

## Michael J. Stevens

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### *A. Educational Credentials and Professional Background*

#### *Education History*

- Ph.D. (1993) Human Resource Management and Organizational Behavior, Krannert School of Management, Purdue University.
- B.A. (1984) Economics, University of Utah (Summa cum Laude, Phi Beta Kappa).

#### *Employment History*

- 2017-present. Brady Distinguished Presidential Professor, Weber State University.
- 2002-present. Founding partner and member, The Kozai Group, Inc.
- 2010-2018. Department Chair, Business Administration, Goddard School of Business and Economics, Weber State University.
  - **Collaborative, Transparent and Inclusive Academic Leadership.** 10+ years providing collaborative, transparent and inclusive academic leadership for 24 full-time faculty and 32 adjuncts across seven academic disciplines.
  - **Accountability.** Responsible for 11 degree programs, three academic centers, and shared oversight for annual budget of approximately \$5M.
  - **Built Culture of Collaboration and Excellence.** Led culture change to build excellence in both teaching and research; nurtured a vibrant and collaborative culture for faculty and students with the goal of providing a quality and rigorous education on route to each degree.
  - **AACSB accreditation.** Extensive involvement in all aspects of AACSB accreditation from early procurement of accreditation to successful re-accreditation and maintenance reviews.
  - **Student-Centered Responsiveness and Entrepreneurial Leadership.** Collaboratively worked with faculty to drive evidence-based student-centered innovations:
    - Provided strategic vision to revise Management major to build competencies in our students for community-focused leadership, to create companies that serve the common good, and to advance the well-being and flourishing of all stakeholders;
    - Collaboratively designed Leadership Minor through campus-wide interdisciplinary partnerships (brought together all academic units on campus that teach leadership content in their programs);
    - Created Entrepreneurship Minor designed for campus-wide non-business students;
    - Revised Supply Chain Management (SCM) curriculum to align more closely with professional certifications and national standards for SCM education;
    - Revised Marketing curriculum to align more closely with demands our graduates face working in that field;
    - Revised undergraduate HRM concentration to more closely align with demands our graduates face working in that field;
    - Revised the Information Systems & Technology curriculum by moving it away from its original focus on technology to its current emphasis on Cybersecurity and Big Data (along with a formal name change from IS&T to MIS);
    - Elevated disciplines of SCM, MIS, Finance and Marketing from concentrations within the general Business Administration major to their own degree majors;
    - Collaboratively worked with School of Engineering & Computer Science program to create interdisciplinary Data Science Minor for their students through our MIS program;

- Collaboratively worked with engineering and STEM programs to create an interdisciplinary Supply Chain Management Minor for their students through our SCM program;
- Currently pursuing interdisciplinary partnerships with humanities and liberal arts programs to more effectively infuse the competencies of critical thinking, communication and character education into our curriculum.
- **Recruiting, Hiring and Mentoring Faculty.** Highly successful record of faculty recruiting, staffing and mentoring—from new hires to mid-career and senior faculty, as well as support staff (hired total of 19 new faculty and mentored their professional development and success across their various career stages).
- **Diversity and Inclusion.** Recognized as diversity and inclusion champion (frequently identified as “Male Ally”); leveraged hiring and retention opportunities to increase faculty diversity (approx. one-third of my new hires came from underrepresented and minority populations); ensured their engagement and connection by creating a genuine culture of inclusion to safeguard their retention and sense of belonging.
- **Fundraising and Donor Development.** Long history of success and affinity for cultivating donor relations and fundraising achievements; helped procure two endowments totaling \$12M for two department centers; also played key board member role raising approximately \$16M over 20+ years for multiple non-profits.
- **Community Engagement and Relations.** Successfully built active and vibrant advisory boards in two key department areas, comprised of local community and business leaders.
- **Strategic Vision, People Skills and Team Building.** Consistently received outstanding evaluations from subordinates, peers, and supervisor in areas of strategic vision, people skills and team building.
- 2010-2017. Professor of Organizational Behavior and Human Resource Management, Goddard School of Business and Economics, Weber State University.
- 2008-2010. Associate Professor of Organizational Behavior and Human Resource Management, Weber State University.
- 2006-2008. Associate Professor of Management and International Business, University of Texas - Pan American.
- 1999-2006. Assistant Professor of Management, College of Business Administration, University of Missouri - St. Louis.
- 1997-1999. Director of Consulting, Psychological Associates, St. Louis, Mo.
- 1993-1997. Assistant Professor of Management, College of Business Administration, University of Texas at El Paso.
- 1991-1992. Visiting Lecturer, Industrial Psychology, Department of Psychology, Indiana University/Purdue University at Indianapolis.
- 1984-1985. Commissioned Officer, United States Marine Corps.

#### *Honors, Awards and Noteworthy Recognitions*

- Bi-lingual educator (fluent in English and Spanish)
- 2018. Appointed Eccles Research Fellow, Goddard School of Business and Economics, Weber State University.
- 2017. Named Brady Distinguished Presidential Professor, Weber State University.
- 2015. Appointed Buehler Research Fellow, Goddard School of Business and Economics, Weber State University.
- 2015. Winner of Outstanding Author Contribution of the Emerald Literati Network Award for Excellence, for the article “Measuring Global Leader Intercultural Competency: Development and Validation of the *Global Competencies Inventory*,” published in *Advances in Global Leadership* (vol. 8: 115-154).

- 2015. Appointed Buehler Research Fellow, Goddard School of Business and Economics, Weber State University.
- 2014. Winner of Outstanding Leadership Award for Scholarly Rigor and Critical Thinking (award sponsored by the Department of Leadership Studies, University of San Diego), for the article “Measuring Global Leader Intercultural Competency: Development and Validation of the *Global Competencies Inventory*,” published in *Advances in Global Leadership* (vol. 8: 115-154).
- 2014. Received Honorable Mention for Outstanding Leadership Book Award at the International Leadership Association Annual Meetings, for the book: *Global Leadership: Research, Practice and Development* (2nd ed.).
- 2013. Received Honorable Mention, International Academy of Management Annual Meetings MED Division Global Forum Best Symposium Award for the presentation entitled: “Global Leadership Characteristics and Adaptation.”
- 2011. Winner, Best Article Award for “Defining the Content Domain of Intercultural Competence for Global Leaders,” awarded by the Global Leadership Advancement Center, San Jose State University.
- 2009. Appointed D. Smith Research Fellow, Goddard School of Business and Economics, Weber State University.
- 2008. Winner, International Academy of Management Annual Meetings MED Division Global Forum Best Symposium Award for the presentation entitled: “Intercultural Competencies: How Should We Assess and Develop Intercultural Competencies in Current and Future Global Leaders?”
- 2008. The 1994 *Journal of Management* article, “The Knowledge, Skill and Ability Requirements for Teamwork: Implications for Human Resource Management,” was selected for inclusion in a special collection anthology of seminal articles entitled: *Employee Selection and Performance Management*, by (Eds.) NR Anderson and UR Hulsheger, Sage Publications, London.
- 2006. Best Paper Finalist, Association of Japanese Business Studies Annual Meetings for the paper entitled: “Repatriation Effectiveness for Japanese Managers: Lessons from Japanese Companies.”
- 1994. Winner, International Academy of Management Ralph Alexander Best Dissertation Award, Human Resources Division for submission entitled: *Staffing Work Teams: Testing for Individual-level Knowledge, Skill, and Ability Requirements for Teamwork*.

## **B. Scholarly and Applied Research**

### *Refereed Publications* (previous 10 years only)

- Fawcett, S.E., Stevens, M., Fawcett, A.M., Knemeyer, A.M. & Brockhaus, S. (2018). “Supply Chain Influence: Are We there Yet?” *Supply Chain Management Review*, November/December: 28-35.
- Read DW and Stevens MJ. (2018). “The Intersection of Divorce and Tort Law in Utah.” *Utah Journal of Family Law*, vol. 5: 8-17.
- Stevens MJ, Fox-Kirk W, Thompson B, Fawcett AD and Fawcett S (2015). “Developing Intercultural Competencies: Elaborating the Personal Barriers to Change.” *Journal of Strategic Management Studies*, vol. 7: 19-34.
- Mendenhall M, Osland JS and Stevens MJ (2015). “Developing Global Leaders for Emerging Markets.” *Journal of Strategic Management Studies*, vol. 7: 3-10.

- Stevens MJ (2014). “Common Consent and the Rights of the Governed.” *Restoration Studies*, vol. 15: 74-81.
- Stevens MJ, Bird A, Mendenhall M and Oddou G. (2014). “Measuring Global Leader Intercultural Competency: Development and Validation of the Global Competencies Inventory (GCI).” *Advances in Global Leadership*, vol. 8: 115-154.
- Stevens MJ (2013). “Passive-Aggression along the Wasatch Front.” *Sunstone*, issue 171: 7-13.
- Bird A, Mendenhall M, Stevens MJ, and Oddou G (2010). “Defining the Content Domain of Intercultural Competence for Global Leaders.” *Journal of Managerial Psychology*, vol. 25 no. 8: 810-828.
- Herman JL, Stevens MJ, Bird A, Mendenhall M, and Oddou G (2010). “The Tolerance for Ambiguity Scale: Towards a More Refined Measure for International Management Research.” *International Journal of Intercultural Relations*, vol. 34: 58-65.
- Furuya N, Bird A, Stevens MJ, Oddou G & Mendenhall M. (2009) “Critical Issues of International Business Management Research in the 21st Century and the Challenges Facing Japanese Companies.” *Rikkyo Business Review*, 2, 22-28.
- Mendenhall M, Oddou G, Stevens MJ, Bird A, Osland J, and Furuya N (2009). “Developing Global Competencies in Japanese Managers: Research, Process, and Recommendations.” *Journal of Strategic Management Studies*, vol. 1 no. 2: 56-66.
- Furuya N, Stevens MJ, Bird A, Oddou G, and Mendenhall M (2009). “Managing the Learning and Transfer of Global Competence: Antecedents and Outcomes of Japanese Repatriation Effectiveness.” *Journal of International Business Studies*, vol. 40: 200-215.

*Practitioner and Applied Research Publications* (previous 10 years only)

- Mendenhall ME, Osland JS, Bird A, Oddou GR, Maznevski ML, Stevens MJ & Stahl GK (2018). *Global Leadership: Research, Practice and Development* (3rd edition). New York: Routledge. This is an updated edition of our practitioner book.
- Bird A & Stevens MJ (2018). “Assessing Global Leadership Competencies.” In Mendenhall M, Osland J, Bird A, Oddou G, Maznevski M, Stevens M & Stahl G (editors) *Global Leadership: Research, Practice, and Development* (3rd edition). London: Routledge.
- Bird A & Stevens MJ (2012). “Assessing Global Leadership Competencies.” In Mendenhall M, Osland J, Bird A, Oddou G, Maznevski M, Stevens M & Stahl G (editors) *Global Leadership: Research, Practice, and Development* (2nd edition). London: Routledge.
- Mendenhall ME, Osland JS, Bird A, Oddou GR, Maznevski ML, Stevens MJ & Stahl GK (2012). *Global Leadership: Research, Practice and Development* (2nd edition). London: Routledge.
- Stevens MJ, Mendenhall M, Bird A, and Oddou G (2009). *The Global Competencies Inventory (version 3.1)*. St. Louis, MO: The Kozai Group, Inc. (currently available in nine languages).
- Stevens MJ, Bird A, Oddou G, and Mendenhall M (2008). *The Intercultural Effectiveness Scale*. St. Louis, MO: The Kozai Group, Inc. (currently available in nine different languages).

*Work in Progress*

- Stevens MJ, Anderson J, Thompson B, Hansen S, Fox-Kirk W and Read D. “The Gospel of Milton Friedman and the Death of the Invisible Hand: Diagnosing the Failures of

Ethics Education in the Business Curriculum.” Status: Manuscript writing is nearing completion and is targeted for submission to *Academy of Management Learning and Education* in spring 2018.

- Stevens MJ and Furuya N. “Longitudinal Research on a Model of Global Competency Development for Japanese Managers.” Status: All data have been collected (and are very supportive of the proposed developmental model); original draft of the manuscript is currently being written for submission to an appropriately peer-reviewed academic journal and will be submitted in spring 2018.
- Thompson B, Stevens MJ, Fox-Kirk W and Anderson J. “Role Relationships in Collaborative Balance.” Status: Manuscript writing is underway and nearing completion. This manuscript is targeted for submissions to *Academy of Management Review* during late spring 2018.
- Stevens MJ, Fox-Kirk W and Thompson B. “Symbiotic Leadership Theory: Leadership as an Emergent Social Construct.” Status: Original paper was presented at the Lancaster Leadership Conference (July 2016). Manuscript revisions are currently underway and is targeted for submission to *Leadership Quarterly* during summer 2018.
- Stevens MJ. “The Critical Value of the Devil’s Advocate in Predicting Group Performance.” Status: Manuscript was recently submitted to *The Psychologist-Manager Journal* (a quarterly journal published by the American Psychological Association); I am currently awaiting initial feedback from the editor and reviewers.

*Presentations at Academic and Scholarly Meetings* (previous 10 years only)

- Stevens MJ (2018). “First, Do No Harm: Do We Need a Qualification System to Safeguard the Use of Teaching Interventions?” International Management and Organizational Behavior Teaching Society Bi-annual Meetings, Maynooth, Ireland.
- Stevens MJ, Fox-Kirk W and Daily CA (2017). “Sex, Lies and Stereotypes: It’s Not Your DNA!” Workshop presented at the International Leadership Association’s Women in Leadership Affinity Group’s Annual Meetings, Rhinebeck, NY.
- Stevens MJ (2017). “Passive-aggression and the Effects on Culture.” Paper presentation at the Sunstone-Europe Symposium, Lancaster, England.
- Stevens MJ (2016). “Development and Validation of the *Global Competencies Inventory* (GCI): Assessing Intercultural Competence.” Paper presentation at the Hertfordshire University Europe Week, Hertfordshire, England.
- Stevens MJ (2016). “Can Global Competencies Help Select and Retain Global Leaders? Lessons from the Field.” Paper presentation at the Hertfordshire University Europe Week, Hertfordshire, England.
- Stevens MJ (2016). “Global Competencies for a Global Church: The Good, the Bad and the Ugly.” Paper presentation at the Sunstone-Europe Symposium, Birmingham, England.
- Stevens MJ (2016). “Assessing Intercultural Competencies.” Three-day workshop presented at the Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2015). “Assessing Intercultural Competencies.” Three-day workshop presented at the Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2015). “Leadership through People Skills for the Non-profit Management World.” Alliance Management Institute Annual Meetings, Salt Lake City, UT

- Stevens MJ (2015). “Beyond Passive-aggression: Creating Cultures of Healthy Collaboration.” Paper presented at the Sunstone Education Foundation Annual Symposium, Salt Lake City, UT
- Stevens MJ and Fox-Kirk W (2014). “Reframing the Managerial Grid for Relational Leadership Effectiveness.” Paper presented at the Lancaster Leadership Conference: Developing Leadership Capacity, Lancaster Management School, Lancaster, England.
- Stevens MJ (2014). “Confronting the Personal Barriers to Leadership Growth and Development.” Paper presented at the International Conference of the International Academy of strategic Management, Tokyo, Japan.
- Stevens MJ (2014). “The Power Corruption Cycle: Substantive Risks for Church Cultures and Finances.” Panel discussant at the Sunstone Education Foundation Annual Symposium, Salt Lake City, UT.
- Stevens MJ (2014). “Male Allies in the Advancement of Women in Positions of Leadership and Influence.” Panel discussant at the Sunstone Education Foundation Annual Symposium, Salt Lake City, UT.
- Stevens MJ (2014). “The Latter-day Dissent: A Current Perspective.” Respondent to a paper presented at the Sunstone Education Foundation Annual Symposium, SLC, UT.
- Stevens MJ (2014). “Beyond Passive-Aggression: Resolving Conflict and Achieving Healthy Collaboration.” One-day pre-conference professional development workshop presented at the Sunstone Education Foundation Annual Symposium, Salt Lake City, UT.
- Stevens MJ (2014). “Intercultural Assessment: What You Can Measure, You Can Manage.” Evening workshop presented at the Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2014). “Assessing Intercultural Competencies.” Three-day workshop presented at the Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2014). “Common Consent and the Rights of the Governed.” Paper presented at the annual meetings of the Restoration Studies Conference, Independence, MO.
- Stevens MJ (2014). “Understanding and Managing Cross Cultural Competencies.” Presentation given to the Goddard School of Business & Economics Advisory Council Quarterly Meeting.
- Osland J, Oddou G, Bird A and Stevens MJ (2013). “Global Leadership Characteristics and Adaptation.” Paper presented at the Academy of Management Annual Meetings, Orlando, FL.
- Stevens MJ (2013). “Gender Complementarity and Leadership Effectiveness: Conceptual and Empirical Evidence Supporting the Inclusion of Women.” Paper presented at the annual meetings of the Counterpoint Conference, Salt Lake City, UT.
- Stevens MJ (2013). “Beyond Passive-Aggression: Resolving Conflict and Achieving Healthy Collaboration.” One-day pre-conference professional development workshop presented at the Sunstone Education Foundation Annual Symposium, Salt Lake City, UT.
- Stevens MJ (2013). “Barriers to Addressing Global Climate Change: A Psycho-Social Systems Perspective.” Panel discussant at the Sunstone Education Foundation Annual Symposium, SLC, UT.
- Stevens MJ (2013) “Gender Complementarity and the Role of Women in Leadership.” Panel discussant at the Sunstone Education Foundation Annual Symposium, SLC, UT.

- Stevens MJ (2013). “Intercultural Assessment: What You Can Measure, You Can Manage.” Three-day workshop presented at the Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2012). “Organizational Behavior and Strategic Leadership.” Workshop presented at the Annual Meetings of the Utah State Counties Treasurers Association, Ogden, UT.
- Stevens MJ (2012). “Salary Negotiations for Women.” Panel presentation given at the Weber State University Women’s Center Professional Development Workshop.
- Stevens MJ (2012). “Exercising Dominion and the Abuse of Power.” Panel discussant at the Sunstone Education Foundation Annual Symposium, SLC, UT.
- Stevens MJ (2012). “Intercultural Assessment: What You Can Measure, You Can Manage.” Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ (2011). “Passive-Aggressive Approaches to Conflict Resolution along the Wasatch Front: Evidence and Implications for the Utah Culture.” Paper presented at the Sunstone Education Foundation Annual Symposium, Ogden, UT.
- Stevens MJ (2011). “Intercultural Assessment: What You Can Measure, You Can Manage.” Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ, and Bird A (2011). “Assessing Intercultural Competencies.” Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Stevens MJ, and Bird A (2010). “The Intercultural Effectiveness Scale.” Institute for Intercultural Communication Annual Summer Symposium, Portland, OR.
- Gulick L, Mendenhall M, Stevens MJ (2009). “Predicting Effective Overseas Behavior from Personality and Behavioral Indicators.” Paper presented at the Academy of International Management Annual Meetings, Chicago, IL.
- Bird A, Mendenhall M, Stevens MJ, and Oddou G (2009). “Defining the Content Domain of Intercultural Competence for Global Leaders.” Paper presented at the Academy of International Business Annual Meetings, San Diego, CA.
- Mendenhall M, Oddou G, Bird A, and Stevens MJ (2009). “Assessing Global Leadership Competencies in Managers.” Paper presented as part of the Symposium on Executive Education, Coles College of Business Executive Education Programs, Atlanta, GA.
- Bird A, Furuya N, and Stevens MJ (2008). “Assessing Intercultural Competencies and Japanese Global Leadership: A Longitudinal Study.” Paper presented as part of the Management Education and Development division's award winning best Global Forum Symposium, entitled “Intercultural Competencies: How Should We Assess and Develop Intercultural Competencies in Current and Future Global Leaders?” Presented at the Academy of International Management Annual Meetings, Anaheim, CA.
- Stevens, MJ, Bird A, Oddou G, and Mendenhall M (2007). “I Know It When I See It: Cross-Cultural Behaviors Caught on Film!” Paper presented at the International Organization Annual Meetings, Boston, MA.

### ***C. Teaching Experience***

#### *Academic Courses Taught*

- *Leadership through People Skills*: Taught at the undergraduate, Honors, MBA and Executive/Professional MBA levels.

- *Introduction to Organizational Behavior*: Taught at the undergraduate, Honors, MBA and Executive/Professional MBA levels.
- *Staffing and Selection*: Taught at the undergraduate, MBA and professional continuing education levels.
- *HR Training and Development*: Taught at both undergraduate and MBA levels.
- *International Management*: Taught at the undergraduate, MBA and Executive/Professional MBA levels.
- *Introduction to Human Resource Management*: Taught at the undergraduate, MBA and Executive/Professional MBA levels.
- *Compensation and Benefits*: Taught at the undergraduate level.
- *Business Research Methods and Applications*: Doctoral level seminar on research methods and skills.
- *Supervised Field Practicum*: Capstone course for Industrial/Organizational Psychology graduate students, consisting of an applied human resources management field project.

#### *Student Research and Thesis Supervision*

- Outside Committee Member (2011). Gregorio Huerta, Trident University International Doctoral Dissertation: “Deployment Learning Experiences, Repatriation Adjustment, and Retention: A Study about the Impact of Overseas Learning Experiences in a Sample of Combat Veterans.” Successfully defended fall 2011.
- Committee Member (2010). Christopher Bentley, Weber State University Bachelor of Integrated Studies Capstone Project: “Leadership Preferences among Pre-Adolescent Children.” Successfully defended summer 2010.
- Committee Member (2010). Tim Healey, Weber State University Bachelor of Integrated Studies Capstone Project: “The Feasibility of Electric Cars.” Successfully defended spring 2010.
- Committee Chair (2008). Anant Deshpande, University of Texas – Pan American Doctoral Dissertation: “Concurrent Engineering Practices, Knowledge Management and Product Innovation: A Relational Perspective.” Successfully defended fall 2008.
- Committee Chair (2008). Yvette Essounga, University of Texas – Pan American Doctoral Dissertation: “The Influence of Anxiety on Employee Attitudes Regarding Monitoring in the U.S., France and Mexico: The Moderating Effect of National Culture.” Successfully defended summer 2008.
- Committee Member (2005). Norihito Furuya, Doctoral Dissertation: “Predictors and Outcomes of Repatriation Effectiveness: The Case of Japanese Managers.”
- Committee Chair (2004). Kellee Butler, Master’s Thesis: “Team Roles and Team Performance.”
- Outside Reader (2003). Madeline Wu, Doctoral Dissertation: “Predicting Supervisor Support for Empowered Work Teams.”
- Committee Member (2002). Adam Taylor, Master’s Thesis: “Unraveling the Effects of Personal Characteristics on Negotiation Behavior.”
- Committee Member (2001). Craig Bellmer, Master’s Thesis: “Decision Making and Goal Setting Strategies in Small Groups.”
- Committee Chair (1997). Michael E. Yarish, MBA Professional Report: “The Phelps Dodge Team Effectiveness Study.”



- Committee Member (1996). Daren Easterling, Master's Thesis: "Measurement Equivalence of the Strong Interest Inventory's Academic Comfort Scale for Anglo- and Mexican-American Students."
- Committee Chair (1996). Gabriel S. Sanchez, MBA Professional Report: "Teamwork Usage and Predisposition in the Maquiladoras of Ciudad Juarez."
- Committee Member (1995). Robert A. Murano, MBA Professional Report: "Implementing Work Cells at the *Convertidores de Mexico*: A Total Quality Management Assessment."
- Committee Member (1994). Tracey L. Odom, MBA Professional Report: "The Impact of Site-Based Management on School Districts."
- Committee Member (1993). Jessy M. James, Master's Thesis: "Evaluation of the Bed Allocation Project at Richmond State Hospital."
- To date, permission has been granted to 86 different graduate students at various universities around the world to use my commercially copyrighted *Teamwork-KSA Test* as part of their graduate thesis/dissertation research.

#### *Executive Development and Continuing Education Courses Taught*

- *Leadership and Staff Supervision*: This has varied from a 3-16 contact-hour seminar for non-profit and corporate managers; it is typically designed to help trainees enhance their effectiveness at attracting, hiring, leading and motivating their employees.
- *Leadership through People Skills*: Certified trainer for intensive 45 contact-hour experiential skill-building seminar on the mastery of leadership via interpersonal skills.
- *Leading in a Changing Work Environment*: This was a team-taught 26 contact-hour continuing professional education course, emphasizing experiential-based learning on topics related to leading employees in an empowered organization.
- *Employee Recruitment and Selection: Strategies for Hiring the Best*: This was a 24 contact-hour continuing professional education course on staffing and selection for working HR executives.

#### **D. Professional and Service-Related Activities**

##### *Institutional Service* (previous 10 years only)

- Panel Member for Discussion on "Engaging with Male Allies," lunch meeting for Utah Women in Higher Education Network, 2018
- Presented "Great Leaders Eat Last!" training seminar for campus student leadership retreat, 2017.
- Chair, Business Administration Department Rank & Tenure committee, 2017-18.
- Member, Goddard School of Business and Economics Executive Management Committee, 2017-18.
- Presented Leadership through People Skills week-long in-house training seminar for campus leadership teams (under invitation from Provost), 2017.
- Co-chair, Committee for Leadership Minor in the Business Administration program of studies (for business and non-business students), 2016-17.
- Chair, Committee for Strengthening the Liberal Arts Component of the Business Administration major (introduced two new seminars: Leadership through Character and Critical Thinking Skills for Managers), 2016-17.

- Member, Goddard School of Business and Economics Executive Management Committee, 2016.
- Chair, Business Administration Department Rank & Tenure committee, 2016-17.
- Department Search Committee Member, Marketing faculty hire, 2016-17.
- Department Search Committee Chair, Management of Information Systems faculty hire, 2016-17.
- Member, Department Search Committee, Supply Chain Management new faculty hire, 2016-17.
- Presented Leadership Through People Skills week-long in-house training seminar for campus leadership teams (under invitation from Provost), 2016.
- Member, Goddard School of Business and Economics Executive Management Committee, 2015.
- Chair, Business Administration Department Rank & Tenure committee, 2015.
- Department Search Committee Member, Marketing faculty hire, 2015.
- Department Search Committee Chair, Management of Information Systems faculty hire, 2015.
- Presented Leadership Through People Skills week-long in-house training seminar for campus leadership teams (under invitation from Provost), 2015.
- Member, committee to strengthen Business Administration partnership with the campus honors program and develop BA departmental honors, 2014
- Chair, Business Administration degree curriculum revision committee, 2014.
- Member, Management of Information Systems degree curriculum revision committee, 2014.
- Member, Goddard School of Business and Economics Executive Management Committee, 2014.
- Chair, Business Administration Department Rank & Tenure committee, 2014.
- Department Search Committee Chair, Entrepreneurship and Business Strategy faculty hire, 2014.
- Department Search Committee Member, Supply Chain Management faculty hire, 2014.
- Department Search Committee Chair, Management & Organizational Behavior faculty hire, 2014.
- Chair, Supply Chain Management degree curriculum revision committee, 2013.
- Member, Goddard School of Business and Economics Executive Management Committee, 2013.
- Chair, Business Administration department's new Entrepreneurship minor degree program proposal (proposal was successfully approved), 2013.
- Chair, Business Administration Department Rank & Tenure committee, 2013.
- Department Search Committee Member, Supply Chain Management faculty hire, 2013.
- Department Search Committee Chair, Human Resource Management faculty hire, 2013.
- Department Search Committee Member, Marketing faculty hire, 2013.
- Presented Leadership Through People Skills week-long in-house training seminar for campus leadership teams (under invitation from Provost), 2013.
- Member, Goddard School of Business and Economics Executive Management Committee, 2012.
- Department Search Committee Chair, Business Law and Ethics faculty hire, 2012.
- Department Search Committee Chair for new Supply Chain Management faculty hire, 2012.

- Chair, Business Administration Department Rank & Tenure committee, 2012.
- Member, Goddard School of Business and Economics Executive Management Committee, 2011.
- Chair, department Instructor of Business Law Search Committee, 2011.
- Faculty Advisor for the Student SHRM Chapter (2008-2011).
- Member, Campus-wide Leadership Advisory Committee for the Development of an Undergraduate Leadership Certificate Program.
- Member, Committee for the Revision of the Adjunct Faculty Handbook, Women's Studies Program.
- Keynote speaker at the Aug. 2009 Fall Semester Student Leadership Retreat.
- Alternate Member, Campus-wide Women's Studies Executive Committee.
- Keynote speaker at the Oct. 2009 "Climb the Mountain" Campus Student Leadership Development In-service Program.
- Member, Goddard School of Business and Economics Faculty Qualification Review Committee, 2010-2013.
- Member, Goddard School of Business and Economics MBA Admissions Committee, 2008-2013.

*Academic Community Service* (previous 10 years only)

- Program Committee Member, SIETAR Annual Conference, San Diego, CA, 2016-17.
- Chair and Board Member, Board of Trustees, Executive Director, Sunstone Education Foundation. This is an independent non-profit academic association dedicated to sponsoring open scholarly/academic forums and publications on religious thought and experience (board member since 2000 to present; Executive Director from 2008 to 2010; board chair from 2010 to 2014).
- Reviewer for the 2006 National Academy of Management Ralph G. Alexander Best Dissertation Award, Human Resources Division.
- Program reviewer for the Annual Meetings of the Academy of International Business (intermittent years from 2001-present).
- Program reviewer for the Annual Meetings of the National Academy of Management (intermittent years from 1991-present).
- Program reviewer for the Annual Meetings of the Society for Industrial and Organizational Psychology (intermittent years from 1992-present).
- Sunstone Education Foundation Annual Symposium, Program Committee Member (2002-present).
- Ad hoc reviewer for *Journal of Applied Psychology*.
- Ad hoc reviewer for *Personnel Psychology*.
- Ad hoc reviewer for *Journal of Management Studies*.
- Ad hoc reviewer for *Group Dynamics: Theory, Research and Practice*.
- Ad hoc reviewer for *International Journal of Organizational Analysis*.

*Sampling of Practitioner and Business Community Service* (previous 10 years only)

- Stevens MJ (2018). "Conflict Management." Presentation given to the Utah Association of Public Treasurers Annual Meetings, Farmington Station, UT.
- Stevens, Michael J. (2016). The Power of Collaboration in Your Legal Practice. Keynote presentation at the Utah State Bar Association – Business Law Division, Annual Meetings, Salt Lake City.

- Stevens, Michael J. (2015). Women of the Future: What's Past is Prologue. Panel member presentation at the M.L. King Day of Service event, Center for Diversity and Unity, Weber State University.
- Interviewed (August 2, 2011) on KRCL RadioActive Program on the topic of my working research paper: "Passive-Aggressive Approaches to Conflict Resolution Along the Wasatch Front: Evidence and Implications for the Local Culture."
- Interviewed (August 25, 2011) by Rachel Piper at *City Weekly* on the topic of my working research paper: "Passive-Aggressive Approaches to Conflict Resolution Along the Wasatch Front: Evidence and Implications for the Local Culture."
- Interviewed by the *Ogden Standard Examiner* as special expert for Labor Day story on "Pet Peeves in the Office Place," for which several unsolicited emails of appreciation were received from local Ogden area readers.
- Invited Seminar Instructor (July 2010), Summer Institute in Intercultural Communication. Topic: "Intercultural Competency Assessment Workshop."
- Invited Presenter (Nov. 2009), Northern Utah Human Resources Association Monthly Meetings Guest Speaker. Topic: "Assessing Intercultural Competencies: Current State of the Art."
- Invited Panel Member (March 2009), Weber Reads Frankenstein - A Public Event. Topic: "Frankenstein: What Does It Mean to be Human?"
- Half-day Pro Bono Training Seminar Instructor (Dec. 2009), Utah Head Start and Early Head Start Programs Cluster Training Event at the Ogden-Weber Community Action Center. Topic: "Head Start and Assessment Programs: Lessons from the Dark Side."

#### *Professional Affiliations*

- International Academy of Management
- Academy of International Business
- American Psychological Association
- Society for Human Resource Management