

KAREN SCHNATTERLY

Emma S. Hibbs Distinguished Professor and Associate Professor of Management
Department of Management
442 Trulaske College of Business
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EDUCATION

University of Michigan, Ann Arbor, MI
School of Business Administration
Ph.D. Corporate Strategy July 2000

Masters of Business Administration May 1992

University of Illinois, Urbana, Champaign, IL
Masters in Fine Arts: Stage and Theater Management May 1988

Colgate University, Hamilton, NY
Bachelors of Arts in English/
Minor in Asian Studies/India May 1985

ACADEMIC EXPERIENCE

Associate Professor, Department of Management August 2010-
Emma S. Hibbs Distinguished Professor 9/1/2013 to present
Frances Ridge Gay MBA Professor 2/2012-9/1/2013
University of Missouri-Columbia

Assistant Professor, Department of Management August 2006
University of Missouri-Columbia to July 2010

Assistant Professor, Carlson School of Management September 1999 to
University of Minnesota May 2006
Juran scholar 2005

Faculty Appointment: Lecturer in Finance and Corporate Strategy, 1994-1995
University of Michigan Business School 1997-1998

RESEARCH INTERESTS

Corporate governance
Operational governance
Institutional investors

Corporate boards
White collar crime
Mergers and acquisitions

PUBLICATIONS

Peer reviewed journals:

Schnatterly, K Johnson GS. 2014. Investor preferences for board independence: An agency and institutional approach. *Strategic Management Journal*. 35: 1552–1563.

Johnson, SG., Schnatterly, K, Hill, A. 2013. Board composition beyond independence: Social capital, human capital and demographics. *Journal of Management*. 39(1): 232-262.

Johnson, SG, Schnatterly, K, Bolton, J, Tuggle, C. 2011. Antecedents of new director social capital. *Journal of Management Studies*, 48(8): 1782-1803.

Johnson, RA, Schnatterly, K, Johnson, SG, Chiu, SC. 2010. Institutional investors and institutional environment: A comparative analysis and review. *Journal of Management Studies*, 47 (8): 1590-1613.

Schnatterly, K. 2010. Operational governance and firm value. *International Journal of Strategic Change Management*. 1(4): 349-376.

Tuggle, C, Schnatterly, K & Johnson, RA. 2010. Attention patterns in the boardroom: How board composition and processes affect discussion of entrepreneurial issues. *Academy of Management Journal*. 53(3): 550-571.

Schnatterly, K, Johnson, SG. 2008. Competing to be CEO in high-tech firms: Insider, board member, or outsider candidates. *Journal of High Technology Management Research*. 18: 132-142.

Information advantages of large institutional owners. 2008. Schnatterly, K. Shaw, K, Jennings, W.W. *Strategic Management Journal*, 29(2): 219–227.

Increasing firm value through detection and prevention of white collar crime. 2003. Schnatterly, K. *Strategic Management Journal*, 24(7): 587-614.

Increasing firm value through detection and prevention of white collar crime. 2005. Schnatterly, K. Encyclopedia entry: Encyclopedia of Executive Governance, ESCP-EAP European School of Management

Book chapters:

Ferris, Stephen and Schnatterly, Karen. International corporate governance and convergence. 2010. Oxford University Press. H. Kent Baker, ed.

Resources, management systems and governance: keys to value creation. Schnatterly, K. & Maritan, C.A. in B. Chakravarthy, G. Mueller-Stewens, P. Lorange & C. Lechner (eds.), Strategy Process: Shaping the Contours of the Field. Blackwell Publishing, 2002.

Institutional ownership, information and liquidity, Innovations in Investments and Corporate Finance, *Advances in Financial Economics*, 7:41-71, 2002. Jennings, W.W., Schnatterly, K. & Seguin, P.J.

Practice-related publications:

Bank privatization in transitional economies: A general framework with application to Hungary's Magyar Kulkereskedelmi Bank transaction, Roger Kormendi, Edward A. Snyder, Karen Schnatterly and Christopher Jereb, *The Financier*, vol 5, No 2&3, Summer/Autumn 1998

M&As and fraud: the hidden cost, *Financial Times Mastering Corporate Governance Series*, Capron, L and Schnatterly, K. June 3, 2005.

Competitive process: A number of scholars were invited to submit proposals for the Financial Times: Mastering Corporate Governance editions (May and June, 2005). 19 were selected. From the FT Mastering Corporate Governance introduction: "Written by academics from the world's leading business schools, it will be essential reading for executives grappling with compliance and corporate governance best practice, investors keen to protect their assets and anyone interested in the trends that are shaping global business."

Unpublished Submissions

Schnatterly, K, Ward, A, Veiga, S, Berns, J. Negative certification: Bad boards and future directorships, under review at Academy of Management Journal

DeVaughn, M.L, Schnatterly, Howe, J, Clark, B. Stricter rules, looser governance: Regulatory intensity, board monitoring and their joint performance effects in commercial banks. Under review at the Journal of Management Studies

Research in Progress

Schnatterly, K, Clark, B, Moake, T and Mitchell, W. Disorder and Organizational Wrongdoing. Target: Academy of Management Journal

Schnatterly, K, Johnson, R, Berns, J, Howe, J. Why firms declassify. Target: Academy of Management Journal

Schnatterly K, Johnson, S, Gangloff, A. Organizational Decline: A Process View. Target: Academy of Management Review

Clark, B, Schnatterly, K, Johnson, RA, Johnson SG. The impact of a technology board committee on firm performance. Target: Strategic Management Journal

DeVaughn, M.L, Schnatterly, K, Clark, B, Howe, J. Start-ups in regulatory environments: Risk and Performance. Target: Strategic Management Journal

Johnson, S, Schnatterly, K & Johnson, RA. CEOs vs Boards of Directors: Drivers of Board Composition target: Strategic Management Journal

PRESENTATIONS

Peer reviewed (conference):

Schnatterly, K. Exploring the dark side of business. Panel. Strategic Management Society Annual meeting. Madrid, Spain. September, 2014.

Schnatterly, K. Internal vs External Governance mechanisms. Panel. Academy of Management Annual meeting. Philadelphia. August, 2014.

Schnatterly, K, Berns, J. Angel Investors. Professional Development Workshop. Academy of Management Annual meeting. Philadelphia. August, 2014.

Clark, B, Schnatterly, K, Johnson, RA, Johnson SG. The impact of a technology board committee on firm performance. Strategic Management Society annual meeting, Prague. October, 2012.

Schnatterly, K., Veiga, S. P. d. M., Ward, A. Negative certification: Bad boards and future directorships. May, 2011, TCoB Corporate Governance conference

DeVaughn, M.L, Schnatterly, Howe, J, Clark, B. Stricter rules, looser governance: Regulatory intensity, board monitoring and their joint performance effects in commercial banks. May, 2011, TCoB Corporate Governance conference

Schnatterly, K, Bluedorn, A, Jaussi, K, McCullough, C. CEOs, Firm Timescapes and Firm Performance. Academy of Management annual meeting. 2010

Schnatterly, K, Clark, B, and Mitchell, W Crime virus. 2010. Strategic Management Society annual meeting

Schnatterly, K., Ferris, S., & Johnson, S.G. 2009. White Knight or Trojan Horse? Sovereign wealth fund investment in US firms. Strategic Management Society annual meeting

Schnatterly, K. 2009. Invited Symposium on Corporate Governance. Academy of Management annual meeting.

Johnson, S., Schnatterly, K., Bolton, J., & Tuggle, C. 2009. How to get the board you want: Attracting directors who have social capital. Corporate Governance Symposium, sponsored by the Corporate Governance Institute.

- Schnatterly, K. Johnson, R, Bradshaw, C, Tuggle, C. Why some boards declassify and others don't: Entrenchment vs good governance. 2008 Strategic Management Society meeting
- Schnatterly, K & Johnson S. Is board quality valuable and can boards do their job? 2007 Strategic Management Society meeting
- Johnson, S, Schnatterly, K. Competition for CEO succession: Retired directors and disinherited heirs. 2007 Strategic Management Society meeting
- Tuggle, C, Schnatterly, K & Johnson, RA. Attention to Opportunities. 2007 Strategic Management Society meeting (The SMS has a 'rule of two', so my name does not appear in the program with this paper, but I am second author.)
- Johnson, S, Schnatterly, K, Bolton, J & Tuggle, C. Antecedents of Board Compensation: How to Pay to Get the Directors You Want. 2007 Academy of Management
- Johnson, S, Schnatterly, K & Johnson, RA. CEOs vs Boards of Directors: Drivers of Board Composition, 2007 Academy of Management
- Johnson, S, Schnatterly, K & Johnson, RA. CEOs vs Boards of Directors: Drivers of Board Composition. Presented at SMS 2006
- Schnatterly, K, Lee, P, Ward, A. Certification, reputation and legitimacy: Concentric concepts, with accepted for Academy of Management, August 2006
- Schnatterly, K, Johnson S. CEO Origins: Closer to home. Academy of Management, August 2006
- DeVaughn, M.L. & Schnatterly, K. Stricter rules, looser governance: Regulatory intensity, board monitoring and their joint performance effects in commercial banks at the First Annual Conference on Institutional Mechanisms for Industry Self-Regulation, Tuck School, Dartmouth College, Feb 24-25 2006.
- Schnatterly, K, Johnson S. Do institutions notice good governance? Strategic Management Society Annual conference, October 2005.
- Schnatterly, K, Johnson S. Do institutions notice good governance? Academy of Management Annual conference, August 2005.
- Invited panelist, Hubert H. Humphrey Institute of Public Affairs conference on Nonprofit Accountability: Underlying Issues and Challenges. 2005
- Schnatterly, K, Johnson S. Institutions and monitoring. Strategic Management Society annual conference, November 2004.

- Schnatterly, K, Johnson S. CEO origins: Closer to home? Strategic Management Society annual conference, November 2004.
- DeVaughn, M.L. & Schnatterly, K. Regulation and governance. Academy of Management Annual conference, August, 2004.
- DeVaughn, M.L. & Schnatterly, K. Regulation and governance. University of Texas invited governance conference, April 15-18, 2004.
- Schnatterly, K, Johnson S, Zellmer-Bruhn, M. Board dynamics. Strategic Management Society Annual Meeting, Baltimore, MD, November 9-12, 2003
- DeVaughn, M.L. & Schnatterly, K. Regulation and governance. Strategic Management Society Annual Meeting, Baltimore, MD, November 9-12, 2003
- Schnatterly, K. Measurement methodology, SMS Pre-Conference of the Special Conference on Competitive Strategy and the Resource Based View, Baltimore, MD, November, 2003
- Schnatterly, K, Maritan, C. Operational governance and firm value. Showcase symposium. Academy of Management Annual Meeting, Seattle, August 3-6, 2003
- Schnatterly, K, Johnson S. Boards of directors and individual skills. Showcase symposium. Academy of Management Annual Meeting, Seattle, August 3-6, 2003
- Schnatterly, K,. Invited presenter, Moral Imagination conference, Carlson School, May 2003, "Prevention and detection of white collar crime"
- Schnatterly, K. & Johnson, S. Boards of directors, monitoring and firm performance: when is more monitoring necessary? - Academy of Management Annual Meeting, Denver, August 9-14, 2002
- Intangible Capital as Drivers of Value: Resources, Capabilities and Management Systems, nominated for Best Paper Proceedings, Academy of Management Annual Meeting, Denver, August 9-14, 2002
- Johnson, S. & Schnatterly, K. Boards of directors in high tech firms: individuals matter, Strategic Management Society Annual Meeting, Paris, France, September 21-25, 2002
- Maritan, C. & Schnatterly, K High level vs. operating level governance: differential impacts on firm value. Strategic Management Society Annual Meeting, Paris, France, September 21-25, 2002
- Maritan, C. & Schnatterly, K Measuring Intangible Capital: Which Assets Support High Firm Values. Strategic Management Society Annual Meeting in San Francisco, October 2001

Schnatterly, K. & Johnson, S. Governance in high-tech firms: boards matter. Strategic Management Society Annual Meeting in San Francisco, October 2001

Maritan, C. & Schnatterly, K. Governance, Systems and Resources: Keys to Value Creation, Strategic Management Society Mini-Conference, St. Gallen, Switzerland, May 20-22, 2001.

Maritan, C. & Schnatterly, K. Resources, Management Systems and Governance: Keys to Value Creation at the 2001 Strategic Management Society Annual Meeting, San Francisco

Maritan, C. & Schnatterly, K. Caviar or fish eggs: Are some firms' high value justified? at the 2000 Strategic Management Society Annual Meeting, Vancouver

Schnatterly, K. Internal governance as a source of firm value: The impact of internal governance on the incidence of white collar crime. at the 1999 Strategic Management Society Annual Meeting, Berlin

Schnatterly, K, Walsh, JP, Seward, JK. Corporate Restructuring and CEO Compensation: A Hawthorne Effect? 1998 Strategic Management Society Annual Meeting.

Schnatterly, K, Jennings, WW, Seguin, P. Institutional Owners, Information and Liquidity. 1998 Financial Management Association Annual Meeting.

Schnatterly, K. Distance Learning: Interactive Video as a Teaching Tool to the Social Issues in Management Faculty Development Workshop at the Academy of Management meeting, August 1995, Vancouver, Canada.

PROFESSIONAL MEMBERSHIP/COMMITTEES/OFFICES

Program Chair, Research Methods Community, 2015, Strategic Management Society.

Interest Group Chair, Strategic Leadership and Governance Interest Group, 2014, Strategic Management Society

Program Chair, Strategic Leadership and Governance Interest Group, 2013, Strategic Management Society

Associate Track Chair, Strategic Leadership and Governance Interest Group, 2012, Strategic Management Society

International Conference Co-Organizer: Strategic Management Society's Conference to Honor and Extend CK Prahalad's Ideas, San Diego, June 19-22, 2011.

Corporate Governance Interest Group Executive Committee, 2007-2009, Strategic Management Society

Organized and assembled SMS 2008 Annual meeting pre-conference sessions for the Corporate Strategy and Governance Interest Group (2 panels, 1 round table with 8-10 tables)

Academy of Management Business Policy and Strategy Division Teaching Committee, March 2004-2006

Executive Committee, Competitive Strategy Interest Group, Strategic Management Society, 2003-2005. Served on the Interest Group review committee. Coordinated a mini-conference on Competitive Strategy and Resources that preceded the Annual Strategic Management Society meeting, 2004. Organized a headlining symposium session in the main conference.

Academy of Management Business Policy and Strategy Division Research Committee, March 2003-2005

Assisted the Business Policy and Strategy Division Chair in processing papers for review, selecting papers, organizing sessions, etc for 2003 annual conference.

Assistant Chair, Competitive Strategy Interest Group, Strategic Management Society, 2002-2003
Coordinated a mini-conference on Competitive Strategy and Resources that preceded the Annual Strategic Management Society meeting in Baltimore, 2003. Co-chaired two of four sessions.

Conference Coordinator: Conference on “Search for a New Strategy Paradigm” CK Prahalad and Gary Hamel co-conveners, Strategic Management Society, 1995

PROFESSIONAL ACTIVITIES

Editorial Boards

Strategic Management Journal (from January 2008)

Journal of Management (from July 2008)

Corporate Governance: An International Review (from January 2014)

International Journal of Strategic Change Management (from 2006)

Assistant to the Editor, Strategic Management Journal Special Issue, Summer 1994, “Search for a New Strategy Paradigm”, CK Prahalad and Gary Hamel, guest editors.

Ad hoc referee for the Administrative Science Quarterly, Academy of Management Journal, Managerial Finance, Journal of International Business Studies, Organizational Science, Journal of Business Research, Managerial and Decision Economics, Organization Studies

Other reviewing:

Academy of Management Annual Meeting 1996-2012, Business Policy and Strategy Track (Winner 2002 and 2003 BPS Outstanding Reviewer: BPS), occasional reviewer OMT and International Tracks

Strategic Management Society Annual Meeting 1996, 2003- 2014

2012 SMS Strategic Research Foundation Dissertation Grant Reviewer (read 4 dissertation proposals)

2012 SMS Best PhD paper award committee member (read 5 proposals and two papers)

2011 SMS Best PhD Paper award committee member (read 10 PhD papers).

2008 SMS Best PhD Paper award committee member (read 22 PhD papers).

GRANTS

Trulaske College of Business Small Grant, \$1,800, Summer 2012. (for Director Reputation paper)

Trulaske College of Business Small Grant, \$2500, Summer 2012 (for Board technological committee paper)

Mizzou Advantage Grant for a conference on Boards of Directors, May 19-22, 2011, Columbia, MO

Juran Scholar Grant, 2005-2006, \$10,000

2005-2006, McKnight Business and Economics Research Grant, \$4587

2003-2005, Grant-in-Aid of Research, Artistry and Scholarship, \$19,482

2003-2004, McKnight Business and Economics Research Grant, \$16,100

2002, International Travel Grant to support research, \$1,565

2000-2002, Grant-in-Aid of Research, Artistry and Scholarship, \$16,933

TEACHING EXPERIENCE

Undergraduate:

Fall 2009 University of Missouri-Columbia, MGMT 4970. 1 section of the undergrad capstone strategy class, 37 students

Winter 2009 University of Missouri-Columbia, MGMT 4970. 2 sections of the undergrad capstone strategy class, 41 and 42 students

Fall 2008 University of Missouri-Columbia, MGMT 4970. 1 section of the undergrad capstone strategy class, 38 students

Winter 2008 University of Missouri-Columbia, MGMT 4970. 2 sections of the undergrad capstone strategy class, 42 and 42 students

Fall 2007 University of Missouri-Columbia, MGMT 4970. 2 sections of the undergrad capstone strategy class, 34 and 33 students

Winter 2007 University of Missouri-Columbia, MGMT 4970. 2 sections of the undergrad capstone strategy class, 39 and 37 students

- Fall 2006 University of Missouri-Columbia, MGMT 4970. undergrad capstone strategy class, 35 students
- Winter 1998 & University of Michigan: Corporate Strategy 390: Capstone course for senior BBAs
 Winter 1995 Independently taught one section each semester to 55-57 students. This course is primarily case-based.
- Fall 1997 & University of Michigan: Finance 300: Introductory course to junior BBAs.
 Fall 1994 Independently taught two sections each semester to 50-60 students. Served as core course coordinator for six sections of this course in Fall 1994. This course is primarily a lecture format.

Executive (graduate degree program):

- Winter 2015 University of Missouri-Columbia, execMBA program (online+in person hybrid), Strategy Capstone, 28 students
- Winter 2015 University of Missouri-Columbia, execMBA program (online+in person hybrid), Corporate Governance and Professional Accountability, 31 students
- Winter 2014 University of Missouri-Columbia, execMBA program (online+in person hybrid), Strategy Capstone, 19 students
- Winter 2014 University of Missouri-Columbia, execMBA program (online+in person hybrid), Corporate Governance and Professional Accountability, 28 students
- Winter 2013 University of Missouri-Columbia, execMBA program (online+in person hybrid), Corporate Governance and Professional Accountability, 19 students
- Spring 2003 University of Minnesota Carlson Executive MBA Program. Core strategy class. Enrollment of 58.
- Fall 2002 University of Minnesota Executive Education: 6 hours on governance, boards and crime for the Minnesota Executive Program
- Spring 2002 University of Minnesota Executive Education: 4 hours on governance, boards and crime for the Rexam Advanced Management Program
- Spring 2002 University of Minnesota Carlson Executive MBA Program. Designed and taught the core strategy class. Enrollment of 64

Graduate:

- Winter 2015 University of Missouri-Columbia, MGMT 8970. 2 sections of the MBA capstone strategy class, 26 and 25 students

- Winter 2014 University of Missouri-Columbia, MGMT 8970. 2 sections of the MBA capstone strategy class, 46 and 46 students
- Fall 2013 University of Missouri-Columbia, MGMT 8970. 1 section of the MBA capstone strategy class, 24 students
- Winter 2013 University of Missouri-Columbia, MGMT 8970. 2 sections of the MBA capstone strategy class, 31 and 31 students
- Fall 2012 University of Missouri-Columbia, MGMT 8970. 1 section of the MBA capstone strategy class, 41 students
- F2012, W2013 Integrated Business Perspectives: A required multi-disciplinary workshop for first year MBA students. Three session, of which I participate in two.
- Winter 2012 University of Missouri-Columbia, MGMT 8970. 2 sections of the MBA capstone strategy class, 25and 28 students
- Fall 2011 University of Missouri-Columbia, MGMT 8001-3 (Topics Class). New class in Professional Responsibility and Corporate Governance for MBAs. 12 students.
- Fall 2011 University of Missouri-Columbia, MGMT 8970. 1 section of the MBA capstone strategy class, 38 students
- Winter 2011 University of Missouri-Columbia, MGMT 8970. 1 section of the MBA capstone strategy class, 27 students
- Winter 2010 University of Missouri-Columbia, MGMT 8970. 2 sections of the MBA capstone strategy class, 33and 39 students
- Fall 2009 University of Missouri-Columbia, MGMT 8970. 1 section of the MBA capstone strategy class, 42 students
- Fall 2005 University of Minnesota Part Time MBA Program. 3 core strategy classes (55-64 students/section)
- Spring 2005 University of Minnesota Part Time MBA Program. 3 core strategy classes (50-64 students/section)
- Spring 2004 University of Minnesota Part Time MBA Program. 3 core strategy classes.
- Fall 2002 University of Minnesota Full Time MBA program, 2 sections of 65. Required & Spring 2003 strategy course, part of the first year core, integrated, a semester and a half.

Fall 2000 University of Minnesota: Industry Analysis and Competitive Strategy, MGMT6031: Elective course for MBAs. Designed and taught three sections of 27, 35 and 36 students.

Fall 1999 University of Minnesota: Strategic Management, MBA6300: Required course for entering evening MBAs. Designed and taught three sections of 46, 54 and 64 students.

Doctoral seminars:

Fall 2012 Strategy PhD seminar, 7 students

Winter 2011 Strategy PhD seminar, 9 students

Fall 2008 Strategy PhD seminar, 5 students

Doctoral Committees:

Chair:

Mark Packard, 2016, est

John Berns, 2016

Brent Clark, 2013, completed.

Program Committee Chair (usually a precursor to Doctoral Committee Chair):

Nahyun Oh, 2017, est

Habib Islam, 2018, est

Member:

ShiChi Chiu Management, 2009

Dani Dong, Marketing, 2012

Stephen Hampton Marketing PhD

Christy Ferris FIN PhD

Scott Johnson, University of Minnesota, 2004

Workshops and Exec Ed:

Summer 2014 Leadership Development Workshop. Designed for AMC Theatres. Delivered by several faculty I recruited for a 1.5 day workshop.

Fall 2004 University of Minnesota Executive Education, MEP, Governance and crime session, 8 hours 37 students

Fall 2004 University of Minnesota Executive Education, Rexam AMP, Governance session, 4 hours, 24 students

Fall 2003 University of Minnesota Executive Education, MEP, Governance session, 8 hours 28 students

- Fall 2003 University of Minnesota Executive Education, Rexam AMP, Governance session, 4 hours, 20 students
- Fall 2003 University of Minnesota Executive Education, HEC MBA, Governance session, 2 hours, 25 students
- Winter 1995 University of Michigan: Business Economics 605: Public Policy and the Financial System: An interactive video/distance learning class conducted jointly with George Washington University in Washington, D.C. Served as one of three instructors for this MBA course, coordinated by Roger Kormendi, Professor, Business Economics at the University of Michigan.
- March 1996 & Feb 1996 Managing Your Physical Presence for the Teacher Development Program: Designed and conducted several workshops at the University of Michigan to help people teach more effectively by managing their physical and vocal presence in the classroom.

UNIVERSITY SERVICE ACTIVITIES

- Trulaske College of Business Database Committee, member, 2014-today.
- MBA Curriculum Review Committee, Chair, 2013
- Trulaske College of Business Strategic Planning Committee, member, 2012-2013.
- Coordinated guest speakers:
- Joe Mahoney, Winter 2013
 - Boeing Panel, Winter 2013
 - Debra Woog (involving buy in from MBA and Undergrad programs as she is a professional coach and mentor to women execs), Fall 2012
 - Shaker Zahra, Fall 2012 Hibbs Speaker
 - Andy Van de Ven Spring 2012, Management Speaker Series
 - Robert Wiseman, Fall 2011
- Member of the Trulaske College of Business Hybrid/Executive MBA Task Force, 2011
- Conference co-organizer: Mizzou Advantage Conference on Boards of Directors, May 20-22, 2011.
- Faculty Advisor, Trulaske Consulting Association, 2010 to present
- Faculty Advisor, Trulaske Association of Businesswomen, 2011-present
- Coordinator, Corporate Governance Group, 2008-present, Trulaske College of Business. Coordinates corporate governance brown bags and invite in guest speakers (one brown bag per semester, invited Ben Hermalin Spring 2008).
- Dean's and Chancellor's panel on the Financial Crisis, Fall 2008.
- Teaching Mentor: Mark Packard, 2012, John Berns, 2012. James Wilbanks 2009, Brent Clark 2010, Shihchi Chiu 2007-2008, Tal Zarankin 2008
- Governance Committee, Women's Foundation of Minnesota, Feb 2003-present
- Core Faculty Committee, Carlson School of Management, 2002-2003.
- Recruiting Committee, Carlson School of Management, Department of Strategic Management and Organization, 2002-2003.

CSOM MBA Management Concentration coordinator, Carlson School, Fall 2001-Summer 2002
CSOM MBA Program Committee member, Fall 2001- Summer 2002
CSOM Departmental Curriculum Coordinators, Department of Strategic Management and Organization, Fall 2000- Summer 2002.
Day MBA Task Force, Carlson School, Fall 2000-Spring 2001
Recruiting Committee, Carlson School of Management, Department of Strategic Management and Organization, 2000-2001.
Core course coordinator, Finance 300, 1994-1995
Assorted doctoral student leadership and Business School fundraising activities, University of Michigan Business School

AWARDS AND RECOGNITIONS

Trulaske College of Business execMBA Outstanding execMBA Faculty Member for Year Two, Inaugural Award, 2014
Trulaske College of Business Summer Scholar Award 2014-2015
John A. Riggs Jr. Excellence in MBA Teaching Award, 2011-2012
Bruce & Pam Walker Outstanding Faculty Service Award, 2011-2012
Richard D. Miller Summer Scholar Award 2010
Strategic Management Journal Outstanding Editorial Board Member, 2010, 2014
Faculty Research Development Award 2008-2009

MEDIA RELATIONS

Extensive radio and paper quotes on governance issues in the financial crisis and bailout.
Extensive radio and paper quotes on crime and governance (including Midmorning and Midafternoon on MPR (one-hour call-in radio talk shows)). University of Minnesota Alumni Magazine, Carlson School Alumni Magazine

Columbia-Northwest Rotary Club, 2 presentations on corporate ethics and fraud, May 2007
First Tuesday, January 10, 2006¹. ‘Corporate crime and corporate ethics: How do shareholders trust again?’

Extensive press citations and interviews on governance, boards of directors and white-collar crime.

PROFESSIONAL EXPERIENCE

Bank Morski, Bank Systems and Strategic Planning Consultant 1991

¹ The Carlson School of Management's First Tuesday Luncheon Series began in August 1992 to provide an opportunity for alumni and friends of the Carlson School to continue their management education. The First Tuesday Luncheon Series features top-notch executives as keynote speakers addressing hot topics in business and leadership. Held on the first Tuesday of every month, the program attracts alumni and business leaders from throughout the corporate community, and has become an attractive spot for people in the metropolitan area to network.: Carlson School website

worked/consulted for a summer with a small private bank in Szczecin, Poland
taught Bank Management and Human Resources mini-courses
Asolo Touring Theater, Sarasota, FL
Stage/Tour Manager, National Tour 1989-1990
Alley Theater, Houston, TX
Company Manager, Tour Manager,
Assistant Production Manager 1988-1989
Stage manager, production manager at regional and University theaters 1985-1988

LANGUAGES

Functional in French
Familiar with German, Spanish and Polish