

RICHARD W. STACKMAN, Ph.D.
Curriculum Vitae

Updated: April 17, 2011

University Address:

School of Management
University of San Francisco [USF]
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I. EDUCATION

Graduate: University of British Columbia, Ph.D. in Business Administration, November 1995
Major: Organizational Behavior. Attended: September 1988-July 1995.

University of Minnesota
Major: Industrial Relations. Attended: September 1987-June 1988.

Undergraduate: University of California, Berkeley, B.S. in Business Administration, May 1985
Major: Organizational Behavior. Accounting. Honors: Phi Beta Kappa, Cum Laude.

II. ACADEMIC EXPERIENCE

Associate Professor, School of Management (formerly School of Business and Professional Studies), USF,
July 2009-present (Associate Professor, College of Professional Studies, USF, June 2007-June 2009)

Chair, Department of Organizations, Leadership & Communication (formerly Department of
Organizations, Leadership & Society), School of Management, USF, November 2009-present

Director, Organizational Behavior and Leadership Program (undergraduate), School of Management, USF,
June 2006-present (Co-director, January 2004-May 2006)

Director, Organization Development (graduate), School of Management, USF, June 2007-present

Online Program Coordinator, College of Professional Studies, USF, January 2009-June 2008

Assistant Professor, College of Professional Studies, USF, September 2003-July 2007

Co-Director, Project Management Program (graduate), College of Professional Studies, USF, June 2005-
May 2006

Assistant Professor, Business Program, University of Washington-Tacoma, September 1996-August 2003

Visiting Assistant Professor, School of Business, Georgetown University, August 1995-May 1996

Instructor, Industrial Relations Management Division, Faculty of Commerce, University of British Columbia, 1990-1995

Research Assistant, Centre for Labour and Management Studies, University of British Columbia, May 1994-July 1995

Research Assistant, Industrial Relations Management Division, Faculty of Commerce, University of British Columbia, September 1988-July 1995

Research Assistant, Industrial Relations Department, University of Minnesota, September 1987-June 1988

III. RESEARCH AND PUBLICATIONS

A. Books and Instructors' Manuals

Connor, P.E., Lake, L.K., & STACKMAN, R.W. (2003). Managing organizational change (3rd Edition). Westport, CT: Praeger. [Chinese edition published in 2005 with 2003 copyright.]

STACKMAN, R.W., Frost, P.J., Mitchell, V.F., & Nord, W.R. (1995). (Instructors' manual) Managerial reality: Balancing technique, practice, and values. New York: HarperCollins.

B. Articles in Refereed Journals (including Editor's Introductions)

STACKMAN, R.W. (2011). Editor's introduction: Six degrees. Journal of Management Education, 20(1), 95.

STACKMAN, R.W., & Devine, K. (2011). Leadership and "emotional-rational" coherence: A start?—Editor's Introduction. Academy of Management Perspectives, 25(1), 42-44.

Henderson, L.S., & STACKMAN, R.W. (2010). An exploratory study of gender in project management: Interrelationships with role, location, technology, and project cost. Project Management Journal, 41(5), 37-55.

STACKMAN, R.W., Connor, P.E., & Becker, B.W. (2006). Sectoral ethos: An investigation of the personal value systems of female and male managers in the public and private sectors. Journal of Public Administration Research and Theory, 16(4), 577-597.

STACKMAN, R.W., Henderson, L.S., & Bloch, D.P. (2006). Emergence and community: The story of three complex adaptive entities. Emergence: Complexity and Organization, 8(3), 78-91.

Louie, B., Drevdahl, D., Purdy, J.M., & STACKMAN, R.W. (2003). Advancing the scholarship of teaching through collaborative self-study. Journal of Higher Education, 74(2), 150-171.

Drevdahl, D., STACKMAN, R.W., Purdy, J.M., & Louie, B.Y. (2002). Merging reflective inquiry and self-study as a framework for enhancing the scholarship of teaching. Journal of Nursing Education, 41(9), 413-419.

STACKMAN, R.W., & Pinder, C.C. (1999). Context and sex effects on personal work networks. Journal of Social and Personal Relationships, 16(1), 39-64.

Moore, L.F., Shetzer, L., & STACKMAN, R.W. (1992). The Frond Lake environmental policy role play:

A mixed mode multiple purpose pedagogical tool. Journal of Management Education, 16, 146-162. (Recipient of Fritz Roethlisberger Memorial Best Paper Award, 1993).

Shetzer, L., & STACKMAN, R.W. (1991). The career path component in realistic job previews: A meta-analysis and proposed integration. Applied H.R.M. Research, 2(2), 153-169.

Shetzer, L., STACKMAN, R.W., & Moore, L.F. (1991). Business-environment attitudes and the new environmental paradigm. Journal of Environmental Education, 22(4), 14-21.

C. Dissertation

STACKMAN, R.W. (1995). The similarities and differences of men's and women's personal work networks. University of British Columbia dissertation.

D. Articles and Chapters in Books

Bloch, D.P., Henderson, L.S., & STACKMAN, R.W. (2007). Emergence of a social inquiry group: A story of fractals and networks. World Futures, 63(3-4), 194-208.

Louie, B.Y., STACKMAN, R.W., Drevdahl, D., & Purdy, J.M. (2002). Myths about teaching and the university professor: The power of unexamined beliefs. In J. Loughran & T. Russell (Eds.), Improving teacher education practices through self-study (pp. 193-207). London: RoutledgeFalmer.

STACKMAN, R.W., Pinder, C.C., & Connor, P.E. (2000). Values lost: Redirecting research on values in the workplace. In N. Ashkanasy, C.P.M. Wilderom, & M.F. Peterson (Eds.), Handbook of organizational culture & climate (pp. 37-54). Thousand Oaks, CA: Sage.

STACKMAN, R.W. (1995). The organizational ombudsperson primer. Centre for Labour and Management Studies, University of British Columbia.

Pinder, C.C., STACKMAN, R.W., & Connor, P.E. (1995). Personal values and workplace relations: Current thought and new directions. Centre for Labour and Management Studies, University of British Columbia.

E. Published Conference Proceedings

Louie, B.Y., Drevdahl, D., Purdy, J.M., & STACKMAN, R.W. (2000). A collaborative self-study on myths of good and bad teaching. In J. Loughran & T. Russell (Eds.), Exploring Myths and Legends of Teacher Education: Proceedings of the Third International Conference on Self-Study of Teacher Education Practice (pp. 159-163). Kingston, Ontario: Self-Study of Teacher Education Practices Special Interest Group of the American Educational Research Association.

Shetzer, L., & STACKMAN, R.W. (1991). Realistic job previews revisited: The career path component. Proceedings of Academy of Management, (August 1991), 53-57.

F. Refereed Conference, Symposium Presentations and Poster Sessions

Henderson, L.S., & STACKMAN, R.W. An exploratory study of gender and context factors in project management. Academy of Management Meetings, Chicago, August 2009.

STACKMAN, R.W., & Connor, P.E. Tensions of leading change. Western Academy of Management Meetings, Missoula, Montana, March 2007.

Henderson, L.S., & STACKMAN, R.W. Surviving the program review while refreshing the O.B. curriculum. Organizational Behavior Teaching Conference, Redlands, CA, June 2004.

Becker, B.W., Connor, P.E., & STACKMAN, R.W. Investigating the Values of Female and Male Managers in the Public and Private Sectors. Western Academy of Management Meetings, Alyeska, Alaska, April 2004.

STACKMAN, R.W., Drevdahl, D., Purdy, J.M., & Louie, B.Y. A framework for reflective self-study's use in teacher development. Academy of Management Meetings, Washington, D.C., August 2001.

Louie, B.Y., Drevdahl, D., Purdy, J.M., & STACKMAN, R.W. The multiple faces of a mirror: A collaborative study of exploring teaching selves as faculty professional development. American Educational Research Association, Seattle, WA, April 2001.

Drevdahl, D., STACKMAN, R.W., Purdy, J.M., & Louie, B.Y. Charting a course to pedagogical inquiry: Reflective self-study (Poster session). Western Institute of Nursing 34th Annual Communicating Nursing Research Conference, Seattle, WA, April 2001.

Louie, B.Y., Drevdahl, D., Purdy, J.M., & STACKMAN, R.W. A collaborative self-study on myths of good and bad teaching. Third International Conference on the Self-Study of Teacher Education Practice, Herstmonceux Castle, East Sussex, England, July 2000.

STACKMAN, R.W., & Purdy, J.M. Reflections on experience: Discovering organizational sages. Western Academy of Management Meetings, Redondo Beach, March 1999.

Pinder, C.C., STACKMAN, R.W., & Connor, P.E. Values lost: Redirecting research on values in the workplace. Academy of Management Meetings, Boston, August 1997.

STACKMAN, R.W., Pinder, C.C. Effects of context and gender on personal work networks. Western Academy of Management Meetings, Lake Tahoe, April 1997.

Shetzer, L., & STACKMAN, R.W. Realistic job previews revisited: The career path component. Academy of Management Meetings, San Francisco, August 1991.

G. Invited Scholarly Presentations and Symposiums

The Faculty Perspective: Is AACSB Really a Four-Letter Word? (symposium with Sally Baack, David Hannah and Jeff Shay), Western Academy of Management, Victoria, BC, March 2011.

Complexity Science in Organizational Life (symposium sponsored with Linda S. Henderson and Deborah P. Bloch). University of San Francisco, January 2005.

Sustaining Communities of Practice: On-going Lessons from Distinct Data Sites (with Linda S. Henderson and Deborah P. Bloch). Decision Sciences Institute Annual Meetings, Boston, MA, November 2004.

H. Invited Speeches and Presentations

Listening to the Silence: How to Break Through Climates of Injustice. Fall Leadership Institute, University of San Francisco, October 2009.

The Generational Mix and the Working World: Potential Lessons for Organizational Change. Bay Area OD Network Academic Showcase, San Francisco, October 4, 2008.

Reflections on Leadership and Change: Some Initial Thoughts. Santa Rosa Junior College Leadership Team, Santa Rosa, California, May 12, 2006.

Generations X and Y and the Non-Profit World: Lessons from the Workplace. Association of Fundraising Professionals, Wine Country Chapter, Santa Rosa, California, April 26, 2006.

Generations X and Y Meet the Working World: Opportunities and Challenges for Managers. (With Katherine Garvey), College of Professional Studies Speaker Series, University of San Francisco, February 8, 2006. Santa Rosa Regional Campus, University of San Francisco, May 31, 2006.

Nurturing Knowledge and Wisdom in Organizations. Speaker at the USF San Ramon Campus' Sesquicentennial Speaker Series Event, December 2005.

Nurturing Social and Intellectual Capital for Organizational Success. Inaugural speaker at the USF North Bay Campus' Sesquicentennial Speaker Event Series, September 2005.

Emotions and Organizational Change. Atkinson Graduate School of Management, Willamette University, Salem, Oregon, April 2003.

The Hidden Value of Organizational Sages, with J. Purdy. Institute of Management Accountants. Tacoma, Washington, April 2003. Research at Tacoma Symposium (RATS), University of Washington, Tacoma, October 2002.

Change and the New Economy. Atkinson Graduate School of Management, Willamette University, Salem, Oregon, November 2000.

Les Mytherables: How four teachers struggle with uncovering the myths of teaching, with B.Y. Louie, D. Drevdahl, and J.M. Purdy. Work-In-Progress Symposium (WIPS), University of Washington, Tacoma, November 2000.

Love and Sex in the Workplace. Institute of Management Accountants, 25th Anniversary Dinner, Tacoma, Washington, May 1997.

I. Technical Reports

STACKMAN, R.W. (Special Contributor). Accreditation Maintenance Report: AACSB. University of San Francisco, December 2010.

STACKMAN, R.W. (Editorial Review). Reaffirmation of Accreditation Capacity and Preparatory Review: WASC. University of San Francisco, August 2007.

Henderson, L.S., and STACKMAN, R.W. Organizational Behavior Program: Self-Study. University of San Francisco, May 2004.

J. Work-in-Progress

STACKMAN, R.W. The organizational sage. [Target: Academy of Management Review.]

STACKMAN, R.W. and Dewan, K. Leadership and management: *Vive la différence*. [Target: Journal of Management Inquiry.]

STACKMAN, R.W., Shaw, J., Baack, S., & Hannah, D.R. The faculty perspective: Is AACSB really a four-letter word? [Target: Journal of Management Inquiry.]

STACKMAN, R.W. & Connor, P.E. Framing organization change from a tensions perspective. [Target: To be decided.]

Henderson, L.S., & STACKMAN, R.W. Complexity science and sustainable microfinance start-up success. [Authors listed alphabetically. Target: To be decided.]

Henderson, L.S., & STACKMAN, R.W. Women and Project Management. [Target: To be decided.]

Hinrichs, T., STACKMAN, R.W., and Dale, K. Organizational change in the aftermath of tragedy: Insights from grief recovery. [Target: Human Relations.]

IV. TEACHING

1. University of San Francisco

Undergraduate

Human Capital Investments [formerly Financial Analysis for Costing Organizational Outcomes] [BSOBL]¹

Leading Change in Organizations [BSOBL]

Management and Organizational Dynamics [BSBA]

Organizational Leadership [BSOBL]

Organizations in Context [formerly Social and Organizational Networks] [BSOBL]

Topics in Organizational Behavior [online] [BSOBL]

Graduate

Applied OD Research and Statistics [MSOD]

Change and Organization Development [MSOD]

Complexity and Leadership Realities [School of Education, Masters/Doctoral Seminar]¹

Consulting Practices [MBA]³

Foundations of OD Practice [MSOD]

Learning to Lead [MBA, MBA-CAP], Leadership and Innovation [MBA-E]

Leadership and OD [MSOD]

Leading Organizational Change [MBA]

Understanding Organizations [MBA]

2. University of Washington, Tacoma

Undergraduate

Business Competencies Practicum¹

Business Finance

Business in the Media¹

Effective Managerial Communication

¹ Developed course.

² Helped develop course; taught at least one eight-hour session.

³ Developed course. To be offered for first time in Spring 2011.

Managerial Reality¹
Managing and Motivating Work Teams
Research Methods
Writer's Workshop: Skills for Success

Graduate

Classic and Contemporary Management Theory¹
Leadership in a Changing World²
Organizational Outcomes¹
Project-Oriented Financial Planning²
Strategic Resource Configuration²

3. Georgetown University

Management and Organizational Behavior
Management Seminar: Management of Human Resources

4. University of British Columbia

Research Methods for Human Resource Management
Organizational Behavior and Management

5. Professional Development

Facilitator, District Employees Professional Development Series, Santa Rosa Junior College, November 2008-May 2009.

Facilitator, Executive Development Series, City of Tacoma, UW-Tacoma, October 1997-April 1998.

Facilitator, Diversity Workshop for B.C. Assessment Authority, University of British Columbia, May 1995.

V. SERVICE AND RELATED SCHOLARLY ACTIVITIES

A. Professional Service

Academy of Management:

Review, Organizational Behavior and Organization Development & Change Divisions, San Antonio, August 2011.

Reviewer, Academy of Management Perspectives, October 2010.

Reviewer, Organizational Behavior and Organization Development & Change Divisions, Montreal, August 2010.

Facilitator, Organizational Behavior Division, Chicago, August 2009.

Reviewer, All-Academy Themed Symposium, Organizational Behavior and Organization Development & Change Divisions, Chicago, August 2009.

Chair and Discussant, Organization Development and Change Division, Anaheim, August 2008.

Reviewer, Organizational Behavior and Organization Development & Change Divisions, Anaheim, August 2008.

Chair and Facilitator, Organization Development & Change Division, Philadelphia, August 2007.

Reviewer, Organizational Behavior and Org. Development & Change Divisions, Philadelphia, August 2007.

Reviewer, Organizational Behavior and Careers Divisions, Atlanta, August 2006.

Reviewer, Academy of Management Executive, October 2005.
Reviewer, Organizational Behavior Division, Honolulu, August 2005.
Reviewer, Careers Division, New Orleans, August 2004.
Reviewer, Academy of Management Journal, 1996, 2002, 2003.
Reviewer, Careers Division, Denver, August 2002.
Reviewer, Careers Division, Washington, DC, August 2001.
Discussant, Management Education Development Division, Chicago, August 1999.
Reviewer, Career and Management Education Development Divisions, Chicago, August 1999.

Western Academy of Management:

Past President and Executive Committee member, March 2011-present.
President and Executive Committee member, March 2010-March 2011.
Program Chair, WAM 2010, Kona, Hawaii.
Vice President and Executive Committee member, March 2008-March 2010.
Treasurer and Executive Committee member, April 2004-March 2009.
Secretary and Executive Committee member, March 1999-March 2004.
Reviewer, Midway, Utah, March 2009.
Reviewer, Oakland, California, March 2008.
Reviewer, Missoula, Montana, March 2007.
Reviewer, Long Beach, March 2006.
Reviewer and Program Committee member, Las Vegas, April 2005.
Reviewer, Anchorage, AK, April 2004.
Reviewer, Palm Springs, April 2003.
Reviewer and Discussant, Santa Fe, NM, March 2002.
Reviewer, Discussant/Chair, Sun Valley, Idaho, April 2001.
Reviewer, Kona, Hawaii, April 2000.
Reviewer, Redondo Beach, March 1999.
Discussant/(Fill-in) Chair/Reviewer, Portland, August 1998.
Reviewer, Lake Tahoe, April 1997.
Program Committee Member, Santa Fe, New Mexico, 1994.

Journal of Management Inquiry

Section Editor, *Six Degrees*, March 2010-present.

Other:

Grant Reviewer, National Science Foundation, April 2011.
Reviewer, Human Resource Management, 2011.
Advisory Board, Journal of Management Inquiry, 2008-present.
Member, Organization Development Program Directors, May 2008-present.
Reviewer (Book Proposal), Sage Publications, 2009, 2010.
Reviewer, Journal of Public Administration and Research, 2008.
Reviewer, North American Case Research Association Conference, 2006.
Reviewer, Stanford University Press, 2005.
Reviewer, Interfaces, 2003.

B. University of San Francisco

University-Level:

University Financial Leadership Team (ex officio), October 2008-May 2009.
WASC Steering Committee, May 2007-October 2009.
Task Force for Academic Integrity, October 2006-present.
Strategic Enrollment Council, March 2006-September 2007.
WASC Re-Accreditation Working Group – Educational Effectiveness Review (Theme 1: Academic

Excellence), March 2006-October 2009.
Faculty Budget Review Committee, February 2005-present.
Executive Director of Regional Campuses Search Committee, June 2004-December 2004.
Strategic Enrollment Task Force, November 2003-May 2004.

College-Level:

BPS Strategic Planning Committee (and Scholarship Task Force), September 2010-January 2011.
OLS Department Faculty Search Committee (chair), July 2010-November 2010.
MBA Core Task Force, April 2010-present.
Programs and Curricula Objective Team (convener), August 2009-November 2009.
Organizational Behavior and Leadership Faculty Search Committee (chair), February 2009-June 2009.
Faculty Council Task Force on Faculty Development, September 2008-May 2009.
Faculty Development Workshop Committee, August-October 2008.
Organization Development Faculty Search Committee (chair), June-December 2007.
Faculty Council (chair), March 2006-August 2007 (co-chair, September 2005-February 2006).
Program-Based Organization Evaluation Task Force, February-April 2006.
Reader, Doctoral Dissertation Committees, School of Education, January 2005-present
Faculty Manual Revisions Task Force, October 2005-April 2006.
Public Administration Faculty Search Committee, December 2004-March 2005.
Organizational Behavior Faculty Search Committees (co-chair), September 2004-February 2006.
Strategic Planning Committee (co-chair), January 2004-May 2009.
Planning Day Advisory Group, September 2003.

C. University of Washington

University-Level:

Senate Executive Committee, September 2001-January 2002.
Senate, September 2001-January 2002.
Provost's Tri-Campus Advisory Committee, January 1999-January 2002.

Campus-Level:

Campus Curriculum Committee, September 2002-June 2003.
Ad-Hoc Image and Identity Task Force (Co-chair), September 2001-September 2002.
Budget Development Committee, November 2001-December 2001.
Faculty Assembly and Executive Committee (Chair), September 2001-January 2002.
All Directors Retreat Planning Committee, July-September 2001.
Urban Studies Advisory Committee, November 2000-June 2001.
Chancellor's Task Force on Human Diversity, September 2000-June 2002.
Faculty Assembly and Executive Committee (Vice Chair), September 2000-September 2001.
Faculty Field Tour Design Committee, Summer 2000 and Summer 2001.
Urban Studies Inter-program Coordinator Search Committee (Chair), December 1999-June 2000.
Urban Studies Inter-program Design Committee (Co-chair), December 1999-June 2000.
Student Center Task Force, November 1999-June 2000.
Review and Approval Process for Programs (RAPP) Committee, October 1999-February 2000.
Enrollment Management Team, October 1998-November 1999.
Campus Registrar Search Committee, July-August 1998.
Campus Planning Committee, October 1997-November 1999.
Student Publications Advisory Task Force, June-August 1997.
Faculty Campus Council, Business Administration Program Representative, June 1997-Feb. 2000.
Directors' Performance Appraisal Design Committee, March-June 1997.
Director of Finance and Administration Search Committee, February-April 1997.
Campus Technology Committee, October 1996-October 1998.
Dean's All-Campus Task Force, September 1996-October 1998.

Library Committee, September 1996-September 1997.

Program-Level:

Internship Advisor and Coordinator, Winter 1997-August 2003.
Business Administration Program Faculty Search Committee (Chair), May 2001-March 2002.
Business Advisory Board (Faculty Liaison), September 1999-January 2002
Business Administration Program Faculty Search Committee (Chair), September 1998-May 1999.
Master's Program Design (Chair), Business Administration Program, March 1998-February 2000.
Business Administration Program Faculty Search Committee, September 1997-March 1998.

VI. GRANTS, HONORS AND AWARDS

Joan G. Dahl President's Award, Western Academy of Management, April 2004.
Founders' Endowment Grant, University of Washington, Tacoma, March 2000.
Founders' Endowment Grant, University of Washington, Tacoma, March 1998.
Beta Gamma Sigma, University of Washington, Tacoma, June 1997.
First Recipient, Award for Outstanding Teaching by a Doctoral Student, U.B.C., 1994-95.
Nominee, Commerce Undergraduate Teaching Excellence Award, U.B.C., 1994-95
Runner-up, Commerce Undergraduate Teaching Excellence Award, U.B.C., 1993-94.
Honorable Mention, Commerce Undergraduate Teaching Excellence Award, U.B.C., 1992-93.
Fritz Roethlisberger Memorial Award, Journal of Management Education Best Paper, 1993.
University Graduate Fellowship, U.B.C., 1990-91 and 1991-92.
Dean Earle D. MacPhee Memorial Fellowship in Commerce, U.B.C., 1988-89 and 1989-90.
Phi Beta Kappa, U.C. Berkeley, 1985.

VII. OTHER EXPERIENCE

Advisor, CubeCoach.com, Novato, CA, January 2005-December 2006

Consultant, Fitchitt & Benedict (CPAs), Auburn, WA, January 2000

Consultant, Mohawk Oil Company, Ltd., Vancouver, B.C., January 1997-May 1998

Consultant, Tacoma-Pierce Co. Chamber of Commerce, Tacoma, WA, January 1997-September 1997.

Agate Editor and Copy Clerk, The Modesto Bee, Modesto, California, Summer 1991, 1990 and 1989;
January 1986-September 1987; August 1982-June 1985.

Credit Reporter, The Credit Bureau of Greater Kingsville, Kingsville, Texas, June 1982-August 1982

Sportswriter and Copy Clerk, The Modesto Bee, Modesto, California, August 1980-June 1982