

WILLIAM P. ANTHONY, Ph.D., S.P.H.R.
Professor of Management
The Carl DeSantis Professor of Business Administration
Emeritus

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Florida State University
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EDUCATIONAL BACKGROUND:

Ph.D. Degree (March 1971)

The Ohio State University, Columbus, Ohio

Major Area of Study: Management (Human Resources Management)

Other Areas of Study: Sociology, Marketing, Economic Theory

Dissertation Topic: A Study of the Effectiveness of Public Post-Secondary

Vocational-Technical Education in Preparing Graduates for the Labor Force.

Robert C. Miljus, Ph.D. Advisor.

M.B.A. Degree (June 1967)

The Ohio State University, Columbus, Ohio

Major: General Business Curriculum

Thesis Topic: A Study of the Effectiveness of the Plans for Progress

Program Directed at Promoting Equal Employment Opportunity in Industry

B.B.A. Degree (cum laude) (June 1965)

Ohio University, Athens, Ohio

Major: Business Administration

Minor: Psychology

Upper Arlington High School, Columbus, Ohio (June 1961)

12/2005

PUBLICATIONS

Books

With Pam Perrewe and Micki Kacmar, Human Resource Management: A Strategic Approach, 5th ed. Mason, Ohio: Thomson, 1993, 1996, 1999, 2002, 2006

With B.J. Hodge and Larry Gales, Organization Theory, 6th ed., Boston, MA: Prentice-Hall Inc., 1979, 1984, 1988, 1991, 1996, 2003

With Nick Maddox and Walt Wheatley, Envisionary Management: A Guide for Human Resource Professionals in Management Training and Development. Westport, CT: Quorum Books, 1988.

Practical Strategic Planning: A Guide and Manual for Managers. Westport, CT: Quorum Books, 1985.

Managing Your Boss. New York: AMACOM, 1983.

Managing Incompetence. New York: AMACOM, 1981.

Management: Competencies and Incompetencies. Reading, MA: Addison-Wesley Publishing Co., 1981.

Participative Management. Reading, MA: Addison-Wesley Publishing Co., 1978.

With Edward Nicholson, Jr., Managing Human Resources: A Systems Approach to Personnel Management. Columbus, OH: Grid Publishing Company, 1977.

With Edward Nicholson, Jr., and Robert Litschert, Business Responsibility and Social Issues. Columbus, OH: Charles E. Merrill, Inc., 1974.

With Joel Haynes and Paul Wilkens, The Social Responsibility of Business: Text and Readings in Environmental Pollution, Minority Group Employment, and Consumerism. Morristown, NJ: General Learning Press, 1973.

Articles Published or Accepted for Publication

With Lisa Sayeghy, William P. Anthony, Pamela Perrewe` “Management Decision Making Under Crisis,” Human Resource Management Review (2004), 14, pp.179-199)

With Don Daake, David Dawley, and William P. Anthony, “Formal Data Use in Strategic Planning: An Organizational Field Experiment”, Journal of Managerial Issues (Summer 2004), Vol. XVI , No. 2, pp. 232-247.

With W. Ritchie and A. Rubens, "Individual Executive Characteristics: Explaining the divergence between perceptual and financial measures in nonprofit organizations," Journal of Business Ethics, 53, (3) (September 2004), pp. 267-281

With David Dawley, “User Perception of E-mail at Work”, Journal of Business and Technical Communication, Vol. 17, No.2, (April 2003), pp.170-200.

With Erich Brockmann, “Tacit Knowledge and Strategic Decision Making” Group and Organizational Management, Vol. 27, No. 4, (December 2002), pp.435-455.

Gerald R. Ferris, William P. Anthony, Robert W. Kolodinsky, David C. Gilmore, and Michael G. Harvey, “The Development of Political Skill,” in C. Wankel & R. DeFillippi (eds.), Rethinking Management Education (first volume of the series, Research in Management Education). Greenwich, CT: Information Age Publishing, 2002

With Paul Simmonds, David Dawley and Bill Ritchie. “An Exploratory Examination of The Knowledge Transfer of Strategic Management Concepts from the Academic Environment to Practicing Managers,” Journal of Managerial Issues. Vol. XIII, No. 3, Fall 2001, pp. 360-375.

Kolodinsky, R. W., J. S. Osteryoung, & W.P. Anthony. (2000) Investment Decision-Making In High Velocity Environments: The Role of Non-Rational Processes in Affirmative Decisions Made By Formal and Informal Investors. Frontiers of Entrepreneurship Research, Wellesley, MA: Babson Center for Entrepreneurial Studies. 2001

With Robert Bennett, “Understanding the Role of Intuition/Tacit Knowledge and Analysis/Explicit Knowledge in Bank Board Deliberations,” in Theresa Lant and Zu Shapira (eds.) Managerial and Organizational Cognition, New York: Lawrence Erlbaum Associates, 2001, pp.185-210

Kolodinsky, R.W., J.S. Osteryoung, and W.P. Anthony, "Risk Capital Decision-Making: An Exploratory Study of Intuitive Decision Processes Among Formal and Informal Investors of New High-Technology Businesses," in H. J. Pleitner and W. Weber, eds. SMEs in the 21st Century—Impulses, Perspectives, and Concepts, Swiss Research of Small Business and Entrepreneurship, University of St. Gallen, Switzerland, 2000, pp. 197-211

With Don Daake, "Understanding Stakeholder Power and Influence Gaps in a Health Care Organization," Health Care Management Review, Vol. 25, No. 3 (Summer 2000), pp. 94-107.

With Pamela L. Perrewé, Gerald R. Ferris, and Dwight Frink, "Political Skill and Executive Health: Effective Coping Mechanisms for Workplace Stressors," Academy of Management Executive, Vol. 14, No. 3, August 2000, pp. 115-123.

With Gerald R. Ferris, Pamela L. Perrewé, and David C. Gilmore, "Political Skill at Work," Organizational Dynamics Vol. 28, No. 4 (Summer 2000), pp. 25-37. Reprinted in L. Porter, H. Angle, R. Allen, (eds.), Organizational Influence Processes, Armonk, N. Y.: M.E. Sharpe, 2003

With David Dawley, "Achieving Quality in a Deregulating Environment: Top Management Team Decision Making and the Search for Meaning," in Don Fedor and S. Ghosh, eds. Advances in the Management of Organizational Quality, Vol. 5, London: JAI Press, 2000, pp. 155-192.

With Larry Giunipero and David Dawley, "The Impact of Tacit Knowledge on Purchasing Decisions," The Journal of Supply Chain Management (formerly the International Journal of Purchasing and Materials Management, Vol. 35, No. 1, (1999) pp. 42-49.

With Micki Kacmar, Dennis Bozeman, and Dawn Carlson, "An Examination of the Perceptions of Organization Politics Model: Replication and Extension," Human Relations, Vol. 52, No. 3 (1999) pp. 383-416.

With Darla Domke-Damonte, Sharon Segrest, and Angela Miles, "Following the Crowd: Social Influence and Technology Usage," Journal of Organizational Change Management, Vol. 11, No. 5, 1998, pp.425-445.

With Erich Brockmann, "The Influence of Tacit Knowledge and Collective Mind on Strategic Planning," Journal of Managerial Issues, (Summer 1998) Vol. X No. 2, pp. 204-222.

With Marc Street, "A Conceptual Framework Establishing the Relationship Between Groupthink and Escalating Commitment Behavior" Small Group Research. May 1997 Vol. 28, No. 2, pp. 267-293.

With Don Daake, "The Role of the Facilitator in Top Management Team Decision Making," in

Mike Beyerlien et.al., ed, Advances in Interdisciplinary Studies of Work Teams Vol. 3, Greenwich, CT.: JAI Press, 1996, pp. 239-252.

With Mike Whitfield and Micki Kacmar, "Evaluation of Team-Based Management: Some Guidelines and a Case Study," Journal of Organizational Change Management Vol.8, No. 2, (1995), pp 17-28.

With Nick Maddox, Robert Bennett, and Walt Wheatley, "The Mind's Eye and the Practice of Management: Envisioning the Ambiguous," Management Decision, Vol. 32, No. 2, 1994, pp. 21-29.

With Ralph Stair and Bob Zmud, "The Use of Mental Imagery to Facilitate Information Identification in Requirements Analysis," Journal of Management Information Systems, Vol. 9, No. 4, Spring 1993, pp. 149-163.

With Robert Bennett, Nick Maddox, and Walt Wheatley, "Can You Picture This? Using Mental Imagery to Enrich Environmental Scanning and Planning." Academy of Management Executive, Vol. VII, No. 2, May 1993, pp. 43-56.

"Managing Diversity, Then and Now." Wall Street Journal, July 3, 1992, P. A-10.

With Nick Maddox, Walt Wheatley and Joel Nicholson, "Imaginal Technology and Management Information Processing: Training Implications," Behavior and Information Technology, No. 6, 1992, pp. 309-318.

With Walter J. Wheatley and Nick Maddox, "Selecting and Training Strategic Planners with Imagination and Creativity," Journal of Creative Behavior, Vol. 25, No. 1, First Quarter, 1991, 52-60.

With Joe West, "Strategic Group Membership and Environmental Scanning," International Journal of Hospitality Management, Vol. 9, No. 3, 1990, 247-267.

With Pam Perrewe, "Stress in a Steel Plant," Journal of Social Behavior and Personality, Vol. 5, No. 3 1990, pp. 77-90.

With Bob Zmud and Ralph Stair, "The Use of Mental Imagery as a Requirements Analysis Technique," in William Cotterman, ed., Systems Analysis and Design: A Research Agenda, Chichester, England: John Wiley & Sons, Ltd., Ant. date 1990.

With Walt Wheatley and Nick Maddox, "Enhancing Creativity and Imagination in Strategic Planners through the Utilization of Guided Imagery," Organization Development Journal, Vol. 7, No. 4, Winter 1989, 36-44.

With Nick Maddox and Walt Wheatley, "Enhancing Guided Mental Imagery Scripts Utilized in the Classroom," Education, Fall 1989, Vol. 10, No. 1, 33-39.

With Nick Maddox and Walt Wheatley. "Visualization and Guided Imagery in The Organizational Behavior Class." An Exploratory Approach, Proceedings, ABSEL, 1989.

With Walt Wheatley and Nick Maddox. "The Relationship Locus of Control and Vividness of Imagination Measures to Simulation Performance" in Developments in Business Simulation and Experiential Exercises, Vol. 15, Patricia Sanders and Tom Prays (eds.), The Proceedings of the Fifteenth Annual Conference of the Association for Business Simulation and Experiential Learning, (March 1988), San Diego, CA, 134-137.

With Walt Wheatley and Nick Maddox, "Imagery in the Business Policy Course," Organization Behavior and Teaching Review. Vol. XIII, No. 2, 1988-89, 28-38.

With Walt Wheatley and Nick Maddox, "Visualization and Guided Imagery in the Organization Behavior Class: An Exploratory Approach." Proceedings, ABSEL, 1989.

With Hank Hennessey and Bob Herring, "Work Related Attitude Among Alcoholics," Proceedings National Meeting of the Human Resource Management and Organizational Behavioral Society, November 1988, San Francisco, CA.

With Pam Perrewe, "The Impact of Job Demands: Personal Control and Employee Age on Health Strain," Proceedings, Southern Management Association, November 1988, Atlanta, GA.

With Jane Wager, "Executive Management Development Program in the U.S. Department of the Navy, in Halil Copur, ed., HRMOB Proceedings, Vol. 1, Philadelphia, PA: Association of Human Resource Management and Organization Behavior, 1987.

"Marketing Strategies," Executive, (Fall 1987), 24-28.

With Walt Wheatley, Nick Maddox, and Francis, Lee. "Enhancing Education Through the Use of Mental Imagery," Reading Improvement, Vol. 25, No. 3, (Fall 1987), 150-159. Winner of Special Merit Award of Project Innovation.

With Nick Maddox and Walt Wheatley, "Developing a Strategic Vision for Your Organization," Long Range Planning. October, 1987, Vol. 20, No. 5, 118-124.

"Strategic Planning for Non-Profit Organization," invited chapter in Tracy Connors, ed., The Non-Profit Organization Handbook. 2nd ed., New York: McGraw-Hill, 1988.

With Nick Maddox and Walt Wheatley, "Managing By Your Mind's Eye," Management World. April/May 1987, 16-17.

With Walt Wheatley and Nick Maddox, "Better Management Through the Mind's Eye," Association Management, Vol. 37, No. 11 (November 1985), 86-90.

With Nick Maddox and Walt Wheatley, "Using Visualization Techniques in Human Resource Development," Proceedings. Southern Management Association Annual Meeting, Orlando, FL, 1985.

With Dave Ralston, "Employees Love Flextime, But What Does It Do to the Organization's Productivity?" Journal of Applied Psychology, Vol. 70, No. 2, 1985, 272-279.

"Authority and Organizational Structure." Chapter in book, Dan Voich and Mijat Damjanovich, (Eds.). Impact of Culture Based Value Systems on Management Policies and Practices. New York, Praeger, 1985.

With Nick Maddox, "Guided Imagery and Management Education and Development." Dennis Ray (Ed.), Proceedings of the Annual Meeting of the Southern Management Association, 1984.

"Effective Strategic Planning in Non Profit Organizations," Nonprofit World Report, Vol. 2, No. 4 (July-August 1984), 12-16.

"The Strategic Planning in Retreat," Leaders, Vol. 2, No. 4 (October-November-December, 1984), 158-159.

“Designing a Compensation System That Works,” Nonprofit World Report, Vol. 1, No. 3 (September-October 1983), 26-36.

“Performing an Operational Analysis,” Credit Union Management, Vol. 5, No. 6, (June 1982), 41-45.

“Managing Change in Credit Unions,” Credit Union Management, (February 1982), 29-31.

“Avoiding Intimidation: The Fine Art of Saying No,” Supervisory Management, (November 1981), 20-23.

“Business School Management by Objectives,” Review of Business and Economic Research, Vol. XVI, No. 3 (June 1981), 38-47.

With Ralph Stair, “The Five-Pointed Star for Increased Productivity,” Manager’s Key, (Spring 1981).

“Using Internships for Action Learning,” Journal of European Industrial Training, Vol. 5, No. 1, 1981.

“The Internship: An Experimental Learning Model for Undergraduate Business Students,” Research Monograph published as an Occasional Paper, Management Education Division, Academy of Management (February 1980).

With Ralph Stair and Jim Goodwin, “A Recommended Management Information System for Mental Health Treatment Programs,” Journal of Allied Health, (August 1979), Vol. 8, No. 3, 160-165.

“Management for More Effective Staff Meetings,” Personnel Journal (August 1979), Vol.58, No. 8, pp. 547-550

Human Resource Management in the Federal Government: President Carter’s Reorganization of

the Executive Branch,” The Manager’s Key, Vol. XLIV, (Spring), pp.13-15.

With Fremont Shull, “Do Black and White Supervisory Styles Differ?” Personnel Psychology (Winter, 1978), Vol. 37, No. 4, pp. 761-782.

“An Evaluation of the Plans for Progress Affirmative Action Program,” Atlantia Economic Review (July-August 1978), Vol. 28, No. 4 pp. 50-54.

“Living With Managerial Incompetence,” Business Horizons, (June 1978), pp. 57-64. Reprinted in American Management Association Digest, (Jan. 1979), Vol. No. 7, pp.11-13.

With Marshall Bowen, “Affirmative Action: Problems and Promises,” Personnel Journal, (December 1977), 616-621.

“Get To Know Your Employees: The Human Resource Information System,” Personnel Journal (April 1977), 179-183, 202.

With James Goodwin, “The Post-Release Adjustment of Mental Health Patients Under an Early Release Program,” Canadian Journal of Public Health, Vol. 68, No. 1, (January-February 1977), 51-54.

With Shirley Meckley, “Experience with Affirmative Action,” The Journal of the College and University Personnel Association, Vol. 28, No. 1, (Winter 1977), 11-17.

With B.J. Hodge, “Management Development: Twelve Months Later,” Personnel Administrator (September 1976), 49-55.

With Fremont Shull, “Attitudes Toward Role Conflict and Disciplinary Action,” Journal of Psychology (May 1976) 93, 147-148.

With B.J. Hodge, “MBO: Clear Channel Communications,” Supervision (December 1979), 26-28.

With Joel Haynes, “Consumerism: A Three-Generation Paradigm,” Michigan Business Review (November 1975), 21-26.

- With John Lee, "The University Career Planning Course," Journal of College Placement, XXXV, No. 1 (Fall 1974), 56-62.
- With Robert C. Miljus, "Attitudes of Vocational-Technical Graduates Toward Their Educational Experience," American Vocational Journal, Vol. 49, No. 4 (April 1974), 40-43.
- With Edward Nicholson, Jr., and Roger Roderick, "Some Attitudinal Differences Between Entrepreneurs and Business Hierarchs," in Thad B. Green and Dennis F. Ray (Eds.), Management in an Age of Rapid Technological and Social Change (Mississippi State: Southern Management Association, 1973), 182-190.
- With Robert C. Miljus, "Anomie and Vocational Education," Journal of Vocational Behavior, Vol. 3, No. 3 (July 1973), 357-365.
- With Eldon J. Nosari, "A Test of Friedman's Permanent Income Hypothesis," Journal of Business Research, Vol. 1, No. 1 (Summer 1973), 43-48.
- With John Lee, "Graduate Education and Training Needs of Managers," Public Personnel Management, Vol. 2, No. 2 (March-April 1973), 93-98.
- "A Study of Post-Secondary Vocational-Technical Education and Employment," in Thad B. Green and Dennis F. Ray (Eds.), Academy of Management Proceedings, 1973 (Minneapolis: The Academy of Management, 1973), 225-228.
- With John R. Lewis, "Learning Effectiveness: The Measure of Effective Teaching," American Association of Collegiate Schools of Business, Bulletin, Vol. 4, No. 1 (October 1972), 11-17.
- With Philip Anthony, "More Discipline, Less Disciplinary Action," Supervisory Management, Vol. 17, No. 9 (September 1972), 18-22.
- With Philip Anthony and Jack Steen, "The Role of the Supervisor Under the Occupational Safety and Health Act," Supervisory Management, Vol. 17, No. 10, (October 1972), 1-5.
- With Philip Anthony, "Now Hear This: Some Techniques of Listening," Supervisory Management, Vol. 17, No. 3, (March 1972), 19-24.

With Philip Anthony, “Try a Problem Solving Approach to Grievance Handling,”
Supervisory Management, Vol. 16, No. 10 (October 1971).

“A Study of the Effectiveness of Public Post-Secondary Vocational-Technical
 Education in Preparing Graduates for the Labor Force,” (Abstract), ERIC: Journal of
 Research in Education (RIE) (August 1971), 123.

ACADEMIC AND BUSINESS EMPLOYMENT EXPERIENCE

Sept. 2005 to present: Professor of Management and Carl DeSantis Professor of Business
 Administration, Emeritus

September 1993 to Sept. 2005 - Carl DeSantis Professor of Business Administration and
 September 1992 to Sept. 2005: Founder and Director of Executive Management Programs and
 the DeSantis Center for Executive Management Education. Responsible for establishing and
 managing the Center and an Executive Development Program in the College, as well as for
 graduate level teaching and research.

Feb. 1999 to 2002: Faculty Director, MBA Program.

September 1977 to Present, Professor of Management

Teaching or have taught the following courses:

- MAN 3109: Organizational Behavior (including study by correspondence)
- MAN 3010: Introduction to Management (including study by correspondence)
- MAN 3231: Association Management
- BSA 4701: Business and Society
- BSA 412: Behavioral Contributions to Business Administration (Honors Course)
- MAN 4301: Human Resource Management
- MAN 4407: Problems of Labor and Industrial Relations
- MAN 4410: Collective Bargaining (including study by correspondence)
- MAN 4720: Strategic Management and Policy
- MAN 5057: Introduction to Management
- MAN 5205: Organizational Theory
- MAN 5206: Organizational Behavior
- MAN 5411: Collective Bargaining
- MAN 5651: International Strategic Management
- MAN 5721: Strategic Management and Policy Formulation
- MAN 5305: Human Resource Management
- MAN 6209: Doctoral Seminar in Organizational Theory
- MAN 6715a: Doctoral Seminar in Organizational Environment
- MAN 6715b: Doctoral Seminar in Strategy Formulation

Proposed, developed, and implemented BSA 3590: Career Planning with John Lee.

- Developed and implemented MAN 3231: Association Management.
- Developed and implemented Doctoral Seminar in Strategy Formulation. (MAN 6715b)
- Served as Director, Supervisor or Reader on over 40 dissertations.
- Proposed, developed, and implemented BSA 401: Business and Society with Paul Wilkens and Joel Haynes.
- Developed MAN 3109: Organizational Behavior and MAN 3010: Management Concepts for Independent Study by Correspondence, State University System of Florida.
- Developed supervisory courses for distance learning for the State University System of Florida.

September 1983 to September 1992-Founded the Center for Human Resource Management and Served as Director.

September 1976 to Fall 1983, Fall 1988 to Summer 1992, & Summer 2003 to Summer 2004 - Chairman of Management Department. Responsible for recruiting, assigning, and evaluating faculty. Scheduled courses. Managed budget. Supervised counseling of Management majors.

September 1973 to August 1977

Associate Professor of Management, College of Business, Florida State University.

September 1973 to September 1976

Assistant Dean for Professional Development, College of Business, Florida State University. Developed and instructed in over forty management and professional development programs. Formed College of Business Alumni Association and formed and edited College Newsletter, Interface.

September 1970 to June 1973

Assistant Professor of Management, College of Business, Florida State University.

September 1968 to August 1970

Instructor (full-time) at Ohio Dominican College (formerly college of St. Mary of the Springs), Columbus, Ohio. Taught seven different business and economic courses. Faculty Advisor Society for the Advancement of Management; member of Faculty Welfare Committee.

January 1970 to March 1970

Guest Instructor, Otterbein College, Columbus, Ohio. Taught Labor Economics.

June 1969 to September 1969

Graduate Teaching Associate at The Ohio State University. Taught basic course in personnel.

January 1967 to August 1968

Graduate Administrative Associate at The Ohio State University. Duties consisted of interviewing prospective graduate students and to some extent undergraduate transfer and freshman applicants to the University.

June 1966 to January 1967

Management Trainee with Standard Oil of Ohio.

October 1965 to June 1966

Graduate Assistant at The Ohio State University, Columbus, Ohio.

Summer 1965

Night Manager, Beach Front Gardens Motel, Atlantic City, New Jersey.

Summer 1961 to Summer 1965

Various part-time and summer jobs including factory work and retail and sales positions.

CONSULTING AND MANAGEMENT DEVELOPMENT EXPERIENCE

Consulting and seminar/workshop leader for the following projects and topics:

1. Strategic Planning
2. Time Management
3. Dealing with Difficult People
4. Management by Objectives
5. Participative Management
6. Supervisory Management
7. Collective Bargaining
8. Job Evaluation and Job Standards
9. Wage and Salary Analysis
10. Women in Management
11. Managing Change

12. Affirmative Action Implementation
13. Managing the Training Function
14. Performance Appraisal Systems
15. Management of Volunteer Associations
16. Management of Human Resource Systems
17. Leadership and Motivation
18. Developing Secretarial and Clerical Personnel
19. Goal Setting Workshop
20. Managing the Problem Employee
21. Envisionary Management
22. Productivity Improvement
23. Working Better With Your Boss
24. Fostering Creativity
25. Environmental Scanning
26. Meeting Customer Expectations
27. Creating a Vision and Establishing a Culture
28. Strategic Decision Making
29. Enhancing Communications
30. Designing an Effective Organization
31. Team Building
32. Total Quality Management
33. Managing Diversity
34. Sexual Harassment
35. Problem Solving and Decision Making
36. Managing Effective Meetings
37. Process Mapping and Re-engineering

For the Following Organizations:

1. Florida Credit Union League
2. Centel
3. Florida Department of Health and Rehabilitative Services
4. U.S. Office of Personnel Management
5. Florida Division of Employment Security
6. Florida Department of Commerce
7. Florida Division of Workers' Compensation
8. Georgia Power Corporation
9. Motorola Corporation
10. Miami-Dade Community College
11. Archbold Memorial Hospital
12. Akwell Industries
13. Florida Department of Administration
14. Mississippi Area Manpower Planning Council
15. Florida Department of Transportation
16. Florida Independent Telephone Association

17. Florida State Hospital at Chattahoochee
18. Olin Corporation
19. Florida Division of Youth Services
20. Florida Department of Corrections
21. Federal Correctional Institution - Tallahassee
22. Alabama-Mississippi Independent Telephone Association
23. Intervynals Corporation
24. Mobile Home Industries
25. City of Tallahassee
26. Leon County School System
27. Madison County School System
28. Florida Attorney General's Office
29. Patrick Air Force Base
30. Florida State University Health Center
31. Florida Parks and Recreation Association
32. Hoping, Boyd, Green, and Sams, Attorneys at Law
33. Catholic Diocese of North Florida
34. Seminole Indian Tribe of Florida
35. Florida Game and Freshwater Fish Commission
36. Florida Department of Insurance
37. Florida Department of Agriculture
38. The Tog Shop
39. Associated Credit Bureaus, Inc.
40. International Paper
41. Florida Society of Association Executives
42. Florida Hotel and Motel Association
43. Credit Union Executives Society
44. Various Civic Clubs
45. Florida Power and Light Credit Union
46. Omni Federal Credit Union
47. Sioux Falls, S.D. Credit Bureau
48. Clay Electric Cooperative
49. Florida Commerce Federal Credit Union
50. Berg Steel Pipe Corporation
51. Florida Cable TV Association
52. First Railroad Credit Union
53. NCA Users Group
54. Maples Concrete Company
55. Sunshine Jr. Stores
56. NCR Users Group (NUCON)
57. Mountain America Credit Union
58. Florida State University
59. Florida State University Credit Union
60. Watkins Contractors and Engineers

61. Virginia Credit Union League
62. Pennsylvania Credit Union League
63. Texas Credit Union League
64. Academy of Florida Trial Lawyers
65. Tallahassee Memorial Regional Medical Center
66. Health Plan Southeast
67. Florida Chamber of Commerce
68. Tadiran Corporation
69. Abbott Realty
70. Investors Realty
71. Flowers Industries
72. Florida Auditor General
73. Florida Department of Revenue
74. Economic Research Services, Inc.
75. Post Buckley Schuh and Jernigan, Inc.
76. Moore, Williams, Bryant, Peeples & Gautier, PA.
77. Dade County Employees Credit Union
78. Florida Department of Lottery
79. Florida Board of Bar Examiners
80. MGT of America
81. Tallahassee Memorial Federal Credit Union
82. Florida Legislature: Office of Program Policy and Government
Accountability
83. The Florida Bar
84. The Pennington Law Firm
85. The College of Law, University of Florida
86. The Florida Lung Association
87. ResortQuest International
88. Coastal Property Management
89. Rayonier Corporation
90. Mainline Information Systems
91. School of Visual Arts and Dance, Florida State University
92. College of Social Sciences, Florida State University
93. Amman Public Relations, Inc.
94. Quincy Farms, Inc.
95. Bay County Memorial Hospital
96. Orange Park Community Hospital

- 97. Healthcheck, Inc.
- 98. Rose Printing Company
- 99. Cornerstone-Development
- 100. Bay Pont Marriott

HONORS

President's Continuing Education Award. Florida State University, 1991.

Conley Award, Ohio Dominican College. This award is given to the most outstanding faculty member at Ohio Dominican College. Selection is by vote of the students. Award received during the 1969-70 academic year.

Beta Gamma Sigma (Business Honorary)

MBA Outstanding Professor Award, Florida State University, 1999.

PROFESSIONAL ASSOCIATIONS, DESIGNATIONS, ETC.

SPHR (Senior Professional in Human Resources) Society of Human Resource Management
 Academy of Management
 Southern Management Association
 Society for Human Resource Management

FUNDED RESEARCH AND GRANTS

With James Goodwin, "An Evaluation of Public Mental Health Programs in Preparing Individuals for Successful Labor Market Performance," Bureau of Research and Training, Division of Mental Health, State of Florida, June 1, 1972 to February 15, 1974, Project Co-Director. \$5,000

With John Lee, "The Refinement and Implementation of a Course in Career Planning and Occupational Choice," Council for Instructional Awards at Florida State University, June 1, 1972 to June 1, 1973, Project Co-Director. \$7,500

With MGT of America, "A Study of the State Migrant Education Program," Florida Department of Education, Consultant. \$36,000

With Dennis Gioia, "Management Training and Development Under Title XX," Florida

Department of Health and Rehabilitative Services, April to August 1, 1978, Project Co-Director. \$14,000 “Organizational Assessment and Development Under Title XX,” Florida Department of Health and Rehabilitative Services, January 1979 to September 1980, Project Director. \$139,000

“Implementation of the Association Management Curricula” at The College of Business, Florida State University. Summers 1984, 1985, Florida Society of Association Executives Foundation. \$22,000

“Hiring Patterns of Associations for Managerial and Professional Jobs,” Summer 1986. Joint funding provided by the College of Business and the Florida Society of Association Executives Foundation. \$7,000

“Practical Strategic Planning for Small Business,” Summer 1987. Funded by the College of Business, Florida State University. \$6,000

“Personnel Management for Small Business,” Summer 1988. Funded by the College of Business, Florida State University, 1988. \$7,000

“Employee Opinion Survey,” Florida Department of Insurance, 1991. \$15,000.

“Productivity Enhancement Study”, with John Kerr, Florida Department of Revenue, 1991. \$21,000.

“Performance Appraisal Study,” Florida Department of Revenue, 1993. \$9,750.

“Strategic Planning and Team Building,” Florida Department of Lottery, 1995. \$10,000.

“Strategic Planning and Feasibility Study: Card Application Technology Center,” Florida State University, 1995. \$10,000.

“Team Building” Florida Legislature-Office of Program Planning and Governmental Accountability, 1997, \$17,000.

SERVICE ACTIVITIES

Community (Volunteer)

President, North Florida Chapter of Industrial Relations Research Association, December 1975 to January 1977.

Member, Board of Directors, Tallahassee Urban League, December 1973 to May 1976.

Assistant in developing a labor market information system for the Bureau of Labor Statistics, Department of Commerce, State of Florida, March 1971 to June 1972.

Member, Florida House of Representatives Science Engineering and Technology Advisory Committee, January 1979 to 1981.

Member, Community Advisory Board to the Center for Professional Development, Florida State University, March 1982 to September 1984.

Special Advisor, Leon County School System 1996.

University

Member, Professional Development Committee, Fall 1999 to 2002

Member, Professional Relations Committee, Spring 1997 to 2002.

Member, Task Force to Evaluate Student Evaluation Process, Spring 1995.

Member, Academic Advisory Board for the Center for Professional Development. Florida State University, Sept. 1992 to 1999.

Member, University Incentive Awards Committee, Fall 1991-Spring 1992.

Member, University Reorganization Committee, Fall 1988 to Spring 1989.

Academic Coordinator, Legislative Internship Program for all participating universities throughout the state as well as Florida State University. Also, member of House Legislative Internship Committee, Florida, Fall 1973 to 1996.

Chairman, University Advisory Committee, Center for Professional Development, Fall 1981 to Fall 1984.

Member, Community Advisory Committee, Center for Professional Development, Fall 1981 to Fall 1984.

Chairman, Ad Hoc University Wage and Salary Committee, January 1977 to December 1978.

Member (ex officio), University Employee Benefit Committee, September 1977 to June 1978.

Member, Board of Directors, Florida State University Credit Union, January 1979 to February 1982.

Member, Senate Faculty Welfare Committee, November 1974 to September 1975. And September 1997 to present.

Member, Faculty Senate Collective Bargaining Committee, January 1974 to June 1974.

Acting Senator to Faculty Senate, Fall 1973.

Chairman, University Ad Hoc Committee to Study the Role of Continuing Education, September 1972 to April 1973.

Member, Ad Hoc University Legislative Committee, January 1973 to June 1973.

College of Business

Co-Chair of College of Business Task Force, Maintenance of AACSB Accreditation, Summer 2004 to present.

Director, DeSantis Center for Executive Education, Summer 1998 to 2005.

Faculty Coordinator, MBA Program, Fall 1998 to Fall 2001.

Director, Executive Management Program, Fall 1992 to 2005.

Education Director, Center for Human Resource Management, College of Business, Fall 1991 to present.

Chairman, Management Area, College of Business, September 1976 to September 1983, Fall 1988 to Spring 1992, and Summer 2003 to present.

Director, Center for Human Resource Management, Fall 1983 to Spring 1993. (Started this Center in 1983).

Faculty Coordinator, Association Management Curriculum, Spring 1983 to Spring 1986.

Member, Management Department Promotion and Tenure Committee, 1984-85, 1985-86, 1986-87.

Member, College of Business Promotion and Tenure Committee, 1986-87.

Member, Masters Planning Committee, College of Business, Fall 1982 to Fall 1984 and fall 1996 to present.

Member, Undergraduate Admissions Appeals Committee, Fall 1984 to Fall 1988.

Assistant Dean for Professional Development, College of Business, July 1973 to September 1976.

Member, Advisory Council of the National Association of Bank Women Program at Florida State University, November 1975 to September 1977.

Executive Secretary, College of Business Alumni Association, June 1975 to October 1976 (Organized this association).

Member, Doctoral Examining Committee, Management Area, College of Business, October

1974 to present.

Member, Executive Committee, September 1974 to Fall 1982 and September 1988 to Spring 1992.

Member, College of Business Long Range Planning Committee, January 1977 to December 1977.

Member, College of Business Research Committee, September 1974 to June 1975.

Member, Dean's Selection Committee, July 1972 to June 1973.

Member, Minority Group Relations Committee, September 1971 to June 1973.

Member, Task Force to Study Teaching Effectiveness, September 1971 to June 1973.

Associate Director, Honors Program, September 1973 to December 1973.

Faculty Advisor, Society for the Advancement of Management, November 1970 to September 1972.

Professional Organization Presentations and Editorial Board Review

Presented a paper at August 1972 National Meeting of the Academy of Management entitled, "A Study of Post-secondary Vocational-Technical Education and Employment."

Discussant at November 1972 meeting of the Southern Management Association on a paper entitled, "Attitudes Toward Role Conflict and Disciplinary Action: A Comparison of Black and White Supervisors."

Chairman of Session and Discussant at the National Meeting of the Academy of Management, August 1973. Session topic, "Quality of Work Life as Reflected in Absenteeism and Turnover."

Presented a paper at the annual meeting of the Southern Management Association, November 1973, entitled, "Social and Attitudinal Differences Between Entrepreneurs and Business Hierarchs."

Member of Program Committee, Personnel-Human Division, Academy of Management, 1974, 1975, and 1976.

Member of Program Committee, Management Education and Development Division, Academy of Management, 1975 to 1979.

Chairman of Session at the National Meeting of the Academy of Management, August 1974. Session Topic, "Career Preparation and Occupational Progression."

Presented a paper at the National Meeting of the Academy of Management, August 1974 entitled, "An Investigation of Management and Professional Development Needs in the U.S.: A Working Paper."

Presented a paper at the annual meeting of the Southern Marketing Association, November 1974, entitled, "Consumerism: A Three-Generation Paradigm."

Discussant at the annual meeting of the Southern Management Association, November 1974, for a paper entitled, "Progress and Prospects: Undergraduate Business Education."

Discussant at the annual meeting of the Southern Management Association, November 1975, for two papers entitled, "Operationalizing Skills for Leadership Effectiveness," and "Academic Orientations and the Perception of Faculty Evaluations."

Panel Participant at the annual meeting of the Academy of Management, August 1975, on "Teaching a Woman in Management course."

Panel Participant at the National Conference of State Legislators on "Legislative Internship Selection Procedures," May 1975, Boston, MA.

Member of Executive Committee, Personnel and Human Resources Division, Academy of Management, 1975 to 1978.

Discussant at the National Meeting of the Academy of Management, August 1976, for a paper entitled, "Effectiveness of a Short Supervisory Management Training Course: A Multi-Factor Experiment."

Discussant at the National Meeting of the Academy of Management, August 1977, for a paper entitled, "Relationships Between Performance Feedback Interview Characteristics and Interview Outcomes as Perceived by Managers and Subordinates."

Session Chairman, Southeastern General Systems Conference, Tallahassee, May 1978.

Member of Long Range Planning Committee, Management Education and Development Division, Academy of Management, August 1977 to September 1981.

Member, Editorial Board, Journal of Management, 1978 to 1980.

Member of Membership Committee, Management Education and Development Division, Academy of Management, August 1978 to Fall 1981.

Member, Editorial Board, Manager's Key, 1980 to 1985.

Member, Editorial Board, Review of Business and Economic Research, 1980 to present.

Presented a paper at the 1980 National Meeting of the Academy of Management titled, "Action Research in Health Service Organizations," with M. Martinko, R.M. Stair, Jr. and P. Tolchinsky.

Session Chairman at the 1980 Southern Management Association Meeting.

Discussant at the 1981 Southern Management Association Meetings on "Absence Control Policies."

Presented a paper with Dave Ralston at the 1982 National Meetings of the Academy of Management, "Productivity and Flextime."

Presented a paper with Nick Maddox at the 1984 Annual Meeting of the Southern Management Association entitled, “Imagery and Management Education and Training.”

Presented a paper with Nick Maddox and Walt Wheatley at the 1985 Annual Meeting of the Southern Management Association entitled, “Using Visualization Techniques in Human Resource Development.”

Session Chair, at the 1985 Annual Meeting of the Academy of Management on “Decision Making and Problem Solving.”

Conducted a symposium with Nick Maddox and Walt Wheatley at the 1986 Annual Meeting of the Academy of Management, “The Application of Visualization and Imagery to Management.”

Presented a paper with Walt Wheatley and Nick Maddox, “Enhancing the Strategic Planning Process with Imagination and Creativity: An Hypothesized Model,” Southern Management Association, 1986. (In Proceedings).

Conducted a symposium with Nick Maddox and Walt Wheatley at the 1986 Southern Management Association Meeting, “Applying Envisionary Training Technology to Enhance the Strategic Management Process.”

Presented a paper with Walt Wheatley and Nick Maddox at the 1986 Annual Meeting of the Human Resource Management and Organization Behavior Organization (Eastern Region), “Enhancing Problem Solving through Imagery.”

Presented a paper with Walt Wheatley and Nick Maddox, at the 1987 Annual Meeting of the Association for Business Simulation and Learning, “Utilizing Envisionary Technology in the Business Policy Course.”

Presented a paper with Walt Wheatley and Nick Maddox at the 1987 Annual Meeting of the Academy of Management, “Enhancing Creativity and Imagination in Strategic Planning through the Use of Guided Imagery.”

Member, Program Review Board, National Meeting of the Council on Employee Responsibilities and Rights, 1986.

Presented a paper with Jane Wager at the National Meeting of the Association for Human Resource Management and Organizational Behavior, “Executive Management Development Program in the U.S. Department of Navy,” Philadelphia, 1987. (In proceedings).

Session Chair, “Training and Labor Relations,” Annual Meeting of the Association for Human Resource Management and Organizational Behavior, Philadelphia, 1987.

Paper Reviewer, Northeast Decision Sciences Institute Meeting, Newport, R.I., Spring 1988.

Presented a paper, with Nick Maddox and Walt Wheatley, “Leadership Schema of Undergraduate Business Students,” World Futurist Conference, Boston, 1987.

Presented a paper, with Tom Baker and Jane Wager. “Using Link Pins to Increase Productivity and Strategic Planning Capabilities in Governmental Bureaucracies.” Strategic Management Society World Conference, October 1988, Amsterdam, The Netherlands.

Presented a paper, with Pam Perrewé at the Southern Management Association Annual Meeting, November 1988, Atlanta, GA (In Proceedings).

Presented a paper, with Walt Wheatley and Nick Maddox, Visualization and Guided Imagery in the Organizational Behavior Class: An Exploratory Approach.” ABSEL, 1989 (In Proceedings).

Presented a paper, with Nick Maddox and Walt Wheatley, “Using Imagery to Enhance Creative Problem Solving,” Academy of Management, August 1989.

Presented a paper with Russell Kent, “Cognitive Mapping and Decision Making,” Decision Sciences Institute, November 1989.

Paper Referee, Southern Management Association, 1990, 1994, 1995.

Paper Referee, Journal of Social Behavior and Personality. Special Issues on Job Stress, 1990.

Presented a paper, with Wayne Hochwarter, Mark Dawkins, Neal Thomson, and Pam Perrewé, “Sex Differences in Perceptions of Work-Related Variables: An Examination of the Context of Organizations.” Southern Management Association, 1992.

Presented a paper, with Micki Kacmar and Mike Whitfield, “Evaluation of Team-Based Management: A Case Study,” Association of Management, 1994.

Presented a paper, with Micki Kacmar, Sandy Wayne and Dennis Bozeman, “A Partial Test of the Perceptions of Organizational Politics Model.” Southern Management Association, 1994. **Best Paper Award for Meeting.**

Presented a paper, with Don Daake, “The Role of the Facilitator in Top Management Team Decision Making.” Invited Paper. Conference on Team Leadership sponsored by the Center for the Study of Work Teams, University of North Texas. May, 1995, Dallas, Texas.

Presented a paper, with Marc Street, “The Role of Prospect Theory and Escalation of Commitment of Top Management Team Decisions.” Southern Management Association, 1995.

Presented a paper with Erich Brockmann, “The Role of Tacit Knowledge in Top Management Decision Making”, Southwest Academy of Management, March 1996.

Paper presented with Erich Brockmann, “Top Management Team Decision Making”, Academy of Management, 1996

Presented a paper with Don Daake, Understanding Stakeholder Power & Influence Gaps in a Health Care Organization: An Empirical Study”, Midwest Academy of Management, 1997

Presented a Paper with Dennis Bozeman, Micki Kacmar and Mike Whitfield, “Pre-training Needs Motivation: An Empirical Test”, Academy of Management, 1997

Presented a paper with Howard Rasheed, “Entry decisions of Small to Medium-sized Firms in International Operations”, Academy of Management, 1997

Presented a Paper with Darla Domke and Sharon Segrest, “The Influence of Academic

Organizational Culture on Technology Adoption”, Southern Management Association, 1997

Moring Distinguished Lecturer, “Tacit Knowledge of Top Management Teams,” First Mooring Lecturer at The University of South Alabama, 1997

Presented a paper with Robert Bennett, “Tacit Knowledge of Bank Boards”, Stern School of Business Conference on Managerial Cognition, 1998

Presented a paper with David Dawley , “Cognition in e-mail Usage”, Stern School of Business Conference on Managerial Cognition, 1998

Presented a paper with Martha Andrews, and Micki Kacmar, “Exploring the Psychometric Properties of the Feedback Scale,” the Academy of Management, 1998

Presented a paper with Darla Domke, Sharon Segrest, and Angela Miles, “Following the Crowd: Social Influence and Technology Usage,” Academy of Management, 1998

Presented a paper with Daryl Wiesman, “Strategies of Executive Learning: A Model,” Academy of Management, 1999

Presented a paper Paul Simmonds and David Dawley, “Knowledge Transfer from the Academy (the Academic Environment) to Practicing Managers,” Southern Management Meeting, 1999

Presented a paper with Bill Ritchie and Jose Pinera, “Measures of Not-for-Profit Performance,” Iberoamerican Academy of Management , Madrid, 1999

Presented a paper with Bill Ritchie, “Foundation CEO’s View of Foundation Performance,” Southern Management Association Meeting, 2002

Editorial Review

Reviewer for the following journals:

Human Resource Management Review, 1997 to present

Academy of Management Review, (ad hoc) 1996

Journal of Managerial Issues, 1998 to present

Human Relations, 1998 to 2000

Leadership and Organisation Development Journal, 1998 to 2001

Review regularly for the Southern Management Assoc. and the Academy of Management Annual Meetings

LITIGATION SUPPORT, EXPERT TESTIMONY AND ARBITRATIONS

Manufacture Research Corporation vs. Greenlee Tool Co., Federal District Court, Orlando, Florida. Expert Court Testimony on lost profits in an anti-trust and unfair competition case

(December 1978-August 1979). Defendant

Hercules, Inc. and Local 3-679 Oil Chemical and Atomic Workers, AFL-CIO (April 1981), Arbitration.

FTP-FEA United vs. Hillsborough Civil Service Commission. Expert Hearing Testimony on discipline case (September 1983).

Duval County School Board and Duval Teachers United, AFL-CIO (February 1984) Arbitration.

Conti vs. Albertsons, Expert Consultation on wrongful discharge (Oct-Dec 1987). Defendant

Campbell vs. New Mexico Military Academy, Expert Consultation on wrongful discharge (Oct 1988 - Dec 1989). Plaintiff

Martin vs. General Motors and UAW, Expert Consultation on sexual harassment and policy formulation and implementation (Mar-Dec 1989). Plaintiff

Brahe vs. White, Expert Hearing Testimony on wrongful discharge (Nov 1989-April 1990 and May 1992). Defendant

Ross vs. McCartin/NSS, Expert Deposition Testimony on negligent hire and retention (Sept. 1993-Jan. 1994). Defendant

Lonnie Linton vs. Big Bend Hospice, Expert Consultation on a wrongful discharge (June-Aug. 1994). Defendant, S. District Court M.D. Fla. 93-32-CIV-ORL-22

Rooney vs. Watson and Volusia County, U.S. District Court M.D. Fla. 93-32-CIV-ORL-22. Expert Deposition on a negligent retention (December 1994 to April 1995). Plaintiff

Burrell vs Providence Hospital, Expert Opinion on racial discrimination in hiring (March 1995 to February 1996). Plaintiff

Burl George vs. Holy Cross Hospital, Broward County Circuit Court (Fla.) 94-11009 (21) Expert Deposition Testimony on capability of an Entrepreneur (June 1995 - October 1995). Plaintiff

Elsa Phillips vs. Coral West Ranchware, Expert Consultation on wrongful discharge suit (January 1996 - March 1996). Plaintiff

Helmly vs. Stone, Expert Consultation on Family Medical Leave Act discharge (July-Aug., 1996). Defendant

Vasquez vs. John Brown, E&C, Inc., Expert Consultation on wrongful discharge suit (March-April, 1997) Plaintiff

Peckham v. U. of Pa., et. al., Expert Opinion on wrongful discharge. (Sept., 1997 to May, 1998). Plaintiff

Petry v. Arch Coal, Circuit Court of Monongalia County W. Va. 96-C-228 Expert Court Testimony on Wrongful discharge. (June, 1997 to Sept. 1998). Defendant

Kempfer v. MCI Corp.,, Expert Opinion on sexual discrimination/harassment, (September, 1997 to February, 1998) Plaintiff

Burke v. Florida Power Corp, Expert Opinion on age discrimination, (August, 1997 to April,

1998) Plaintiff

Huy et.al. v. Security Assurance Co. et. al., Expert Consultation on sexual discrimination/harassment (December, 1996 to August 1998) Plaintiff

Robichaud v. Munro et. al., Expert Opinion on negligent hire and retention (October, 1997 to July, 1998) Plaintiff

Countee v. Wilson et. al., U.S. District Court D.N.M. (Albuquerque) CIV-96-1665M. Expert Opinion and Testimony on harassment and retaliation for union activity (October 1997 to March 1999) Plaintiff

Wagner v. Stokes Toyota and Vass v. Stokes Toyota, Expert Consultation on sexual harassment (October, 1997 to March, 1998) Plaintiff

Bible v. Harris County Corrections, U.S. District Court, S.D.Texas, C.A. No. H-96-4421. Expert Opinion and Court Testimony on reverse discrimination (October 1997 to February 1999) Plaintiff

Carl v. Children's Hospital, District of Columbia, Superior Court, No. 92-11215, Expert Deposition Testimony on wrongful discharge (July, 1998 to May, 1999). Defendant

Collier and Miller v. Board of Regents and Dekalb College, U.S. District Court, N.D. Ga. 1-97-CV-3657, Expert Opinion and Deposition Testimony on racial discrimination (June, 1998 to July, 2000). Plaintiff

Grosz v. BancOne, Court of Common Pleas, Franklin County, Ohio 97-CV-2755, Expert Deposition Testimony on sexual harassment and discrimination (October, 1997 to April, 1998) Plaintiff

Brown v. DHRS, et.al. Expert Consultation on wrongful termination and transfer (February, 1998 to April, 1998) Plaintiff

Rouda v. Stanley Steemer International Common Pleas of Franklin County Ohio, Case No. 97 CVH-06-6076, Expert Opinion on Sex Discrimination (October 1998 to October 2002) Plaintiff

Harmon, Harmon and Harmon v. Specialty Transportation Services, Inc., et.al. Expert Consultation on Negligent Hire and Retention (January 1999 to February 1999) Plaintiff

Antoine v. USAir. Expert Consultation on Age Discrimination (January 1999 to March 1999) Plaintiff

Hann v. Perkins Township Common Pleas Court for Erie Count, Ohio (98-CV-017) Expert Opinion, Deposition, and Court Testimony on Sexual Discrimination, Harassment, and Retaliation (May 1997 to Sept. 2004) Plaintiff.

Vazquez v. U.S. Air. U.S. District Court S.D. Fl. 98-8533-CIV-RYSKAMP, Expert Opinion and

Deposition Testimony on Age Discrimination and FMLA (April 1999 to August 2000). Plaintiff

Lund v. Zeneca Fed. Dist. Ct. of W. Dist of Michigan, So. Div. 4:99-CV-14, Expert Opinion and Court Testimony on Wrongful Termination (June 1999 to August, 2000) Plaintiff

Naeem v. McKesson Drug Co., et. al. U.S.D.C. of No. Ill.95 C 5425, Expert Opinion, Deposition, and Court Testimony on Termination and Retaliation (May, 1999 to August, 2001) Plaintiff

Pratt v. Formica Corp and Victor Watson, Sr. U.S.D.C. Northern Ga. 1:96-CV-3385-RLV Expert Opinion on sexual harassment policy and procedure. (July-September 1999) Plaintiff

Hoops, et.al. v. Elk Run Coal Company. U.S.D.C. So. Dist. W. Va. 2:99-0188, Expert Opinion, Deposition, and Court Testimony on layoff procedure (August, 1999 to April, 2000) Defendant

Nisaratana (“Kitty”) Russell and George Russell v. KSL Hotel Corp. d/b/a Doral Golf Resort and Spa. Circuit Court of the Eleventh Judicial Circuit, Florida, 98-24870 (CA) (01), Expert Deposition on sexual harassment (January 2000 to April 2002) Plaintiff

Ellwood Earl Owens, III, Debra P. Owens, vs. Racetrack Petroleum, Inc. U.S. District Court, South Carolina, Florence Division, 4:99-1642-24. Expert Deposition on company disability policies and procedures (October, 2000 to January, 2002) Plaintiff

Shelly v. Sterling House/Altera Health Care. Circuit Court of the Second Judicial Circuit, Leon County, Florida.99-5159. Expert Deposition on corporate pay for senior executives. (November, 2000 to May 2001) Defendant

Auvil vs. Lewycki,et.al., U.S. Dist. Court, Northern Ohio, Eastern Div. Case No: 1:00CV 527/1:00CV538. Expert Opinion on sexual harassment. (November, 2000 to October 2001) Plaintiff

McAnally and Ulin-Shewmake vs. St John’s Regional Medical Center. Circuit Court of Jasper County, Missouri at Joplin, Case No. CV199-31OCC. Expert Deposition on wrongful discharge for whistleblowing under EMTALA (October 2000 to July 2001) Plaintiff

Paxton vs. Shell Oil Co. Circuit Court of the 17th Judicial Circuit, Broward County, Fl., 97-01303-11. Expert Affidavit on negligent hire and retention (April 2001 to May 2001) Plaintiff

Uri v. Prudential Insurance Co. Circuit Court Collier County, Fl. 97-1613-CFA-WLB. Expert Opinion on negligent retention (May 2001 to July, 2001) Plaintiff

Carl Tucker, et. al. v. Taco Bell Corp. U. S. District Court, Northern District of Alabama, NE Division CV-00-S-1848-NE. Expert Opinion and deposition on human resource policies and practices re: alleged discrimination in failure to serve customers. (June 2001 to March, 2002) Defendant

Hunt v. Swift Trucking and Philips, Fifth Judicial Circuit in and for Marion County, Florida, 2000-2312-CA-G Expert Affidavit on negligent hire (June 2001 to February 2003) Plaintiff

Brown v. Sosa and Coastal Recovery Centers. Twelfth Judicial Circuit in and for Sarasota County, Florida. Case No.: 2001-CA-750-NC Division C. Expert Deposition and Court

Testimony on negligent hiring and supervision. (August 2001 to April 2002) Plaintiff

Jenkins v. Florida Department of Children and Families. USDC Northern District Case No. 5:01CV88-SPM. Expert Opinion on racial discrimination on promotion decision. (April 2002 to May 2002) Defendant

North v. Kennecott Utah Copper Corp. USDC District of Utah, Central Division, Civil No. 2:00CV896C. Expert Opinion on wrongful discharge under ADA. (April 2002 to December, 2003) Plaintiff

Goodman v. Coca Cola. . USDC Northern Dist. Of Georgia, Atlanta Div. No. 1-00-CV-1774b (RWS). Expert Opinion and Deposition Testimony on racial discrimination (December 2001 to July 2003) Plaintiff

Jozette Joyner v. Microsoft, No. C01-775P (W.D. Wash.). Expert Opinion racial discrimination and harassment (May 2002 to Dec. 2002) Plaintiff

Pamela Odom v. Microsoft, No. C01-1632P (W.D. Wash.) Expert Opinion on racial discrimination and harassment (May 2002 to Dec. 2002) Plaintiff

Estate of Derrick Washington v. Microsoft, No. C01-1996P (W.D. Wash.) Expert Opinion on racial discrimination in promotion (May 2002 to Dec. 2002) Plaintiff

Wells v. Tennessee, et. al. No. 99C-2278 Third Circuit Court, Davidson County, Nashville Tenn. Oral Opinion on wrongful termination of a faculty member. (May 2002 to present) Defendant

Starks-Umoja v. Federal Express Corp. U.S.D.C., West. Dist. Tenn., W.D. 01-2878 G A. Written Opinion and deposition on ADA discrimination (Sept. 2002 to January 2004) Plaintiff

Gill v. Stipe and Boy Scouts of America. Circuit Court for Fairfax County Virginia, No. 190409. Expert deposition on negligent hire and retention (August 2001 to February 2003) Plaintiff

Countee v. State of New Mexico, et. al. U.S. District Court of N.M. CIV-02-6505RLP. Expert Report on racial discrimination and retaliation. (November 2002 to February 2004) Plaintiff

Gaskill, et.al. v McDonald's Corporation, et.al. No. 2002-CI-8200 District Court, 408th Judicial District Bexar County, Texas. Expert Affidavit, deposition, and trial testimony on negligent hire, supervision and retention. (November 2002 to September 2003). Plaintiff

Martin v. Acordia. No. 1-C-743-F, Circuit Court, Mercer County West Virginia. Expert Deposition on age discrimination in lay off. (January 2003 to July, 2003). Defendant

Hittson v. Bowling Green Warren County Community Hospital, et. al. Commonwealth of Kentucky, Warren Circuit Court Civil Action No. 02-CI-1420, Div. No. I. Expert Report and deposition on negligent hire. (April, 2003 to April 2004). Plaintiff

Doe v. Captain D's, Inc. et.al. U.S.D.C. So. D. of West Va. at Huntington, Civil Action N0. 3:02-513. Expert Report and deposition on alleged sexual harassment (May 2003 to July 2003). Defendant

Reddick-Stokes v. Winn Dixie Fourth Judicial Circuit, Duval County, Fl. No. 2002-05900-CA. Expert report, deposition, and trial testimony on age discrimination in termination (June 2003 to

April 2004) Plaintiff

Deborah Suboh v. BellSouth Business Systems, Inc., USDC, Northern District of Georgia, Civil Action File No: 1:03-CV-0996-CC. Expert Report and Deposition on age and gender discrimination in layoff termination (January 2004 to present) Plaintiff

Perkins v Holicorp of Navarre Beach, and Manpower, Inc. Circuit Court, Santa Rosa County, Florida, Case No. 03-69-CA-01-OTH. Expert Affidavit on negligent hire and retention (October 2003-April 2004) Defendant

Dan Hogan v. Ransom Ind., L.P. a/k/a Tyler Pipe Ind. Inc. County Court, Smith County Texas, No. 47,622. Expert Report on wrongful termination under worker's compensation (March 2004 to present) Plaintiff

Doe v Control UAF, Inc. et.al. Circuit Court, Thirteenth Judicial Circuit, Hillsborough County, Florida, Case No.: 02-12254. Expert Deposition on negligent hire, negligent supervision and sexual harassment (November 2003 to June 2004) Plaintiff

Cooke v. C. Bean Transport, Inc. U.S.D.C., Eastern District of Oklahoma, Case No. CIV-00-139-P. Expert Report on application of FMLA (May 2004 to January 2005) Plaintiff

Brown and Ross v. Ransom Ind. Aka Tyler Pipe, Ind., Inc. County Court, Smith County Texas, No. 47,368. Expert Report on wrongful termination under worker's compensation involving the miss-use of a selection test for return to work (March 2004 to present) Plaintiff

Cardona v. Bally's Circuit Court, Cook County, Illinois, No. 99L 4925. Expert deposition on sexual harassment (October 2003 to January 2005) Plaintiff

Call ,et al. v Outback Steakhouse, Kanawha County, West Virginia, Civil Action No. 03-C-1720. Expert Oral Report on Sexual harassment (May 2004 to July 2004) Defendant

Johnson, et. al. v TRW, Inc., et. al., Court of Common Pleas for Cuyahoga County, Case No. CV 02 487587. Expert Report and Deposition on employer status of a wholly owned subsidiary (August 2004 to October 2005) Plaintiff

LaPaglia v. Bieluch and Wagner, U.S. District Court, Southern District of Florida, Case No. 03-81124-CIV-Hurley/Hopkins. Expert Report on sexual harassment (August 2004 to September 2004) Defendant

Goode v. Waffle House, Inc., U.S.D.C. for the Eastern District of North Carolina (Western Division) 5:03-(V-701-BO(3)). Expert Report and deposition testimony on alleged customer discrimination (January 2005 to present) Defendant

Merrill v. Waffle House, Inc., U.S.D.C. Northern District of Texas, Civil Action Number 304 CV-888 M. Expert Statement on alleged customer discrimination (January 2005 to March 2005) Defendant

Steven Lichtenberg v. Wal-Mart Stores, Inc., et. al., Medina County Court of Common Pleas, Case Number: 04 CIV 0606. Expert Report, deposition testimony, and trial testimony (video) on negligent hire and supervision. (January 2005 to July 2005). Plaintiff

Teresa Givens and Lloyd Givens v. Waffle House, Inc., U.S. D. C. for the Northern District of Georgia (Atlanta Division), 1:03-(CV-3367-TWT). Expert report and deposition testimony on alleged customer discrimination. (January 2005 to present). Defendant

Edwards, et. al. v. Waffle House, Inc., U.S.D.C. for the Eastern Dist. Of North Carolina, Eastern Division, (4:03-CV-137-H(4)). Expert report and deposition testimony on alleged customer discrimination (April 2005 to present). Defendant

Jackson, et. al. v. Waffle House, Inc., U.S.D.C. for the Northern District of Georgia (Atlanta Division) 1:04-CV-0758-RLV. Expert Report and deposition testimony on alleged customer discrimination (April 2005 to present). Defendant

Davis v. Washington State Department of Ecology, et. al. U.S.D.C., Western Dist. Of Washington at Tacoma, CO4-5509 RBL, Expert Declaration on racial discrimination in job classification (June, 2005 to present). Plaintiff

Barber v. Kalamazoo County, et. al. Circuit Court, County of Kalamazoo, A04-000434-CZ. Expert Report on age discrimination (May 2005 to Present) Plaintiff

Dunlap v. Craven Crowell, et. al. United States District Court Middle District of Tennessee at Nashville, CA No. 3 04 0045. Expert Report on racial discrimination (August 2005 to present) Plaintiff

Donald Novella v. Wal-Mart Stores, Inc. U.S.D.C. Middle District of Florida, Jacksonville Division, CA No.: 3:04-CV-1213-J25TEM. Expert Report and deposition testimony on disability discrimination (September 2005 to present) Plaintiff

Kinnison v. Advance Stores, Inc. U.S.D.C., Northern District of Ohio, No. 1:04CV1237. Expert Report on sexual harassment (November 2005 to January 2006) Defendant

Hollins and Doe v. Wal-Mart Stores, Inc. Common Pleas, Fairfield County South Carolina, CA No. 01-CP-20-288. Expert deposition on negligent hire (June 2005 to present) Plaintiff

Nevada Grooves v. Fidelity National Title of Nevada, et.al. District Court, Clark County Nevada Case No. A455933. Expert Report on negligent hire and supervision (Dec. 2005 to present) Plaintiff

Hamel and Cook v. Sanchez and Wal-Mart, State Court of Cobb County, Civil Action File No. 2004A-8580-4. Expert Report and Affidavit on negligent hire (Dec. 2005 to present) Plaintiff