

**THOMAS F. KELLY, Ph.D.  
8 DORCHESTER DR.  
ENDICOTT, NY 13760  
607-748-4717**

## **EDUCATION**

Ph.D.	<b>Cornell University, 1977</b> Major Field: Higher Education Administration Minor Field: Organization Behavior Honor Society of Phi Kappa Phi; GPA: 4.0 on 4.0 scale
M.A.	<b>Lehigh University</b> Economics, GPA 3.8 on 4.0 scale, 1972
B.A.	<b>Wilkes College</b> (now Wilkes University) Economics, summa cum laude, 1969, “Outstanding Graduate Award”, “Dean’s Cup” for Highest Academic Average (among male graduates)
Secondary School	<b>Forty Fort High School</b> , Class Valedictorian, 1965
Professional Education	<b>Dartmouth College</b> , Amos Tuck Graduate School of Management Summer Institute in Executive Management, 1979

## **SUMMARY OF PROFESSIONAL EMPLOYMENT HISTORY**

### ***Binghamton University (State University of New York at Binghamton)***

2017- Present	Bartle Professor of Management (a semi-retired appointment)
1989 –2017	Professor of Management, School of Management
1991 – 2006	Vice President for External Affairs, Binghamton University
1985 – 1991	Dean, School of Management
1984 – 1985	Associate Dean, School of Management

### ***Wilkes College***

1977 – 1984	Dean of External Affairs
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### ***Cornell University***

1974 – 1977	Graduate Teaching Assistant
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### ***Wilkes College***

1972 – 1974	Director of Development
1971 – 1972	Assistant-to-the-Chancellor
1969 – 1971	Director of Evening and Summer College

## **PROFESSIONAL EXPERIENCE**

*State University of New York at Binghamton, 1984 – Present:*

**Vice President for  
External Affairs**

**and  
Professor of  
Management  
(with tenure)**

- Vice President for External Affairs, October 1991 to June 2006
- Interim Vice President, June to October 1991

Responsibilities included:

1991 to 2006:

Binghamton University Foundation

Institutional Advancement

Alumni and Parent Relations

University Communications and Marketing

Government Relations (Federal, State, Regional, Community) [until 9/03]

Small Business Development Center

NYS Trade Adjustment Assistance Center

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- Reported to President and participated as a member of the President's Senior Management Staff, 1991-2006

Major Accomplishments in External Affairs:

- Led the development and management of the University's first comprehensive gifts campaign (raised \$44+ million: 20% over goal and one year early)
- Total giving increased 1000% over 15 years
- Raised over \$10 million in federal and state economic development grants over 8 years
- Reorganized the Binghamton University Foundation and initiated a coordinated decentralized, college-based approach to fund-raising
- Initiated Planned Giving Program
- Co-chaired University's 50<sup>th</sup> Anniversary Celebration (1995-1996)
- Division received numerous awards from Statewide, and local professional organizations for quality of publications, website, campus newspaper, issues management, and fund-raising.

**Award:** “Professional of the Year” Award, Council for the Advancement and Support of Education (CASE), District II, (Northeastern Canada, Mid-Atlantic States, Caribbean), presented in New York City, 2003

**Dean and Professor (with tenure)**     *State University of New York at Binghamton*  
School of Management  
June 1985 to June 1991 (Acting Dean, 6/85 – 2/86)

Responsibilities related to development and implementation of the curricula; recruitment and development of faculty and staff; management of the School's budget (nearly \$3 million); establishment and maintenance of appropriate relationships with students, corporations, businesses, alumni and friends; development of strategic plans; attainment of resources required for the advancement of the School; participation in the management of the University as a member of the Provost's senior staff. Developed and taught a graduate management course on Management of Not-for-Profit Organizations.

Major Accomplishments:

- School attained AACSB accreditation at bachelor's and master's levels in management
- Ph.D. program developed and approved by New York State Board of Regents and the Governor of the State of New York.
- Faculty enlarged by approximately 50%; diversity of faculty increased
- Accounting program ranked in top ten in the nation based on pass-rate on CPA examinations.

Initiatives and Attainments of the School during tenure as Dean:

- Size of the tenure track faculty increased from 24 to 38
- Center for Leadership Studies established in 1987 with grant of \$800,000 from the Kellogg Foundation
- Credentials of entering students increased (60% of entering freshmen had graduated in top 5% of high school classes)
- Undergraduate and Master's curricula revised in readiness for AACSB accreditation
- Ph.D. program proposal developed and approved
- International Programs initiated in China, Japan, Germany
- Established Executive-in-Residence Program, CEO's Breakfast Series, Corning Glass Research Award, IBM Joint Study project (\$700,000 in hardware and software)
- Multi-Cultural Diversity Increased: (students: 20% minority; 55% women)
- Obtained approval for \$15 million School of Management building to be constructed with New York State funding

**Associate Dean and Associate**     **State University of New York at Binghamton**  
School of Management, 1984-85

## **Professor**

Responsible for the general operating affairs of the School of Management; supervised Directors of MBA/Arts Administration, M.S. degree in Management Science, Student Services Office (graduate and undergraduate advising and admissions), External Program Office (Executive Management Programs, Small Business Institute, Internship Center); responsibilities related to academic program planning with the faculty, financial operations, staffing, faculty recruitment, admissions, continuing education, academic advisement, course planning and scheduling, serving as liaison to other units within the University; teaching area: developed and taught graduate course on Management Strategy and Structure for Not-for-Profit Organizations.

## **Dean of External Affairs**

### **Wilkes College, 1977-84**

Participated in institutional decision-making as one of four members of the President's Cabinet of a liberal arts college of 2,000 students; supervised the Offices of Development, Public Relations, Alumni Relations, Planned Giving, Career Services, Testing, Cultural Affairs, Community Relations, and Art Gallery. Responsible for these functional areas: annual, capital, and giving; corporate and foundation grants; relationships with major donors, prospective donors and alumni; public relations and publications; community and cultural programming; testing, placement, career services, and cooperative education; conferences; major institutional events. Served as resource person to the Development Committee and Nominations Committee of the Board of Trustees.

Initiatives and Accomplishments of the Division under tenure as Dean:

- Awards from Council for Advancement and Support of Education:
  - 1982 Citation for Publication
  - 1979 Honorable Mention for Alumni Giving
- Exceeded two capital campaign goals and five annual campaign goals; administered a year-long celebration of Wilkes' 50<sup>th</sup> Anniversary in cooperation with Bucknell University (which founded Wilkes as its junior college in 1933).

Teaching Responsibilities:

Adjunct Professor, Departments of Commerce-and-Finance and Education:

Taught graduate course in organizational behavior; served on graduate thesis committee

**Teaching Assistant****Cornell University, 1974-77**

Participated in curriculum development and teaching of undergraduate and graduate courses; selected as “Outstanding Teaching Assistant” Award recipient (1976).

**Administrative Positions****Wilkes College, 1969-74**

Director of Development, 1972-74: Administered annual, capital, and deferred-giving programs; executed the purchase and sales of securities for the College Endowment.

Assistant to the Chancellor, 1971-72: Responsible to the Chancellor for the general administration of his office and for specifically assigned projects.

Director of Evening and Summer College, 1969-71: Administered all continuing education programs of the College; served as Registrar, Dean, Advisor for approximately 500 part-time students; worked directly with faculty to plan and implement academic programs offered during evenings and summers.

**Teaching Experience at Wilkes College**

Adjunct Instructor, Economics, 1969-74: Taught principles of economics I and II, applied general statistics, economic statistics.

**RESEARCH, PUBLICATIONS, PRESENTATIONS:****Recent Publications (2010 to present):**

“Doing Well By Doing Good: An Evolution Institute Report on Socially Responsible Businesses”, with David Sloan Wilson, Melvin Philip, and Xiujian Chen, posted on the website of The Evolution Institute/The Center for Evolutionary Studies, Binghamton University, <https://evolution-institute.org/wp-content/uploads/2016/01/EI-Report-Doing-Well-By-Doing-Good.pdf> January 3, 2016. (Also accepted for posting on the website of the Center for the Advancement of Social Entrepreneurship, Fuqua School of Business, Duke University)

“B-Corps - A Growing Form of Social Enterprise: Tracing Their Progress and Assessing Their Performance”, with Xiujian Chen, *Journal of Leadership and Organizational Studies*, Volume 2, Number 1, January, 2015 edition.

“The Ethics of the Credit Rating Agencies: What Happened and the Way Forward”, with Steven Scalet, *Journal of Business Ethics*, vol.111, No. 4, 111:477-490, December, 2012.

“CSR Rating Agencies: What is Their Global Impact?” with Steven Scalet; *Journal of Business Ethics*, vol.94, issue, June (II), 2010.

#### Recent Book Chapter:

“Ethical Reasoning in Global Business Decision-Making”, with Steven Scalet, invited Book Chapter for inclusion in *Business, Ethics, and Peace*, Manas Chatterji and Luk Bouckaert, co-editors, forthcoming in Fall, 2015.

#### Works-in-Progress:

“Corporations and Their Purposes”, with Steven Scalet, undergoing revision, May 2019.

#### Presentations at Academic Meetings/Conferences:

“Corporations and Their Purposes”, with Steven Scalet, *Annual Meeting of Society for Business Ethics*, August, 2018. (This paper was accepted through a *refereed* process; it was presented by Steven Scalet.)

“A Diversity Climate Study: Analysis Insights”, with Sara Reiter, Kim Jaussi, and Dina Layish, Presentation at *American Accounting Association Annual Meeting*, August, 2015. (This paper was accepted through a *refereed* process.)

“How Current Business Activity is Re-Casting the Stockholder/Stakeholder Debate”, Co-Chair, with Steven Scalet, of Research Workshop at *The Annual Meeting of the Society for Business Ethics*, August 3, 2014. (The Workshop Proposal was accepted through a *refereed* process.)

Invited Participant/Presenter in Research Teleconference on B-Corps, organized by Center for Advancement of Social Entrepreneurship, Fuqua School of Business, Duke University, for the purpose of updating members of our Research Group (including those from Harvard, Ohio State, Emory, Duke and four other universities) on our research on B-Corps, March 2014.

“Benefit Corporations and B-Corps: Tracing Their Development and Assessing Their Performance?”, with Xiujian Chen, presented at the *Annual International Meeting of the Society of Business Ethics*, 2013. (This paper was accepted through a *refereed* process.)

“Assessing the Financial Performance of B-Corps”, with Xiujian Chen, selected through a *nationally-competitive process* by the Fuqua School of Business, Duke University, for presentation at a symposium at Duke University, December, 2012.

“Do They Know Your Strategy?: Implications of Network Partner Perceptions of Strategic Articulation and Inclusion”, with Danielle Dunne and Kimberly Jaussi, presented following a *refereed* process at *Annual Conference of Strategic Management Society*, October, 2009, Washington, DC.

“CSR Rating Agencies: What is Their Effect on Corporate Behavior?” with Steven Scalet, presented following a *refereed* process at the *Annual Conference of the Society for Business Ethics*, August, 2009, Chicago.

#### Earlier Research and Writing:

“Organization of the Development Program,” *Handbook of Fund-Raising*, Peter Buchanan, ed., Council for the Advancement and Support of Education, 2000. In 2004, this chapter was selected by CASE to be included in its “CASE Books On-line” and to become part of its series on development management.

“A New Approach to Defense Industry Conversion,” *The Central New York Business Journal*, June, 1993 (with Margery Heffron).

“Quality Management Also Applies to a School of Management,” *Proceedings of Impro '91*, the National Conference on the Juran Institute, Inc., Atlanta, October, 1991 (with R. Kenett, G. Roodman – et al).

“Towards a New Model for Study Abroad Programs in International Management,” *Proceedings of Eastern Academy of Management Biennial Meeting*, Nice, France, June 1991 (with George Westacott).

“Reducing Staff Turnover: A Program That Worked,” *Contemporary Long-Term Health Care*, April 1988 (with Ruth Davis).

“Educating Future Accountants,” *The CPA Journal*, August, 1987.

*Building the Board for Strategic Governance*, a monograph requested by New York Association of Homes and Services for the Aging, Albany, Spring 1986.

“Creative Financing of Physical Facilities,” *C.A.S.E. Currents* (top-margin section), a journal of Council for Advancement and Support of Education, January 1983.

“Structuring the Board of Trustees for Effective Governance and Fund-Raising,” *Counsel*, a national publication of Marts & Lundy, Inc., Fall 1981

*Decision-Making of Governing Boards: Differences Among Selected Independent Colleges*, doctoral dissertation, Cornell University, 1977.

#### **PROFESSIONAL ACTIVITIES**

Reviewer: *California Management Review*, 2016 to present.

Reviewer: *Journal of Business Ethics*, 2009 to present.

Reviewer:	<i>Journal of Business Ethics Education</i> , 2012 to present.
Editorial Board:	<i>International Journal for Educational Advancement</i> , Association of Fundraising Professionals and Palgrave MacMillan Ltd., 2002 to 2008
Editorial Board:	<i>Journal of Business and Management</i> , Western Decision Sciences Institute and California State University, 1991 to 2005.
Consulting Editor:	ASHE-ERIC (American Society for Higher Education-ERIC Clearinghouse on Higher Education), Publications, Inc., 1994-95.
International Visitor:	Invited by The British Council to visit 8 universities/colleges in Wales regarding faculty/student exchange and institutional advancement, 1997
Presenter:	SUNY Statewide Congress on Economic Development; two presentations: "Commercial Competitiveness" and "Workforce Development," Albany, June 1993.
Moderator:	National Quality Forum Day, Binghamton Section of American Society for Quality Control and IBM Corporation, Endicott, NY, October 1, 1992.
Appointed Member:	Council on University Relations & Development, National Association of State Universities and Land Grant Colleges, 1992 to 2006.
Discussant:	SUNY Satellite TV Program broadcast statewide to advancement professionals, "Challenges for Advancement in the 90's," May 16, 1992.
Reviewer:	American Assembly of Collegiate Schools of Business, Respondent's Panel on revising Accreditation Guidelines, 1989-91.
Keynote Speaker:	Third Annual SUNY-wide Conference for Business Faculty, "Internationalization of the Business Curriculum," SUNY-Oswego, April 1989.
Evaluator:	Pennsylvania Department of Education: assessment of undergraduate marketing curriculum at Bloomsburg University, 1989.
Reviewer:	National Science Foundation: Ethics and Values Studies Program, 1988-89.



- Discussant: American Accounting Association, mid-Atlantic Regional Meeting, "Bridge Between Accounting Academics and Practitioners," Rutgers University, May 2, 1986.
- Participant: Selected by the Carl Duisberg Society, Inc. for a special study Tour of West German Ministries of Government, German universities and multinational corporations, in cooperation with the Foreign Office of the Federal Republic of Germany, November 1-15, 1985.

## **PROFESSIONAL AFFILIATIONS**

- Society for Business Ethics, 2006 to 2016 (attended Annual Meeting, 2007, 2009, 2012, 2013, 2014)
- Academy of Management, 1984-91 and 2006 to 2015 (attended Annual Meeting, 2006, 2007, 2013, 2015)
- Strategic Management Society, 2009 to 2011 (attended annual meeting 2009)
- National Association of State Universities and Land Grant Colleges, 1992 to 2006
- Council for the Advancement and Support of Education, 1977-84; 1991 to 2006
- American Accounting Association, 1986-91
- The International Fraternity of Delta Sigma Pi, 1984 to 2004
- College and University Public Relations Association of Pennsylvania, 1980-84
- Board of Directors, 1982-83
- Pennsylvania Association of Colleges and Universities; member Information Committee, 1982-84

## **COMMUNITY SERVICE AND BOARD MEMBERSHIPS**

### **1985 to Present:**

- The Link Foundation (a \$17 million foundation primarily supporting advanced simulation and training, ocean engineering, and energy conservation and development):
- Chair of the Board, 2010 to present;
  - Trustee, 2000 to present
  - Secretary of the Board, June 1999 to 2010,
  - Special Advisor and Administrative Coordinator, 1999
- The Baden-Powell Council of the Boy Scouts of America,
- Chair, Annual Distinguished Citizen Award Dinner, April, 2010.
  - Member, Fund-Raising Committee for Annual Dinner, 2009 to present
  - Invited Speaker, 2012 and 2014.
- Broome County Council of Churches Board of Directors:
- Chair, 75<sup>th</sup> Anniversary Planning Committee, January-November, 2016

- President of the Board, 2003-05
- Founding Chair, Development Committee, 2007 to 2010; Member, 2007 to present
- Executive Committee, 2003-2007;
- First Vice President, 2000-02;
- Acting President of the Board, 2001-2002

Invited Speaker, Broome County Council of Churches, Staff Retreat at Sky Lake  
 Founder's Lodge, "*The Anatomy of Giving*", May 4, 2012.

The Wyoming Conference of the United Methodist Church, appointed by two  
 Bishops to the Strategic Planning Task Force to create a vision and mission  
 for the new Susquehanna Conference for approximately 100,000 members in North  
 Central and Northeastern Pennsylvania, 2008 to 2010.

Binghamton University Foundation;

- member of the Board of Directors ex officio, 1991 to 2006
- member, 1986 to present

Guthrie Healthcare System, Sayre, PA (a medical center and subsidiary  
 Institutions, serving a 40-county area in New York and Pennsylvania),

- Trustee, 1988-97;
- Chair of the Board of Guthrie Enterprises, Inc. (a for-profit subsidiary of Guthrie  
 Healthcare System, 1992-1997

Broome County Chamber of Commerce:

- member, Board of Directors, 1988-94;
- member, Leadership Broome Program Committee, 1997;
- member, Airport Usage Group, 1998 to 2000

Summer Music Festival:

- member, Board of Directors, 1991 to 1997;
- Vice Chair of Board 1994-97

Binghamton University Forum; member, September 1985 to present

Wilkes University:

- The University Council, member, 1990 to 2000;
- Board of Sponsors for School of Business, 1995 to 2000;
- Inaugural Recipient of Alumni Excellence in Education award, 1999

WICZ-TV (NBC affiliate): Advisory Board, 1990-96

The Binghamton Club: member, 1991 to 2006; Membership Committee, 1995-97

Board of Ordained Ministry, Wyoming Annual Conference (United Methodist Church of Central New York, Northeastern PA), member, 1995-98

Africa University Scholarship Endowment Campaign of the Wyoming Annual Conference, Chair, 1993-94; raised approximately \$150,000 for a new university in Zimbabwe

First United Methodist Church, Endicott; Chair, Administrative Board, 1991-94; Chair, Pastor/Parish Relations Committee, 1995-97; Chair, Council on Ministries, 1998-91; Chair, Wills and Estates, 1986-88, Chair, Financial Campaign, 1990

The United Methodist Homes for the Aging of New York and Pennsylvania, Inc., Member, Board of Directors, August 1985-91; Honorary member, 1991 to present

Anti-Defamation League of Broome County: member, Planning Committee, "Jews in American Theater," 1988

#### **1969 to 1985:**

- American Red Cross, Wyoming Valley Chapter: Chair of the Board of Directors, 1982-1983, Board member, 1969-74 and 1980-84
- United Way of Wyoming Valley: Chair, Commerce and Industry Division, 1982 campaign; Chair, Education Division, 1983 campaign
- United Rehabilitation Services, Inc. of Northeastern Pennsylvania: member, Board of Directors, 1981-84
- Wilkes-Barre Law and Library Association (i.e., the Luzerne County Bar Association): member, Lay Advisory Board, 1982-84
- Leadership/Wilkes-Barre (an organization dedicated to the training of leaders for community development): member, Board of Directors, 1982-84. Selected as one of 20 people in the Greater Wyoming Valley to participate in the initial year-long program of seminars, 1981-82
- Sordoni Art Gallery, Wilkes-Barre: member, Advisory Commission, 1977-84
- Committee for Economic Growth in Wyoming Valley: member, Education Committee, 1983-84

#### **SUNY SYSTEM SERVICE (State-wide Service to SUNY System of 64 Campuses)**

- The SUNY System Executive Committee of Chief Advancement Officers, 1996-2006
- Member, Search Committee for Chancellor of the SUNY System, 1996
- The SUNY System Board of Trustees' "Re-Thinking SUNY" Project; member, Committee on Tuition and Revenue Generation, 1995

## UNIVERSITY SERVICE

- Member, Binghamton University Middle States Re-Accreditation Sub-Group on Ethics and Integrity, Spring 2019 to present.
- Speaker, Binghamton University Lyceum, April 29, 2019, *Business Ethics Made Easy: With application to One's Business and Life*.
- Member, Provost's Committee Core Competencies, 2013-2014
- Invited Speaker, President's Orientation Session for Sponsors and Chairs of the University's Strategic Planning Effort, August, 2012.
- Invited Speaker, Division of Research, Ethics Training Session for doctoral students supported on grants, "*Ethical Decision-Making: Finding Your Way Through the Organizational Forest*", April 12, 2012.
- Invited Speaker, Vice President's Retreat for Managers in Division of Administration and Finance, "*Ethics from the Top: the Trickle-Down Effect*", November, 2011
- Keynote Speaker for Binghamton University's Institute for Student Centered Learning, "*Why Do We Teach?*" August, 2011.
- Presidential Search Committee, Binghamton University, elected by the Faculty to participate on this committee to recruit and recommend the next President of the University, 2010-2011.
- Member, Selection Committee for Chancellor's Award for Excellence in Faculty Service, 2010.
- Elected Member, University Personnel Committee (UPC), 2007 to 2010
- Chair, University Personnel Committee for Professional Schools, 2010
- Chair, Search Committee for Vice President for Administration, 2005, and 2000-01
- Chair, University/Community Partnership Program, 1999-2002
- Co-Chair, 50<sup>th</sup> Anniversary Steering Committee, 1994-97
- President's Advisory Committee, member 1990-91
- Middle States Accreditation Steering Committee, member 1990
- Search Committee: Dean, School of Arts and Sciences, 1990
- Chair, Search Committee, Vice President for Administration and Finance, 1988-89
- President's Task Force on Cultural Diversity, 1988-90
- Faculty Senate, 1987-90, and 1992-95 (elected by campus vote)
- Search Committee: Dean School of Nursing, 1987
- President's Task Force on Auxiliary, 1984-91
- President's Task Force on Publications Priorities, 1984-85
- The 504 Compliance Advisory Committee (University-committee on access for the differently-abled), 1984-86
- The Ad Hoc Committee on the Chancellor's Professional Service Award, 1984 and 1988
- The Administrative Operations Council, 1984-85
- Search Committee: Director of the Anderson Center for the Arts, 1984
- Search Committee: Director of Career Services, 1985

- Search Committee: Assistant Executive Director, SUNY-Binghamton Foundation, 1985

## **RECENT SERVICE TO THE SCHOOL OF MANAGEMENT**

Member, Senior Personnel Committee and Junior Personnel Committee (tenure/promotion committees), 2006 to 2019.

Second round Judge, Reeves-Ellington Case Competition, Fall, 2017, Spring, 2018, Fall 2019, and Spring 2019.

Invited Lecturer, SOM PhD Seminar, “Teaching Effectively”, April, 2016

Chair, Search for Strategic Management Faculty Member, June 2015 to present

Faculty Coordinator of Strategy Faculty Group, June 2015 to present

Faculty Coordinator of Richard Reeves-Ellington School-wide Case Competition, 2014 to present

Chair, School of Management Strategic Planning Committee, 2013 to present and 2008 to 2011; Member, 2008 to present

Judge, PwC Scholars’ Sophomore Case Competition, Spring, 2016

Member, Dean’s Advisory Committee, Spring, 2015

Member, AACSB Accreditation Self Study Report Committee, 2014-2015

Judge, Graduate Student Organization Business Plan Competition, Spring 2015

Advisor, SOM Diversity Task Force, June 2013- to present.

Chair, Faculty Excellence Awards Committee, Fall 2014

Chair, Strategy Faculty Search Committee, Fall 2014

Faculty Judge, Dean’s Labor Day Case Competition, Fall 2014 and August 2015

Faculty Judge, First Annual Consulting Club Case Competition, Fall 2014

Invited Lecturer, SOM First-Year PhD Student Seminar, “Why Do We Teach?”, February, 2014.

Member, Strategy Faculty Search Committee, Fall, 2013.

Moderator, Faculty Development Committee Seminar on "How To Better Engage Students in the Learning Process", May, 2013

Coach, student team in the ZenithOptiMedia (Manhattan), Case Competition, May, 2013 (team was selected as "Best Team in the Competition" and one of my former students on that team was selected as "Best Speaker in the Competition")

Judge, Dean's Mentoring Program Case Competition, April, 2013

Chair, Strategic Management Faculty Search, August-December, 2012

Invited Speech to Faculty "Brown Bag" Luncheon, "*Why Do We Teach?*", March 23, 2012.

Invited Lecturer, SOM First-Year PhD Student Seminar, "*Why Do We Teach?*" February 7, 2012.

Invited Speaker, PwC Scholars Program, "*What is Business Ethics Anyway?*", October, 2012.

Member, Organizational Behavior Faculty Search committee, 2010 to 2011.

Member, Dean's Committee to Prepare the Self-Study document for AACSB re-accreditation, 2009-2010.

Chair, University Personnel Committee (UPC) for Professional Schools, 2008 to 2009

Faculty Coordinator, Richard Reeves-Ellington Annual Case Competition, 2007 to 2010

Faculty Coordinator, PricewaterhouseCoopers Annual Case Competition, 2007 to present

Member, University Personnel Committee, 2007 to 2009

Member, School of Management Junior Personnel Committee, 2006 to present

Member, School of Management Senior Personnel Committee, 2006 to present

Member, Strategic Management Faculty Search Committee, 2006 to 2007

Member, Masters Programs Committee, 2007 to present

Faculty Co-Mentor for: Assistant Professor Danielle Dunne, 2007 to 2011; Assistant Professor Dane Blevins, 2013 to present; Assistant Professor Rory Eckardt, 2014 present

Faculty Mentor to Adjunct Faculty in Mgmt. 411: Michael Wu, Aleksey Tikhomirov, Lisa Gross, Milan Dedek, Shawn Londo, Ray Della Fave, Cliff Olin, Donald Sheldon, 2015-2016.

Author of Report to the Provost on how Mgmt. 411 satisfies the University's Oral Presentation requirement, 2009.

### **COURSES TAUGHT IN 2007 to Present\***

Mgmt. 411: Global Strategic Management [taught from 2007-2017]

Mgmt. 530: Ethical and Global Issues in Management/Business Ethics [taught 2007- present]

Mgmt. 584: Global and Ethical Issues in Management in The School of Management's Executive MBA Programs: (a) on the Binghamton University campus; (b) at the Lockheed Martin - Owego, NY Site; and (c) at PricewaterhouseCoopers - Manhattan site. [taught 2007 to 2016]

Independent Study:

MS Level Independent Study: "The Economics and Ethics of Organic Farming", Jordan Finkelstein, 2018.

MS Level Independent Study: "An Ethical Comparison of Business Practices in Tanzania, China, and the US", Danielle Lin, 2017

MS Level Independent Study: "The B-Corp Revolution", Michael Finucane, 2015

MS Level Independent Study: "The Development of B-Corps", Thomas Mitchell, 2013.

MS Level Independent Study: "Making a Change Using the Power of Business", Lisha Su, 2012.

MS Level Independent Study: "Comparison of B-Corporations Performance with Traditional Corporations", Huseyn Ucer, 2012.

Undergraduate Level Independent Study: "An Empirical Study on Mergers and Acquisitions over the Past Twenty Years", Benjamin Sokol, 2012

MS Level Independent Study: "A New Form of Business: Benefit Corporations", Parth Patel, 2012

MS-Level Independent Study: "Corporate Social Responsibility and the Tobacco Industry", Chu Zheng, 2011.

Undergraduate-Level Independent Study: "Looking to the Future: A Comprehensive Strategic Plan for the Student Association at Binghamton University -2011", Kathryn Howard, 2011.

Undergraduate-Level Independent Study: “The Ethical Impact of Media and Technology on NBA Competition”, David Schuldenfrei, 2011.

Co-Advisor for visiting master’s degree student from Bogazici University: thesis- “Outside Directors on Corporate Boards in Turkey”, Idil Ziyaoglu, 2009

MBA-Level Independent Study: “CSR Agenda vs. Core Business Processes: Motivation for Corporate Response”, Venkata Mudunuru, 2009.

MBA-Level Independent Study: “The CSR Global 100 List: Does Appearance on the List Boost Company Performance?”, Samuel Lo, 2008.

Undergraduate-Level Independent Study: “The Growth of the Carbon Credit Markets”, Julianna Katz, 2008

**\*Teaching Evaluations:**

From Fall Semester 2007 to present student evaluations of my teaching have averaged above 3.97 on a scale of 4.0, including numerous course sections in which the class rated it at the 4.0 level. Further, in Fall 2011, Fall 2013, Fall 2014, Spring 2015, and Fall 2015 all courses taught during these respective semesters were evaluated at 4.0 on a 4.0 scale. (This is significantly above School’s average of 3.2.). During this time enrollment in my graduate courses approximated 40 students per section and in my undergraduate courses it approximated 25 per section.

The level of student evaluations placed me onto the Dean’s List for Excellence in Teaching for 20 straight semesters.

In the School-wide Case Competition: During 15 out of my last 20 semesters of teaching Mgmt. 411 in which all students participate in the school-wide case competitions, the external judges (who are business executives) selected a team from my class as the *Championship Team*\* from among original fields of 48 teams per semester taught by various instructors each year. The most recent championships were in Fall 2014, Spring 2015, and Fall 2015. \*(The Spring 2016 Team was declared Co-Champions from a field of 78 teams.)

**HONORS and AWARDS:**

“My Favorite Teacher” Recognition, which is accorded to a small number of SOM Faculty by vote of members of the senior class. 2017

“Bearcat Recognition Award”, a campus wide award given for service to the campus community; the award selection is based on an assessment by a committee of faculty and staff, 2017



“Chancellor’s Award for Excellence in Teaching”, SUNY System and Binghamton University, 2016

“Career Champion” Award, Fleishman Center for Career Services, Binghamton University, inaugural award in recognition of outstanding career mentoring of students, November, 2015.

“Dean’s List for Faculty Excellence in Teaching”, School of Management, *every semester* from Fall 2009 to 2018.

“Teaching Excellence Award”, given by the Faculty and the Dean of the School of Management, Binghamton University, 2009 and 2013. (Note: a faculty member is not eligible for this award for a second time until the fourth year after receiving the initial award.)

“Faculty-of-the-Year Award” (for excellence and inspiration in teaching), selected by vote of the graduating members of the entire Senior Class and presented on their behalf by the president of Delta Sigma Pi at the SOM Recognition Ceremony on Commencement Weekend, May 21, 2011.

“Distinguished Citizen’s Award”, to recognize outstanding community leadership and service over many years, Baden Powell Council (a multi-county area in Upstate New York) of the Boy Scouts of America, May 2011

“Outstanding Faculty Award”, to recognize excellence in teaching and service to students, presented by the combined student organizations in the School of Management at the Annual SOM Spotlight Event, March 2011.

“Chancellor’s Award for Excellence in Faculty Service”, Binghamton University, 2009.

“Professor of the Year Award”, Graduate Management Association (the MBA/MS students), School of Management, Binghamton University, 2009.

“Teaching Excellence Award”, given by the Faculty and the Dean of the School of Management, Binghamton University, 2009.

“Dr. Thomas F. and Nancy K. Kelly Scholarship”, an endowed scholarship fund created by Binghamton University friends and alumni and announced at dinner honoring retirement from position of Vice President, 2006.

“William Stanton Service Award for Visionary Leadership”, Broome County Council of Churches, 2004.

“Professional of the Year Award”, Council for the Advancement and Support of Education (CASE), District II (composed of all colleges and universities in the Mid-Atlantic States, Northeastern Canada, and Caribbean Islands), 2003.

Inaugural “Outstanding Educator” Award, Wilkes University, 1999.

“Outstanding Teaching Assistant” Award, Cornell University, 1976.

Corporate Board Directorships:

- The Greater New York Group- Binghamton; affiliate of Northwestern Mutual Financial Network; member, Board of Advisors, 2002 to 2010 (pro bono)
- BSB Bank and Trust (a \$2.3 billion bank holding company; at that time one of the largest independent commercial banks in upstate New York); member, Board of Directors, 1987 to 2002; Chair, Audit Committee, 1996-2001
- Guthrie Enterprises, Inc. (a for-profit subsidiary of Guthrie Healthcare System, serving 40 counties throughout New York and Pennsylvania); Chair of the Board, 1990-95
- Resources Recycling Technologies, Inc. (a holding company operating throughout six states, involved in recycling), member, Board of Directors; 1988-92

Notes:

Resume was last updated on Aug. 2019.

Department: The School of Management at Binghamton University.

Initial Date of Appointment to the SUNY system: 1984

Highest Rank Attained: Professor, 1989