

Mark Cordano

Education:

Ph.D., Katz Graduate School of Business, U. of Pittsburgh, Pittsburgh, PA

Major: Strategy, Business Environment, and Organizations

Minor: Organizational Psychology

MBA, Indiana University, Bloomington, IN

Major: Management/Public Policy

BA, Cornell University, Ithaca, NY

Major: Psychology

Professional Experience:

7/11-present **Merrimack College, Girard School of Business**

7/17-present Professor of Management

7/11-7/17 Dean

8/15 Full Professor

8/02 – 6/11 **Ithaca College, School of Business, Ithaca, NY**

7/10-6/11 Associate Professor

6/09-6/10 Interim Dean

6/06-6/09 Chair of the Management Department

8/06 Associate Professor

8/02-7/06 Assistant Professor

9/98-7/02 **Wright State University, Soin College of Business, Dayton, OH**

Assistant Professor of Management

3/85-7/89 **Chemical Bank, Operations Division, New York, NY**

Member of Executive Development Program. Held a variety of staff and line management positions primarily in the Operations Division.

6/83-3/84 **Filene's Department Store, Boston, MA**

Recruited into Management Training Program. Worked as an Assistant Buyer.

Courses Taught

Merrimack College

Competition, Innovation and Strategic Advantage (graduate)

Ithaca College

Strategy (MBA and undergraduate), Organization and Management (MBA), Organizational Behavior (undergraduate), Sustainable Strategic Management (undergraduate)

Wright State University

Environmental Management (MBA and undergraduate), Business and Public Policy (MBA), Strategy (MBA and undergraduate)

University of Pittsburgh

Environmental Management (MBA and undergraduate), Business and Society (MBA and undergraduate), Organizational Behavior (undergraduate), Human Resource Management (undergraduate)

Refereed Journal Articles:

Fitzmaurice, J., Cordano, M., Martinson, T. E., & Wise, A. V. 2014. **Role of Consumers' Environmental Views on Purchases at Wineries**, Journal of Wine Research, 25(3): 175-188.

Cordano, M., Welcomer, S., Scherer, R., Pradenas, L., & Parada, V. 2011. **A cross-cultural assessment of three theories of pro-environmental behavior: A comparison between business students of Chile and the United States**, Environment and Behavior, 43(5): 634-657.

Cordano, M., Welcomer, S., Scherer, R., Pradenas, L., & Parada, V., 2010. **Understanding cultural differences in the antecedents of pro-environmental behavior: A comparative analysis of business students in the United States and Chile**, Journal of Environmental Education, 41(4): 224-238.

Cordano, M., Marshall, R.S., & Silverman, M., 2010. **How do small and medium enterprises go "green": A study of the environmental management programs in the U. S. wine industry**, Journal of Business Ethics, 92: 463-478.

Silverman, M., Marshall, R. S., & Cordano, M., 2005. **The greening of the California wine industry: Implications for regulators and industry associations**, Journal of Wine Research, 16(2): 151-169.

Marshall, S., Cordano, M., & Silverman, M., 2005. **Exploring individual and institutional drivers of proactive environmentalism in the U. S. wine industry**, Business Strategy and the Environment, 14(2): 92-109.

Cordano, M., Frieze, I. H., & Ellis, K. M., 2004. **Entangled affiliations and attitudes: An analysis of the influences on environmental policy stakeholders' behavioral intentions**, Journal of Business Ethics, 49: 27-40.

Cordano, M., Welcomer, S. A., & Scherer, R. F., 2003. **An analysis of the predictive validity of the New Ecological Paradigm Scale**, Journal of Environmental Education, 34(4): 22-28.

Owen, C. L., Scherer, R. F., Sincoff, M. Z., & Cordano, M., 2003. **Perceptions of women as managers in the United States and Chile**, Mid-American Journal of Business, 18(3): 43-50.

Cordano, M., Ellis, K. M., & Scherer, R. F., 2003. **Natural capitalists: Increasing business students' environmental sensitivity**, Journal of Management Education, 27(2): 144-157.

Cordano, M., Scherer, R. F., & Owen, C. L., 2003. **Dimensionality of the women as managers scale: Factor congruency among three samples**, Journal of Social Psychology, 143(1): 141-143.

Cordano, M., Owen, C. L., Scherer, R. F., & Munoz C. G., 2002. **Expanding opportunities for cross-cultural research: The development of a Spanish Women As Managers Scale**. International Journal of Management, 19(2): 290-299.

Cordano, M., Scherer, R. F., & Owen, C. L., 2002. **Attitudes toward women as managers: Sex versus culture**, Women in Management Review, 17(2): 51-60.

Cordano, M. & Frieze, I. H., 2000. **Pollution reduction preferences of U. S. environmental managers: Applying Ajzen's theory of planned behavior**, Academy of Management Journal, 43(4): 627-641.

Chapters in Books and Cases:

Book Chapters:

Cordano, M. & Frieze, I. H., 2002. **Enhancing environmental management teaching through applications of toxic release information**. In S. Sharma & M. Starik, eds., Research on Corporate Sustainability. Elgar Publishers: Northampton, MA, 295-318.

Ellis, K. M., Lamont, B. T., & Cordano, M., 2002. **The altering of a firm's environmental management competence during the acquisition process**. In S. Sharma & M. Starik, eds., Research on Corporate Sustainability. Elgar Publishers: Northampton, MA, 187-204.

Cases:

Cordano, M., Tupi, B. S., & Dinning, I., 2002. **Boldnu's potential acquisition of PPC**. Case included with instructional materials for the new edition of Environmental Law, by N. Kubasek and G. S. Silverman, Prentice-Hall. *Accompanying teaching notes in Instructor's Manual by M. Cordano.

Cordano, M., 1994. **Endangered species: Spotted owls and loggers**. Case in D. J. Wood, Business and Society, Second edition, New York: Harper Collins, 191-195.

Cordano, M., 1994. **Crisis in the savings and loan industry**. Case in D. J. Wood, Business and Society, Second edition, New York: Harper Collins, 583-596.

Cordano, M., 1994. **Syringe shores: A story about medical waste**. Case in D. J. Wood, Business and Society, Second edition, New York: Harper Collins, 370-375.

Cordano, M., 1993. **The growing medical waste problem and its solution**. Case included in Managing Corporate Environmental Issues in the 90's, 71-74.

Cordano, M., 1993. **Flowline Corporation: Underground storage tanks.** Case included in Managing Corporate Environmental Issues in the 90's, 75-78.

Cordano, M., 1993. Editor of conference proceedings entitled **Managing Corporate Environmental Issues in the 90's**.

Refereed Conference Presentations with Proceedings:

Fitzmaurice, J., Cordano, M., Martinson, T. E., & Wise, A. V. 2012. **Greens in the Vines: The Role of Consumers' Environmental Concerns Regarding Inclination to Make Wine Purchase Decisions.** In J.R. Hendry and A. Barraquier eds. Proceedings of the Twenty-Fourth Annual Meeting of the International Association for Business and Society, 134-145.

Cordano, M., Welcomer, S.A., & Griffiths, A., 2007. **The benefits of structural equation modeling for developing and testing corporate social performance theory.** In B. Wempe and J.M. Logsdon eds. Proceedings of the Eighteenth Annual Meeting of the International Association for Business and Society, 121-125.

Welcomer, S. A., Cordano, M., & Scherer, R., 2004. **Pro-Environmental behavior in Chile: An analysis of the relative influence of the New Environmental Paradigm and the norm activation perspectives.** In K. Strong and S. Welcomer, eds. Proceedings of the Fifteenth Annual Meeting of the International Association for Business and Society, 152-154.

Silverman, M., Marshall, S., & Cordano, M., 2003. **The greening of the California wine industry: Implications for regulators and industry associations.** 2003 Annual Meeting of the Greening of Industry Network, full paper proceedings published on website for conference.

Cordano, M., Welcomer, S., Scherer, R., Pradenas, L., & Parada, V., 2003. **The antecedents of pro-environmental behavior: Comparing business students in the United States and Chile.** In P. Lewellyn and S. Welcomer, eds. Proceedings of the Fourteenth Annual Meeting of the International Association for Business and Society. 114-118.

Marshall, S., Silverman, M., & Cordano, M., 2002. **The drivers of proactive environmental behavior in the wine industry: An exploratory study.** In D. Windsor & S. A. Welcomer, eds. Proceedings of the Thirteenth Annual Meeting of the International Association for Business and Society, 155-159.

Cordano, M., Welcomer, S. A., & Scherer, R. F., 2002. **An analysis of the predictive validity of the original NEP and the revised NEP.** XI Latin-Iberian American Congress of Operations Research, A06-01.

Cordano, M., Owen, C. L., Munoz, C. G., & Scherer, R. F., 2001. **Assessing the cross-cultural dimensions of the Women as Managers Scale: A survey of the United States and Chilean cultures.** In C. Dunn & D. Windsor, eds., Proceedings of the Twelfth Annual Meeting of the International Association for Business and Society, 161-166.

Cordano, M., 2000. **Assessing the impact of relevant toxic release information.** In K. A. Getz & D. Windsor, eds., Proceedings of the Eleventh Annual Meeting of the International Association for Business and Society, 84-89.

Cordano, M., Tupi, B. S., & Dinning, I., 1999, **Boldnu's potential acquisition of PPC.** Proceedings of the Annual Meeting of the North American Case Research Association, 18.

Cordano, M., 1999. **An introduction to the basics of structural equation modeling.** In D. J. Wood & D. Windsor, eds., Proceedings of the Tenth Annual Meeting of the International Association for Business and Society, 499-504.

Cordano, M., 1998. **A structural framework for advancing the research into the corporate social performance-financial performance relationship.** In J. Calton & K. Rehbein, eds., Proceedings of the Ninth Annual Meeting of the International Association for Business and Society, 128-137.

Cordano, M., 1998. **An application of the theory of planned behavior to environmental management in American manufacturing organizations.** In J. Calton & K. Rehbein, eds., Proceedings of the Ninth Annual Meeting of the International Association for Business and Society, 193-198.

Kang, Y. & Cordano, M., 1997. **Management by organized insufficiency: A new perspective on managing organizations.** In the Proceedings of the First Annual Meeting of the Korean Strategic Management Society, 195-223.

Cordano, M., 1996. **The attitudinal bases of stakeholder conflict: An examination of business-environmental stakeholders.** In J. B. Keys and L. N. Dosier, eds., Academy of Management Best Paper Proceedings, 347-351.

Cordano, M., 1996. **Recycling the applied psychology literature on environmental behavior: A review for management researchers.** In J. Logsdon and K. Rehbein, eds., Proceedings of the Seventh Annual Meeting of the International Association for Business and Society, 683-688.

Cordano, M., 1994. **Environmental attitudes and behavioral correspondence: Preliminary construction of a manager-specific environmental attitudes scale.** In S. Wartick and D. Collins, eds., Proceedings of the Fifth Annual Meeting of the International Association for Business and Society, 454-459.

Cordano, M., 1993. **Making the natural connection: Justifying investment in environmental innovation.** In J. Pasquero and D. Collins, eds., Proceedings of the Fourth Annual Meeting of the International Association for Business and Society, 530-536.

Refereed Conference Presentations:

Cordano, M., Welcomer, S.A., Scherer, R., Rands, G., Pradenas, L., & Parda, V. **A cross-cultural analysis of measures of environmental attitudes, beliefs, norms, and values.**

Presented in a joint paper symposium entitled Organizations and the Natural Environment: The Role of Emotions, Attitudes, and Value Congruence by Organizations and the Natural Environment and Organizational Behavior, at the Annual Meeting of the Academy of Management, Atlanta, GA, August, 2006.

Cordano, M., Shivarajan, S., & Andersson, L., **Building commitment and trust through enhanced environmental management: An analysis of the benefits of employee-organization value congruence.** Presented in a joint paper symposium entitled Organizations and the Natural Environment: The Role of Emotions, Attitudes, and Value Congruence by Organizations and the Natural Environment and Organizational Behavior, at the Annual Meeting of the Academy of Management, Atlanta, GA, August, 2006.

Cordano, M., Marshall, S., & Silverman, M., **Can environmental management systems achieve policy goals? An analysis of the determinants, impact, and necessity of environmental management systems in the United States wine industry.** Presented in Social Issues in Management Division at the Annual Meeting of the Academy of Management, New Orleans, LA, August, 2004.

Cordano, M., & Frieze, I. H., **Enhancing environmental management teaching through applications of toxic release information.** Presented in the Organizations and the Natural Environment Interest Group at the Annual Meeting of the Academy of Management, Washington, D. C., August, 2001.

Cordano, M., **The attitudinal bases of stakeholder conflict.** Presented at the Society for the Psychological Study of Social Issues, Ann Arbor, MI, May/June 1996.

Cordano, M., **Shades of green in black and white: An empirical analysis of business-environmental stakeholders.** Presented at the Seventh Annual Meeting of the International Association for Business and Society, Santa Fe, NM, March 1996. *This paper was included in a Showcase Session on the program.

Cordano, M., **AIDS versus belly aches: An analysis of the perceived risk factors of environmental issues that influence regulation.** Presented in the Social Issues in Management Division at the Annual Meeting of the Academy of Management, Atlanta, GA, August 1993.

Invited and Non-Refereed Conference Presentations:

Cordano, M., and Martinson, T., presented research entitled *Marketing Sustainability in Tasting Rooms*, **39th Annual New York Wine Industry Workshop and New York Wine and Grape Foundation Annual Seminar**. Rochester, NY February, 2010. An executive summary of the presentation was included in the proceedings.

Presented a workshop entitled *Sustainability in Practice: Organizational Change Strategies for Greening Your Campus*, for the **2009 Academy of Management Meeting**, August, Chicago, IL.

Presented an overview of my research about consumers' interest in sustainable viticulture in New York State at the **38th Annual New York Wine Industry Workshop and New York Wine and Grape Foundation Annual Seminar**. Ithaca, NY April, 2009.

Participated on a panel entitled *Global Business and Climate Change: Challenges and Opportunities*. This panel was part of an on-campus **Climate Change Teach-In** conference. February, 2009.

Presented an overview of a data analysis I completed for the New York Wine and Grape Foundation at the **37th Annual New York Wine Industry Workshop and New York Wine and Grape Foundation Annual Seminar**. The session in the program was entitled Statistical Data Base and Other Resources. Geneva, NY, March, 2008.

Presented some research entitled *The Development and Use of Environmental Management Programs among U.S. Wineries* in a session on Sustainable Viticulture on the program of the **58th Annual Finger Lakes Grape Growers' Conference and Trade Show**, Waterloo, NY March, 2008. An executive summary of the presentation was included in the proceedings.

Presented at a workshop session entitled *Teaching Sustainability through Blocked Seminars*. This workshop was part of a professional development program at the August **2007 Annual Meeting of the Academy of Management** in Philadelphia, PA.

Organized and chaired a panel of current and past Organization and the Natural Environment Interest Group officers entitled *Past, Present, And Future Of The ONE Group ONE Forum*. We provided a retrospective of the interest group and led a "town hall" meeting to gather information for the application process for division status. This workshop was part of the professional development program at the August **2006 Annual Meeting of the Academy of Management** in Atlanta, GA.

Organized and was scheduled to present at a workshop session entitled *From Greening to International Sustainability: The Evolution of Teaching Environmental Issues*. Due to airport security alerts I did not arrive at the meetings in time to present. This workshop was part of the professional development program at the August **2006 Annual Meeting of the Academy of Management** in Atlanta, GA.

Presented at a workshop session entitled *Environmental Education: What Should We Teach, and How Should We Assess Learning?* Discussed my relevant teaching experience and the research published in one of my articles entitled **Natural capitalists: Increasing business students' environmental sensitivity** (*Journal of Management Education*, 2003). This workshop was part of the professional development program at the August **2005 Annual Meeting of the Academy of Management** in Honolulu, HI.

Organized and presented in a session entitled *Sustainable Wineries* at the **11th Annual BELL Conference** at Cornell University July, 2005 in Ithaca, NY.

Organized and presented as a panelist in a session at the **Sixteenth Annual Meeting of the International Association for Business and Society** (March 2005, Santa Rosa, CA) entitled *Environmental and Sustainability Management Systems in the Wine Industry*. A summary of this

presentation was included in the conference proceedings in L. V. Ryan and J. M. Logsdon, eds. Proceedings of the Sixteenth Annual Meeting of the International Association for Business and Society, p. 199.

Speaker at **Ithaca College Colloquium** series funded by the National Science Foundation. Gave a one hour presentation with David Saiia entitled *An Overview of Current Research in Organizations and the Natural Environment*, April 2004.

Chair and organizer for a symposium, *Negotiating stakeholder networks by necessity: The Rocky Flats experience*. The symposium was part of the Organizations and the Natural Environment Interest Group program at the **Annual Meeting of the Academy of Management**, Denver, CO, August 2002.

Panelist in *Case Colloquium* for Business and Society cases at **Twelfth Annual Meeting of the International Association for Business and Society**; abstract for session is on page 287 of 2001 Proceedings (Sedona, Arizona, March 2001).

Organized, chaired, and presented at professional development workshop entitled *Advances in environmental management education: Exploring new resources, new courses, and new programs to integrate business and the natural environment* at the **Annual Meeting of the Academy of Management**, co-sponsored by the Organizations and the Natural Environment Interest Group, the Social Issues in Management Division, and the Management Education and Development Division, Washington, D. C., August 2001.

Panelist at *Special Research Forum on Management of Organizations in the Natural Environment* during Professional Development Workshops at the **Annual Meeting of the Academy of Management**, Organizations and the Natural Environment Interest Group, Toronto, Canada, August 2000.

Organized, chaired, and presented at professional development workshop entitled *Critical issues for teaching environmental management: An analysis of four years of experience* at the **Annual Meeting of the Academy of Management**, Organizations and the Natural Environment Interest Group, Chicago, IL, August 1999.

Honors and Awards:

Recipient of competitive Ithaca College summer research grant. Title of the project: **Advancing Global Sustainability**. Awarded \$3,350 stipend (June-August 2004).

Recipient of the undergraduate student's **Outstanding Teacher Award** for the Department of Management, 1999-2000 academic year, Wright State University (this award is determined by student surveys at the end of each academic year).

Awarded university-wide competitive research initiation grant \$5,700 by Wright State University. Funds were used for study entitled **Assessing and managing the impact of relevant toxic release information on pro-environmental behavior**, w/co-investigator I. H. Frieze (May 1999).

Awarded grant \$1,900 by **Program for the Study of Corporate Social Performance**. Funds used for collection of data for dissertation research (May 1997).

Professional Activities and Professional Development:

Attended **International Conference and Annual Meeting** of AACSB in Boston, MA, April 2016.

Attended **AACSB Deans Conference** in Miami, FL, February 2016.

Attended **New England Business Deans Association Conference** in Boston, MA, September, 2015.

Attended **International Conference and Annual Meeting** of AACSB in Tampa, FL, April 2015.

Attended **New England Business Deans Association Conference** in Newport, RI, September 2014.

Attended **AACSB Deans Conference** in San Francisco, CA, February 2014.

Attended **New England Business Deans Association Conference** in Portsmouth, NH, September 2013.

Attended **New England Business Deans Association Conference** in Worcester, MA, September 2012.

Attended **AACSB Deans Conference** in New Orleans, LA, February 2012.

Attended **AACSB Deans Conference** in Tampa, FL, February 2010.

Attended **AACSB** seminar for **New Deans** in Austin, TX, June 2009.

Attended **AACSB** seminar on **Maintenance of Accreditation**, Tampa, FL, November 2008.

Attended **AACSB** workshop for **Department Chairs**, Tampa, FL, March 2007.

Attended **AACSB** workshop on **Applied Assessment**, Tampa, FL, March 2006.

Service to the Profession:

Articles reviewed for the following journals:

Academy of Management Review, Academy of Management Journal, Academy of Management Learning and Education, Annals of Operations Research, Business and Society, Human Relations, Journal of Management Studies, Research in Corporate Social Performance and Policy, International Journal of Operations and Production Management, the Journal of Corporate Citizenship, the Journal of Organizational Change Management, Journal of Industrial Ecology, Journal of Business Ethics, and Journal of Social Psychology, Family Business Review, Organizations and Environment, Environment and Behavior, International Journal of Wine Research, Journal of Applied Social Psychology, Corporate Social Responsibility and Environmental Management.

Articles reviewed for the following conferences:

The International Association for Business and Society (IABS) and for the Management Education and Development (MED), Organizations and the Natural Environment (ONE), and the Social Issues in Management divisions (SIM) of the Academy of Management.

Conference activity:

Chairperson and discussant for ONE Discussion Paper Session: *Sustainability, Annual Meeting of the Academy of Management*, ONE Division, Boston, MA August 2012.

Workshop discussant for *SIM/ONE Junior Faculty Consortium, Annual Meeting of the Academy of Management*, SIM/ONE Division, Boston, MA, August 2012.

Workshop discussant for *SIM/ONE Junior Faculty Consortium, Annual Meeting of the Academy of Management*, SIM/ONE Division, San Antonio, TX, August 2011.

Workshop discussant for *SIM/ONE Junior Faculty Consortium, Annual Meeting of the Academy of Management*, SIM/ONE Division, Montreal, QC, August 2010.

Chairperson and discussant for roundtable session entitled *The Environment, Annual Meeting of the Academy of Management*, SIM/ONE Division, Montreal, QC, August 2010.

Chairperson and discussant for roundtable session entitled *Organizational behavior and the Environment II, Annual Meeting of the Academy of Management*, SIM/ONE Division, Montreal, QC, August 2010.

Division Chair (2005-2006) of the Organizations and the Natural Environment Interest Group (ONE). Started the report writing process for the application for division status at the Academy of Management which was completed by the Division Chair following me. The Division Chair represents the division for all Academy administrative duties and ensures that all of the division officers are meeting conference program objectives.

Participated in the *2006 Organizations and the Natural Environment (ONE) Consortium* for doctoral students and junior faculty. This consortium was part of the professional development program at the August **2006 Annual Meeting of the Academy of Management** in Atlanta, GA.

Chairperson and discussant for session entitled *Management education as a personal journey to leadership*, Annual Meeting of the Academy of Management, MED Division, Atlanta, GA, August 2006.

Division Chair Elect (2004-2005) of the Organizations and the Natural Environment Interest Group (ONE). Served in the place of the Division Chair when he was not available.

Presented *Crafting (Quantitative) Empirical Papers for Presentation and Publication* as part of the *Ph.D. Student/New Faculty Consortium* at the Organizations and the Natural Environment (ONE) Consortium. This was a further revision of an extended workshop that I have previously presented. This workshop was part of professional development program at the August **2005 Annual Meeting of the Academy of Management** in Honolulu, HI.

Chaired session entitled *Stakeholder Salience* at the Annual Meeting of the International Association for Business and Society, Santa Rosa, California, March, 2005.

Program Chair (2003-2004) of the Organizations and Natural Environment (ONE) Interest Group at the **2004 Annual Meeting of the Academy of Management**. A record number of papers (56) and symposia (10) were submitted to the ONE program. The 2004 ONE program contained 22 sessions (excluding the business meeting and social) including three interactive, one visual, five traditional paper and three shared interest track sessions. The ONE program featured an All-Academy Showcase session. Only two symposia across the entire Academy received this designation. Along with the All-Academy Showcase there were two divisional showcase symposia and six symposia jointly sponsored with eight other divisions/interest groups. The majority of these symposia were sponsored by three divisions/interest groups and ONE was the lead sponsor on half of these jointly-sponsored symposia. Two other symposia in the program examined sustainability at the global and regional levels.

Presented at *Organizations and the Natural Environment (ONE) Junior Scholar Collaborative Workshop* for junior faculty and doctoral students. Gave a two-hour presentation entitled *Crafting Empirical Papers for Presentation and Publication* (this is an updated version of a presentation previously given October 2003 at Cleveland State University in their doctoral colloquium series). This workshop was part of the professional development program at the **Annual Meeting of the Academy of Management**, August 2004, New Orleans, LA.

Program Chair (2002-2003) for professional development workshop program of the Organizations and Natural Environment (ONE) Interest Group at the **2003 Annual Meeting of the Academy of Management**. Coordinated the efforts of interested contributors to produce eleven workshops for a total of 26 hours of professional development activities during the program.

Member of **Program Committee** in the Organizations and the Natural Environment Interest Group (ONE) of the Academy of Management, elected August 2001-2002.

Chair of **Teaching Team** in the Organizations and the Natural Environment Interest Group (ONE) of the Academy of Management, August 2000-August 2001, elected active member of team since August 1999.

Chair of **Best Dissertation Award Team** for the Organizations and the Natural Environment Interest Group (ONE) of the Academy of Management, July/August 2001, team member for award decision July/August 2000.

Chaired session entitled *Cognition, values, and environmental decision making* at the Annual Meeting of the Academy of Management, ONE Interest Group, Toronto, Canada, August 2000.

Discussant for session entitled *Corporate social performance: Its time is now* at the Annual Meeting of the Academy of Management, SIM Division, Toronto, Canada, August 2000.

Chaired paper session entitled *Corporate social responsibility and performance* at the Annual Meeting of the International Association for Business and Society, Essex Junction, VT, March 2000.

Chaired paper session on *corporate social performance* at the Annual Meeting of the International Association for Business and Society, Paris, France, June 1999.

Chaired paper session on *strategic issues management* at the Annual Meeting of the International Association for Business and Society, Destin, FL, March 1997.

Discussant for session entitled *The impacts of goals, information, and regulatory pressures on environmental strategy and performance* at the Annual Meeting of the Academy of Management, ONE Interest Group, Cincinnati, OH, August 1996.

Service to the College/University:

Merrimack College

Chair Provost Search Committee (Fall 2013 to Spring 2014)

The committee was formed to conduct a nation-wide search for the College's Provost. The committee successfully hired a Provost candidate.

Chair Academic Strategic Planning Committee (Fall 2012 to Spring 2013)

This committee develops and oversees processes for high level strategic and policy decisions that impact the College. The committee created a review process for new programs (i.e., majors, minors, etc.) that require funding for initiation and sustainability.

Ithaca College

Gave a series of presentations as part of the **Ithaca College Capital Campaign** involving wine appreciation and the wine industry. The first (August, 2007) was a local alumni event entitled **Red, White, and Green Wine**, held at a winery owned by an alum. At this event I talked about sustainability and the wine industry. The second event (October, 2007) was a wine tasting delivered to an alumni group in Washington D.C. The third event (November, 2007) was a large affair held at Spago in Beverly Hills, CA. Discussed sustainability in the wine industry and also gave an update on the School of Business

Delivered seminar entitled **Sustainable Wine Making** during alumni weekend May 2006.

Served on advisory panel charged with revising Ithaca College's **Summer and Continuing Education Planning**, (Spring 2005 to Spring 2006).

Served on an ad hoc group called the **Capstone Working Group**. This group was charged with creating plans, designing alternatives, and making a recommendation to departments about how to offer capstone courses for each concentration across campus. This group was formed in advance and in preparation for our Middle States accreditation (Fall 2005 to Fall 2006).

Member of **Business School Enrollment Task Force** (Fall 2004 to Spring 2005)

Committee worked with departments across the campus with responsibilities such as admissions and marketing to examine means to improve the freshman enrollment for the near term academic years. Committee activities also included assisting in the planning and participation of School of Business open houses for prospective and accepted students and their families.

Member **Planning and Priorities Committee** (Spring 2004 to 2006)

Committee reviews the College's on-going development and implementation of the College's institutional plan.

Wright State University

Member of University Center for International Education **Advisory Committee on Study and Work Abroad**. (September 2001 to June 2002)

This committee reviewed special international programs across the university and worked to establish links with international schools.

Service to the School/College:

Ithaca College

Member of **Program Assessment Committee** (Fall 2005 to Spring 2008)

This committee develops and oversees the curriculum assessment process necessary for ongoing evaluation of the School of Business curriculum.

Member of **MBA Curriculum Committee** (Spring 2005 to Fall 2006)

Committee formed to review the program and curricula of MBA program.

Chair Student Benchmark Committee (Spring 2003 to Fall 2004)

Coordinated a review of satisfaction survey data collected in Spring 2002 and gave brief oral reports in a faculty meeting and during our faculty retreat. The committee outlined plans for future administration and in-depth analysis of Educational Benchmark Index surveys during the Spring 2004 semester.

Member of **Committee on Sustainability** (Spring 2004 to Spring 2009)

This committee considers means for the School of Business to expose faculty and students to information on sustainability. I presented some workshops for the College and School as well as coordinated guest speakers visiting campus.

Chair of **Search Committee** for tenure-track strategy position (Summer 2002 to Spring 2003)

Involved in all activities from interviewing candidates at the Academy meetings to completing paperwork for the School to make an offer to the selected candidate. The committee successfully hired a candidate with completed doctorate, an active research record, and recognition for teaching excellence.

Ongoing and continuous participation in **Person to Person** program for School of Business. Meet with prospective students considering attending Ithaca College and entering the business program.

Wright State University

Member of the Sooin College of Business **Undergraduate Program Committee** (August 2000 to 2002)

This committee was responsible for the review of student petitions for exceptions to admission or degree requirements. Committee was also responsible for review of curriculum changes in the undergraduate program.

Member of **Recruiting Team and Search Committee** for two tenure-track management positions (August 1999 to April 2000)

Committee successfully hired one candidate.

Chair, **Scholarship, Awards, and Student Honors Committee, Management Department** (September 1998 to August 2000)

Chaired department committee that selected scholarships and awards for management department majors and served as department representative to Business School level committee that selected students from all business majors for scholarships and awards.