

*Albers School of  
Business and Economics*

**William L. Weis**

**Professor**  
**Department of Management**  
**Former Director, MBA Program**

---

**EDUCATION**

Ph.D., Business Administration, University of Washington, 1979 Areas: Accounting; International Business; Research Methods; Business, Government and Society  
M.B.A., Finance and International Business, Bowling Green State University, 1971  
B.S., Business Administration (Accounting), Bowling Green State University, 1969

**TEACHING EXPERIENCE**

Professor, Seattle University, 1973-Present  
Visiting Lecturer, University of Maryland (European Division), 1981-1982.

**COURSES TAUGHT (2004-2018)**

MGMT 5335 - Leading With Emotional Intelligence  
MBA 5100 - Leadership and Team Development  
MGMT 5325 - Adventure-Based Leadership Seminar  
MGMT 5940 - Origins of Western Commerce

MBA 5205 – Teams, Creativity, and Decision-Making (starting Fall 2014)

**PUBLICATIONS**

**Refereed Journals**

*“Bringing Emotional Intelligence to the Jesuit Business Academy: A Program for Deepening the Conversation among Students, Advisers and Faculty,” **Jesuit Higher Education: A Journal**, Vol. 7: No 2, Article XX, with Nadeje Alexandre..*

*“Weltanschauung and the Autobiography: Transforming the Jesuit Business School Experience through Sharing Personal Stories,” **Journal of Jesuit Business Education**, Vol. 9: No. 1, summer 2018, with Nadeje Alexandre and Hartley McGrath.*

*“Laudato Si’ and the Consumption Challenge: Giving Students a Visceral Exercise in Saving our Planet,” **Jesuit Higher Education: A Journal**, Vol. 6: No 1, Article 12, with Susan Jacobson and Abigail Schneider.*

*“Jesuit Universities Should Be Taking the Lead in Modeling the Lessons of Laudato Si’.” **Jesuit Higher Education: A Journal**, Vol. 5: No 1, Article 14.*

*“Employing Improvisational Role Play to Train the Limbic system to Enhance Emotionally Intelligent Awareness and Behavior,” **Journal of Organizational Culture, Communications and Conflict**, Volume 18, Number 1, 2014, pp 1 – 10,, with David Arnesen.*

*“Did the U.S. Supreme Court Decision in Koontz Threaten Rational Regulation or Provide Greater Stability for Real Estate Development?” **Journal of Law, Business & Ethics**, Forthcoming (accepted on December 27, 2013), with David Arnesen.*

*“Hypocrisy at the Lectern: Do Our Personal Lifestyle Choice Reflect Our Spoken Commitment to global Sustainability?” **Journal of Management for Global Sustainability**, Volume 1, Issue 1: 29-45 (2013).*

*“Delivering an Experiential Immersion Course to Enhance MBA Retention Rates, Achieve Understanding and Support for Institutional Missions and Values, and Hone Practical Skills in Applied Leadership,” **Jesuit Higher Education**, 2(1): 90-98 (2013).*

*“Thriving as a City in Year 2010: A Model for Urban Vitality,” **International Journal of Business and Social Science**, Volume 2, Number 18, 2011, with David Arnesen..*

*“The Use of Training Groups (T-Groups) in Raising Self and Social Awareness and Enhancing Emotionally Intelligent Behaviors,” **Journal of Organizational Culture, Communications and Conflict**, Volume 13, Number 2, 2009, pp 83 - 104, with Lisa Hanson and David Arnesen.*

*“Saving American Business: Changing the Culture of Corporate Leadership beyond the Next Quarter’s Profits,” **Journal of Business Leadership**, Volume 17, Summer 2009, with David Arnesen.*

*“When the Forces of Industry Conflict with the Public Health: A Free Market Malignancy,” **Academy of Health Care Management Journal**, Volume 3, No. 2, 2008, with David Arnesen.*

*“Because EQ Can’t Be Told”: Doing Something about Emotional Intelligence,” **Journal of Organizational Culture, Communications and Conflict**,” Volume 11, No. 2, 2007, with David Arnesen.*

*“Developing an Effective Company Policy for Employee Internet and Email Use,” **Journal of Organizational Culture, Communications and Conflict**, Volume 11, No. 2, 2007, with David Arnesen.*

*"Weight Discrimination: the Next Workplace Brouhaha,"* **Academy of Health Care Management Journal**, Volume 2, 2006, with David Arnesen.

*"When the Forces of Industry Conflict with the Public Health: The Case of Obesity,"* **Academy of Health Care Management Journal**, Volume 1, 2005, pp. 113-121.

*"When the Interests of Industry Are in Conflict with the Public Health: The Case of Myopia,"* **Academy of Health Care Management Journal**, Volume 1, 2005, pp. 39-57.

*"Service-learning Feedback from Graduate Business Students,"* **NSEE Quarterly**, Summer, 2004, pp. 1-8.

*"Experiential Learning Effects on Retention: Results From a Required MBA Course,"* **Journal of College Student Retention: Research, Theory and Practice**, Volume 5, Number 4, 2003-2004, with Gregory Prussia.

*"Enhancing Student Cohesion and Retention Through an Outdoor Experiential Training Program,"* **Academy of Educational Leadership Journal**, Volume 7, Number 1, 2003, pp. 27 – 36, with Gregory Prussia.

*"Credibility Crisis in Higher Education: Do Graduate Business School Practice What They Preach?"* **Academy of Educational Leadership Journal**, Volume 6, Number 3, 2002, pp. 101 – 110.

*"Competing Effectively for MBA Students: Working Harder and Smarter in Unprotected Markets,"* **Academy of Educational Leadership Journal**, Volume 5, Number 2, 2001, pp. 23-30.

*"Which MBA Program? Career and Personal Benefits: Enduring and Ephemeral,"* **International Graduate**, Summer 2001.

*"Enriching Business Education Through Community Service,"* **Business Education Forum** (Journal of the National Business Education Association), October 2000.

*"Service Learning in Business Curricula: Walking the Talk,"* **NSEE Quarterly** (National Society of Experiential Education), Summer 2000, 11-16.

*"Competing in the Part-Time MBA Market,"* **MBAR Journal**, Winter 2000 (Volume one/Issue one), pp. 29-34.

*"'What I Do, I Understand' - Service-Learning in Accounting Curricula,"* in **Learning by Doing: Concepts and Methods - for Service Learning in Accounting**, American Association for Higher Education. 1998, pp. 37-51.

*"Luca Pacioli: Renaissance Accountant,"* **Journal of Accountancy**, with D. Tinius, November 1991, reprinted in *Australian Accountant*, November 1992.

*“Luca Pacioli: Accounting's Renaissance Man,”* **Management Accounting**, with D. Tinius, July 1991.

*“Reflecting on an Unsung Renaissance Master: Fra Luca Pacioli,”* **Italian Journal**, with D. Tinius, Volume III, No. 1, pp. 31-36, 1989.

*“Media Content and Tobacco Advertising: An Unhealthy Addiction,”* **Journal of Communication**, with C. Burke, pp. 59-69, Autumn 1986.

*“Workplace Smoking Restrictions That Won't Go Up In Smoke,”* **Journal of Applied Business Research** (Loyola University-Chicago), with R. Rosner and T. Lowenberg, pp. 102-110, Spring 1986.

*“Increasing Productivity Through On-Site Smoking Control,”* **Health Care Strategic Management**, with N. Wick, April 1985.

*“Let's Be Cooperative at Group Health’: A Case Study in Becoming a Smoke-Free Workplace,”* **Health Care Strategic Management**, with N. Wick, November 1984.

*“Smoking and Employment Opportunities,”* **Journal of College Placement**, Winter 1984.

*“Non-business Accountability: An Elusive Ideal,”* **Southwest Business and Economic Review**, November 1981.

*“Supplementing Collegiate Financial Statements with Across-Fund Aggregations: An Experimental Inquiry,”* **Accounting, Organizations and Society**, with K. Ramanathan, Vol. 6, No. 2, pp. 143-151, 1981.

### **Other Publications**

*Six Too Many*, a one-act play addressing corporate downsizing and business ethics, produced by the Spokane Civic Theatre as one of five plays accepted for its 1996 Playwright's Festival.

Forward to *Particularis de Computis et Scripturis*, with David Tinius, Seattle: The Pacioli Society (1994).

*Pacioli and the Future*, **New Accountant** (Cover Story), with D. Tinius, September 1990.

*How to Profit from Workplace Smoking Policies*, **World Smoking and Health**, Summer 1990.

*What's Going On In Business Schools*, **Management Accounting**, May 1990.

*Smoking and Unemployment*, **Ministry: International Journal for Clergy**, November 1987.

*Smoking is Costly for Employers as Well as Employees*, Employee Health and Fitness, August 1987.

*Toward A Smoke-Free Environment*, Employee Services Management (Cover Article), April 1985.

*A Smoke Cloud Over Tobacco's Future*, Business and Society Review, Winter 1985.

*Cigarettes May Burn Holes in Your Career*, Career World, May 1985.

*Smokeless Office: America's Bosses Clear the Air*, American Health, with N. Wick, April 1985.

*No Smoking*, Personnel Journal, September 1984.

*Debate Over Smoking at Work: End of the Smoking Era?* Business and Society Review, Fall 1984.

*Giving Smokers Notice: Going Public With Policies Against Hiring Smokers*, Management World, July 1984.

*Warning: Smoking Is Dangerous to Your Career*, Listen Magazine (Cover Article), May 1984.

*Smoking Controversy, a rejoinder to Lewis Solmon's "Other Side of the Smoking-Worker Controversy,"* Personnel Administrator, August 1983.

*Do Health-Care Administrators Care Less About Health?* Medical Group Management, with C. Fleenor, Jan/Feb 1983.

*Workplace Smoking Revisited*, Personnel Administrator, October 1982.

*Cold Shouldering the Smoker*, Supervisory Management, with C. Fleenor, September 1981.

*No Ifs, Ands or Butts --- Why Workplace Smoking Should Be Banned*, Management World, September 1981.

*A Reply to Drebin and Light*, Journal of Accountancy, June 1981.

*Smoking: Burning a Hole in the Balance Sheet*, Personnel Management (London), May 1981.

*Can You Afford To Hire Smokers?* Personnel Administrator, May 1981.

*Profits Up In Smoke*, Personnel Journal, March 1981.

*Improve Productivity Overnight*, The Collegiate Forum (Dow Jones & Company), special issue on productivity, Fall 1980, reprinted in *The Harvest*, April 1981.

*Does Anyone Understand Nonprofit Reports?* Management Accounting, with D. Tinius, pp. 25-29, November 1980, reprinted as "Bridging the Nonprofit Accountability Gap" in *Directors and Boards*, Fall 1981.

*How to Succeed in Nonbusiness Without Really Trying: A University Case Study*, Journal of Accountancy (Cover Article), with K. Ramanathan, pp. 46-52, October 1980.

*Studying Nonbusiness Financial Reports*, Burroughs Clearing House, May 1980.

## **Proceedings**

"Bringing Mindful Awareness to the Academic Advising Space: A Workshop for Developing Coaching and Emotional Intelligence Skills," presented as a 3-hour pre-conference session for the NACADA Region 8 conference in Missoula, Montana, April 9 – 12, 2017.

"Bringing Emotional Intelligence to the Jesuit Business Academy," presented at the 2017 Annual Meeting of Colleagues in Jesuit Business Education, Omaha, Nebraska, July 7, 2017, with Nadeje Alexandre.

"Weltanschauung and the Autobiography: Transforming the Jesuit Business School Experience Through Sharing Personal Stories," presented at the 2017 Annual Meeting of Colleagues in Jesuit Business Education, Omaha, Nebraska, July 7, 2017, with Nadeje Alexandre

"Pay for Play – Is O'Bannon the Tip of the Iceberg in College Sports?" presented at the Academy of Legal Studies in Business 2014 national conference, Seattle, Washington, with David Arnesen.

"From Symbolism to Substance: The Next Steps in Campus Sustainability Programs," presented at the 2014 Colleagues in Jesuit Business Education conference, San Francisco, California.

*"Requisites for Effective Implementation of a Virtual Office Environment,"* presented at the Global Business Conference, Sibenik, Croatia, September 21 -24, 2011, with Theodore Hunter.

*"Hypocrisy at the Lectern? As Jesuit Business School Educators, Do our Personal Behaviors Reflect a Commitment to Social Justice and Global Sustainability?"*, presented at the 17<sup>th</sup> World Forum of the International Association of Jesuit Business Schools in Lima, Peru, July 17-20, 2011

***"Strategic Integration of Central and Eastern Europe (CEE) into the EU – Is Poland an Effective Model of Transition?"***, " presented at the Allied Academies International Conference, Las Vegas, Nevada, October 13-15, 2010, with David Arnesen.

*"Employing Improvisational Role Play to Train the Limbic system to Enhance Emotionally Intelligent Awareness and Behavior,"* presented at the Allied Academies International Conference, Las Vegas, Nevada, October 14-16, 2009, with David Arnesen.

*"Rural Cluster Developments – Balancing the Needs of the Environment and Affordable Housing,"* presented at the Academy of Legal Studies in Business national conference in Denver, August 5, 2009, with David Arnesen.

*"T-Group Methodology: Engaging Neuroplasticity to Enhance Management Competence,"* presented at the International Conference of the Business Economics Institute (BEI), Las Vegas, Nevada, December 14-17, 2008, with Lisa Hanson.

*"Saving American Business: Changing the Culture of Corporate Leadership Beyond the Next Quarter's Profits,"* Proceedings of the Allied Academies International Conference, Reno, Nevada, October 15-17, 2008, with David Arnesen.

*"The Use of Training Groups (T-Groups) in Raising Self and Social Awareness and Enhancing Emotionally Intelligent Behaviors,"* Proceedings of the Allied Academies International Conference, Reno, Nevada, October 15-17, 2008, with Lisa Hanson and David Arnesen.

*"The Sub-prime Meltdown Of The Real Estate Market – Lessons Lost From The Dot-Com Bust,"* Proceedings of the Allied Academies International Conference, Reno, Nevada, October 4-5, 2007, with David Arnesen.

*"Thriving as a City in Year 2020: A Model for Urban Vitality,"* Proceedings of the Allied Academies International Conference, Jacksonville, Florida, April 11-14, 2007, with David Arnesen.

*"Challenges in international Business Ethics – Applying Personal Values In The Global Environment,"* Proceedings of the Allied Academies International Conference, Jacksonville, Florida, April 11-14, 2007, with David Arnesen.

*The Case of Reopening the Maquiladora Plant: Teaching an International Negotiation,"* Proceedings of the Allied Academies International Conference, Reno, NV, October 19-21, 2006, with David Arnesen.

*Developing an Effective Company Policy for Employee Internet and Email Use,* Proceedings of the Allied Academies International Conference, New Orleans, LA, April 12-15, 2006, with David Arnesen.

*When Good Business Depends on Bad Health: the Morbid Paradox,* Proceedings of the 2005 Mountain Plains Management Conference at Southern Utah University, October 13-15, 2005

*When the Interests of Industry Are in Conflict with the Public Health: The Case of Myopia,* Proceedings of the Allied Academies International Conference in Las Vegas, October 15-18, 2003.

*Enhancing Part-Time MBA Student Retention Rates: The Results of Implementing an Experiential-Based Leadership and Team-Building Course for New Students*, presented at the 9<sup>th</sup> Annual Part-Time MBA Conference held at Bentley College, Waltham, Massachusetts, October 17-18, 2002.

*Enhancing Student Cohesion and Retention Through An Outdoor Experiential Training Program*, Proceedings of the Academy of Educational Leadership, Volume 7, Number 2, Las Vegas, October 2-5, 2002, with Gregory Prussia.

*Credibility Crisis in Higher Education: Do Graduate Business Schools Practice What They Preach*, Proceedings of the Allied Academies' Spring International Conference, Nashville, April 4-7, 2001.

*Competing Effectively for MBA Students: Working Harder and Smarter in Unprotected Markets*, proceedings of the Allied Academies' Spring International Conference, Myrtle Beach, South Carolina, April 5-8, 2000.

*Why An MBA? Career and Personal Benefits: Enduring and Ephemeral*, presented at MBA Events recruiting tour in Europe, March 2000 (Paris, London, Frankfurt, Zurich).

"Competing in the Part-Time MBA Market," presented at the MBA Leadership 2000 Conference (MBA Roundtable, AACSB and GMAC sponsored), Amelia Island, Florida, January 26-29, 2000.

"Service Learning in Business Curricula: Walking the Talk," Colleagues in Jesuit Business Education Annual Conference, July 34-35, 1999, Cleveland, Ohio.

"'What I do, I Understand': Service Learning in Accounting Curricula," American Accounting Association's Western Regional Annual Meeting, 1997, Santa Rosa, California.

*Tobacco Advertising and the Media: Structural Barriers to the Communication of Health Risks and Benefits*, Proceedings of the Second International Conference on Health Education and the Media, Edinburgh, Scotland, pp. 25-29, March 1985.

*Smoking Control in the Workplace*, Proceedings of the 1984 Annual Meeting of the American Institute of Decision Sciences, Toronto, Canada, November 5-7 1984.

*The Smoke-Free Workplace: Cost and Health Consequences*, Proceedings of the Fifth World Conference on Smoking and Health, Winnipeg, Canada, July 13, 1983.

*Performance Measurement in Nonprofit Organizations: Some Prerequisites*, in What Can Management Do to Improve Productivity in the 1980 Decade? Annual meeting of the Southern Management

### **Published Congressional Testimony**



*Restricting Smoking in U.S. Government Buildings: Restoring a Fundamental Right to Federal Employees and the Visiting Public*, Congressional Record, September 30, 1985 (Washington D.C.), Testimony given with Robert Rosner and Timothy Lowenberg in support of Senate Bill #1440, "Non-Smokers Rights Act of 1985," before the Committee on Governmental Affairs of the Senate of the United States.

*Tobacco's Economic Toll*, in HEARING before the Subcommittee on Tobacco and Peanuts of the Committee on Agriculture, U.S. House of Representatives, Ninety-Eighth Congress (First Session), June 24, 1983, U.S. Government Printing Office, Washington: 198 3.

### **Invited Newspaper and Magazine Columns**

*Breast cancer-diet study dishonest,* " **Seattle Post-Intelligencer**, Guest Column, July 24, 2007, p. B7.

*Create a vibrant urban center by rejecting both viaduct options,* The Seattle Times, Guest Column, February 13, 2007.

*Breast cancer-diet study dishonest,* Seattle Post-Intelligencer, Guest Column, July 24, 2007.

*Tear down viaduct for a great city,* Seattle Post-Intelligencer, Guest Column, September 12, 2006.

*Throughways don't belong in the middle of a city,* Seattle Post-Intelligencer, Guest Column, December 19, 2006.

*We're stuck on false options in the viaduct debate,* Puget Sound Business Journal, Guest Opinion, December 15, 2006.

*Media Helped Create Second-Hand Smoke Screen,* Puget Sound Business Journal, p. 7, February 5-11, 1993.

*Should Companies Be Allowed to Refuse to Hire Smokers,* The Costco Connection, March 1991.

*Ban Smoking at Work and Save Money, Too,* with Robert Rosner and Timothy Lowenberg, The Washington Post, April 3, 1985.

*Can Companies Institute Rules Against Employee Smoking?* Boardroom Reports, February 1, 1985, p. 2.

*Economic Parasites Are Draining Productivity,* Los Angeles Times, January 22, 1984, p. V3.

*Smoking Bans --- Curbs Give a Boost to Productivity, Morale,* Los Angeles Times, November 6, 1983, p. V3.

*Unproductive Work's Rewards Hurt Economy*, The Dallas Morning News, March 29, 1983, p. D3.

*Where the Would-Be Engineers Are*, The New York Times, March 11, 1983, p. 28; reprinted under the title *Incentives and Engineers* in Aviation Week and Space Technology, April 4, 1983, p. 9.

### **Published Case Studies**

"Tote-Flote"

"Seafirst Corp. -- Caught in a Spot" with Michael Regeimbal

"Bigco Company" with Carolyn Kelly

"The Watson Medical Labs Contract" with James Paget

"Aviation Electronics, Inc." with Gary Welch

Used in a Finance casebook published by Prentice-Hall, by McCarty, Osteryoung, and Lamothe.

"Computerized Time Reporting (A)" with James Wilbur

"Computerized Time Reporting (B)" with James Wilbur

Both CTR (A) and (B) are used in *Financial Management: Cases* by Moses and Gitman, and in *Cases in Managing Financial Resources* (Reston) by Mathur.

"The New England Fish Company" with Thais Kehrer

NEFCO is being used in *Strategic Management and Policy* (Business Publications, Inc.) by Digman.

"Winkleman Manufacturing Company" with Jim Dooley

Used in *Contemporary Marketing*, 5th ed. (Dryden Press), by Boone and Kurtz; *Strategic Marketing Applications* (Irwin), by Cravens and Lamb; *Marketing Management: Strategy and Cases* (Wiley), by Dalrymple and Parsons; *Fundamentals of Marketing* by Stanton; and *Sales Management* by Stanton.

"The Seattle Monorail" with William Daniel

Used in *Financial Management: Cases* by Moses and Gitman, and in *Cases in Managing Financial Resources* (Reston), by Mathur.

"Allied Computer Services, Inc. (A & B)" with Suzanne Erickson

All of the above cases were catalogued and distributed until July 1, 1983, by the Harvard Business School Case Services. After that date they are being distributed by Case Publishing, a division of Lord Publishing.

In addition to the textbook adoptions cited above, most of the cases have been ordered directly from Seattle University by professors choosing to use the cases in courses and management workshops.

### **Books**

*EQ PRIMER*, with Bohen, Kiner and Lux. 3<sup>rd</sup> Editin. Seattle: Teams & Leaders, 2012.  
*THE SMOKE-FREE WORKPLACE*, with Bruce Miller. Prometheus Books (Buffalo), 1985, 196 p.

### **Video and Cassette Tape Productions**

Watch Your Waste, a call-to-action video targeted to businesses to show the benefits of formal waste reduction and recycling programs, produced with the Pacific Energy Institute for the King County Solid Waste Division, premiered in October, 1990, 9 minutes.

Luca Pacioli: Unsung Hero of the Renaissance, historical video documentary on the life and contributions of Luca Pacioli, Renaissance mathematician credited with being the Father of Accountancy, premiered in July, 1990, 27 minutes, (South-Western Publishing: Cincinnati).

Luca Pacioli: Renaissance Scholar, short video on the life and contributions of Fra Luca Pacioli, 1989, 7 minutes (South-Western Publishing Cincinnati).

90 Days to a Smoke-Free Workplace, a 70-minute video tape "library" of 5 video tapes distributed by the Bureau of Business Practice, a division of Prentice-Hall (Gulf & Western), produced by the Smoking Policy Institute. \$695.00.

Let's Clear the Air, a 17-minute video tape distributed by the Bureau of Business Practice (Prentice-Hall/Gulf & Western), produced by the Smoking Policy Institute. \$495.00.

"Benefits of Smoking Cessation in the Corporate Environment," Audio tape proceedings of a teleconference, prepared by Medicine in Print for mass distribution to the medical profession.

"Eliminating Smoke from the Workplace," a cassette program produced and distributed by Smokenders to hospitals and health care facilities throughout the U.S.

### **SPEECHES AND PRESENTATIONS - SUMMARY**

In the era before the elimination of smoking in the workplace, Dr. Weis delivered over 60 speeches and invited paper presentations in more than 40 cities throughout the U.S., Canada, and the U.K.

### **MEDIA COVERAGE - SUMMARY**

Numerous articles and speeches published or delivered by Dr. Weis received widespread media circulation by international wire services (AP, UPI, etc.), resulting in quotes and citations in articles appearing in most newspapers published throughout the free world.'

Dr. Weis has appeared frequently on local TV stations in cities where he is a visiting speaker, and has appeared on all four major national TV networks, on PBS, on the CBC (Canada), and on the BBC (United Kingdom). He has been interviewed live and on tape by dozens of radio stations throughout the U.S., Canada, and Great Britain.

His research and conclusions have been cited in the Wall Street Journal, Business Week, Fortune, Forbes, New York Times, CBS's "60 Minutes," PBS's "MacNeil-Leher Report," and in virtually all commentaries on the issue of smoking control in the work environment.

### **COMMUNITY SERVICE (1990 to Present)**

Leavenworth Summer Theater

Washington DOC (Doctor's Ought to Care), Board of Directors

Pacific Energy Institute, Board of Directors

Accounting Careers Awareness Program, Board of Directors, volunteer trainer for summer residency program in 1994.

Through Service-Learning options in both my Adventure-Based Leadership Seminar and in my Financial Accounting course, I have supervised and assisted with community service projects involving a number of Puget Sound non-profit (primarily social service) organizations. A partial list of those organizations include: Emerald City Outreach Ministries, Sojourner Place, Denny Place Teen Shelter, Belltown Theatre Center, Seattle Style Basketball Academy, St. Mary's Food Bank, Chinatown/International District BIA (Business Improvement Area), King County Literacy Coalition, HOPE, DOVIA of King County, St. Francis House, Sacred Heart Shelter, Children's Home Society of Washington, St. James Family Kitchen.

### **CONSULTING EXPERIENCE (1990 - Present)**

Over the past several years I have helped deliver team-building workshops and retreats for Microsoft, Boeing, General Electric, Oasis, North Seattle Community College, and several area non-profit agencies (on a pro bono basis).

Since 1990 I delivered several workshops and seminars related to my work in the development of workplace smoking-control programs. A partial list of clients includes: The State of Nebraska, City of Calgary, City of Edmonton, Merrill Dow Pharmaceuticals, Canadian Cancer Society, National Government of Canada.

### **PROFESSIONAL SERVICE (past and present)**

American Accounting Association, reviewer for the 1994 and 1993 Western Regional meetings  
Beta Alpha Psi, faculty advisor from 1985-1994, nationally recognized with the Outstanding Faculty Advisor award in 1993 and with a Special Service to Leadership Training award in 1992.  
Washington Society of CPA's, recognized as the state's Outstanding Accounting Educator in 1991.

Pacioli Society, co-founder and co-planner of the 1994 international symposia series held in Sansepolcro, Italy.

Seattle University Summer Program in Italy, planner and director for summer 1995.

### **UNIVERSITY/SCHOOL/DEPARTMENT SERVICE (1990 - Present)**

Graduate Program Directors Council, Community Outreach Committee

Sullivan Leadership Scholars Selection Committee

Adviser to Beta Alpha Psi

Secretary of the Accounting Associates Advisory Board

Chair of Albers Curriculum Committee (CAPCOM)  
Chair of MBA Curriculum Review and Revision Committee  
Albers School of Business and Economics Centennial Celebration Committee

**MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS (past and present)**

Washington Society of CPA's  
American Accounting Association  
Beta Alpha Psi  
Pacioli Society  
Academy of Accounting Historians  
Association for Experiential Education  
Project Adventure  
Northwest Challenge Course Network  
Accounting Careers Awareness Program  
MBA Roundtable

---