

RANDAL S. FRANZ

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Education:

- 1991 Ph.D. Sociology, Formal Organizations and Social Psychology, Stanford University.
- 1988 A.M. Sociology, Stanford University.
- 1985 M.A. Sociology, California State University, Sacramento.
- 1982 B.A. with Honors, Social Science (History), California State University, Sacramento

Teaching Experience:

- 2015-present PROFESSOR OF MANAGEMENT in the School of Business, Government & Economics at Seattle Pacific University, Seattle, WA. Responsible for teaching "Organizational Behavior," "Managing Systems," "Social-Enterprise," "Social-Venture Plan Workshop," "Environmental Stewardship," and "Business Response to Climate Change." Leader of SBGE's International Business Study-Abroad in Europe.
- 1998-2015 ASSOCIATE PROFESSOR OF MANAGEMENT in the School of Business and Economics at Seattle Pacific University, Seattle, WA. Responsible for teaching "Organizational Behavior," "Designing Organizations," "Managing Systems," "Social Enterprise," "Sustainability," "Managing Diversity," "University Seminar," "Business Ethics" and "Grace & Soul in Business."
- 2004-05 VISITING PROFESSOR OF MANAGEMENT at the International University, Vienna, Austria. Taught graduate and undergraduate courses entitled: "Organizational Behavior," "Leadership" and "Business Ethics."
- 1991-98 ASSISTANT PROFESSOR OF MANAGEMENT in the School of Business and Economics at Seattle Pacific University, Seattle, WA. Redesigned and taught "Management Theory and Behavior," "Managing Cultural Diversity," "Organizational Behavior," and "Organizational Theory and Design."
- 1992-93 INSTRUCTOR for the Washington State Criminal Justice Training Commission's Basic Law Enforcement Training program: 8-hour "Cultural Awareness" module.

- 1990 COURSE DESIGN and TEACHING ASSISTANT at Stanford Graduate School of Business. Business 447, "New Paradigm Business," Prof. Michael Ray.
- 1989 TEACHING ASSISTANT at Stanford University, Sociology 118, "Groups, Teams and Organizations," Prof. Bernard Cohen.
- 1989 TEACHING ASSISTANT at Stanford University, Sociology 130, "American Society in Film and Literature," Prof. Morris Zelditch, Jr.
- 1988 TEACHING ASSISTANT at Stanford University, Sociology 120, "Interpersonal Processes," Prof. Janet Johnston.
- 1985 SUBSTITUTE INSTRUCTOR, CSU, Sacramento. Two sections of Sociology 1, "Introductory Sociology." Prof. Ivy Lee.
- 1984 TEACHING ASSISTANT, CSU, Sacramento. Sociology 1, "Introductory Sociology."

Research Experience:

- 2017-2018 Co-PRINCIPAL INVESTIGATOR, with Dr. Denise Daniels, Dr. Vicki Eveland and Dr. John Godek, conducting in-depth qualitative and quantitative research into the family-supportive practices among faith-based organizations. Funded in part by a consulting contract from Center for Public Justice and a Hope Research Grant from SBGE.
- 2013-present CONSULTANT, with Dr. Denise Daniels, for leadership development with large, regional accounting firm's Breakout Partner program. Designed and delivered multi-day training and conducted one-on-one professional coaching for participants.
- 2011-present Co-PRINCIPAL INVESTIGATOR, with Dr. Don Lee, on cross-cultural understandings of the role-of-business and perceptions of corporate social responsibility activities. Extending previous research into Hong Kong, South Korea and Singapore.
- 2011-present CONSULTANT working with Seattle-based companies to assess their CSR activities and conduct stakeholder dialogue around their perceptions of the company's level of responsibility. Project applies the CSR Portfolio and Responsibility Matrix developed in the Role-of-Business model.
- 2005-2012 Co-PRINCIPAL INVESTIGATOR, with Dr. Henry Petersen, on the *360-degree CSR* Project. Developed theoretical model, designed data collection instrument, administered cross-national survey, analyzed data and wrote up results. Presented the theoretical model at the European Association of Business In Society, Sept 2006 & 2007; presented results at Univ. of Washington, Tacoma conference on CSR, 2011; published article in *Journal of Global Responsibility*, 2012.
- 2006 CONSULTANT doing employee opinion interviews and structural re-design project at local Public Accounting firm.
- 1998-99 PRINCIPAL INVESTIGATOR on service-learning outcomes assessment project.

- Conceived project, designed data collection instrument, analyzed data and wrote up results. Presented results at regional professional conference. (Collaborated with Dr. Gary Karns and Dr. Denise Daniels)
- 1996-97 SUPERVISOR for case study project with Scott Smith. Investigated, analyzed and wrote up a case study regarding the strategic shape of technical-support outsourcing. Submitted results to conferences and for publication.
- 1995-96 MENTOR for Jeff Edgbert's Honors Project. Guided the definition and development of research questions; design and pre-testing of data collection instrument; recruitment and utilization of sample; analysis of data; and presentation of results. Subsequent co-authored publication(s) projected.
- 1994 CONSULTANT for the King County Department of Public Safety, Sheriff's Office. Conducted a Contextual Analysis of the department's personnel regarding issues of affirmative action and cultural diversity. Presented a written report with recommendations to the Sheriff.
- 1993-95 PRINCIPAL INVESTIGATOR with Dr. David Diekema on project to empirically test the validity of Franz' "Synthetic Self" theory. An experimental design is being used to determine how, and under what conditions, people use feedback from others about their abilities to alter their self-concepts.
- 1993 CONSULTANT doing data analysis and report write-up for the Microsoft company's employee opinion survey and management assessment.
- 1991 CONSULTANT for an employee opinion survey at Stevens hospital, Edmonds, WA. Conducted data analysis and interpretation for large-scale research project.
- 1989-91 PRINCIPAL INVESTIGATOR on dissertation testing a systemic view of power in social interaction. This work is in the tradition of Emerson's Power-Dependence theory. The relationship between power and dependence is theoretically reformulated to accommodate an expanded or "generalized" notion of exchange within collectives. A network-analysis methodology is used to analyze data from 224 industrial Research and Development teams drawn from 28 firms within 7 different industrial sectors.
- 1989-90 GRADUATE RESEARCH ASSISTANTSHIP with Bernard P. Cohen in a project sponsored by the National Science Foundation on innovation in industrial research-and-development teams. Explored the theoretical literature on topics related to the project. Identified additional theoretical applications of the data. Developed a specific theoretical formulation, propositions and hypotheses. Conducted empirical tests.
- 1990 GRADUATE ASSISTANT, Data Archive Project, Stanford Center for Organizations Research. Worked with faculty, staff and students to establish an instructional database collection and create the necessary protocol for accessing and using these facilities.
- 1985-87 STATISTICAL AND SOFTWARE CONSULTANT for the Computer Center, CSU, Sacramento. I was the in-house expert for micro and mainframe statistical programs.

Consulted in the design and analysis of faculty, staff and graduate student projects. Gave advice in designing data collection tools, setting up data files, recommending appropriate types and levels of analysis, and interpreting results.

Refereed Journal Publications:

- 2017 Franz, R.S. & Lee, D. "Global institution of business? Comparing Role-of Business Expectations in USA, South Korea, Hong Kong, and Singapore" in *Dimensional Corporate Governance: An Inclusive Approach*. Edited by Nicholas Capaldi, Samuel O. Idowu and René Schmidpeter.
- 2015 Wong, K.L, Baker, B. & Franz, R.S. "Business education as formation" in *Christian Scholar's Review*. 45(1): 4-24.
- 2014 Franz, R.S. "An exercise in theological imagination: Missing constructs and management implications" in *Journal of Biblical Integration in Business*. 17(1): pp. 43-58.
- 2012 Franz, R.S. & Petersen, H.L. "Role of Business: a portfolio model of corporate social responsibility" in *Journal of Global Responsibility*. (3)1: pp.83 – 110.
- 2007 VanDuzer, Franz, Karns, Wong & Daniels. "It's not your business: a Christian reflection on stewardship and business" in the *Journal of Management, Spirituality and Religion*. 4(1): pp.99-122.
- 2005 Franz, R.S. & Wong, K. "Spirituality & Management: A Wider Lens" Comment on D. Steingard's 'Spiritually-informed management' in *Journal of Management Inquiry*, Vol. 14, No. 3, 247-250.
- 2004 Erisman, Daniels, Wong & Franz "Analyzing and Responding to Different Christian Views of the Corporation" in *Business & Professional Ethics Journal* 23(4):93-114.
- 2000 Daniels, D., Franz, R.S., & Wong, K. "A Classroom with a Worldview: Making Spiritual Assumptions Explicit in Management Education" *Journal of Management Education*. 24(5): pp.540-61.
- 1998 Franz, R.S. "Task-Interdependence and Personal Power in Teams." *Small Group Research*. 29(2): pp.226-53.
- 1998 Rand, J., & Franz, R.S. "Beyond Broadbanding: Crafting a Cluster Based Model." *American Compensation Association News*, (March): pp.24-28.
- 1998 Franz, R.S. "Whatever You Do, *Don't* Treat Your Students Like Customers" in *Journal of Management Education*, 22(1):pp.63-69.
- 1989 Barnes, C.W. and Franz, R.S. "Questionably Adult: Determinants and Effects of the Juvenile Waiver Decision." *Justice Quarterly*, 6(1):pp.117-135.

Other Publications:

- 2018 Daniels, D., Eveland, V., Franz, R. & Godek, J. "Family-Supportive Practices at Sacred Sector Organizations." Research report prepared for the Center for Public Justice.
- 2015 Wong, Kenman, Bruce Baker, and Randal S. Franz. "Response to Neubert, Dyck, Stansbury, Cioffi and Snyder, and Wolterstorff." *Christian Scholar's Review* 45(1) (2015): 55-57.
- 2015 Franz, R.S. "Theology and Business: From "Order v. Sin" to Personhood, Relationship, and Community" in *Oikonomia Network Newsletter*, Feb 2015. Accessed at: <http://oikonomianetwork.org/2015/02/02/getting-past-order-v-sin/>
- 2012 Franz, R.S. "Poly-Capitalism: What if we aren't capitalistic enough?" an online submission to the *Management Innovation eXchange Project's* "Long-Term Capitalism Challenge." Accessed at: <http://www.managementexchange.com/hack/poly-capitalism-what-if-we-arent-capitalistic-enough>
- 2012 Daniels, D., Franz, R., Karns, G., Van Duzer, J., & Wong, K. (2012). Toward a theology of business. In B. C. Okonkwo (ed.) *Finding meaning in business: Theology, ethics, and vocation* (pp. 59-75). New York: Palgrave Macmillan¹
- 2004 J. Van Duzer, R. Franz, D. Daniels, G. Karns, T. Dearborn and K. Wong, "Towards a Statement on the Biblical Purpose of Business," Business as a Calling Conference, St. Paul, MN, (published as chapter 11 in an ebook at : <http://www.stthomas.edu/cathstudies/cst/publications/businessasacalling.html>).
- 2002 Franz, R.S. "When Work Works." Piece in Washington CEO magazine's "Good Works" column.
- 2001 Franz, R.S. "Lessons from the On-Line School of Hard-Knocks." Proceedings of the 2001 International Business, Education & Technology Conference.
- 2001 Franz, R.S. "Creating Online Cross-Cultural Experiences: Using the internet to bring students from different universities together in the same course." Proceedings of the 2001 Applied Business Research Conference.
- 1998 Franz, R.S. & Smith, S. "Product-Support at Programs-R-Us." Proceedings of the Seventh Case Critique Colloquium presented at the Academy of Management, San Diego, CA., pp. 86-109.

¹ Incorrectly printed as: Daniels, D. (2012). Toward a theology of business. In B. C. Okonkwo (ed.) *Finding meaning in business: Theology, ethics, and vocation* (pp. 59-75). New York: Palgrave Macmillan.

- 1997 Franz, R.S. & Edgbert, J.W. "The Role of Religiosity and Values in the Ethical Decision Making Process: A summary." in the Proceedings of the Western Decision Sciences Institute, pp. 142-144.
- 1997 Karns, G.L. & Franz, R.S. "Mission-Driven Curriculum: A Business School Case Study (Abstract)" in the Proceedings of the Western Marketing Educators' Association, p. 53.
- 1993 Franz, R.S. "Students: Customers or Co-workers?" in the Proceedings of the Christian Business Faculty Association, October 1993, pp. 89-103.
- 1989 Landis, J.R. & Franz, R.S. Instructor's Manual for Sociology: Concepts and Characteristics. 7th ed. Belmont, CA: Wadsworth.
- 1986 Landis, J.R. & Franz, R.S. Instructor's Manual for Sociology: Concepts and Characteristics. 6th ed. Belmont, CA: Wadsworth.
- 1983 Landis, J.R. & Franz, R.S. Instructor's Manual for Sociology: Concepts and Characteristics. 5th ed. Belmont, CA: Wadsworth.

Currently under development:

Franz, R.S. *Poly-Capitalism: Redesigning capitalism for multiple kinds of capital*. Book manuscript.

Papers and Presentations:

- 2018 Eveland, V., Daniels, D., Godek, J., & Franz, R. "Family Supportive Practice of Christian Run Organizations: Current Practices, Drivers, and Barriers." Poster presentation at the Christian Business Faculty Association Annual Conference, October 4-6, Chattanooga, TN.
- 2018 Franz, R., Godek, J., Eveland, V., & Daniels, D. "Family Friendly Benefits Offered by Faith-Based Nonprofits: A Study of Policies, Practices, Drivers and Barriers." Presentation at the Faith at Work Summit, October 11-13, Chicago, IL.
- 2015 Franz, R.S., Denise Daniels, and Kim Sawers. "B-Corp: Movement or Mainstream?" a Professional Development Workshop organized and presented at the Academy of Management annual meetings in Vancouver, B.C., August 2015.
- 2015 "Are Employees Suppliers, Lenders or Investors?" Presentation at School of Business, Government & Economics colloquium, Seattle Pacific University.
- 2014 "A Global Institution of Business?" Presented at the Global Corporate Governance Institute conference, August 14-16, 2014 University of Surrey, U.K. (with Don Lee)
- 2014 "A Global Institution of Business?" Presentation at School of Business & Economics colloquium, Seattle Pacific University. (with Don Lee)

- 2013 Franz, R.S. “An Exercise in Theological Imagination: Missing constructs and Management Implications” Presented at the 2013 Christian Business Faculty Association annual meeting at Olivet University, Bourbonnais, IL.
- 2012 “Role of Business: A Comparison of US and S. Korea” Presentation at School of Business research colloquium, Seattle Pacific University. (with Don Lee)
- 2011 “360° CSR: Responsibility is in the Eye of the Beholder” Presented at the Milgard School of Business CSR research conference, University of Washington, Tacoma, WA. (with Henry Petersen)
- 2011 “An Exercise in Theological Imagination: Some Missing Constructs and Their Implications for Organizational Theory” Paper presented at SBE’s AWDB Conference, Seattle, WA.
- 2010 “Poly-Capitalism: Expanding capitalism to embrace multiple types of capital” Paper presentation at the Academy of Management annual meetings in Montreal, Canada.
- 2010 “360° CSR: Stakeholder perceptions of CSR Activities” Presentation at School of Business research colloquium, Seattle Pacific University.
- 2009 “Transformational Leadership.” Presented at The Day of Common Learning, Seattle Pacific University (with Denise Daniels and Tanya Boyd).
- 2008 “Business for Global Flourishing” Invited presentation at state-wide DECA conference. Bellevue, WA.
- 2007 “Role Expectations for Business: Implication for Social Responsibility” Paper presentation at the CBFA annual meetings, Seattle, WA. October, 2007. (co-authored with Henry Petersen)
- 2007 “360° CSR: Responsibility is in the Eye of the Beholder—Preliminary Results” Presentation at the EABIS annual conference, Barcelona, Spain. September, 2007 (co-authored with Henry Petersen)
- 2006 “Order out of Chaos: Towards a Christian Theology of Organizing” Paper presentation at the Christian Business Faculty Association annual meetings, Dayton, OH. October, 2006. (co-authored with Richard Martinez)
- 2006 “Holistic Capitalism” Interactive session paper at the 2006 Business as an Agent of World Benefit conference, Cleveland, OH. October, 2006.
- 2006 “360-Degree CSR: Responsibility is in the Eye of the Beholder” Presentation at the EABIS annual conference, Milan, Italy. September, 2006 (co-authored with Henry Petersen)
- 2006 “Holistic Capitalism” Paper presented at the Center for Integrity in Business workshop on “Further Along Another Way of Doing Business.” Seattle, WA, February, 2006.

- 2005 “Order, Organizing & Organizations” Presentation at the Professional Development Workshop of the Academy of Management annual meetings, August, 2005, Honolulu, Hawaii. (co-authored with Richard Martinez)
- 2004 “Analyzing and Responding to Different Christian Views of the Corporation” Presentation at the Purpose and Profit conference at Wheaton College. (co-authored with Al Erisman, Denise Daniels & Kenman Wong)
- 2003 “Ethics: What’s the Big Deal?” Invited workshop for the Washington State Real Estate Appraiser Commission, August 22, 2003.
- 2003 “Business is an Outstanding Christian Vocation” Presentation at the SPU faculty retreat on current scholarship in the area of business. (co-presented with Al Erisman)
- 2003 “Toward a Statement on the Biblical Purposes of Business.” Presented at the Calling of Business & Business as a Calling conference in Bilboa, Spain. July (co-authored with Van Duzer, Dearborn, Karns, Daniels & Wong)
- 2002 “Integrity in Business.” Presented at The Day of Common Learning, Seattle Pacific University (with Denise Daniels, Jeff Van Duzer and Kenman Wong).
- 2001 “Characteristics of Successful Online Learners.” Presented at the Online and Blended Courses Seminar, Seattle Pacific University.
- 2000 “Strange Virtues: Operational and Ethical Nuances in Cross-Cultural Work.” Invited presentation at the Christians in the Marketplace Conference, Regent College (with Kenman Wong).
- 2000 “Spirituality in Management: A Worldview Framework.” Presented at the National Academy of Management meetings, Toronto, ON. (co-authored with Daniels & Wong).
- 1999 “Outcome Assessment for Class-based Service Learning Projects.” A panel presentation at the Pacific Sociological Association meetings, Portland, OR. (in collaboration with Gary Karns and Denise Daniels)
- 1999 “Developing and Assessing Service Learning Projects as Pedagogical Tools.” A workshop presented at the national Organizational Behavior Teaching Conference, New Mexico. (co-developed with Denise Daniels)
- 1998 “‘Knowledge-Added’ Outsourcing: Learning and Efficiency.” A paper presented at the National Academy of Management meetings, San Diego, CA. (co-authored with Scott Smith)
- 1998 “Beyond Broadbanding: Crafting a Cluster-based Model.” An invited presentation at the Broadbanding Conference organized by the International Quality & Productivity Center, Chicago, IL. (co-presented with Dr. Jim Rand)

- 1997 "The Mental-Reflex Model: A Useful Heuristic for Teaching about Prejudice." A paper presented at the Western Academy of Management Meetings, Squaw Valley, CA.
- 1997 "Developing Character or Cultivating Customers?" An Inaugural Year Faculty Address, Seattle Pacific University, Seattle, WA.
- 1996 "The Role of Religiosity and Values in the Ethical Decision Making Process." A presentation of work-in-progress at the School of Business & Economics' colloquium series, Seattle Pacific University.
- 1996 "Teambuilding Workshop." Invited session for Spring Quarter SPRINT teams, Office of Campus Ministries, Seattle Pacific University.
- 1995 "Team Dynamics and Re-engineering the Corporation." A 6-part series of presentations and process-consultations at the Boeing Company, Renton, WA.
- 1994 "Theories of Motivation." Invited presentation for Office of Business and Finance, Seattle Pacific University.
- 1994 "Diversity and the Workplace." Co-presenter (with Dr. Margaret Diddams) for the University Faith-Learning Forum, Seattle Pacific University.
- 1993 "Images of Empowerment." Invited presentation for the Human Resource department of Boeing's Defense and Space Group. Renton, WA.
- 1993 "Rethinking the Educational 'Factory'" Presentation at the Executive Advisory Council's quarterly meeting, School of Business & Economics, Seattle Pacific Univ.
- 1993 "Students: Customers or Co-workers?" Presented at annual Christian Business Faculty Association meetings, Regent University, Norfolk, Virginia.
- 1993 "Teamwork" mini-workshop for School of Business and Economics' annual faculty and staff retreat. Seattle, WA.
- 1993 "Trends in Management." Team-taught (with Dr. Alec Hill) an invited workshop for World Concern's annual staff retreat. Seattle, WA.
- 1992 "Prejudice, Consciousness and Change." Presentation of work-in-progress at the School of Business & Economics' colloquium series, Seattle Pacific University.
- 1991 *An Embedded-Exchange Theory of Power in Organizations.* Unpublished doctoral dissertation in the Department of Sociology, Stanford University, Stanford, CA.
- 1991 "New Directions for Cooley's Looking-glass Self." Presentation at CSU, San Jose.
- 1990 "An Embedded-Exchange Theory of Power." Presented at Departmental Colloquium series, Department of Sociology, Stanford University, CA.

- 1990 "Towards an Embedded Theory of Power and Dependence in R&D Teams." presented at Asilomar Conference on Organizations, Asilomar, CA. Cross-level Analysis Panel.
- 1990 "A Passive Looking-glass? Factors Affecting the Feedback of Self Information" presented at the Pacific Sociological Association meetings, Spokane, WA.

Service Activities:

- 2002- present Co-Founder & Fellow, Center for Integrity in Business. Seattle Pacific University.
- 2013-present Faculty Lead, Social Venture Plan Competition, School of Business & Economics.
- 2014-present Co-facilitator, Urban Impact's "Sharks at the Beach" social-venture plan competition for Rainier Valley economic development.
- 2015-present Member, Undergraduate Committee, School of Business, Government & Economics.
- 2016-present Faculty Lead, Spring quarter International Business Study-abroad program in Europe.
- 2015-2017 SBGE Representative to Faculty Council
- 2005-2015 Instructor, University Seminar program, Seattle Pacific University.
- 2005-2015 Participant, CityQuest Service Project workday, Seattle Pacific University.
- 2012-2015 Member, Faith Integration/AWDB committee, School of Business & Economics.
- 2012-2014 Member, Faculty Housing Taskforce, Seattle Pacific University.
- 2014 Co-organizer, "Faithful Business" Metric seminar for SPU's Center for Integrity in Business.
- 2014 Co-instructor, "Entrepreneurship & Mission" course in School of Theology, Seattle Pacific University (with David Leong).
- 2013-2014 Member, Search Committee (Management), School of Business & Economics.
- 2012-2013 Member, Dean Search Committee, School of Business & Economics.
- 2008-2013 Member, Advisory Board, Center for Integrity in Business.
- 2005-2012 Chair, Faith Integration/AWDB committee, School of Business & Economics
- 2005-2012 Member, Steering Committee, School of Business & Economics
- 2008-2012 Presenter, Academic Preview, School of Business & Economics
- 2009-2012 Faculty Advisor, New Student Advising Days

2012 Chair, Faculty search committee (Strategy), School of Business & Economics

2011-12 Member, General Education Taskforce—Ways of Engaging, SPU.

2010, 2012 Organizer & Presenter, AWDB Research mini-conference, School of Business & Economics

2010 Organizer, SPU's Spring Chapel Series on Business.

2010, 2012 Organizer, "Business as a Calling" Day, School of Business & Economics

2010 Ad hoc Reviewer, Canadian Journal of Administrative Sciences, Special Issue on Virtues.

2009 Judge, Better Business Bureau's exemplary business Torch Awards.

2009 Organizer, Thinking Theologically about Business Series, in partnership with School of Theology and School of Business & Economics

2008 Convener & Facilitator, Another Way of Doing Business seminars with practitioners, theologians and business faculty.

2008 Attendee, AACSB Maintenance of Accreditation conference, S.F., CA.

2007-2008 Senior Faculty Mentor, SPU (Dr. Baine Craft).

2007 Attendee, AACSB Principles of Responsible Management Education conference.

2007-2008 Chair, Search Committee, hiring a Director for the Center for Integrity in Business.

2004 Leader, Seattle Pacific University Business Abroad (SPUBA) seminar in Oxford, UK and on-site faculty-liaison for 5 SPU students studying in Vienna, Austria, Fall 2004.

2003-2004 Chair, Faith Integration committee, School of Business & Economics

2002-2003 Member, Faith Integration committee, School of Business & Economics.

2003 Chair, Faculty Search committee, School of Business & Economics.

2002-2003 Ad hoc Reviewer, Journal of Management Inquiry.

2002 Ad hoc Reviewer, Journal of Business Ethics.

2002, 2007 Ad hoc Reviewer, Christian Scholar's Review.

2001-2002 Member, Undergraduate Curriculum Committee, School of Business & Economics.

1998-2001 Member, Faculty Affairs Committee, Seattle Pacific University.

1998-2001 Member, Presidential Taskforce on Faculty Compensation, Seattle Pacific University.

1999 Faculty Co-leader, SBE-sponsored SPRINT team to Lithuania.

1996-98 Member, Graduate Program Committee, School of Business & Economics.

1996-99 Ad hoc Reviewer, Journal of Management Education.

1996 Faculty participant, SPRINT team to Uganda and Kenya. Campus Ministries, Seattle Pacific University.

1995-97 Coordinator, School of Business & Economics' 3-part "Faith Forum" series. Presented Fall and Spring Quarters. Worked in collaboration with Campus Ministries and the Career Development Center. Seattle Pacific University.

1995-96 Member, Mission & Objectives Taskforce, School of Business & Economics.

1995 Member, MBA Revision Taskforce, School of Business & Economics.

1995 Member, Lab Manager Evaluation Committee, College of Arts & Sciences.

1995 Coordinator, Spring Colloquium Series, School of Business & Economics.

1995 Chair, Executive Advisory Council subcommittee on Undergraduate Education.

1995 Member, Peer Evaluation Review Committee, School of Business & Economics.

1994-95 Chair, University Traditions Committee, Faculty Senate, Seattle Pacific University.

1993-94 Ad hoc reviewer, American Journal of Sociology.

1992-95 Elected Member, University Traditions Committee, Faculty Senate, Seattle Pacific University.

1992-95 Faculty Advisor, Alpha Kappa Psi business fraternity.

1992-96 Faculty Sponsor, Campus Crusade for Christ chapel cadre.

1991-95 Member, Undergraduate Curriculum Committee, School of Business and Economics.

1992 Member, Search Committee for Director of Student Life, Seattle Pacific University.

1992 Participant, "Meet the Professors Session" for prospective students.

1990 Organizer and Chair, 2 sessions at the 13th Annual Asilomar Conference on Organizations, co-sponsored by Stanford, UC Berkeley, and UCLA.

1989-90 Graduate Student Steering Committee, Stanford Center for Organizations Research.

Honors and Awards:

2018 Recipient, Hope Research Grant, School of Business, Government & Economics

2015 Nominated, Seattle Pacific University's Bentz Teacher of the Year Award.

2014 Teacher of the Year, School of Business, Government & Economics, Seattle Pacific University.

2011-14 Awarded, Joseph C. Hope Professorship in Leadership & Ethics.

2013-14 Nominated for Teacher-of-the-Year in School of Business & Economics.

2011 Runner Up, Best Paper Award, SBE AWDB Conference.

2010 Recipient, Center for Theological Education Grant for "Organizing Persons" project.

2010 Participant, "Spiritual Capital" colloquium, sponsored by Liberty Fund, Florida.

2009 Recipient, SPU SERVE Grant for "Business as a Calling" Day event in January 2010.

2006 Co-Recipient of Faculty Research Grant (with Dr. Henry Petersen), Seattle Pacific University.

2005 Finalist for Joseph Hope Professorship in Leadership and Ethics, School of Business & Economics, Seattle Pacific University.

2003 Teacher of the Year, School of Business & Economics, Seattle Pacific University.

2002 Finalist for Joseph Hope Professorship in Leadership and Ethics, School of Business & Economics, Seattle Pacific University.

1999 Scholar of the Year. School of Business & Economics, Seattle Pacific University.

1999 Participant in Georgia State University's Master-Teacher Program, Atlanta, GA.

1999 Finalist for Joseph Hope Professorship in Leadership and Ethics, School of Business & Economics, Seattle Pacific University.

1997 Selected to give one of eleven Inaugural Year Faculty Addresses. "Developing Character or Cultivating Customers?" Seattle Pacific University.

1993 Co-Recipient of Faculty Research Grant (with Dr. David Diekema), Seattle Pacific Univ.

1988-90 National Institute of Mental Health Trainee Fellowship, Social-Psychology, Department of Sociology, Stanford University.

1990 Graduate Student Research and Travel Funds Award, Stanford University.

1987-88 Graduate Fellowship, Department of Sociology, Stanford University.

1982 Phi Kappa Phi, History Honor Society.

Professional Affiliations:

Academy of Management. European Association of Business In Society.

Christian Business Faculty Association.