

Keith O. Hunter

EDUCATION

PhD, Organizational Behavior and Management, Carnegie Mellon University, 2011
MPhil, Public Policy, Carnegie Mellon University, 2011
MS, Computer Science, University of Central Florida, 1997
BS, Computer Science, University of Central Florida, 1994
United States Naval Nuclear Power School, 1986

ACADEMIC POSITIONS

Assistant Professor, University of San Francisco School of Management, 2011-Present
Visiting Professor, University of Applied Sciences, Kufstein, Austria, 2016
Full-time Lecturer, University of Central Florida School of Computer Science, 1997

TEACHING EXPERIENCE

University of San Francisco, San Francisco, CA USA

Graduate Level:

- Power and Influence (Elective, MBA and MS in Organization Development, 2016)
- Leadership, Teams, and Organizations (MBA core, 2011-2013, 2015, 2016)
- Understanding Behavior in Org. (MS Organization Development core, 2015, 2016)
- Leadership for Organization Development (MS Organization Development, 2012)
- Leadership and Organizations (MS Organization Development core, 2012)

Undergraduate Level: Management and Organizational Dynamics (Business core, 2013-2016)

FH Kufstein Applied Science, Kufstein-Tirol, Austria

Graduate Level: Multinational Teams (Digital Marketing, 2016)

Undergraduate Level: Intercultural Comm. (Marketing and Comm. Management, 2016)

University of Central Florida, Orlando, FL USA

Undergraduate:

- Introduction to Computer Science (Elective, Computer Science minors, 1997)
- Distributed Computing (Elective, Computer Science minors, 1997)
- Operating Systems (Elective, UCF Computer Science minors, 1997)
- Spreadsheet Analysis (Elective, UCF Computer Science minors, 1997)

TEACHING AWARDS

Outstanding Teacher Award (by School of Management), University of San Francisco, 2016
MBA Jesuit Excellence Award (by graduating students), University of San Francisco, 2016
MBA Jesuit Excellence Award (by graduating students), University of San Francisco, 2014
MBA Jesuit Excellence Award (by graduating students), University of San Francisco, 2013
Faculty Team Innovation Award (by Office of the Provost), University of San Francisco, 2013

INVITED PRESENTATIONS

Scientific keynote speaker for "Trends in 21st Century Business Communication" at the University of Applied Sciences, Kufstein, Austria, March 11, 2016. Title: "Network Perspectives on Organization Development and Change."

Youth presentation, LeadAmerica Business Innovation Conference, Stanford University, Palo Alto, California, June 26, 2013. Title: "Business Leadership in the 21st Century."

Guest lecture, Jesuit School of Theology, Santa Clara University, March 13, 2013. Title: "On the Matter of Leadership."

Youth presentation, LeadAmerica Business Innovation Conference, Stanford University, Palo Alto, California, July 22, 2012. Title: "Business Management and Leadership in the 21st Century."

RESEARCH EXPERIENCE AND PUBLICATIONS

Primary Areas of Interest: Social Networks, Organizational Culture, Leadership

Refereed Journal Articles

Hunter, K.O. and Wolf, E. (2016). Cracking the code of process safety culture with organizational network analysis, *Process Safety Progress*. Accepted.

Jones, H. and Hunter, K.O. (2016). "Leadership style and the stakeholder perspective of organizational performance: A hybrid reflective approach," *Challenging Organizations and Society*. 5(2). Accepted.

Hudson, M., Hudson, M. and Hunter, K. O. (2016). Between righteous legacy and Pyrrhic victory—an administrator's dilemma. *The CASE Journal*, 12(2), 133-143.

Hunter, K.O., Hudson, M., and Boedecker, K. (2015). Seeing the light or tilting at windmills? The case of Richards-Townshend. *Journal of Critical Incidents*, 8, 66.

Henderson, L. S. and Hunter, K. O. (2015). The communication conundrum exercise: pedagogy for project-based learning. *Organization Management Journal*, 12(4), 209-220.

Hudson, M. and Hunter, K. O. (2014). Positive effects of peer-led reflection on undergraduates' concept integration and synthesis during service learning. *International Journal of Teaching and Learning in Higher Education*, 26(1), 12-25.

Book Chapter

Hudson, M. and Hunter, K.O. (2015). Another arrow in the quiver: "Magis, social justice and the EdD." In A.L. Ellis (Eds.), *Ed.D. programs as incubators for social justice leadership* (pp.173-184). Rotterdam: Sense Publishers.

Refereed Conference Proceedings

Hudson, M. and Hunter, K.O. "Blurred lines: Victim or... ?" Their business or ours?" *Eastern Academy of Management Annual Meeting*, New Haven, CT, (May 2016).

Hunter, K. O., "Sparking change with symbols, stories and rituals: mobilizing people with the symbolic frame," *Proceedings of the Organizational Behavior Teaching Conference*, LaVerne University, LaVerne, California, USA (June 2015).

Hunter, K. O. and Wolf, E. "Cracking the code of process safety culture with organizational network analysis," *Proceedings of the 30th Center for Chemical Process Safety International Conference 2015*, Austin, TX, USA (April 2015).

Hunter, K. O., Hudson, Monika and Karl Boedecker, "Seeing the light or tilting at windmills: The case of Richards-Townshend," *Annual Conference of the Society for Case Research*, Chicago, IL, USA, (March 2015).

Hunter, K. O. and Hudson, M. "Mean or misunderstood? Obstacles to women receiving mentorship from other women in law," *Academy of Legal Studies in Business Annual Meeting*, Boston, MA, USA (2013).

Henderson, L.S., Kane, K. and Hunter, K.O. "The Art of Empowering and Sustaining Teams in the Classroom," *Proceedings of the Organizational Behavior Teaching Conference*, Brock University, St. Catharine's, Ontario, Canada (2012).

Hunter, K. O. "Balance Theory and Planned Organizational Network Change," *INSNA Sunbelt Social Networks Conference*, San Diego, CA (2009).

Hunter, K. O. and Krackhardt, D. "Structural Facilitators of Organizational Network Change," *Academy of Management Annual Meeting*, Philadelphia, PA, USA, (2007).

Hunter, K.O. and Johnson, M. "Agent-based Modeling of Housing Mobility," *INFORMS Annual Meeting*, San Francisco, CA, USA (2005).

Hunter, K.O. and Larkey, P. "Talent on Task: Core Decisions and Agents," *NAACSBOS Annual Conference*, Pittsburgh, PA, USA (2003).

Hunter, K. O., Hart, W. E., and Forsythe, C. "A naturalistic decision making model for simulated human combatants." *Proceedings of the Ninth Conference on Computer Generated Forces and Behavioral Representation*, Orlando, FL (May 2000).

Hart, W.E. and Hunter, K.O., "A Performance Analysis of Evolutionary Pattern Search with Generalized Mutation Steps," *Proceedings of First IEEE Congress on Evolutionary Computation*, Volume 1, Theory Session 1, Washington, D.C. (1999).

Refereed Conference Presentations

Hunter, K. O. "Developing power, influence and leadership for successful process safety culture," 5th Process Safety Management Mentoring forum, *12th Global Congress on Process Safety*, Houston, TX, USA (April 2016).

Hunter, K.O. and Wagenheim, G. "Shuffled Squares," in PDW Session: 'That Was Great!' More High Impact Exercises for Teaching or Consulting On Organizational Change," *Academy of Management Annual Meeting*, Anaheim, CA, USA (forthcoming August 2016).

Wagenheim, G. and Hunter, K.O. "The headband game," in PDW Session: 'That Was Great!' More High Impact Exercises For Teaching Or Consulting On Organizational Change," *Academy of Management Annual Meeting*, Vancouver, BC, Canada (August 2015).

Hunter, K. O., Murphy, P. and R. Kim, "Community engaged pedagogies: definitions, key elements, and examples," Panel discussion at the *USF Graduate Level Community-Engaged Learning Seminar*, San Francisco, CA, USA (January 2014).

Wagenheim, G. and Hunter, K.O. "All tied up in knots," in PDW Session: "That Was Great!" More High Impact Exercises For Teaching Or Consulting On Organizational Change, *Academy of Management Annual Meeting*, Philadelphia, PA, USA (August 2014).

Manuscripts Under Review

Hunter, K. O., "Greasing the skids of planned social network change," *Group and Organizational Management*.

Hudson, M.L. and Hunter, K.O., "Blurred lines: Happy or Harassed?" *NACRA Case Research Journal*.

Takahashi, P., Blakely, D., and Hunter, K.O., "League Central America: Reaching Out to Former Gang Members in El Salvador," *NACRA Case Research Journal*.

Manuscripts Under Development

Hudson, M.L., Hunter, K. O. and Rogers, P. C., "Hair about us: Narratives from the ARNOVA participatory action research project."

Hunter, K.O. "Krackhardt Data over Time: Stability of Social Network Tie Perception Among College Juniors."

Hunter, K.O. "Examining social context using node anchored triads."

Hudson, M.L. and Hunter, K. O. "Unintentional learning: A wicked job enrichment exercise." Revision to paper submitted to *College and Research Libraries* to focus on the job enrichment exercise contained in the paper.

Hunter, K.O. and Hudson, M., "Reframing Resistance to Black Men in High-Technology from the Perspective of Organizational Behavior."

Hudson, M.L. and Hunter, K.O. "Unlocking the vault of creativity and professional competency: Checking in on China's redefinition of the student-teacher relationship."

SERVICE TO SCHOOL, UNIVERSITY, PROFESSION AND COMMUNITY

Service to School of Management

Chair, USF School of Management Faculty Governance Council (2015-Present)
Member, USF School of Management Faculty Governance Council (2012-Present)
Session Moderator, Social Equity Leadership Conference, San Francisco, CA (2016)
Member, USF Graduate Program Committee, (2011-2014)

Service to University

Member, USF Faculty Association Policy Board (2012-Present)
Member, USF University Information Technology Committee (2011-Present)
Faculty Advisor, USF Chapter of Student Veterans of America (2013-Present)
Member, Inaugural USF Ignatian Faculty Forum (Invitation Only, 2014-2015)
Member, USF Veteran Student Task Force, (2014)
Steering Committee, USF Grad Level Community-Engaged Learning Seminar (2013-2014)

Service to Profession

Reviewer:

Journal of Critical Incidents (2015-Present)
The CASE Journal (2015-Present)
Academy of Management Annual Meeting, (2007- Present)
Computational and Mathematical Organization Theory (2009)

Professional Development:

Facilitator, Carnegie Mellon University Heinz College Learning Goals Orientation (2009)
Facilitator, Carnegie Mellon University Heinz College Diversity Workshop (2009)

Service to Community

Speaker and Volunteer Advisor, Breakthrough San Francisco (2015, 2016)
Christmas Volunteer, San Francisco Veteran's Affairs Medical Center (2015)
Panelist, AfroSolo Project Empowerment (2014)
Panelist and Mentor, First Graduate (2012, 2013)

SUMMARY OF PREVIOUS WORK EXPERIENCE

Research Consultant, Construct II Inc, adaptive scheduling tools (2001-2002)
Software Engineer, Biosgroup, agent-based modeling and simulation (2000-2001)
Software Engineer, Sandia National Laboratories, Dept. of Applied Mathematics (1998-2000)
Full-time Lecturer, University of Central Florida School of Computer Science, (1997-1998)
Programmer, multiple business interests, databases, hand-held devices, (1989-1997)
Machinist's Mate, US Navy, main propulsion and auxiliary engineering (1983-1989)

PROFESSIONAL AFFILIATIONS

- Society for Case Research (2014-Present)
- Institute for Operations Research and Management (2004-Present)
- Academy of Management (2007-Present)
- International Network for Social Network Analysis (2007-Present)
- Organizational Behavior Teaching Society (2011-Present)