

JAY L. CAULFIELD Ph.D.

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EDUCATION

PhD	Educational Psychology School of Education, Marquette University Dissertation Research: Examining the Effect of Teaching Method and Learning Style on Work Performance for Practicing Home Care Clinicians	May 2001
MBA	Davis Straz College of Business, Marquette University	May 1993
BSN	Nursing; Minor in Management Alverno College	May 1886

ACADEMIC EXPERIENCE

Associate Professor Marquette University, College of Business Administration	2023-present
Assistant Professor Marquette University, College of Business Administration	2014-2023
Associate Dean Marquette University, College of Professional Studies	2008-2014
Associate Professor Marquette University, College of Professional Studies	2008-2014
Director of Graduate Programs Marquette University, College of Professional Studies	2005-2008
Assistant Professor Marquette University, College of Professional Studies	2005-2008

RESEARCH INTERESTS

1. Business Ethics
2. Leadership and Social Justice
3. Organizational Change
4. Social Systems Networks
5. Scholarship of Teaching and Learning (college level)

JOURNAL ARTICLES FINALIZED WHILE AT MARQUETTE-COLLEGE OF BUSINESS

1. Caulfield, J. & Lee, F. K. (2022). Digital Simulations: Applying Critical Thinking to the Practice of Ethical Decision Making. *Journal of Business Ethics Education* 19, 1-32.
2. Caulfield, J.L., Lee, F.K. & Baird, C.A. 2022. Navigating the Ethically Complex and Controversial World of College Athletics: A Humanistic Leadership Approach to Student Athlete Well-Being. *Journal of Business Ethics*, 1-16.
3. Caulfield, J. L., Lee, F. K. & Richards, B. A. 2021. Leadership as an art: An enduring concept framed within contemporary leadership. *Leadership & Organization Development Journal* 42(5), 735-747.
4. Caulfield, J. L., Lee, F. K. & Baird, C. A. 2022. (2020). The ethicality of point-of-sale marketing campaigns: Normative ethics applied to cause-related checkout charities. *Journal of Business Ethics*, 175(6), 799-814.
5. Caulfield, J. & Brenner, E. (2020). Resolving complex community problems: Applying collective leadership and Kotter's change model to wicked problems within social systems networks, 30(3), 509-524. *Nonprofit Management and Leadership*. **Awarded best paper, Midwest Management Academy Annual Conference, 2019; Top Ten Downloaded Paper for Nonprofit Management and Leadership.**
6. Caulfield, J. (2018). Using case work as a pretest to measure crisis leadership preparedness. *Journal of Management Education*, 42(6), 705-730.
7. Caulfield, J. & Senger, A. (2017). Perception is reality: change leadership and work engagement. *Leadership & Organization Development Journal*, 38(7), 927-945.

JOURNAL ARTICLES (FINALIZED AT MARQUETTE UNIVERSITY PRIOR TO JOINING MARQUETTE UNIVERSITY COLLEGE OF BUSINESS)

1. Healey, R., Bass, T., Caulfield, J., Hoffman, A., McGinn, M., Miller-Young, J. & Haigh, M. 2013. Being ethically minded: Practicing the scholarship of teaching and learning in an ethical manner. *Teaching and Learning Inquiry* 1(2), 23-33.
2. Caulfield, J. & Woods, T. 2013. Experiential learning: Exploring its long-term impact on socially responsible behavior 13(2), 31-48. *Journal of Scholarship of Teaching and Learning*.
3. Caulfield, J. (2012). Why does leadership exist? *Journal of Leadership Education* 11(3), 274-281.
4. Caulfield, J. (2010). Applying Graduate Student Perceptions of Task Engagement to Enhance Learning Conditions. *International Journal for the Scholarship of Teaching and Learning* 3(1), 1-19.

5. Caulfield, J. (2007). What motivates students to provide feedback to teachers about teaching and learning? An expectancy theory perspective. *International Journal for the Scholarship of Teaching and Learning*, 1(1), 1 – 19.

PEER-REVIEWED BOOK (FINALIZED AT MARQUETTE UNIVERSITY BEFORE TRANSITIONING TO MARQUETTE UNIVERSITY COLLEGE OF BUSINESS)

6. Caulfield, J. (2011). *How to design and teach a hybrid course: Achieving student-centered learning through blended classroom, online and experiential activities*, pp. 1-251. Sterling, VA: Stylus.

WORKING PAPERS

1. Caulfield, J., Lee, F. K. & Niemer, K. (writing stage). Vulnerable Solo Mothers and their Children: Commoning as a Form of Transformative Leadership. Targeted submission to *Human Relations*.
2. Caulfield, J. (literature review stage). Diversity and inclusion: Practicing what we preach in research and teaching. Targeted submission to *Journal of Management Inquiry*.
3. Caulfield, J. (planning stage). The loss of human connection in a digitally served society: Why we should care. Targeted submission to *Human Relations*.
4. Caulfield, J. (writing stage). Debunking leadership stereotypes in children through storytelling. Targeted submission to *Psychology of Women Quarterly*.
5. Caulfield, J. (planning stage). Sustainability: A critical pathway to achieving equity. Targeted submission to *Journal of Business Ethics*.

INTERDISCIPLINARY DISSERTATION COMMITTEE MEMBER, MARQUETTE UNIVERSITY

1. *Understanding Perceptions of Leadership Amongst Latinx College Students*
Eva Martinez Powless (2018-19 to 2022-23)
2. *Social Construction of Nonviolent Leadership*
Patrick Kennelly (2018-19 to 2022-23)
3. *Rhetorical invention, leadership, and dialogue: Dorothy Day's extemporaneous encounters*
Tracy Stockwell (2009-10 to 2013-14)

INDEPENDENT STUDY ADVISOR (AFTER JOINING MARQUETTE UNIVERSITY COLLEGE OF BUSINESS)

1. *Ethics and Values Based Leadership: An Independent Study*
Ike Eke—May 2023
2. *Leadership and Ethics in the Legal Field*
Ashley Johns—May 2023

3. *Administration of Welfare Programs*
Kate Niemer – May 2022
4. *Gender pay gap; Transforming men into allies; Women and leadership*
Kelsey Kilcoyne, May 2021
5. *Sexual assault within institutions*
Tony Petrie, May 2019
6. *Leadership management; Emphasis on mandatory reporting for university related allegations*
Emma Kopp, June 2018

MARQUETTE UNIVERSITY COLLEGE OF BUSINESS PROJECT ADVISOR (AFTER JOINING COLLEGE OF BUSINESS)

* Asterisk following title indicates that student's capstone work resulted in a publication.

1. *The princess and the boardroom: Measuring children's perception of leadership and gender*
Calley Hostad – December, 2015
2. *The Dual Basis for Subordinate's Perception of Change**
Anthony Senger – December, 2014

MARQUETTE UNIVERSITY COLLEGE OF PROFESSIONAL STUDIES PROJECT ADVISOR (PRIOR TO JOINING COLLEGE OF BUSINESS)

1. *Diverse and Resilient: Insights into the Demography, Quality of Life, and Gender-Related Life Experiences of Transgender Wisconsin Residents*
Claire Van Fossen – May, 2014
2. *We need to put the people back into it: A participant-driven exploration of homelessness*
Rebecca Long- May, 2014
3. *A need for a sales course in academia*
Kevin Scholz – December, 2013
4. *Innovation and self-leadership: The effects of self-leadership knowledge on the innovation landscape*
Lynn Eliason – December, 2013
5. *How do black women learn to lead?*
Nikotris Perkins –December, 2013
6. *An investigation of key factors impacting front-line service providers' efforts to deliver a quality customer experience*
Donna Wells – May, 2013
7. *Experiential learning in undergraduate leadership classrooms*
Katie Friesen – May, 2013

8. *Roles and Responsibilities of Nonprofit Boards: The Peace Case**
Patrick Kennelly – December, 2012
9. *Emotional intelligence in higher education*
Kurt Gering – December, 2012
10. *The seven essentials of highly engaged alumni*
Marlee Smith Rawski – August, 2011
11. *Experiential learning and its influence on social change**
Treesa Woods – August, 2011
12. *Strategies and benefits of fostering intra-organizational collaboration*
Katherine Dean – December, 2010
13. *The association between parents'/caregivers' perception of their neighborhood and children's oral health status**
Dr. Chris Okunseri – December, 2010
14. *Higher education in the Midwest: Factors influencing the experiences of Hispanic students*
Eva Martinez – August, 2010
15. *Assessing the happiness of leaders*
Marie Hernigle – December, 2008
16. *Leadership development: Investigation of leadership development within organizations*
Sheila Bernhardt – December, 2008
17. *Investigating what generation Y feels are necessary qualities for leadership*
Diane Pezewski (co-advisor) – May, 2008
18. *Can we measure the transformational leadership style of a public servant in a social organization and thereby predict the organization's performance? A case study: Easter Seals Kindcare of Milwaukee*
David Cicero – December, 2007
19. *What it takes to be a leader: A development program that educates our youths about leadership*
Leslie Stewart, Jr. – August, 2007

REFEREED PRESENTATIONS (AFTER JOINING MARQUETTE UNIVERSITY COLLEGE OF BUSINESS)

1. *Digital simulation: Applying critical thinking to the practice of ethical decision-making*, Midwest Academy of Management Annual Conference, Detroit, MI. October 13, 2022.
2. *Applying Collective Leadership and Change to Resolve Complex Community Problems*, Midwest Academy of Management Annual Conference, Omaha, Nebraska. October 11, 2019. **Awarded best conference paper.**

3. *Moral Collapse and a Duty to Engage in Humanistic Leadership: Turning the Tide of Sexual Misconduct in College Athletics*, Midwest Academy of Management Annual Conference. Omaha, Nebraska, October 11, 2019.
4. *The Ethicality of Point of Sale Marketing Campaigns: Normative Ethics Applied to Cause Related Checkout Charities*, Midwest Academy of Management Annual Conference. Omaha, Nebraska, October 11, 2019.
5. *Leadership as an art and wicked social problems: A social systems approach*, International Leadership Association annual meeting. Ottawa, Ontario, October 25, 2019.
6. *Courageous leadership makes a difference*, International Leadership Association annual meeting. Ottawa, Ontario, October 25, 2019.
7. *Crisis Leadership Preparedness*, International Leadership Association annual conference. West Palm Beach, FL, October 25, 2018.
8. *Leadership as an Art within the Context of Wicked Problems* Midwest Academy of Management Annual Conference. St. Louis, MI, October 13, 2018.
9. *Emerging Leaders: The “Leader as Hero” Paradigm Prevails*, Midwest Academy of Management Annual Conference. Chicago, IL, October 20, 2017.
10. *Debunking leadership stereotypes in children through storytelling*, Midwest Academy of Management Annual Conference, Fargo, N.D., October 6, 2016.
11. *Organizational change and work engagement: The mediating effect of leadership*, Midwest Academy of Management Annual Conference, Fargo, October 6, 2016.
12. *Organizational behavior workshop: Debunking leadership stereotypes in children through storytelling*. Academy of Management Annual Conference, Anaheim, CA., August 6, 2016.

REFEREED CONFERENCE PRESENTATIONS (BEFORE JOINING MARQUETTE UNIVERSITY COLLEGE OF BUSINESS)

1. *Identity and the transition to academic leadership: Resilience, reflections and resources*. International Leadership Association (ILA) Annual Conference. Montreal, Quebec, Canada, November 2013.
2. *What Students Say about Hybrid*, International Society for the Scholarship of Teaching and Learning annual conference. Milwaukee, Wisconsin, October 2011.
3. *Experiential Learning and Its Impact on Social Change*, International Society for the Scholarship of Teaching and Learning annual conference, Milwaukee, WI, October, 2011.
4. *Graduate Student Perceptions of Engagement* (October, 2008). International Society for the Scholarship of Teaching and Learning annual conference. Edmonton, Canada, October 2008.

5. *Hybrid Workshop*, Lilly Conference on College & University Teaching: Learning by Design. CalPoly at the Kellogg Conference Center, Pomona, California, March 2008.
6. *Why should I tell you how you teach? An expectancy theory perspective*, International Society for the Scholarship of Teaching and Learning. Washington D.C., November 2006
7. *Multiple Intelligences and the Innovative Use of Technology*, International Society for the Scholarship of Teaching and Learning. Vancouver, British Columbia, October 2005.
8. *Getting Faculty Ready for Hybrid Teaching*, Educause, Denver, Colorado 2004.
9. *Preparing Faculty to Teach Hybrid Courses: A Faculty Development Model*, Annual Conference on Distance Teaching and Learning in Madison, August 2004.
10. *Hybrid Courses: Lessons Learned from Three Institutions*, Panel presenter for NMC Annual Summer Conference hosted by University of British Columbia, Vancouver, June 2004.

INVITED PRESENTER WHILE AT MARQUETTE (AFTER JOINING COLLEGE OF BUSINESS)

1. *Keynote address. Leading learning: Why experiential and blended models make sense in a global community*, Annual eScape Conference. Concordia, Montreal, Canada, 2016.
2. *How do emerging leaders view catastrophic events?* Marquette International Research Poster Presentation, December 2, 2014.

INVITED PRESENTER WHILE AT MARQUETTE (PRIOR TO JOINING TO COLLEGE OF BUSINESS)

1. *Blended Learning: A Reflection on High Impact Practices to Enhance Teaching and Learning*, Keynote address for hybrid conference hosted by University of Ottawa. Ottawa, Ontario, Canada, June 3, 2014.
2. *Blended Learning Faculty Workshop*. Concordia University, St. Paul, MIN. May 16, 2014.
3. *Blended Learning Faculty Workshop*, University of West Indies, Cave Hill, Barbados, June 18-20, 2013.
4. *Teacher as Leader*. Keynote address for Teaching and Technology Summer Institute, University of West Indies, Cave Hill, Barbados, June 17, 2013.
5. *Blended Learning Faculty Workshop*. California Lutheran University, Thousand Oaks, CA, March 15, 2013.
6. *Blended Learning Faculty Workshop*. California Lutheran University, Thousand Oaks, CA November 16, 2012.
7. *Blended Learning Faculty Workshop*. Dillard University, New Orleans, August 16, 2012.

8. *Hybrid Teaching and Learning*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, March, 2011.
9. *Achieving Student Learning Outcomes*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, October, 2010.
10. *Teaching & Learning with the End in Mind: Using Student Learning Objectives to Achieve Student Learning Outcomes*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, October, 2009.
11. *Developing Student Learning Objectives*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, September, 2008.
12. *Teaching & Learning with the End in Mind: Using Student Learning Objectives to Achieve Student Learning Outcomes*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, March, 2008.
13. *Hybrid Workshop*. Workshop presentation for Preparing Future Faculty at Marquette University, Milwaukee, February, 2008.
14. *Introduction to Hybrid*. Keynote speaker for the Hybrid Course Pilot Project Conference hosted by Oswego State University of New York in Oswego, New York, March, 2006.
15. *Hybrid Faculty Development Program*. Program designed for faculty in the College of Professional Studies at Marquette University; Milwaukee, WI. Four face-to-face workshops and four online workshops focused on the pedagogy of teaching in a hybrid format, February/March, 2006.
16. *Teamwork*. Guest presenter to Marquette University, College of Engineering regarding how to work effectively in small groups, September, 2005.
17. *Learning Styles & the Adult Learning Process*. Preparing Future Faculty conference hosted at Marquette University in conjunction with the Center for Instructional and Professional Development, University of Wisconsin, Milwaukee, March 7, 2005.
18. *Teamwork*. Guest presenter to Marquette University, College of Engineering on how to work effectively in small groups, September, 2004.

INVITED PRESENTER PRIOR TO MARQUETTE (SELECT ACADEMIC PRESENTATIONS)

1. *Lake County Colleges Hybrid Faculty Development*. Lead presenter for four half day sessions, faculty development program on blended/hybrid learning for Lake County College, IL, June-July, 2004.
2. *20. Student Learning in Distance Education*. Video broadcast throughout the University of Wisconsin System, May, 2005.

3. *Teaching Your Online Class*. One-day presentation on the pedagogy of online teaching and learning for Minnesota State Colleges & Universities, Minneapolis, 2004.
4. *Westminster College Hybrid Course Faculty Development Program*. Two-day workshop on the pedagogy of hybrid teaching and learning for Westminster College, Salt Lake City, 2004.
5. *Teaching & Learning with the End in Mind: Achieving Learning Outcomes*. Preparing Future Faculty conference hosted at Marquette University in conjunction with the Center for Instructional and Professional Development, University of Wisconsin, Milwaukee, 2004.
6. *Creating a Syllabus for Learning*. Workshop presentation for the Center for Instructional and Professional Development, University of Wisconsin, Milwaukee, 2004.
7. *From Novice to Expert: The Role of Feedback in Professional Development*, Annual Therapy Symposium Conference, Milwaukee, WI, 2004.
8. *Staying Organized when Teaching Hybrid*. Presentation for the University of Wisconsin, Stevens Point, 2003.
9. *First Impressions: Designing a Syllabus that Works*. Workshop presentation for the Center for Instructional and Professional Development, University of Wisconsin, Milwaukee, 2003.
10. *Building Online Learning Communities*. Presented at Freshmen Seminar Retreat, University of Wisconsin, 2003.
11. *Integrating Your Clinical Skills with Adult Teaching and Learning Principles*. Presented at Therapy Symposium Conference, Milwaukee, WI, 2003.
12. *The Role of Leadership in Developing, Communicating, Executing and Evaluating the Strategic Planning Process*. Presented for the American Red Cross, Milwaukee Chapter, 2002.
13. *Building a Service Culture*. Presented for the American Red Cross, Milwaukee Chapter, 2002.
14. *Asynchronous Discussion in Blackboard*. Presented for the JASON Project Annual Continuing Education Conference, Milwaukee, WI, 2002.

TEACHING EXPERIENCE AT MARQUETTE UNIVERSITY

College of Business Administration

1. Behavior and Organizations (undergraduate, hybrid)
2. Organizational Behavior (graduate, hybrid)

3. Leading People and Change (graduate, hybrid and online)
4. Concepts for Ethical Business Practice (graduate, hybrid and online)
5. Character-Driven Leadership (graduate, hybrid and online)
6. Contemporary Leadership (graduate, online)
7. Negotiation (graduate, hybrid)

College of Professional Studies

1. Contemporary Leadership Theory (graduate, online)
2. History of Leadership & Ethics (graduate, hybrid and online)
3. Organizational Behavior (graduate, hybrid and online)
4. Qualitative Research (graduate and hybrid)
5. Quantitative Research (graduate and hybrid)
6. Research Methods (graduate and hybrid)

SERVICE TO MARQUETTE UNIVERSITY

1. Service to management department

- a. Committee member to review management department journal list, 2014
- b. Committee member for assistant professor search, 2014
- c. Committee member for MBA leadership course selections, 2016
- d. Master's in management (MiM) program development committee member, 2019-20

2. Service to COBA

- a. Undergraduate student advising for 25-30 students per semester, ongoing
- b. Coleman Foundation Task Force to Plan, Write & Submit an Experiential Learning Proposal, 2016
- c. Independent study facilitator
 1. Kate Niemer, May 2022
 2. Kelsey Kilcoyne, May 2021
 3. Tony Petrie, May 2019
 4. Emma Kopp, June 2018
- d. Grader for COBA's Scholarship Competition, 2015-16; 2020-21
- e. Attending events, such as graduation and dean-sponsored events
- f. Meeting with graduate students one-on-one to discuss career goals
- g. Connecting graduate students with professionals who might assist with internships
- h. Writing letters of recommendation for acceptance to doctoral programs or employment

3. Service to Marquette graduate school

- a. *Understanding Perceptions of Leadership Amongst Latinx College Students*

- Eva Martinez Powless (INPR work-in-progress; 2018–19 to 2022-23)
- b. *Social Construction of Nonviolent Leadership*
Patrick Kennelly (INPR, 2018-19 to 2022-23)
- c. *Rhetorical invention, leadership, and dialogue: Dorothy Day's extemporaneous encounters*
Tracy Stockwell (INPR, 2010-11 to 2013-14)
- d. Preparing Future Faculty Mentor
Michael Zore, 2011
Katherine Dean, 2010

4. Service to the university

- a. University Academic Integrity Council Investigative Officer, 2017-19
- b. Chair, University Board of Graduate Studies, 2014-15
- c. University Subcommittee on Graduate Enrollments, 2013
- d. University Subcommittee on Online & Blended Enrollments, 2013
- e. University Committee on Teaching, 2004 – 2014
- f. University Committee on Teaching, Chair, 2009-10; 2012-13
- g. University Board of Graduate Studies, 2005 – 2015
- h. University Board of Graduate Studies Executive Committee, 2008-2015
- i. University Board of Graduate Studies Subcommittee on Outcomes Assessment, 2009
- j. University Board of Graduate Studies Subcommittee on Accelerated Degrees, 2009
- k. University Assessment Committee, 2005-2009
- l. Professional Advisory Board, Teaching & Learning Center, 2005-2007
- m. D2L Faculty Advisory Committee, 2008-2009
- n. Institutional Review Board, 2008-2013

SERVICE TO THE ACADEMY AFTER JOINING THE COLLEGE OF BUSINESS

- 1. Editorial review board member
 - a. *Leadership & Organization Development Journal*, 2022
 - b. *Journal of the Scholarship of Teaching and Learning*, 2017-present
 - c. *Journal of Teaching and Learning with Technology*, 2017- present
- 2. Ad hoc reviewer
 - a. *European Journal of Psychology of Education*
 - b. *International Leadership Association Annual Conference Papers*
 - c. *International Association of the Scholarship of Teaching and Learning Conference Papers*
 - d. *International Journal for the Scholarship of Teaching & Learning*
 - e. *Journal of Business Ethics*
 - f. *Journal for the International Society for the Scholarship of Teaching and Learning*
 - g. *Journal of Higher Education*
 - h. *Journal of Marketing Management*

- i. *Nonprofit Management and Leadership*
- j. *Journal of the Scholarship of Teaching and Learning*
- k. *Journal of University Teaching & Learning Practice*
- l. *Leadership*
- m. *Leadership & Organization Development Journal*
- n. *Midwest Academy of Management Annual Conference Submissions*
- o. *The Leadership Quarterly*
- p. *International Leadership Association Graduate Student Case Competition*

COMMUNITY ENGAGEMENT AT MARQUETTE AFTER JOINING THE COLLEGE OF BUSINESS

1. Corporate representatives who have been guest speakers in classes taught
 - a. Amal Audi, 2022
Director of Operations, Thermo Fisher Scientific
 - b. Kenneth F. Kortas, 2022
CPA, Partner with Wipfli
 - c. Kevin Scholz, 2022
CEO and Founder, Advanced Hires
 - d. Tracy Oerter, 2022
MS, Director of Community Based Mental and Behavioral Health, Children's Wisconsin
 - e. Nicole Angresano, 2019
Director, United Way of Milwaukee and Waukesha
Milw., WI
 - f. Gary Mueller, 2019
President, Serve Marketing
Milw., WI
 - g. Betsy Brenner, 2017 and 2021(Zoom)
Media Strategy Consultant and past president of the Milwaukee Journal Sentinel
Milw., WI
 - h. Bert Diver, 2017
Environmental Health and Safety, Toshiba America Energy Systems
West Allis, WI
 - i. Mark Ketterhagen, 2017
Principal, Milwaukee College Prep School
Milwaukee, WI
 - j. Vince Shiely, 2017
Partner, Lubar & Co. and Marquette Board of Trustees
Milw., WI
 - k. Eric Szatkowski, 2017
Special Agent, Wisconsin Department of Justice
Division of Criminal Investigation for Abused Children
 - l. Sharon Cooke, 2016 and 2017
Lobbyist and consultant
Milw., WI
 - m. Maggie Brickman, 2015
Director, gener8tor
Milw., WI

- n. Susan Spoerk, J.D., 2015
Client Manager, Large and Medium Law Firms, Westlaw
Milw., WI
- o. Steve Wingert, 2015
Principal
Nesso Strategies

2. Select Onsite Corporate visits

- a. gener8tor
- b. Harley-Davidson
- c. Johnson Controls
- d. Milwaukee Journal Sentinel
- e. Milwaukee Public Schools
- f. Northwest Mutual
- g. Serve Marketing
- h. United Way of Greater Milwaukee
- i. Johnson Controls

SCHOLARLY AWARDS AND HONORS RECEIVED WHILE AT MARQUETTE

- 1. 'A' Publication Bonus, Marquette University College of Business Administration, 2020.
- 2. Golden Rose Recipient (in recognition of engagement in social justice education), 2014.
- 3. Outstanding Service Award (teaching, service and research); College of Professional Studies, Marquette University, Spring, 2011.

SCHOLARLY GRANTS RECEIVED WHILE AT MARQUETTE

- 1. Faculty Success Program Grant, 2017
- 2. Teaching and Learning Research Grant. Center for Teaching and Learning. Funding resulted in a publication, 2006.

PROFESSIONAL MEMBERSHIPS

- 1. Academy of Management
- 2. American Psychological Association
- 3. International Leadership Association
- 4. Midwest Academy of Management

TEACHING EXPERIENCE AT MARQUETTE UNIVERSITY (ADJUNCT)

School of Education (graduate, hybrid)

1. Introduction to Research Methods
2. Educational Inquiry
3. Intermediate Statistics and Research Methods

Graduate School Public Service Program (graduate, hybrid)

1. Leadership & Ethics
2. Organizational Behavior for Public & Nonprofit Organizations

College of Nursing (Graduate students, face-to-face)

Statistics

TEACHING EXPERIENCE PRIOR TO MARQUETTE UNIVERSITY (ADJUNCT)

University of Wisconsin-Milwaukee

Lubar College of Business

1. Organizational Behavior (undergraduate, hybrid)
2. Leadership, Teambuilding, and Effective Management (graduate, hybrid)
3. Managerial Decisions & Negotiations (graduate, hybrid)

Concordia University-Mequon

Undergraduate, Adult Learners (face-to-face)

1. Health Care Decision Making
2. Health Care Ethics
3. Organizational Behavior
4. Principles of Management
5. Marketing
6. Quality Management
7. Business Policy

MARQUETTE SERVICE ON BOARDS AND TASK FORCES (PRIOR TO JOINING THE COLLEGE OF BUSINESS)

1. International Association for the Scholarship of Teaching & Learning, Annual Meeting Planning Committee, 2010-2011
2. International Leadership Association Scholarship Engagement Committee, 2009
3. Professional Advisory Board, College of Nursing, Milwaukee School of Engineering, 2001– 2002
4. University of Wisconsin, Milwaukee Employee Guide Task Force, 2003
5. University of Wisconsin, Milwaukee Employee Growth & Development Task Force, 2003-2004
6. University of Wisconsin, Milwaukee Volunteer for Student Accessibility Center 2003-2004

SCHOLARLY GRANTS RECEIVED PRIOR TO MARQUETTE

UW Systems Grant. Hybrid Faculty Development. Funding resulted in the development of faculty hybrid workshops that were delivered to the UW System and other universities within the United States, 2003-2004.

PROFESSIONAL HEALTH CARE EXPERIENCE

1. Employment

Regional Vice-President Aurora Health Care, Visiting Nurse Association of Wisconsin	1996-2002
President and CEO Horizon Health Care System, Horizon Home Care & Hospice, Inc.	1990-1996
Administrator Outreach Home Health Services Corporation	1988-1990
Chief Operations Officer Outreach Home Health Services Corporation	1987-1988
Director of Professional Services Outreach Home Health Services Corporation	1985-1987
Supervisor of Patient Services Outreach Home Health Services Corporation	1984-1985
Clinical Supervisor Outreach Home Health Services Corporation	1979-1984
Clinical Supervisor Alexian Village of Milwaukee	1979-1984
Operating Room Nurse St. Michael Hospital	1973-1976

2. Select presentations

- *E-Learning as a Tool for Recruiting & Retaining Health Care Clinicians*. Presented at the national annual conference of the Visiting Nurse Association of America, San Francisco, 2002.
- *Outcomes Measurement in a Health Care Setting*, United Way of Greater Milwaukee Annual Outcomes Symposium. Milwaukee, WI, 2001.
- *Medicare Coverage Guideline for Beneficiaries*, Speakers Bureau. Milwaukee, WI, 1999.
- *Quality Improvement in Health Care*, Association of Healthcare Executives-Milwaukee, WI, 1997.
- *Chairperson's Annual Address*. Annual conference of the Wisconsin Homecare Organization, 1997.
- *Chairperson's Annual Address*. Annual conference of the Wisconsin Homecare Organization, 1996.
- *Physicians in Home Care*, Physician Conference sponsored by the Medical College of WI, 1994.

3. Board Service

- Board of Directors, Visiting Nurse Association
- Professional Advisory Board, Visiting Nurse Association
- Professional Advisory Board, College of Nursing, MSOE
- Chair, Wisconsin Homecare Association
- Board of Directors, Wisconsin Home Care Association
- Board of Directors, Horizon Home Care & Hospice

4. Service Grants

- United Way (multiple)
- Community Health (multiple)

5. Awards

- Outstanding Service Award, Wisconsin Home Care Association
- Peerless Leadership Award, Wisconsin Homecare Association