

## Curriculum Vitae



### **Teresa J. Rothausen, Ph.D.**

Executive Director  
Center for Leadership Formation  
Leadership Executive MBA\*  
Executive Leadership Certificate Program  
Professor of Management  
Leadership Developer and Spiritual Director  
Whiteness in Leadership Educator

Albers School of Business and Economics  
Seattle University  
901 12th Avenue  
Seattle, Washington 98122  
teresarothausen@seattleu.edu

\*Seattle U's Leadership Executive MBA was ranked #11 in the country by *U.S. News and World Report* in 2019, and has been ranked in the top 20 for decades.

2011-2020

Susan E. Heckler Endowed Chair in Principled Leadership  
Professor of Management  
University John Ireland Scholar  
Opus College of Business  
University of St. Thomas (UST)-Minnesota

### **Creating Spaces and Fostering Practices for Wiser Leadership**

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(2-page Bio, Full Service List, and References available on request)

## EDUCATION AND PROFESSIONAL CERTIFICATION

### POST-DOCTORAL

Special Student and Candidate, Harvard Master of Divinity (MDiv) Program.  
Harvard Divinity School, Harvard University, Cambridge, Massachusetts, 2018-2020.  
Studying *Interfaith, Inclusive Spirituality in Leadership* and *Spiritual and Moral Development across Wisdom and Faith Traditions*. Candidacy through 2030.

Post-graduate Certificate in *Spiritual Direction*, Department of Theology; School of Humanities, Arts, and Sciences, St. Catherine University, St. Paul, Minnesota, May 2019.

### DEGREES

Ph.D., University of Minnesota, 1994. *Human Resources and Industrial Relations*.  
School of Management.  
Emphases: *Organizational Behavior* and *Staffing, Training, and Development*.  
Dissertation: *Expanding the boundaries of job satisfaction: The effects of job facets, life satisfaction and family situation*. Advisor: Paul R. Sackett.

B.A., St. Olaf College, 1986. *Economics, Magna Cum Laude*.  
Phi Beta Kappa, Departmental Distinction.  
Including semester at Cambridge University, Cambridge, U.K.

### OTHER SIGNIFICANT PROFESSIONAL CERTIFICATIONS

*Diversity and Inclusion* Instructor; Trainer and Train-the-Trainer Programs;  
(Inter)National MultiCultural Institute, Washington D.C., 2002.

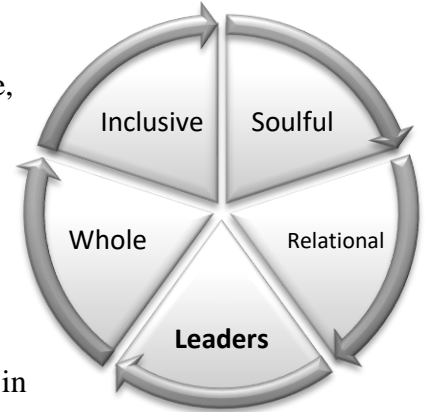
C.P.A., State of Minnesota, 1986. *Certified Public Accountant*.  
Passed all four parts of the C.P.A. exam on first attempt.



On a panel on  
Inclusive  
Leadership  
(middle) in 2014

## RESEARCH AND LEADER DEVELOPMENT FACILITATION INTERESTS

- Leader Development
  - Wiser leadership (or WISeR; whole, inclusive, soulful, relational)
  - Stages and levels of human development in leadership
  - Wiser leader development practices that access holistic wisdom, including spiritual, aesthetic, wilderness/nature, and relational
  - Centers for Wiser Leadership; creating spaces for Wiser Leadership
- Purposeful Work in Organizations
  - Meaning-based job-related well-being
  - Purpose, identity, and development at work
  - Well-being, job satisfaction, engagement, and retention in organizations
  - Spaces, systems, and philosophies that build moral development, well-being, meaning, interaction, social justice, inclusion, and engagement in organizations
- Inclusion and diversity at intersections of person, family, organizations, and society
  - Gender and diversity in organizations, especially masculinity and whiteness
  - Worldview, spirituality, and interfaith inclusion and leadership
  - The impact and meaning of work for family, life, and community
  - Dependency and dependent care in organizations



## WORKSHOP, SPEAKING, AND TEACHING INTERESTS

- Leadership / Leader development / Leader formation
- Inclusive Leadership in diverse in organizations
- Career, calling, and vocation and work in life (work-family, work-life)
- People management in organizations
- Spirituality in work and work organizations

## PROFESSIONAL POSITIONS HELD

### CURRENT

Seattle University, Albers School of Business and Economics, Seattle, Washington, June 2020-present.

Executive Director, Center for Leadership Formation, home of the Executive Leadership MBA, and the Executive Leadership Certificate Program.  
Professor of Management, Albers School of Business and Economics.

Leadership Developer, Spiritual Director, and Whiteness Workshop Educator, Wiser Leadership; Boston-Minneapolis-Seattle, 2018-present.

## **PAST POSITIONS**

University of St. Thomas, Minneapolis, Minnesota, 1998-2020.

Susan E. Heckler Endowed Chair in Principled Leadership, Opus College of Business, 2011-2020.

John Ireland Scholar, Awarded for Outstanding Achievement as a Teacher-Scholar, University of St. Thomas, 2011-2020.

Professor, Management Department, Opus College of Business, 2007-2020.

Fellow, Center for Ethical Organizations, 2017-2018.

Inaugural Research Fellow, Family Business Center, Opus College of Business, 2011.

Associate Professor, Management Department, Opus College of Business, 2001-2007.

Founding Director, Full-time UST MBA program, Opus College of Business, 2002-2005.

Research Fellow, Center for Ethical Business Cultures, 2000-2001.

Assistant Professor, MBA Programs, Graduate School of Business, 1998-2001.

Consultant, Leader Development, Inclusion, and Purposeful Leadership, 1991-2017.

Texas A&M University, Mays College and Graduate School of Business, College Station, Texas; Assistant Professor, Department of Management, 1994-1998.

University of Minnesota, Carlson School of Management, Minneapolis, Minnesota; Visiting Associate Professor, Human Resources and Industrial Relations (HRIR) Department, 2001-2002.

Other adjunct positions at the University of Minnesota and St. Olaf College, 1990-1994 and 1999-2001.

Consultant and Manager, Hennepin County Medical Center, City of Northfield, and Rothausen Consulting, 1988-1991.

Senior Auditor, Auditor, and Tax Intern, Arthur Andersen & Co., 1986-1988.

## **SCHOLARSHIP: PUBLICATIONS, PRESENTATIONS, INVENTORIES, & REPORTS**

### **PEER-REVIEWED AND -EDITED RESEARCH: JOURNAL ARTICLES, PEER-REVIEWED COMMENTARIES, AND ACADEMIC BOOK CHAPTERS**

#### **• WITH AWARDS AND HONORS NOTED AS APPLICABLE**

Rothausen, T.J. & Maridada, T. (2020). Adapting a ministry of love for the workplace: Centers for Wiser Leadership as multi-faith chaplaincy. In Pirson, M. (Ed.) *Is It All We Need? Love and the Organization*. Forthcoming in 2020 in the Humanistic Management Series, Routledge Publishers. Academic book chapter.

Rothausen, T.J. & Henderson, K.E. (2019). Meaning-based job-related well-being: Exploring a meaningful work conceptualizations of job satisfaction. *Journal of Business and Psychology*, 34(3), 357-376. Peer-reviewed research article.

- This article received an Editor Commendation from the journal in 2020. According to the commendation notice, the designation is a “distinction” that recognizes the twelve papers “of particular note” from over 800 papers submitted to the journal in 2019.

Rothausen, T.J. & Henderson, K.E. (2019). Two messages from the other side of the turnover coin: “Here to stay or go?” and “Should I stay or should I go?” Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12: 306-309. Peer-reviewed commentary.

Sailors, J.J., Rothausen, T.J., DeV Vaughn, M.L., & Puto, C.P. (2019). A Model of Full-Time Professional Graduate Student Satisfaction: Program Design, Delivery, and Outcomes. *Journal of Consumer Satisfaction, Dissatisfaction, and Complaining Behavior*, 32, 66-90. Peer-reviewed research article.

Rothausen, T.J. (2017). Integrating leadership development with Ignatian spirituality: A model for designing a spiritual leader development practice. *Journal of Business Ethics*, 145(4), 811-829. Peer-reviewed research article.

- This article won no formal honor, but one of the blind reviewers characterized it as “opening up new fields” and “a major first contribution on an important subject.”

Rothausen, T.J., Henderson, K.E., Arnold, J.K., & Malshe, A. (2017). Should I stay or should I go? Identity and well-being in sensemaking about retention and turnover. *Journal of Management*, 43(7), 2357-2385. Peer-reviewed research article.

Rothausen, T.J. (2016). Organizational dependent care support. In T.D. Allen & L.T. Eby (Eds.) *The Oxford Handbook of Work and Family* (pp. 271-285). New York: Oxford University Press. Academic book chapter.

Rothausen, T.J. (2016). Understanding deep, socially embedded human motivations and aspirations for work from whole person and interdisciplinary perspectives. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9: 735-739. Peer-reviewed commentary.

Rothausen, T.J. & Bazarko, D.M. (2015). Business education for nurse leaders: A case study of leadership development in a vital, highly gendered industry. In P.M Flynn, K. Haynes, & M. Kilgour (Eds.) *Integrating Gender Equality into*

*Management Education: Lessons Learned and Challenges Remaining* (pp. 122-139). Sheffield UK: UNPRME/Greenleaf. Academic book chapter.

Rothausen, T.J. (2011). Unpacking work-family: Core overarching but under-identified issues. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 379-384. Peer-reviewed commentary.

Rothausen, T.J. & Sorenson, R.L. (2011). Leveraging family member capacity for the business and the family. In R.L. Sorenson (Ed.), *Family Business and Social Capital* (pp. 155-169). Cheltenham UK: Edward Elgar Publishing. Academic book chapter.

Rothausen, T.J. (2009). Management work-family research and work-family fit: Implications for building family capital in family business. *Family Business Review*, 22, 220-234. Peer-reviewed research article.

- This article received Honorable Mention status as one of three finalists for best article of 2009, selected by editorial board. Award presented October 2010.

Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2009). Are all the parts there everywhere? Facet job satisfaction in the United States and the Philippines. *Asia Pacific Journal of Management*, 26, 681-700. Peer-reviewed research article.

Rothausen, T.J. (2007). Making the impact of gender on business leadership visible: A tool for use in organizations and education. *Leadership Review*, 7, 93-110. Peer-reviewed article.

Rothausen, T.J., Marler, J.H., and Wright, P.M. (2005). Research productivity, gender, family, and tenure in organization science careers. *Sex Roles: A Journal of Research*, 53, 727-738. Peer-reviewed research article.

Rothausen, T.J. (2004). Gender: Work-family ideologies and roles. *Organization Management Journal*, 1, 55-60. Peer-reviewed article.

Power, S.J. & Rothausen, T.J. (2003). The work-oriented midcareer development model: An extension of Super's maintenance stage. *The Counseling Psychologist*, 31, 157-197. Peer-reviewed research article.

- This article was named as a *The Counseling Psychologist* Significant Contribution for significant contribution, with commentaries solicited and published along with the article.

Rothausen, T.J. (1999). "Family" in organizational research: A review and comparison of definitions and measures. *Journal of Organizational Behavior*, 20, 817-836. Peer-reviewed research article.

- This article was a nominee for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, awarded by the Center for Families at Purdue University and the Center for Work and Family at Boston College; one of 29 nominees from over 400 articles reviewed that were published in 1999.

Rothausen, T.J., Gonzalez, J.A., Clarke, N.E., & O'Dell, L.L. (1998). Family-friendly backlash - fact or fiction?: The case of organizations' on-site child care centers. *Personnel Psychology, 51*, 685-706. Peer-reviewed research article.

Ostroff, C. & Rothausen, T.J. (1997). The moderating effect of tenure in person-environment fit: A field study. *Journal of Occupational and Organizational Psychology, 70*, 173-188. Peer-reviewed research article.

Ostroff, C. & Rothausen, T.J. (1997). Selection and Job Matching. In D. Lewin, D.J.B. Mitchell, & M.A. Zaidi, (Eds), *The Human Resource Management Handbook* (Part III, pp. 3-51). Greenwich, Connecticut: JAI Press. Academic book chapter.

Rothausen, T.J. (1994). Job satisfaction and the parent worker: The role of flexibility and rewards. *Journal of Vocational Behavior, 44*, 317-336. Peer-reviewed research article.

## ENCYCLOPEDIA, PRACTITIONER, AND TEACHING ARTICLES

Rothausen, T.J. Business advice column. Business Section, *Minneapolis Star Tribune*. Most recent column appearing December 2019 (in addition to 21 other columns starting in 2004).

Rothausen, T.J. & Christenson, S.M. (2014). Leadership. In C. Cooper (Ed.) *Wiley Encyclopedia of Management, 3<sup>rd</sup> edition, Volume 2—Business Ethics* (pp. 271-277). London: Wiley Blackwell.

Rothausen, T.J. (2014). We Need a New Ecosystem. Invited contribution to *Diversity Executive Magazine*.

Rothausen, T.J. (2012). Bottom Line: Health Care and the Cost of Employee Retention. *B. Magazine*, spring, p. 17.

Rothausen, T.J. & Ekelund, B.Z. (2008). MBTI and DI: Comparison of two psychological type measures for use in management education settings. In Ekelund, B.Z, and Langvik, E (Eds.), *Diversity Icebreaker: How to Manage Diversity Processes* (pp. 63-77). Oslo: Human Factors Publishing.

Rothausen, T.J. (2007). Retention 2010. *B. Magazine*, fall, pp. 14-17. Note this article was also reprinted on the “Community Voices” page at MinnPost.com for its Thursday, January 10, 2008 edition.

- Rothausen, T.J. (2007). Exploring sex and gender roles. In S. Sweet, M. Pitts-Catsouphe, J. Mumm, J. Casey, and C. Matz, Eds. *Teaching Work and Family: Strategies, Activities, and Syllabi*. Washington DC: American Sociological Association, p. 231.
- Rothausen, T.J. (2005). Family Diversity. In Pitt-Catsouphe, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2005). Exploring sex and gender roles: A suggested work and family class activity. In Pitt-Catsouphe, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2005). Gender: Work-family ideologies and roles. In Pitt-Catsouphe, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2000). Is your business family friendly? *Ventures Magazine*. July, 10-11.
- Rothausen, T.J. and Seitel, S. (2000). Researchers bemoan poverty of care. *Work and Family Trend Report*, April.
- Rothausen, T.J. (1998). Family-friendly programs. In Bankston, C.L. III, Ed., *Encyclopedia of Family Life*. Pasadena, CA: Salem Press.

## **INVENTORIES AND MEASURES**

- Rothausen, T.J. (2018). Meaning-Based Job-Related Well-Being (MJW) Inventory.
- Rothausen, T.J. (2000). Responsibility for Dependents (RFD) Measure.

## **BOOKS IN DEVELOPMENT**

*Wiser Leadership: What It Is, and How to Get It*

- Guides readers on how to follow, elect, and support wiser leaders, and become one; based on adult developmental psychology and wisdom from ancient traditions that is increasingly backed up by science, as well as insights from the arts and humanities.

*The Six Foundations: Practices for Becoming a Wiser Leader*



- expands on the final section of the first by highlighting and describing how to build a practice that fosters Wiser Leadership, much as working out regularly results in a stronger body; it lays out *a customizable program for Wiser Leadership*.

*Stories of Wiser Leadership: Sinners, Saints, and Leaders*

- paints pictures of Wiser Leadership across the ages using short biographies, *unpacking ancient myths and exploring wisdom today*.

**ARTICLE MANUSCRIPTS IN PROCESS AND ON HOLD**

Rothausen, T.J. (2020). *Magnifying leadership from the margins: Mary, the Magnificat, and the Power of Naming Leadership*. Working paper, University of St. Thomas.

Rothausen, T.J. (2020). *The Meaning-Based Model of Integrated Leader Identity Development: How Arts and Humanities Influence Wiser Leadership*. Working paper, Seattle University.

Rothausen, T.J. (2020). *Transcendentalist Leadership: Secular Spiritual Leadership for a Sustainable World*. Working Paper.

Rothausen, T.J. (2020). *Wiser Leadership: Mining Jewish, Christian, and Islamic Wisdom Traditions*. Working Paper.

Rothausen, T.J. (2020). *Who the Leader is Matters: Holistic, Inclusive, Soulful, Relational Leader = Wiser Leadership*. Working Paper.

Rothausen, T.J. (2020). *Discernment in Leadership: Timeless Wisdom for Wiser Leaders*. Working Paper.

Rothausen, T.J. (2020). *Jobs that contribute to thriving: An origin of meaning-based job-related well-being*. Working paper, University of St. Thomas.

Rothausen, T.J., & Alguwaifli, Y. (2019). *An Islamic approach to wiser business leadership*. Working paper, University of St. Thomas and Harvard University.

Rothausen, T.J. (2018). *Integration of relational leadership in a women's leadership development organization: A case study*. Working Paper, University of St. Thomas.

Rothausen, T.J. (2017). *Priestess, warrior, mother, healer, queen: Using Jungian insights to understand visible and invisible feminine leadership archetypes*. Working Paper, in development.

Ostroff, C. & Rothausen, T.J. (2016). *Racial diversity in young adult networks: Differential implications for well-being in learning environments for people of*

*color and white people.* Manuscript being edited based on feedback.

## **PAPER PRESENTATIONS: COMPETITIVE SUBMISSIONS (2000-PRESENT)**

- **AWARDS AND HONORS NOTED AS APPLICABLE**

Rothausen, T.J. (2020). *Power of the “Inferior” and Inferiority of the Powerful: Exploring Rituals for Wiser Leader Development.* Accepted for presentation at the ILA Annual Global Conference, San Francisco, November 5-8.

Rothausen, T.J. & Maridada, T., Jr. (2020). *Adapting Ministry for the Workplace: Centers for Wiser Leadership as a New Chaplaincy.* Accepted for presentation at the 11<sup>th</sup> International Conference on Catholic Social Thought and Business Education / 7<sup>th</sup> Colloquium on Christian Humanism in Business and Society: “The Future of Work: Human Dignity in an Era of Globalization and Autonomous Technology,” AESE, Lisbon, June 25-27, 2020.

Rothausen, T.J. (2018). An ancient gift to women today, cloaked to survive the patriarchy: Mary and her *Magnificat*. Accepted for presentation at the Upper Midwest American Association of Religion and Society of Biblical Literature annual conference, University of St. Thomas, St. Paul-Minneapolis, April 14, 2018.

- This paper was also presented at an award ceremony on April 18, 2018; it was nominated for, and won, the Abigail Quigley McCarthy Center for Women 2017-2018 Annual Award for Research and Creative Work at St. Catherine University, graduate student division.

Rothausen, T.J. (2016). A case study of intentional integration of the archetypal feminine in a leader development organization: Successes and challenges. Presented at Closing the Gender Gap: Advancing Leadership and Organizations; Inaugural Leadership Excellence and Gender Symposium, Krannert School of Management, Purdue University, West Lafayette IN, March 28-30.  
Abstract published DOI: 10.5703/1288284316086

Rothausen, T.J. (2015). Enhancing Business Leader Development through Ignatius’s Spiritual Practices. Presented at the 4<sup>th</sup> International Colloquium on Christian Humanism in Economics and Business; Conference on Christian Ethics and Spirituality in Leading Business, IESE, Barcelona, April.

Rothausen, T.J. & Christenson, S.M. (2013). Meaning-based job-related well-being: Related but separate from job satisfaction. Presented at the annual meeting of SIOP, Houston, April.

Rothausen, T.J., Larson, A.M., & Christenson, S.M. (2012). Expanding “desirability” of turnover: Hedonic and eudaimonic job satisfactions and well-being. Presented at the annual meeting of the Academy of Management, Boston, August.

- Rothausen, T.J. (2012). Whole job satisfaction as job-specific wellbeing. Presented at the annual meeting of the American Psychological Association (APA), Orlando, August.
- Rothausen, T.J., Malshe, A., & Arnold, J.K. (2012). Emotional and physical strain and identity cycles in voluntary turnover. Presented at the annual meeting of SIOP, San Diego, April.
- This paper was named as a *Featured Top Rated Poster* due to “extremely high ratings and very favorable comments.”
- Rothausen, T.J. & Bazarko, D.M. (2012). Interacting industry and professional contexts: A case of nurse leader development. Presented as part of the symposium, “Understanding and Leveraging Context in Leader Development,” at the annual meeting of SIOP, San Diego, April.
- This paper session was identified as eligible for certification credit for the Human Resource Certification Institute (HRCI).
- Rothausen, T.J. (2011). A meso-level mnemonic framework for teaching and practicing leadership and leader development. Presented at the annual meeting of the Academy of Management, San Antonio, August.
- Rothausen, T.J., Malshe, A., & Arnold, J.K. (2010). The work and life iterative assessment model: A content and process model of turnover. Presented at the annual meeting of the Academy of Management, Montreal, August.
- Rothausen, T.J., DeVaughn, M.L., Sailors, J.J., & Puto, C.P. (2010). A facet model of full-time MBA student satisfaction: Program elements and outcomes. Presented at the annual meeting of the Academy of Management, Montreal, August.
- This paper was selected by the editors of *Academy of Management Learning and Education* for their invited for Competitive Writers’ Workshop with the editors of the journal.
- Rothausen, T.J. & Sorenson, R.L. (2009). Leveraging Family Member Capacity in Family Businesses. Presented at the Second Annual Family Capital, Family Business, and the Free Enterprise System Conference, University of St. Thomas Center for Family Business, Minneapolis, October.
- Rothausen, T.J. & Gonzalez, J.A. (2009). Are All The Parts There For Those Who Care? Facet Job Satisfaction and Caring Values. Presented at the annual meeting of SIOP, New Orleans, April.
- Rothausen, T.J. & Ekelund, B.Z. (2009). Construct Validity and Comparison of Two Psychological Type Models. Presented at the annual meeting of SIOP, New

Orleans, April.

- Rothausen, T.J. (2008). Work-Family Research in Management: Implications for Family Members in Family Businesses. Accepted for presentation at the Inaugural Family Capital, Family Business, and the Free Enterprise System Conference, University of St. Thomas Center for Family Business, Minneapolis, September.
- Rothausen, T.J. (2008). Causes of turnover related to diversity and family demands. Presented at the annual meeting of SIOP, San Francisco, April.
- Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2006). Facet and Global Job Satisfaction and Intention to Quit: The Moderating Effects of National Culture and Economic Factors. Presented at the Academy of International Business (AIB) Annual Conference, Beijing, June.
- Rothausen, T.J. (2005). Why Good People Leave Good Companies in the Twenty-First Century: It's All About Careers and Organizations. Presented at The Center for Human Resources Careers Conference at the Wharton School of the University of Pennsylvania, Philadelphia, June.
- Rothausen, T.J., Marler, J.H., & Wright, P.M. (2003). Research productivity, gender, family, and tenure in organization science careers. Presented at the annual meeting of the Academy of Management, Seattle, August.
- Rothausen, T.J. (2003). Family diversity. Presented at the Fifth Annual Work-Family Academic Conference (WFAC) sponsored by the Business and Professional Women's Foundation, the Center for Families at Purdue University, and the Alfred P. Sloan Foundation, Orlando, February.
- Power, S.J. & Rothausen, T.J. (2002). A work and life oriented career development model for the new economy. Presented at the annual meeting of SIOP, Toronto, April.
- Rothausen, T.J. (2002). Work-family fit: A social-systems perspective on work-family. Presented at the annual meeting of SIOP, Toronto, April.
- Rothausen, T.J. (2002). Developing a model of successful work-family fit. Presented at the Fourth Annual WFAC, San Francisco, February.
- Rothausen, T.J. (2000). Conceptualizing work-family and work-life issues: What can the nonprofit sector learn from business? Accepted for presentation in a panel on work-family/life in the non-profit sector at the Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), New Orleans, November.

Rothausen, T.J. (2000). Effects of doctoral experience, academic affiliation, and sex differences on research productivity and where organizational scientists hold tenure. Paper presented in a panel titled “Understanding Gender in Managerial and Organizational Contexts” at the annual meeting of the Academy of Management, Toronto, August.

#### **PAPER PRESENTATIONS: INVITED (2010-PRESENT)**

- (2019) Meaning-based Job-related Well-being, Identity, and Spiritual Development. Organizational Behavior Lab Research Presentation, Harvard Business School, February.
- (2013) Coping with identity and well-being threat in turnover: A cyclical life quest process. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.
- (2012) Integrating work-family, work-life, and work-nonwork into core constructs: Job satisfaction and retention/turnover. Invited peer-reviewed presentation. Presented at the Work and Family Researchers Network Inaugural Conference, New York City, June.
- (2012) Mapping job-specific wellbeing and drawing in missing elements to better predict outcomes: Adding fulfillment of job purpose and general facets to job satisfaction. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.
- (2010) Personal and professional balance. Practicum for Future Faculty at the University of Minnesota (GRAD 8102), Minneapolis. December.

#### **APPLIED RESEARCH REPORTS (2000-PRESENT)**

- Rothausen, T.J. (2016). A Case Study for Organizational Development Purposes. Submitted June 30, 2016 to the board of the Center for Emerging Leadership.
- Rothausen, T.J. (2014). Governance and Structure of the Work-Family Researchers Network (WFRN): Considerations and Recommendations. For the President of WFRN, University of Pennsylvania, Philadelphia, Pennsylvania.
- Rothausen, T.J., Christenson, S.C., & Larson, A.M. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Maddens, Brainerd, Minnesota.
- Rothausen, T.J., Larson, A.M., & Christenson, S.C. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Cardinal of Minnesota, Rochester, Minnesota.

- Rothausen, T.J. (2002). Retention of key employees. For Research Colloquium sponsored by the Center for Ethical Business Cultures, Minneapolis, Minnesota. Report prepared for Medtronic, Inc., West Group, The Saint Paul Companies, Ceridian Corporation, and Imation.
- Rothausen, T.J. (2002). Customized employee turnover report. West Group, St. Paul, Minnesota.
- Rothausen, T.J. (2002). Customized employee turnover report. St. Paul Companies, St. Paul, Minnesota.
- Rothausen, T.J. (2001). Academic literature scan. Work + Family Connections, Minnetonka, Minnesota.
- Rothausen, T.J. (2000). Data collection from Minnesota organizations. Minnesota Children's Defense Fund, St. Paul, Minnesota. *Pro bono publico*.

## **TEACHING & FACILITATION**

### **PROFESSIONAL DEVELOPMENT: SPEECHES, WORKSHOPS, SEMINARS, AND PROGRAMS (SINCE 2009)**

*The Whiteness Workshop*, four-part series of 4-hour leader development sessions, Center for Emerging Leadership Professional Leader Development, Virtual Workshop, July 2020.

*Myths (and Realities) of Leading for Wiser Leadership*. Half-day Professional Leader Development Seminar, Emerging Leaders Institute, University of St. Thomas, April 16, 2020.

*Inclusive Leading for White Women*, six-part series of leader development sessions, Center for Emerging Leadership Professional Leader Development, Minneapolis, May, August, and October 2019.

*The Wiser Leader*, Half-day Seminar, Emerging Leaders Institute at the University of St. Thomas—Professional Leader Development, St. Paul, August 15, 2019.

*Whiteness in Leadership and Organizations*, Diversity Insights Breakfast—Breakfast Workshop for the Forum for Workplace Inclusion—Professional Leader Development, Minneapolis, June 13, 2019. *Ad above*.



*How Does Leadership Become Wiser, More Meaningful, and Fulfilling?* Speech, Albers School of Business and Economics, Seattle University, Seattle, May 24, 2019.

*Leadership Myths and Realities*. Keynote Speech at the Minnesota City/County Management Association, Brainerd Minnesota, May 2, 2018.

*#MeToo, Women's Voices, and Women's Leadership* speech, panel, and Q&A evening speaker / workshop, The Argument Club for Women, Minneapolis, May 1, 2018.

*Principled Leadership, One-Day Retreat Workshop*, Center for Ethical Organizations at the University of St. Thomas—Professional Leader Development, coordinated with other sessions in a cohort program, Minneapolis, December 2017. *Photo at right is from this session.*



*Inclusion is About White Leaders (or, "It's the White People, Stupid!)*. Spotlight Presentation at the Forum for Workplace Inclusion Annual Conference, Minneapolis, Minnesota, March 29, 2017.

*Integrating Spirituality and Leadership through Spiritual Direction*, Evening Professional Leader Development Seminar, Center for Emerging Leadership, St. Paul, Minnesota, November 2016.

*Race, Culture, and the Implications of Whiteness for Women's Leadership*, Four-Part Professional Leader Development Workshop, Center for Emerging Leadership, Minneapolis, Minnesota, September and October, 2016.

*Women Leaders in Dialogue in the Patriarchy*, Two-Part Professional Leader Development Online Study Circle, Center for Emerging Leadership, May and June 2016.

*Spiritual Leader Development*, Online Professional Leader Development Workshop, Center for Emerging Leadership, November 16, 2015.

*Spiritual Leader Development: An Integrative, Generative Approach to Leadership*. Professional Leader Development Workshop, Center for Emerging Leadership, Minneapolis, October 8, 2015.

*Leader Development Labs: Innovative Leadership and Interpersonal Curriculum in MBA programs*. AACSB International Curriculum Conference: Re (Invent + Think + Design), St. Louis, May 19, 2015.

*Hidden potential for brand engagement by leveraging employee well-being*. Conference Board conference, New York City, June 18, 2014.

*Creating a New Ecosystem: Abundance versus Scarcity*. Keynote Speech. The Forum on Workplace Inclusion Annual Conference 2014, Minneapolis, March 20, 2014. *Photo at right from this session.*



*Leadership as Gift-giving and Gift-receiving*, Full-Day Professional Leader Development Workshop, Center for Emerging Leadership, St. Paul, Minnesota, December 2013.

*Women CEOs Panel*. Invited Moderator, Women's Health Leadership Trust and UST MBA in Health Care, September 18, 2011.

*Leadership and Learning*. Keynote Speech, Learners to Leaders: A Program for High Potential African American College Students, Minneapolis, April, 2010.

*Work-Family Choices and Challenges*. Featured Speech, Fall Speaker Series on Workplace Justice in the Women at Work series, Women's Center at St. Cloud State University, St. Cloud, Minnesota, November 14, 2010.

*Four Levers for Unleashing Human Capacity at Work*. Architectural Alliance Partner's Meeting, Minneapolis. March 2010.

*Leader Self-Development through Self- and Other- Awareness*. Ameriprise Financial, Strategy and Business Development Group, Minneapolis, April, 2009.

University of St. Thomas Executive Development

*Executive Education in Nurse Leadership Program*. Program for health care executives in leadership positions (CEO, CNO). Co-lead Faculty with Corporate Partner. Major clients: Allina and UnitedHealth Group, 2011, 2012, 2013.

*Leader Development* session, Executive Education in Collaborative Leadership, Custom program for US Bank, 2011.

*Using Leadership Brand to Differentiate on Innovation*, 3M, Industrial and Transportation Business, Maplewood, Minnesota, April, 2010

*Leader Development* session, Executive Education in Collaborative Leadership, Program for leadership teams from six organizations, 2009, 2010.

*Going (Much) Deeper on Gender: It's Not About Men and Women*, 21<sup>st</sup> Annual Multicultural Forum on Workplace Diversity, St. Paul, Minnesota, 2009.

*Leading and Managing Without Authority*. Custom program for cohorts in two local companies, 2008, 2009, 2010.

## TEACHING IN FOR-CREDIT ACADEMIC PROGRAMS

Seattle University—Leadership Executive Master of Business Administration: Core Required Course also required for Executive Leadership Certificate Program

Leadership Synthesis and Discernment, 2020-present  
Planning Significant Leadership Legacy, scheduled 2022

University of St. Thomas—Master of Business Administration: Core, **Required** Courses

Leading Self and Others, Evening MBA program, 2017, 2018, scheduled 2020.

- both traditional (“bricks & mortar”) and blended (face-to-face & online)



alternating)

Management of Organizational Behavior, Health Care MBA program, 2015, 2016, 2017. Blended offerings with an opening weekend face-to-face and the remainder online including class sessions and team projects with video presentations.

Management of Organizational Behavior, Evening MBA program, 2016.

Management of Organizational Behavior, Full-time MBA program, 2003-2009 and 2012-2014.

Leader Development Lab, Full-time UST MBA program, 2004-2013.

Perspectives on Managing, Day MBA program, 1998-2002.

Organizational Theory and Behavior, Evening MBA program, 1998-2003.

#### University of St. Thomas—Master of Business Administration **Electives**

(\* indicates seminar/tutorial course)

Inclusive Leadership in Diverse Organizations, with Dr. Dominic Longo, 2018; Ms. Ashlee Davis, Cargill, 2019; Ms. Sophia Khan, Thompson Reuters, 2020. 2019 and 2020 were blended offerings, primarily video conference class sessions and online discussion boards, with two to five face-to-face meetings; 2018 was blended with every other week face-to-face and other activities continuing online.

\*Engaging Managers in Employee Wellbeing and Engagement, 2012.

\*The Relationships Between Employee Wellbeing and Performance, 2011.

Intercultural and Diversity Management, 2006-2009.

\*Optimizing Human Capital, spring 2005.

Gender in Organizations: Women and Men in Management, 2003.

#### University of St. Thomas—Undergraduate

Leadership, Religions, and the Workplace; Undergraduate Core, Option for 3<sup>rd</sup> Theology Requirement, with Dr. Dominic Longo, 2017.

Theology, Leadership, and the Common Good; Undergraduate Core, Option for 3<sup>rd</sup> Theology Requirement, with Dr. Bernard Brady, 2016.

Human Resource Performance Assessment, Development, and Career Management; HR concentration required course, 2007.

Organizational Behavior; Management concentration core required course, 2000.

#### Texas A&M University—Graduate

Career Development: Multiple Perspectives, MS-HR elective, 1997-1998.

Human Resource Selection and Job Matching, MS-HR core, 1996-1998.

#### Texas A&M University—Undergraduate

Career Development: Multiple Perspectives, HR major elective, 1997-1998.

Organizational Staffing and Job Match, HR major core, 1995-1998.

Human Resource Management; Management and HR major core, 1994-1998.

University of Minnesota Carlson School of Management—Graduate

Organizational Behavior, MA-HRIR core, 2001-2002.

Staffing, Training, and Development, MA-HRIR core, 1998-1999.

Work-Family/Work-Life, MA-HRIR and MBA elective, 1999.

University of Minnesota Carlson School of Management—Undergraduate

The Individual in the Organization, Management major core, 1992-1993.

Personnel and Industrial Relations; HR major core, 1991-1992.

St. Olaf College—Undergraduate

Industrial and Organizational Psychology, 1994.

Auditing, 1990.

Principles of Accounting, 1989.

## **SELECTED PROFESSIONAL DEVELOPMENT, SERVICE, & AWARDS**

### **PROFESSIONAL DEVELOPMENT**

Hadara Program; four-week intensive program in Arabic, Islamic Civilization and Leadership, and Spiritual Cultivation and Growth; Istanbul, Turkey, June-July 2019.

OB Research Lab, Harvard Business School, February-May, 2019.

Harvard Divinity School; six masters level courses in spiritual development across wisdom traditions while on sabbatical, August 2018-May 2019.

Common Good Seminar, UST Center for Catholic Studies, June 5-6, 2017.

Designing Your Hybrid Course, Quality Matters Seminar, July 16-30, 2015.

Online Teaching Seminar, UST Faculty Development, July 14-16, 2015.

Writing Across the Curriculum, UST Faculty Development, June 8-12, 2015.

Engage Seminar on Civic Engagement, UST Faculty Development, May 26-28, 2015.

Harvard Business Publishing Teaching Cases On-line Teaching Seminar, May 20-June 4, 2015.

Harvard Business Publishing Case Method Teaching Seminar. Minneapolis, 2014.

AACSB Curriculum Development Series: Leadership. Chapel Hill, 2013.

Institute of Work Psychology conference, Sheffield, UK, June 2012.

Attended four workshops in research methodology through the Figure It Out Statistical Consultancy

- Structural Equations Modeling using MPlus
- Multilevel Modelling Using SPSS
- Multiple Regression using SPSS

- Data Management using SPSS Syntax
- Redesigning the MBA: A curriculum development symposium. AACSB, International seminar, Tampa, 2011.
- Faculty Partnership Program, University of St. Thomas, Incorporating Sustainability into Management, 2009.
- Faculty Partnership Program, University of St. Thomas, Integrating Marketing and Human Capital, 2009.
- Workplace Diversity: Practice and Research. George Mason University 3<sup>rd</sup> annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2009.
- Excellence in Teaching Human Resources and Industrial Relations. HRIR Conference, University of Minnesota Carlson School, Minneapolis, Minnesota, 2007.
- Teaching and Training Workplace Diversity: Best Practices and Research Conference, George Mason University inaugural annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2007.

## **PROFESSIONAL ACTIVITIES AND SERVICE TO PROFESSION SINCE 2000**

- Editorial Board Member, *Sex Roles: A Journal of Research*, 2018-2020 term.
- Editorial Board Member, *Journal of Organizational Behavior*, 2002-2004 term.
- Ad hoc reviewer for the following journals:
- Journal of Business Ethics*, 2017-2019.
  - Academy of Management Learning and Education*, 2010-2018.
  - Review of Managerial Science*, 2018.
  - Human Relations*, 2010, 2015, 2017.
  - Sex Roles: A Journal of Research*, 2007- 2017 (and term on board as above).
  - Journal of Organizational Behavior*, 1997-2002, 2012-2017 (and board as above).
  - Human Resource Management*, 2015-2016.
  - Journal of Vocational Behavior*, 1995, 2016.
  - Family Business Review*, 2016.
  - Human Resource Management Journal*, 2015.
  - Journal of Management Education*, 2012-2013.
  - Journal of Occupational Health Psychology*, 2010.
  - Journal of Occupational and Organizational Psychology*, 1997, 2007.
  - Personnel Psychology*, 1996-2002.
  - Journal of Applied Social Psychology*, 2002.
- Leadership Learning Resources and Relations Board Member, Center for Emerging Leadership, Lutsen and St. Paul Minnesota, 2014-2017 (Secretary during 2014; Special Projects during 2015 and 2016), and advisor 2018.
- Steering Committee Member, Committee on Leadership and the Arts, Grand Marais, Minnesota, 2016.
- Beta Tester, International Leadership Association's new online community platform, 2016.
- Executive Committee Member and Treasurer, Organizational Behavior Division of the Academy of Management, 2013-2015 term.
- Consultant to the Work-Family Researchers Network President, Strategy Session,

University of Pennsylvania, August 2014.

Executive Committee Member and Secretary, Gender and Diversity in Organizations division of the Academy of Management, 2008-2011 term.

Reviewer and Member, Kanter Award Committee. 2013-2015, 2005-2007, and 2000-2002. This committee is a partnership between the Center for Families at Purdue University and the Center for Work and Family at Boston College.

Reviewer, Society for Industrial and Organizational Psychology conference, 1994-2002, 2005-6, 2008-13, 2015-present.

Reviewer, Organizational Behavior Division, Academy of Management, 2009-2014, 2016. (see award section for Outstanding Reviewer Awards).

Reviewer, Gender and Diversity in Organizations Division, Academy of Management, 2007-2011, 2013, 2016.

Reviewer, Management Education and Development Division, Academy of Management, 2011, 2012.

Editorial Board of the Sloan Work-Family Encyclopedia, 2004-2007 term.  
This is a website-based encyclopedia of teaching resources designed for ongoing revision and updating. The encyclopedia includes key teaching concepts and topics, key readings, sample assignments, and sample PowerPoint slides.

Virtual Think Tank: Teaching Work and Family, 2000-2002. This committee was a virtual think tank with seven members nation-wide (members representing Boston College, Harvard, Baruch, Columbia, University of Seattle, Michigan State, Portland State, and University of St. Thomas). This group advised and provided direction for the formation of Boston College's Sloan Work-Family Researchers Electronic Network Website.

### **PROFESSIONAL SERVICE TO UNIVERSITY, COLLEGE, AND DEPARTMENT**

Major appointments and elected positions at the University of St. Thomas, Opus College of Business, and Management Department since 2000 are listed below; full detailed service record available upon request in vita addendum. Notes with bullets for significant service.

Committee Member; Diversity, Equity, and Inclusion Committee; Albers School of Business and Economics; Seattle University; June 2020-present.

Founding President, 3rdChapter@HDS Club, Harvard Divinity School, , a think tank of midlife students at HDS from business, K-12 education, higher ed, military, and other industries/sectors. Harvard University, 2018-2019.

Co-chair (2017-18) and Inaugural Member, Women Faculty Leadership Council, Office of Faculty Development (University level), 2012-2018.

Inaugural Member, Learning Symposia Planning Committee, Forum for Workplace Inclusion, Office for Mission (University level), 2016-17.

Chair (elected by members, 2014-15 and 2015-16) and Member (elected, two 4-year terms), University Tenure and Promotion Committee, 2008-2016.

- Significant accomplishments include pioneering on-boarding and training sessions for the committee to increase fairness and equity.

University Mentor for Assistant Professor in Engineering, 2015-2016.

Member, Associate Dean's and Strategic Research Task Forces, (College level), 2011-2016.

Member, Diversity Steering Committee, (College level), 2010-2012 and 2014-2016.  
 Inaugural Lead Faculty (2008-2009) and Member, Full-time UST MBA Core Faculty Team, (College level), 1998-2015.  
 Chair (2007-2008, 2008-2009, 2010-2011, and 2011-2012) and Member, Faculty Search Committees, (Department level), 1999-2012.  
 Chair (2010-2011) and Member, Curriculum Committee, (College level), 2003-2012.  
 Founding Director, Full-time UST MBA program, which operated 2003-2015 and was a top-100 full-time MBA program; College Academic Program, 2002-2005.

- Significant accomplishments include leading teams of faculty and staff through building an award-winning full-time MBA program that included an integrated business simulation, consulting project, and innovative leadership, communications, and ethics labs woven into functional business courses, resulting in job placement of initial graduates at companies including General Mills, Accenture, Wells Fargo, Land O' Lakes, and United Health Care, and winning AACSB recognition for excellence in quality of curriculum, quality of program management, quality of faculty, and student skills development.

Member, Diversity Steering Committee, (University level), 2001-2005.

## **SELECTED COMMUNITY SERVICE SINCE 2000**

*Forum for Workplace Inclusion*; Minneapolis, Minnesota; 2000-present.  
 Center associated with University of St. Thomas and Augsburg University.  
 Coach, Coaching Center, 2020.  
 Speaker and Presenter, 2009, 2014, 2017, & 2019.  
 Strategic Planning Committee, on and off 2000-2018.

*Mount Olive Lutheran Church*; Minneapolis, Minnesota; 2013-present.  
 Riot Response Team, 2020.  
 Lector, 2018-present.  
 Family Nurture Group, 2017.  
 Neighborhood Graffiti Cleanup with Kids Leader, 2014.  
 Host for visiting groups, 2013.

*Spirit of the Wilderness Episcopal Church*; Grand Marais, Minnesota; 2017-present.  
 Lector, 2017-present.

*Minneapolis Police Department*; Community and Citizen Relations; 2005-2012.  
 Block Captain, 2012.  
 Participant, Force Facts day-long seminar, April 2007.  
 Graduate, Citizen's Academy; ten 3-hour training sessions, Fall 2006.  
 Participant, Ride Along Program, 2005- 2006.

*Minneapolis Public Schools*; 1998-2011.  
 South High Aquatic Boosters, South High School  
 Program and new-parent coordinator, 2008-2011.  
 Member, 2007-2011.

South High School Girls' Swim Team

Volunteer, 2007-2011.

South High PUSH member, 2007, 2009.

Founding Chair, Millers Raising Dough, Washburn High School

Accomplishments include setting up infrastructure for this separate nonprofit group, recruiting and directing a team of parent and student volunteers, representing the group to the Washburn Parent Council, Washburn faculty and staff, and Minneapolis School Board, raising \$20,000 for the school. 2005-2006.

Miller Mart School Store, Washburn High School (Minneapolis Public Schools); raising funds for various student activities (e.g., band). 2005-2006.

Volunteer and PTA member, Keewaydin Community School, Minneapolis, Minnesota, 1998-2000.

*First Unitarian Society*, Religious Education (also known as Sunday School) teacher, Minneapolis, Minnesota, 1999-2000.

## **PRESS**

See "Publications: Encyclopedia, Practitioner, and Teaching Articles" section above for information about a series of business advice columns I've written for the Minneapolis StarTribune. Also, I have been interviewed or quoted in the press; selected examples follow.

- Interviewed for "Good Question" segment by Heather Brown, WCCO-TV, Minneapolis/St. Paul, Minnesota, January 22, 2019; segment to air in February 2019.
- Leader Development Practice for Generative Leadership, featured interview on radio show and podcast, "Best of Ourselves" Leadership for WTIP, a public radio station in Grand Marais, Minnesota. May 2016.
- Quoted in article on work-life by Minnesota News Network, November 2015.
- Quoted in internal press release about work-life poll, October 2015.
- Quoted in article on best companies to work for in the twin cities, Minneapolis Star Tribune, published June 14, 2015.
- Featured on the Diversity Executive Magazine feature on [www.talentmgmt.com](http://www.talentmgmt.com), December 10, 2014.
- Quoted in column on management by Eric Barton; BBC Capital, June 14, 2014.
- Quoted in on-air news story on holiday bonuses, KSTP-TV, December 19, 2013.
- Quoted in feature article on salary negotiation, Minnesota Monthly, December 2013.
- Quoted in article on best companies to work for in the twin cities, Minneapolis Star Tribune, October 2013.
- Featured expert for WCCO TV "Good Question" feature on gender wage gap, January 2011.
- Quoted in feature article "When It Comes to Pay, Size Matters" *Minneapolis Star Tribune*, Front page, Variety Section, January 6, 2011 (reproduced in five major cities)
- Guest columnist in business section (as above), *Minneapolis Star Tribune*, 2004-present.
- Featured expert for WCCO TV news story on gender wage gap, July 2007.
- Interviewed for and quoted in article on female CEOs in *Minneapolis St. Paul Business Journal*, 2006.

- Quoted in front-page article on education spending, *Minneapolis Star Tribune*, 2005.
- Quoted in business section feature story, *St. Paul Pioneer Press*, 2005, 2001
- In-studio guest, Mid-Morning program, Minnesota Public Radio, 1999.

## PROFESSIONAL ASSOCIATIONS

Academy of Management, 1992-present.  
 Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, 1993-present.  
 Work-Family Researchers Network (WFRN; formerly Sloan Work-Family Researcher Network), founding member, 1999-present.  
 International Leadership Association, 2012, 2016-present.  
 Spiritual Directors International, 2016-present.  
 Organizational Behavior Teaching Society, 2014.  
 Institute of Work Psychology, 2012.  
 Association to Advance Collegiate Schools of Business (AACSB International), 2003-2009.  
 Graduate Management Admissions Council (GMAC), 2003-2006.  
 Academy of International Business (AIB), 2006-2007.  
 Diversity Leadership Forum, Washington D.C. 2001-2004.  
 American Institute of Certified Public Accountants (AICPA), 1986-1994.  
 Minnesota Society of CPAs, 1986-1994.

## PROFESSIONAL AWARDS, GRANTS, AND HONORS SINCE 2000

*See “Research Publications” and “Paper Presentations” categories above for 2 additional honors specific to research papers.*

2011-2020: held the Susan E. Heckler Endowed Chair in Principled Leadership, Opus College of Business.

2011-2020: John Ireland Scholar Status; Presidential Award for Outstanding Achievement as Teacher-Scholar, University of St. Thomas. Designation recognizes outstanding achievement of faculty in teaching and scholarship that exemplifies the mission and values of the University of St. Thomas as an educational institution committed to the teacher/scholar model.

2019: admitted to the Master of Divinity degree program, Harvard Divinity School, Harvard University, as a candidate for the class of 2021.

2018-2019: Special Student Program, Harvard Divinity School, Harvard University.

2018: Catherine Michaud Scholarship Award for academic achievement and commitment to graduate studies in theology, St. Catherine University, St. Paul, Minnesota.

2016-2017: Gardner-Gross Scholarship Award for theology studies at midlife, St. Catherine University, St. Paul, Minnesota.

2014, 2013, & 2011: Outstanding Reviewer Award, Organizational Behavior Division of the Academy of Management.

2012: Luann Dummer Center for Women, University of St. Thomas, Graduate Research Fellowship for research on topics related to women, with full-time UST MBA

- student Sara Christenson. Competitive proposals reviewed by the Center's Advisory Board.
- 2011: Inaugural Fellow, Family Business Center, Opus College of Business, University of St. Thomas.
- 2011, 2010, 2009, 2008, 2007, 2006: Faculty Summer Research Grants, Opus College of Business, University of St. Thomas. Awarded \$7,500 for summer 2011, \$10,000 for summer 2010, and \$5,000 each for summers 2006-2009. Competitive proposals are reviewed by the College Research Committee and Associate Dean (ineligible after being named an endowed chair).
- 2010: Faculty of Honor, Elected by Full-time UST MBA Class of 2010, May 2010.
- 2009: Invited participant, Family Enterprise Research Conference. Grant for Conference participation, Opus Chair in Family Enterprise, Schulze School of Entrepreneurship, Opus College of Business, University of St. Thomas, Winnipeg, April.
- 2007, 2006: Faculty Leadership Program, University of St. Thomas. A faculty member from each college was nominated by their dean and approved by the Provost and Chief Academic Officer of the University for participation in this program. Inaugural group member.
- 2005: Alia Award. Awarded by the University of St. Thomas Committee on Women "in recognition of courageous actions taken that are supportive of women and promote women's issues."
- 2003: \$7,400 Maxi Grant for research, Fall 2002-Spring 2003, deferred to Spring 2006. University of St. Thomas, Competitive proposals are reviewed by the Center for Faculty Development.
- 2001: \$3,800 Grant for curriculum development, fall 2001. University of St. Thomas, Competitive proposals are reviewed by the Luann Dummer Center for Women; course delivered Fall 2002 was the MBA elective, "Gender in Organizations: Women and Men in Management."
- 2001: \$25,000 Research Fellow Grant. Center for Ethical Business Cultures.
- 2001: Award for Outstanding Research, Minnesota Career Development Network, 2001.

**REFERENCES** provided on request