:

Board of directors, Center for Ethical Business Cultures  
Board of directors, CommonBond Communities, Inc.  
Member, Society for Business Ethics Organizing Committee, International Society of Business, Economics, and Ethics (ISBEE)

#### Current Editorial Board Appointments:

Consulting Editor, *The Encyclopedia of Ethics* (Garland Publishing Inc.)  
Business Ethics Quarterly  
Business and Professional Ethics Journal  
Employee Responsibilities and Rights Journal  
Human Values (Indian Institute of Management, Calcutta)  
Journal of Business Ethics  
Journal of Value Based Management



### Julie M. Hays

Assistant professor  
(651) 962-4306

B.S.Ch.En., chemical engineering,  
University of Minnesota  
M.B.A., College of St. Thomas  
Ph.D., operations management,  
University of Minnesota

#### Research Specialties:

Operations management  
Service operations management  
Service quality

#### Current Research:

Service operations management  
Student assessment of graduate business courses.

#### Major Works:

- "Modeling the Effects of a Service Guarantee on Perceived Service Quality Using Alternation Conditional Expectations," *Decision Sciences*, Vol. 33, (3), 2002.
- "A Longitudinal Empirical Study of the Effect of a Service Guarantee on Employee Motivation/Vision, Service Learning, and Perceived Service Quality," with A.V. Hill, *Production and Operations Management*, Vol. 10 (4), 405-424, 2001.
- "A Preliminary Investigation of the Relationships Between Employee Motivation/Vision, Service Learning, and Perceived Service Quality," with A.V. Hill, *Journal of Operations Management*, Vol. 19 (3), pp. 335-349, 2001.
- "A Model for Optimal Delivery Time Guarantees," with A.V. Hill and E. Naveh, *Journal of Service Research*, Vol. 2 (3), pp. 254-264, 2000.
- "The Market Share Impact of Service Failures," with A.V. Hill, *Production Operations Management*, Vol. 8 (3), 208-220, 1999.

#### Current Community Relationships:

Member, APICS - The Educational Society for Resource Management  
Member, Decision Sciences Institute  
Member, Midwest Academy of Management  
Member, Production and Operations Management Society



### Patricia Raber Hedberg

Associate professor  
(651) 962-4305

B.A., psychology and sociology,  
Ohio Northern University  
Ph.D., industrial/organizational psychology,  
University of Minnesota

#### Research Specialties:

Employee performance  
Leadership and followership  
Self-development

#### Current Research:

Adult learning  
Work/rest integration

#### Major Works:

- "Get a Life – Lose a Job? Work and Family in the Age of Downsizing," *Business Ethics*, September/October 1996.

#### Current Community Relationships:

Member, American Psychological Society  
Member, Society for Industrial and  
Organizational Psychology  
Member, Organizational Behavior Teaching  
Society



### Robert G. Kennedy

Professor  
(651) 962-5140

B.A., philosophy, College of St Thomas  
M.A., theology, St Paul Seminary  
M.B.A., management, College of St Thomas  
M.M.S., medieval studies,  
University of Notre Dame  
Ph.D., medieval studies,  
University of Notre Dame

#### Research Specialties:

Business ethics  
Professional ethics

#### Current Research:

Just compensation  
Business and the common good

#### Major Works:

- "The Professionalization of Work," Conference on Work as a Key to the Social Question, Catholic University of the Sacred Heart, Rome, Italy, Sept. 12, 2001 (in absentia).
- "Wealth Creation Within the Catholic Social Tradition," Fourth International Symposium on Catholic Social Thought and Management Education, Puebla, Mexico, July 2000 (in absentia).
- *Religion and Public Life: The Legacy of Msgr. John A. Ryan*. Lanham, MD: University Press of America, 2001, ed., with C. Athans, B. Brady, W. McDonough, and M. Naughton, 2001.
- "The Virtue of Solidarity and the Theory of the Firm," Second International Symposium on Catholic Social Thought and Management Education, Antwerp, July 1997.



### Sameer Kumar

Qwest Endowed Chair in Global Communications and  
Technology Management  
Professor  
(651) 962-4350

B.S., mathematics, physics and chemistry,  
University of Delhi (India)  
M.S., mathematics, University of Delhi (India)  
M.S., computer science, University of Nebraska,  
Lincoln  
M.S., industrial engineering & operations  
research, University of Minnesota  
Ph.D., industrial engineering,  
University of Minnesota

#### Research Specialties:

Engineering economics  
Information systems  
New product development  
Process modeling and optimization  
Supply chain management  
Total quality management

#### Current Research:

Product design  
Supply chain customer satisfaction  
Supply chain integration challenges

#### Major Works:

- "Enhancing Manufacturing Operations Effectiveness through Knowledge Based Design," with C. Chandra, *Integrated Manufacturing Systems Journal*, Vol. 14 (3), 2003.
- "Managing Multi-item Single Supplier Inventory System with Random Demands," with C. Chandra, *International Journal of Physical Distribution and Logistics Management*, Vol. 32 (3), 2002.
- "Reengineering: Focus Toward Enterprise Integration," with S. Arora, *Interfaces*, Vol. 30 (5), 2000.
- "Model for Risk Classification of Banks," with S. Arora, *Managerial and Decision Economics, The International Journal of Research and Progress in Management Economics*, Vol. 6, (2), 1995.
- "Customer Service Effect In Parts Distribution Systems Design," with S. Arora, *International Journal of Physical Distribution and Logistics Management*, Vol. 20, (2), 1990.

#### Current Editorial Board Appointments:

Journal of Industrial Management and Data  
Systems  
Journal of International Information  
Management



### Dan McNamara

Associate professor  
(651) 962-5144

B.S.I.E., University of Dayton  
M.S., industrial engineering,  
University of Wisconsin  
Ph.D., industrial engineering,  
University of Wisconsin

#### Research Specialties:

Manufacturing  
Project management  
Operations strategy  
Small group decision making  
Teaching and learning styles  
Quality management

#### Current Research:

Teaching and the media  
Teaching and learning styles



### Jack Militello

Professor  
(651) 962-5146

A.B., English and philosophy, Boston College  
M.A., business and applied economics,  
University of Colorado  
Ph.D., applied economics,  
University of Pennsylvania

#### Research Specialties:

Competitive strategies  
External brand with internal know-how  
Human capital and strategy  
Organizational transitions  
Strategic leadership

#### Current Research:

Linking human know-how assets with strategic  
mission

#### Major Works:

- "Configurations and Organizational Performance: A Model and Case Applications," with M. Sheppeck presented at The European Applied Research Conference in Venice, Italy, 2003.
- "Making the Right Match: Finding the Consulting Style that Fits your Firm," with M. Sheppeck, *Journal of Business and Economic Research*, March 2003.
- "Strategic HR Configurations and Organizational Performance" with M. Sheppeck, *Human Resource Management*, Spring 2000.
- "Using Core/Risk Analysis for Competitive Advantage" with J.M. Choukroun, *1998 Handbook of Business Strategy*, Faulkner and Gray, 1997.

#### Significant Scholarly Honors:

2001 Ulrich-Lake Award Best Paper Award in Human Resource Management, John Wiley and Sons



### R. Stanford Nyquist

Associate professor  
(651) 962-5146

B.S., engineering, University of Minnesota  
M.S., industrial engineering,  
University of Minnesota  
Ph.D., business administration,  
University of Minnesota

#### Research Specialties:

Corporate board governance

#### Current Research:

Corporate board governance  
Privately held companies

#### Current Community Relationships:

Board of directors, Intek Plastics  
Board of directors, Reell Precision  
Board of directors, Photo Systems Inc.



### Ernest Owens

Assistant professor  
(651) 962-5141

B.S., industrial engineering,  
Northeastern University  
M.B.A., University St. Thomas  
Ed.D., leadership, University St. Thomas

#### Research Specialties:

Goal displacement  
Information technology  
Project management  
Service learning  
Strategic management

#### Current Research:

Influence of technology on human resource  
functions  
Project management through service learning  
Strategic planning for the individual

#### Current Community Relationships:

Board member, East Metro Opportunities  
Industrialization Committee  
Project management consultant, Minnesota State  
Opportunities Industrialization Committees  
Project management, Northside Residents  
Redevelopment Council



### Sally Power

Professor  
(651) 962-4303

B.A., social sciences, University of South Florida  
M.A., American studies, University of Minnesota  
Ph.D., organizational communication,  
University of Minnesota

#### Research Specialties:

Midcareer management

#### Current Research:

Career Development

#### Major Works:

- "The Work-Oriented Midcareer Development Model: An Extension of Super's Maintenance Stage," with T. Rothausen, *The Counseling Psychologist*, Vol. 31 (2), pp. 157-197, March 2003.
- "MBA Student Opinion about the Teaching of Business Ethics: Preference for Inclusion and Perceived Benefit," with L.L. Lundsten, *Teaching Business Ethics*, Vol. 5, pp. 59-70, 2001.
- "A Hermann Brain Dominance Profile Analysis of the Sixteen MBTI Types in a Sample of MBA Students," with J.M. Kummerow and L.L. Lundsten, *Journal of Psychological Type*, Vol. 49, pp. 27-36, 1999.
- "Studies That Compare Type Theory and Left-Brain/Right-Brain Theory," with L.L. Lundsten, *Journal of Psychological Type*, Vol. 43, pp. 22-28, 1997.

#### Significant Scholarly Honors:

Significant contribution recognition, *The Counseling Psychologist*, March 2003.

#### Current Community Relationships:

Member, American Academy of Management  
Member, American Counseling Association  
Member, Minnesota and National Career  
Counseling Association

#### Current Editorial Board Appointments:

Consulting editor, *Journal of Vocational Behavior*



### Sunil Ramlall

Assistant professor  
(651) 962-4349

B.A., business administration, University of St. Thomas  
M.B.A., University of St. Thomas  
M.Ed., human resource development, University of Minnesota  
Ph.D., human resource development, University of Minnesota

#### Research Specialties:

Employee training and development  
Human resource measurement  
Human resource strategy  
International human resources  
Technology in human resources

#### Current Research:

Comparative human resources practices  
Human resource metrics  
Information technology

#### Major Works:

- "Measuring Human Resource Management's Effectiveness in Improving Performance," *Human Resource Planning*, Vol. 26, (1), 2003.
- "A Critical Review of the Role of Training & Development in Improving Performance," *Journal of Compensation & Benefit*, Vol. 18, 2002.
- "Creating a Competitive Advantage through Investments in Employees and the Community," with D. Ramlall, *HR Advisor*, Vol. 7, 2001.
- "An Analysis of Expatriation Practices in the Airline Industry," *International HR Journal*, Vol. 6, 1998.

#### Current Community Relationships:

Committee member, Twin Cities Human  
Resource Association

#### Current Editorial Board Appointments:

Ad hoc reviewer, *Human Resource Development Review*  
Reviewer, *Applied HRM Research*



### Dennis Ray

3M Chair in Global Strategy and Management  
Professor  
(651) 962-4840

B.A., social science University of Denver  
M.A., international relations and economics,  
University of Denver  
Ph.D., international relations and economics,  
University of Denver

#### Research Specialties:

Asian markets  
Exportation and importation  
International business strategy  
International market entry  
Technology and entrepreneurship

#### Current Research:

Corporate governance in international companies  
International market entry strategies of new  
ventures  
Political risk in China

#### Major Works:

- *Entrepreneurship Support Systems: A Strategy of Applied Economic Development*, Kluwer Academic Press, 2004.
- "The Role of Entrepreneurship in Economic Development," *Journal of Development Planning*, Vol. 18, 1998.
- "Perspectives on the Internationalization of Entrepreneurial Venture," Scottish Enterprise Foundation, University of Stirling, June 1989.



### Teresa Rothausen

Director, UST MBA program  
Associate professor  
(651) 962-4264

B.A., economics, St. Olaf College  
Ph.D., human resources and industrial relations,  
University of Minnesota

#### Research Specialties:

Career development  
Corporate recruiting and selection  
Gender and diversity in business  
Person-organization fit  
Work-family and work-life interfaces

#### Current Research:

Causes of employee turnover and career change  
Organization science careers  
Work-family balance

#### Major Works:

- "The Work-Oriented Midcareer Development Model: An Extension of Super's Maintenance Stage," with S.J. Power, *The Counseling Psychologist*, Vol. 31, pp. 157-197, 2003.
- "Family in Organizational Research: A Review and Comparison of Definitions and Measures," *Journal of Organizational Behavior*, Vol. 19, pp. 817-836, 1999.
- "Family-Friendly Backlash - Fact or Fiction? The Case of Organizations' On-Site Child Care Centers," with J.A. Gonzalez, N.E. Clarke and L.L. O'Dell, *Personnel Psychology*, Vol. 51, pp. 685-706, 1998.
- "The Moderating Effect of Tenure in Person-Environment Fit: A Field Study in Educational Organizations," with C. Ostroff, *Journal of Occupational and Organizational Psychology*, Vol. 70, pp. 173-188, 1997.
- "Job Satisfaction and the Parent Worker: The Role of Flexibility and Rewards," *Journal of Vocational Behavior*, Vol. 44, pp. 317-336, 1994.

#### Significant Scholarly Honors:

Research award for overall body of work-family and work-life research, Minnesota Career Development Network, 2001  
Nominee, Award for Excellence in Work-Family Research, Rosabeth Moss Kanter 1999

#### Current Editorial Board Appointments:

*Journal of Organizational Behavior*



### Mick Sheppeck

Assistant dean  
Associate professor  
(651) 962-4622

B.A., psychology, Slippery Rock University  
M.A., general psychology, Western Washington University  
Ph.D., industrial/organizational psychology,  
University of South Florida

#### Research Specialties:

Competency modeling and employee attribute assessment  
Employee performance management  
Employee staffing  
Human resource management strategy  
Management succession planning and development

#### Current Research:

Developing patterns of company market strategy and human resource strategy  
HR practices and business strategy

#### Major Works:

- "Making the Right Match: Finding the Consulting Style that Fits your Firm," with J. Militello, *Journal of Business & Economics Research*, 2003.
- *The Game Called Industry: A Practical Career Guide For African-American Students*, with T. Lawrence, New Orleans, LA: Black Collegiate Services, Inc., 2003.
- "Strategic HR Configurations and Organizational Performance," with J. Militello, *Human Resource Management Journal*, Vol. 39 (1): pp. 5-16, 2000.

#### Significant Scholarly Honors:

Best paper award, The International Business & Economics Research Conference, 2002  
Ulrich-Lake award for best paper, *Human Resource Management Journal*, 2001  
Best paper award, The International Academy of Business Disciplines, 1994



### Frederick Wenzel

*Distinguished service professor*  
(651) 962-4128

B.S., biochemistry, University of Wisconsin  
Stevens Point  
M.B.A., University of Chicago

#### Research Specialties:

Distance learning  
Governance in health care organizations  
Healthcare leadership and management  
Managed care and health insurance

#### Current Research:

Core competencies of health care business leaders  
Distance learning  
Physician leadership

#### Major Works:

- "Leaders As Combat Fighter Pilots: Research Project Targets Leaders who Support Money-Losing Business Strategies," with J.W. Mitylmg and D.M. Francis, *Physician Executive*, Vol. 27 (6) pp 30(4), November-December 2001.
- *Leadership for the Future: Core Competencies in Health Care*, with A. Ross and J.W. Mitylmg, Health Administration Press, Chicago, IL, 2001.
- "It Takes More than Money," with J.W. Mitylmg, *Medical Group Management Journal*, 46(2):30-38, March/April 1999.
- "Leadership and Management Education for Physicians: Exploring the Options." *Plastic Surgery News Practice Management Resource Guide*, pp. 27-28, 1998.
- "Managed Care in Ambulatory Care Organization and Management." *Ambulatory Care Management*, Third ed. Ross, Williams, Pavlock and Todd (eds.), Delmar Publishers, Inc., 1998.

#### Significant Scholarly Honors:

Distinguished alumnus of the year, University of Wisconsin-Stevens Point College of Letters and Science, 2001  
Innovation in teaching excellence award, University of St. Thomas, 1999  
Award of merit, Wisconsin Vocational Association, 1999  
Article of the year award, Medical Group Management Association, 1989

#### Current Editorial Board Appointments:

Health Administration Press  
Journal of Medical Practice Management



### Peter Young

*E.W. Blanch Senior Chair in Risk Management*  
Professor  
(651) 962-4248

B.A., history, Augustana College  
M.A., political science/public administration,  
University of Nebraska-Omaha  
Ph.D., business administration – risk  
management, University of Minnesota

#### Research Specialties:

Insurance markets/management  
International reinsurance/alternative risk  
financing  
Organizational risk management  
Risk pooling

#### Current Research:

Risk management and corporate governance  
Risk management outsourcing

#### Major Works:

- "Risk and the Outsourcing of Risk Management Services: The Case of Claims Management," with J. Hood, *The Journal of Public Budgeting and Finance*, Fall 2003.
- *Public Sector Risk Management*, with M. Fone, Butterworth Heineman, 2001.
- *Managing Business Risk*, with S. Tippins, AMACOM Books, 2001.
- *Risk Management and Insurance*, (Eighth edition), with Williams and Smith, McGraw Hill, 1999.

#### Current Community Relationships:

Educational adviser, Association of Local Authority Risk Managers (UK)  
Educational adviser/education committee member, Public Risk Management Association  
Educational adviser, National Center for Small Communities  
Educational adviser, Risk and Insurance Management Society  
Member, state of Minnesota Risk Management Advisory Board  
Member, state of Minnesota Unemployment Insurance Board

#### Current Editorial Board Appointments:

International Journal of Risk Management



### Frederick Zimmerman

*Professor*  
(651) 962-5751

B.A., mathematical economics and statistics,  
University of Minnesota  
Ph.D., strategic management and organizational  
studies, University of Minnesota

#### Research Specialties:

Turnaround management  
U.S. manufacturing

#### Current Research:

Status of manufacturing in Minnesota

#### Major Works:

- *Manufacturing Works: The Vital Link Between Production and Prosperity*, with D. Beal, published Dearborn Trade Press, Chicago, June 2002.
- *The Relocation of Industry*, St. Thomas Technology Press, St. Paul, ISBN 1-887199-00-4, 1998.
- *Measurement of the Industrial Economy*, St. Thomas Technology Press, St. Paul, ISBN 0-9624229-8-3, 1995.
- *The Turnaround Experience: Real World Lessons in Revitalizing Corporations*, McGraw-Hill, New York, 1991.

#### Significant Scholarly Honors:

Lifetime membership award, Minnesota Precision Manufacturing, Oct. 16, 2002  
Manufacturers Alliance recognition award, 1998  
Recipient of laboratory grant, Haas Foundation/Kennameal/J&L, Oxnard, California, Oct. 22-23, 2002  
Research project award, Minnesota Technology Inc.



### Jamal A. Al-Khatib

Professor  
(651) 962-5126

B.A., business administration,  
King Abdul Aziz University (Saudi Arabia)  
M.B.A., Ball State University  
Ph.D., marketing/international business,  
The University of Mississippi

#### Research Specialties:

Business/marketing ethics  
Cross-cultural consumer behavior  
Emerging trading blocs in the Middle East  
International marketing

#### Current Research:

Business/marketing ethics  
Cross-cultural consumer behavior

#### Major Works:

- "Ethical Judgements and Intentions: A Multinational Study of Marketing Professionals," *Business Ethics: A European Review*, Vol. 12, (2), 200.
- "Business Ethics in the Arab-Gulf States," with A.K. Jamal, C. Robertson, A. Stanton and S. Vitell, *International Business Review*, 2002.
- "A Three-Country Study of Beliefs about Work in the Middle East," with C. Robertson, J. Al-Khatib and M. Al-Habib, *Thunderbird International Business Review*, 2002.
- "The Relationship between Arab Values and Work Beliefs: An Exploratory Examination," with C. Robertson, J. Al-Khatib and M. Al-Habib, *Journal of World Business*, 2001.
- "Consumers' Perception of Foreign Goods: Implications for Positioning Global Products to the Arab Market," with J. Al-Khatib, A. Stanton and K. Dobie, *Journal of Global Business*, Vol. 13 (22), 2001.
- "The Impact of the Environment on Marketing Channels in Developing Countries," with J. Al-Khatib and S. Vitell, *Journal of Marketing Channels*, Vol. 7(3), 2000.

#### Significant Scholarly Honors:

Best paper award, American Marketing Association's Winter Educators' Conference, 2001  
Best paper award, International Academy of Business Disciplines Annual Meeting, 1993  
Best paper award, *Marketing Education Review*, 1997



### Dave Brennan

Co-director of the Institute for Retailing Excellence  
Professor  
(651) 962-5077

B.S., social sciences, Minnesota State University  
MS, geography, Minnesota State University  
Ph.D., geography, Kent State University

#### Research Specialties:

Discount retailing  
Marketing research  
Retail industry structure and planning  
Shopping behavior  
Shopping centers

#### Current Research:

Holiday spending  
Impact of large retail enterprises on smaller shopping establishments  
Retail sales data

#### Major Works:

- "Mall of America: Shopping and a Whole Lot More," in *Marketing*, by R.A. Kerin, E.N. Berkowitz, S.W. Hartley and C.W. Rudelius, published by McGraw-Hill/Irwin, pp. 468, 2003.
- "Estimating Retail Sales Suppressed by the Census Bureau Using Median Polish," in the *Proceedings of the Small Business Institute Consulting Conference*, pp. 58-64, 2003.
- "Impacts of Large Discount Stores on Small Towns: Reasons for Shopping and Retailer Strategies," with L. Lundsten, *International Journal of Retail and Distribution Management*, Vol. 28, No. 4/5, pp. 155-161, 2000.

#### Significant Scholarly Honors:

National case of the year, Small Business Administration, 1991  
Finalist of the year, Small Business Administration, 1989

#### Current Editorial Board Appointments:

Case Research Journal  
Journal of Retailing and Customer Services  
Journal of Small Business Strategy



### Susan Heckler

Distinguished Endowed Chair in Marketing  
Professor  
(651) 962-4229

B.A., chemistry, University of Minnesota  
M.B.A., University of Minnesota  
Ph.D., business administration, University of Minnesota

#### Research Specialties:

Consumer behavior  
Marketing communication  
Marketing research  
Services and non-profit marketing  
Strategic marketing

#### Major Works:

- "People and 'Their' Television Shows: An Overview of Television Connectedness," with C.A. Russell and A.T. Norman, in *Blurring the Lines: The Psychology of Entertainment Media* ed. L.J. Shurum, 2003.
- "Changes in Logo Designs: Chasing the Elusive Butterfly Curve," with R.W. Pimentel in *Visual Perception*, ed. Rajeev Batra and Linda Scott.
- "The Effects of Brand Name Suggestiveness on Advertising Recall," *Journal of Marketing*, Vol. 62 (1), pp. 48-57, 1998.
- "Pre-attentive Processing: The Effects of Unattended Information on Consideration Sets," with S. Shapiro and D.J. MacInnis. *Journal of Consumer Research*, Vol. 24, pp. 94-104, June 1997.
- "On the Validity of the SOP Scale," with R.L. Childers and M.J. Houston. *Journal of Mental Imagery*, Vol. 17 (3,4), pp. 119-132, 1993.
- "The Role of Expectancy and Relevancy in Memory for Verbal and Visual Information: What is Incongruency?" with T.L. Childers. *Journal of Consumer Research*, Vol. 18, pp. 475-492, March 1992.

#### Significant Scholarly Honors:

Best long-term work (ten years or older), The Journal of Consumer Research



### Lorman Lundsten

Chair, Marketing Department  
Professor  
(651) 962-5081

B.S., mathematics, Northland College  
M.B.A., Fordham University  
Ph.D., Marketing, University of Michigan

#### Research Specialties:

Branding  
Marketing ethics  
Marketing of services  
Product positioning

#### Current Research:

"Big Box" retailers  
Retail shopping patterns

#### Major Works:

- "Impacts of Large Discount Stores on Small Towns: Reasons for Shopping and Retailer Strategies," with D. Brennan. *International Journal of Retail and Distribution Management*, Vol. 28, (4,5), pp. 155-161, 2000.
- "Improving and Maintaining Sustainable, Healthy Communities," with D. Brennan, J. Militello and V. Meyer, Blandin Foundation, 1997.
- "Compliance Efforts in Small, Medium and Large Organizations," with A. Apel and J. Militello, United States Department of Justice, 1996.

#### Significant Scholarly Honors:

General Electric fellowship in marketing economics, 1973-1974

#### Current Editorial Board Appointments:

*Journal of Marketing Management*



### Christopher Puto

Dean  
Opus Distinguished Chair Professor  
(651) 962-4201

B.S., economics, Spring Hill College  
M.B.A., University of Miami  
Ph.D., marketing, Duke University

#### Research Specialties:

Advertising effectiveness  
Consumer and managerial decision-making  
Marketing strategy

#### Current Research:

Transformational advertising

#### Major Works:

- "Rethinking Television Audience Measures: An Exploration into the Construct of Audience Connectedness," with C. Russell, *Marketing Letters*, 1999.
- "Differential Versus Unit Weighting of Violations, and the Role of Probability, in Image Theory's Compatibility Test," with L.R. Beach, S.E. Heckler, G. Naylor and T. Marble. *Organizational Behavior and Human Decision Processes*, V. 65, No. 2, pp. 77-82, February 1996.
- "Organizational Climate and Decision Framing: An Integrated Approach to Analyzing Industrial Buying Decisions," with W. Qualls. *Journal of Marketing Research*, May 1989.
- "The Framing of Buying Decisions." *The Journal of Consumer Research*, Vol. 14, pp. 301-315, December 1987.
- "Adding Asymmetrically Dominated Alternatives: Violations of Regularity and the Similarity Hypothesis," with J. Huber and J. Payne. *Journal of Consumer Research*, Vol. 9, pp. 90-98, June 1982.

#### Significant Scholarly Honors:

Robert Ferber award, *The Journal of Consumer Research*, 1987  
Enterprising educator, The National Foundation for Teaching Entrepreneurship, 2000  
Best long-term contribution (ten years or older), *The Journal of Consumer Research*, 2002



### Richard Rexeisen

Professor  
(651) 962-5079

B.A., psychology and philosophy, University of Minnesota  
M.B.A., marketing, University of Michigan  
Ph.D., marketing, University of Minnesota

#### Research Specialties:

Consumer and B2B buying behavior  
Sales management and sales communication  
Cross-cultural sensitivity

#### Current Research:

International education assessment and the development of cross-cultural sensitivity  
Emerging trends in the lifelong learning market

#### Major Works:

- "Prudent Fiscal Stewardship: How to Estimate the Expected Monetary Value of an Educational Program" with R.S. Sathe, currently under editorial review.
- "Building a Collaborative Model of Lifelong Learning." *Journal of Lifelong Learning*, Vol.3, No. 2, 2003.
- "Developing an Effective Measure of Customer Profitability," with R.F. Sauter. *World Marketing Congress*, Vol. 8, (Samsinar & Ajay ed.), pp. 549 - 555, 1997.
- "The Listening Protocol: A Model for Effective Sales Communication." *National Conference in Sales Management Proceedings*, edited by R. Good and reprinted in *Readings in Sales and Sales Management*, 1991.

#### Current Community Relationships:

Member, Association for Consumer Research  
Member, Academy of Marketing Sciences  
Member, American Marketing Association

#### Current Editorial Board Appointments:

*Journal of Marketing Theory and Practice*  
*Industrial Marketing Management*



## Mark Spriggs

*Interim Chair, Entrepreneurship Department*  
*Associate professor*  
(651) 962-4256

B.S., agricultural economics, University of Wisconsin – Madison  
M.B.A., finance & accounting, University of Wisconsin – Eau Claire  
Ph.D., University of Wisconsin - Madison

### **Research Specialties:**

Antitrust  
Franchising

### **Major Works:**

- “Negative Option Selling Plans: Current Forms versus Existing Regulations,” *Journal of Public Policy and Marketing*, Vol. 15 (2), pp. 227-237, 1996.
- “A Framework for More Valid Measures of Channel Member Performance” *Journal of Retailing*, Vol. 70 (4), pp. 327-343, 1994.
- “The Legal Status of Trade and Function Price Discounts” *Journal of Public Policy and Marketing*, Vol. 13 (1), pp. 61-75, 1994.



## Stacy M. Vollmers

*Associate professor*  
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B.S., marketing, Moorhead State University  
Ph.D., marketing, Florida State University

### **Research Specialties:**

Consumer behavior  
Distance learning  
Marketing research and strategy  
Marketing to children

### **Current Research:**

Consumer decision-making  
Ethics and China  
Negotiation  
Product placement

### **Major Works:**

- “A Framework for Developing Entrepreneurship Curriculum Through Stakeholder Involvement,” with J.M. Ratliff and B. Hoge, *Proceedings of the 2001 Association of Collegiate Marketing Educators Annual Conference*, March 2001.
- “Barrel O’ Fun: Competing in the Salty Snack Industry,” with A.C. Vollmers and J.Swenson, *Proceedings of the Seventh Annual American Society of Business and Behavioral Sciences*, February 2000.
- “An Examination of Brand Name Usage in Popular American Songs: 1980-1998,” with A.C. Vollmers, *Abstract in the Proceedings of the International Applied Business Research Conference*, 2000.
- “The 3Ds of Distance Learning for Marketing Education: Design, Development & Delivery,” with R.G. Cheek and B. Hoge, *Proceedings of the Sixth Annual American Society of Business and Behavioral Sciences*, February 1999.
- “The Use of Technology-Mediated Distance Learning in Education,” with B. Hoge and A.C. Vollmers, *Proceedings of the 40th Mountain Plains Management Conference*, 1998.

### **Significant Scholarly Honors:**

Outstanding service award, American Society of Business and Behavioral Sciences, February 2002  
SIFE/Sam Walton fellow, 2000-2002



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