

VITA

D.D. (DON) WARRICK
PROFESSOR OF LEADERSHIP AND ORGANIZATION CHANGE
AND
UNIVERSITY OF COLORADO PRESIDENT'S TEACHING SCHOLAR

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College of Business and Administration
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EDUCATION

- DBA 1972 University of Southern California (Major: Organizational Behavior; Minors: Educational Psychology, Sociology)
- MBA 1964 University of Oklahoma (Major: Management; Minor: Marketing)
- BBA 1963 University of Oklahoma (Major: Marketing; Minor: Management)

ACADEMIC EXPERIENCE

1971 to present **UNIVERSITY OF COLORADO COLORADO SPRINGS**

Teach MBA and undergraduate campus and on-line courses in Organization Development and Change and in Leading and Managing in Changing Times; also participate in various CU and UCCS sponsored management development programs.

Research interests are in Organization Development, Change, and Transformation; Organization Culture; Transformational Leadership; Developing High Performance Teams; Championing Change; Spirituality in the Workplace; and Stress Management.

1967 to 1970 **UNIVERSITY OF SOUTHERN CALIFORNIA**

Instructor in Organization Behavior and Business Policy, Graduate Advisor in the MBA office, and president of College of Business DBA Students Association.

PROFESSIONAL EXPERIENCE

- 1971 to present Consultant, trainer, and speaker for more than 200 organizations including many Fortune 500 and international companies such as the U.S. Olympic Committee, IBM, Harley Davidson, Hewlett Packard, Pepsi Cola, Xerox, Mead Paper Company, Unilever, Hartford Insurance, Amoco Canada, as well as smaller business and public sector organizations, government agencies, and universities.
- 1963 to 1970 Manager of Management Development, Hughes Aircraft, Culver City, California (1969-1970); Business Manager, Pacific Telephone, Sacramento, California (1967); Officer in USAF, Management Analyst stationed at Aerojet General Corporation, Sacramento, California (1964-1966); Marketing Analyst, Continental Plastics, Inc., Oklahoma City, Oklahoma.

AWARDS AND HONORS

NATIONAL/INTERNATIONAL

Selected as one of the leading thinkers in the field of organization change with a chapter devoted to his contributions in the prestigious book, **Palgrave handbook of organizational change thinkers** (Zawacki, Robert A., Davis, Asa M., & Tonet Fleig, Henriette (2021). Warrick, D.D.: Teacher, scholar, and consultant committed to building healthy, high-performance organizations. In David B. Szabla (Ed.), *The Palgrave Handbook of Organizational Change Thinkers* (pp. 1-19). New York: Palgrave-Macmillan.)

Organization Development Network Association Life Time Achievement Award for “Significant and lasting impact on the field and practice of organization development.” (2018)

Academy of Management Organization Development and Change Distinguished Educator Award for “Exceptional contributions to organization development and change education, scholarship, and practice.” (2018)

Best Professor in Organisational Development Award given by the World Human Resource Development Congress. (2011)

David Bradford Outstanding Educator Award, awarded by the Organization Behavior Teaching Society and McGraw-Hill for the Outstanding Educator in the Field of Organization Behavior. (1995)

Outstanding Organization Development Practitioner of the Year, awarded by the American Society for Training and Development, ASTD, now called ATD, the world’s largest training and development association. (1982)

Outstanding Human Resource Development Professional of the Year, awarded by the American Society for Training and Development, Rocky Mountain Region. (1984)

Finalist for the American Society for Training and Development Gordon Bliss Award, highest award given by ASTD. (1994)

Chairperson, OD Division of the Academy of Management. (1982-1983)

Program Chair, OD Division of the Academy of Management. (1981)

Four Commendations from the Academy of Management. (1977, 1978, 1983, 1984)

Editor, Academy of Management OD Newsletter. (1978-1982)

Co-Editor, Academy of Management Proceedings. (1976, 1977)

Outstanding Personalities in America, for contributions to the field of Organization Development. (1982)

Who’s Who in the World. (1992)

Who’s Who In Consulting. (1982)

Numerous awards for being a keynote or distinguished speaker at various conferences.

Golden Key Honorary Society Outstanding Contributions Award. (1986)

UNIVERSITY OF COLORADO

President's Teaching Scholar, awarded by the University of Colorado for faculty selected from the four campuses of the University of Colorado for their outstanding achievements in teaching and contributions to CU. One of two selected from UCCS in the first group of President's Teaching Scholars. (1989)

University of Colorado Executive MBA Award For Outstanding Service. (2007)

CU Denver E-Business Outstanding Faculty Member Award. (2002)

Grand Marshall and Commencement Speaker for several Executive MBA graduations.

UNIVERSITY OF COLORADO COLORADO SPRINGS

UCCS celebrated Dr. Warrick's 50th year at UCCS and created an endowment titled **The Don Warrick Endowment for Excellence in Leadership, Culture, and Teaching.** (2021)

UCCS Chancellor's Award for outstanding faculty member. (1990)

UCCS Outstanding Teacher Award. (1992)

Staff Development Award, special award given by the staff of UCCS for contributions in championing staff development at UCCS. (1990)

Selected as the first **UCCS Convocation Speaker** for the annual Convocation Ceremony launching the new year for faculty, staff, and students. (1992)

UCCS Grand Marshall, UCCS Graduation Commencement. (1993)

UCCS Legacy Award. (2015)

UNIVERSITY OF COLORADO COLORADO SPRINGS COLLEGE OF BUSINESS

Outstanding Teacher Award, UCCS College of Business. (1976, 1977, 1985, 1986, 1987, 1988, 1994, 2003, 2005, 2007, 2008, 2009, 2010, 2011, 2013, 2015, 2021)

Outstanding Faculty Member Award, UCCS College of Business. (2012)

Outstanding Service Award, UCCS College of Business. (2011)

Special Service Award for helping start and direct the new 2 Year MBA Program for Working Professionals. (2005)

College of Business Reorganization Team Award. (Team leader, 2000)

BOOKS

Warrick, D.D., Mueller, J., & Warrick, A.F. (Eds.) (2024). *Cases on critical leadership skills*. Cheltnam, UK and Northampton, MA, USA: Edward Elgar Publishing.

Warrick, D.D. (2016). *Leadership: A high impact approach*. San Diego, CA: Bridgepoint Publishers.

Warrick, D.D. & Mueller, J., (Eds.) (2015). *Lessons in changing culture*. Oxford UK: RossiSmith Academic Publishing.

- Mueller, J., Whitfield, A. & Warrick, D.D. (Eds.) (2013). *Non-Profit excellence*. Oxford UK: RossiSmith Academic Publishers.
- Warrick, D.D. & Mueller, J. (Eds.) (2012). *Lessons in leading change*. Oxford UK: RossiSmith Academic Publishing.
- Warrick, D.D. & Mueller, J. (Eds.) (2011). *Lessons in leadership*. Oxford UK: RossiSmith Academic Publishing.
- Warrick, D.D., (1989). *How To Handle Stress*. Booklet published in a number of languages, Colorado Springs: NavPress.
- Warrick, D.D. (Ed.) (1985). *Contemporary organization development*. Glenview, Illinois: Scott Foresman.
- Warrick, D.D. & Zawacki, R.A. (1984). *Supervisory management: understanding behavior and managing for results*. New York: Harper and Row. Now titled *High performance management* (1988). Colorado Springs, Eagle Press.
- Warrick, D.D. (1984). *Managing organization change and development*. New York: Macmillan.
- Warrick, D.D., Zawacki, Robert A., and Warrick, Anna F. (1984). *Instructor's Manual for Supervisory Management: Understanding Behavior and Managing for Results*. New York: Harper and Row.
- Zawacki, R.A. & Warrick, D.D. (Eds.) (1976). *Organization development: managing change in the public sector*. Chicago: International Personnel Management Association.

PEER REVIEWED JOURNAL ARTICLES AND BOOK CHAPTERS

Peer Reviewed Journal Articles

- Warrick, D.D. (2023). Revisiting resistance to change and how to manage it: What has been learned and what organizations need to do. *Business Horizon*, 66(4), 433-441.
- Warrick, D.D. & Cady, S.H. (2023). Is your organization prepared for Tsunami change? *Journal of Applied Behavioral Science*, 59(2), 337-340.
- Warrick, D.D. & Gardner, D.G. (2021). Leaders build cultures: Action steps for leaders to build successful organizational cultures. *Journal of Leadership, Accountability, and Ethics*, 18(1), 37-53.
- Warrick, D.D. (2019). Leadership illusions: Important implications for leaders and training and coaching leaders. *Organization Development Review*, 51(2), 6-13.
- Warrick, D.D. (2018). The need for transformational leaders that understand organization development fundamentals. *OD Practitioner*, 50 (4), 33-40.
- Warrick, D.D. (2017). The urgent need to educate present and future leaders in organization development. *OD Practitioner*, 49(3), 52-58.
- Warrick, D.D. (2017). What leaders need to know about organization culture. *Business Horizons*, 60(3), 395-404.
- Warrick, D.D., Milliman, J., & Ferguson, J. (2016). Building high performance cultures. *Organizational Dynamics*, 45(1), 64-70.
- Warrick, D.D. (2016). What leaders can learn about teamwork and developing high performance teams from organization development practitioners. *Performance Improvement*, 55(3), pp. 13-21.

Warrick, D.D. (2011). The urgent need for transformational leaders: Integrating transformational leadership and organization development. *Journal of Leadership, Accountability, and Ethics*, 8(5), pp 11-26.

Marks, M.L. & Warrick, D.D. (2011). Should OD be taught to undergraduates? Recommendations for Business schools. *Organization Development Journal*. 29(1), 97-106.

Ingley, C., Rennie, M., Mueller, J., Warrick, D.D., & Erakovic, L. (2011). Reformed and engaged boards – not activist shareholders. *World Review of Entrepreneurship, Management, and Sustainable Development*, 7(3), 303-329.

Warrick, D.D. & Mueller, J. (2010). Reinventing boards. *OD Practitioner*, 42(1), 15-20.

Warrick, D.D. (2009). Developing organization change champions: A high payoff investment! *OD Practitioner*, 41(1), 14-19.

Mueller, J., Warrick, D.D., Rennie, M., & Dana, L. (2009). Corporate boards: The new corporate leaders. *Journal of Academy of Business and Economics*. 9(1), 105-113.

Warrick, D.D. (2006). Teaching and championing OD. *Organization Development Journal*, 24(3), 92-97.

Warrick, D.D. (2002). The illusion of doing well while the organization is regressing. *Organization Development Journal*, 20(1), 56-61.

Warrick, D.D. (1995). Best practices occur when leaders lead, champion change, and adopt a sound change process. *Organization Development Journal*, 13(4), 91-100.

Warrick, D.D. (1982). Leadership styles and their consequences. *Journal of Experiential Learning and Simulation*, 3(3-4), August, 155-172.

Warrick, D.D.(1981). Managing the stress of organization development. *Training and Development Journal*, April, 36-41.

Warrick, D.D. & Thompson, J. (1980). Still crazy after all these years: A look at OD values and practices. *Training and Development Journal*, April, 16-22.

Warrick, D.D. & Donovan, T. (1979). Surveying OD skills. *Training and Development Journal*, September, 22-25.

Warrick, D.D., Hunsaker, P., Cook, C, & Altman, S, (1979). Debriefing experiential learning exercises. *Journal of Experiential Learning Simulation*, March, 91-100.

Warrick, D.D. & Zawacki R.A. (1977). Organization development in business education. *Training and Development Journal*, August, 31-34.

Warrick, D.D. (1976). Applying OD to the public sector, *Public Personnel Management Journal*, May/June, 186-190.

Warrick, D.D. (1976). The changing role of OD practitioners. *Training and Development Journal*, 30(3), March, 36-39.

Peer Reviewed Book Chapters

Warrick, D.D. (2016). Launch: Assessment, action planning, and implementation. In J.M. Stavros, W.J. Rothwell, & R.L. Sullivan (Eds.), *Practicing organization development* (4th Ed.). San Francisco: Jossey-Bass, 173-210.

- Warrick, D.D. (2016). What the authors think about important organization development issues. In J.M. Stavros, W.J. Rothwell, & R.L. Sullivan (Eds.), *Practicing organization development* (4th Ed.). San Francisco: Jossey-Bass, 439-437.
- Warrick, D.D. (2013). Developing organization change champions throughout the organization. In L. Carter, R.L. Sullivan, M. Goldsmith, D. Ulrich & N. Smallwood (Eds.), *The change champion's field guide*. San Francisco, CA: John Wiley and Sons, 513-530.
- Warrick, D.D. (2013). Developing organization change champions: A high payoff investment. In J. Vogelsand, M. Townsend, M. Minahan, D. Jamieson, J. Vogel, A. Viets, C. Royal, & L. Valek, L. (Eds.), *Handbook for strategic HR*. New York: Amacom, pp. 483-490.
- Warrick, D.D. (2010). Launch: Assessment, action planning, and implementation. In W.J. Rothwell, J.M. Stavros, & R. Sullivan (Eds.), *Practicing organization development: A guide for leading change* (3rd Ed.). San Francisco: Pfeiffer, 234-268.
- Warrick, D.D. (2010). Valuable insights on OD from the authors. In W.J. Rothwell, J.M. Stavros, & R. Sullivan, (Eds), *Practicing organization development: A guide for leading change* (3rd Ed.). San Francisco: Pfeiffer, 624-633.
- Warrick, D.D. (2005). Organization development from the view of the experts. In W.J. Rothwell, R. Sullivan, & G.M. McLean (Eds), *Practicing organization development: a guide for consultants* (2nd Ed.). San Francisco: Jossey Bass/Pfeiffer, A Wiley Company, 164-187.
- Warrick, D.D. (2005). Launch: organization assessment and action planning. In W.J. Rothwell, R. Sullivan, & McLean (Eds). *Practicing organization development: a guide for consultants* (2nd Ed.). San Francisco: Jossey-Bass/Pfeiffer, A Wiley Company, 271-312.
- Warrick, D.D. (1995). Action planning in OD. In W.J. Rothwell, R. Sullivan, & G.M. McLean, (Eds.), *Practicing OD: a guide for consultants*. San Diego: Pfeiffer, 171-202.
- Warrick, D.D. (1994). What executives, managers, and human resource professionals need to know about managing change. In W. French, C. Bell, & R.A. Zawacki (Eds.), *Organization development and transformation*. Homewood, IL: Irwin, 463-472.
- Warrick, D.D. (1991). First national bank. In A.M. Glassman, & T.G. Cummings (Eds.), *Cases in organizational development*. Homewood, Illinois: Irwin, 105-116.
- Warrick, D.D. (1990). How to develop a high tech firm into a high performance organization. In L.R. Gomez-Mehia, & M.W. Lawless (Eds.), *Organizational high technology management*. Greenwich, CT: JAI Press, 151-163.
- Warrick, D.D. (1984). Organization development. In W.R. Tracey (Ed.), *Human resources management and development handbook*. New York: AMACOM.
- Donovan, T. & Warrick, D.D. (1979). OD skills, payoffs, and pitfalls. In D. McIntosh & K. Chaeffer (Eds.), *Managing change and keeping it going*. Madison, IL: American Society for Training and Development.
- Warrick, D.D. (1978). A crisis change program. In W.L. French, J.E. Ditttrich, & R.A. Zawacki (Eds.), *The personal management process*. Boston: Houghton-Mifflin Company, 362-367.
- Warrick, D.D. (1976). Future developments in organization Development. In D.C. Brenenstahl & S.C. Certo (Eds.), *Managing the contemporary organization*. Dubuque, IA: Kendall/Hunt .
- Warrick, D.D. (1975). Applying OD to the public sector. In J.M. Shafritz (Ed.), *The public personnel world: Reading on the professional practice*. Chicago: International Personnel Management Association, 287-291.

OTHER ARTICLES, BOOK REVIEWS, AND BOOK CHAPTERS

Other Articles And Book Reviews

Warrick, D.D. (2017). Want to build high performance teams? You may be taking the wrong approach. *Colorado Springs Business Journal*.

Milliman, J., Ferguson, J., McConkie, M., & Warrick, D.D. (2003). Spirituality at work: lessons for organizational performance and personal meaning at work. *Academy of Management MSR Newsletter (Management, Spirituality, and Religion)*, 6-8.

Warrick, D.D. (2002). What makes a good leader? *Denver Business Journal*.

Warrick, D.D. (1999). A simple formula for business success. *Colorado Springs Business Journal*, 11-12.

Warrick, D.D. (1999). It is time to move from HR to OE. *The Academy Of Management Organization Development and Change Newsletter*, 6-7.

Warrick, D.D. (1998). The illusion: is your company doing as well as you think it is? *Colorado Springs Business Journal*, 9(45), 12-13.

Warrick, D.D. (1992). High performances teams: The winning formula for the 90s. *Tek 21 Journal*, 4(2), 7-9.

Warrick, D.D. (1991). University change agents: what are you doing to change your university? *Academy of Management ODC Newsletter*, 8-10.

Warrick, D.D. (1991). Managing change. *Viewpoints (Alberta Society for Human Resource and Organizational Development)*, 12(3), 6-9.

Warrick, D.D. (1991). A review of how to select and manage consultants: A guide to getting what you want. *Journal of Organizational Change Management*, (4), 73-74.

Warrick, D.D. (1988). Is your organization committed to excellence? *Bookstore Journal*, 58-64.

Warrick, D.D., Gardner, D.G., Cougar, J.D., and Zawacki, R.A. (1985). Stress in data processing. *Datamation*, 88-92.

Warrick, D.D. (1985). Managing for performance. *Colorado Springs Business Journal*, 1-5.

Warrick, D.D. (1985). Under control. *Bookstore Journal*, 47-53.

Warrick, D.D. (1985). A review of managing strategic change. *Group and Organization Studies*, September, 359-360.

Warrick, D.D. (1988). A review of organization analysis and development. *Journal of Organization Behavior*.

Warrick, D.D. (1979). Upgrading the professionalism in OD. *Academy of Management OD Newsletter*, Spring.

Warrick, D.D. (1978). Review of you can make it happen: A guide to self-actualization and organizational change. *OD Newsletter*.

Warrick, D.D. (1978). Definitions of OD by the experts. *Academy of Management OD Newsletter*.

Warrick, D.D. (1977) A review of an organization development approach to management development. *Academy of Management Review*, 2(1), 152-153.

Warrick, D.D. (1976). Integrating OD into the management and organization behavior curriculum: An approach to teaching OD. *Collegiate News and Views*, 7-10.

Book Chapters

Warrick, D.D. (2024). Building a change ready organization for today's challenging times (2023). In D.D. Warrick, J. Mueller, & A.F. Warrick (Eds.), *Cases on critical leadership skills*. Cheltnam UK and Northampton USA: Edward Elgar Publishing, 53-61.

Warrick, D.D. (2024). The importance of leadership style on morale, performance, and culture In D.D. Warrick, J. Mueller, & A.F. Warrick (Eds.), *Cases on critical leadership skills*. Cheltnam UK and Northampton USA: Edward Elgar Publishing, 105-111.

Warrick, D.D. & Mulally, A. (2024). The leadership principles Alan Mulally followed in transforming Ford Motor Company into a successful company with a strong people oriented culture. In D.D. Warrick, J. Mueller, & A.F. Warrick (Eds.), *Cases on critical leadership skills*. Cheltnam UK and Northampton USA: Edward Elgar Publishing, 120-133.

Warrick, D.D. (2024). The fundamentals of building high performance teams. In D.D. Warrick, J. Mueller, & A.F. Warrick (Eds.), *Cases on critical leadership skills*. Cheltnam UK and Northampton USA: Edward Elgar Publishing, 163-173.

Warrick, D.D., Milliman, J., & Ferguson, J. (2024). How Zappos built a zany, high performance culture. In D.D. Warrick, J. Mueller, & A.F. Warrick (Eds.), *Cases on critical leadership skills*. Cheltnam UK and Northampton USA: Edward Elgar Publishing, 214-224.

Warrick, D.D. (2016). Positive transformational leadership. In T. Duening (Ed.), *Leading the positive organization*. New York: Business Expert Press, 143-162.

Warrick, D.D., Milliman, J., & Ferguson, J. (2015). How Zappos built a zany, high performance culture. In D.D. Warrick, & J. Mueller (Eds.), *Lessons in changing cultures*. Oxford UK: RossiSmith Academic Publishers, 31-43.

Warrick, D.D. (2015). Understanding, building, and changing culture. In D.D. Warrick, & J. Mueller (Eds.), *Lessons in changing cultures*. Oxford UK: RossiSmith Academic Publishers, 1-18.

Warrick, D.D. (2012). The fundamentals of building high performance teams. In D.D. Warrick, & J. Mueller (Eds.), *Lessons in leading change*. Oxford UK: RossiSmith Academic Publishers, pp 211-224.

Ingle, C., Rennie, M., Mueller, J., Warrick, D.D., & Erakovic, L. (2012). The social dimension of boards' role in better corporate governance. In A. Davila, M. Elvira, J. Ramirez, & L. Zapata-Cantu (Eds.), *Understanding organizations in complex, emergent, and uncertain times* New York: Palgrave Macmillan, 45-67.

Warrick, D.D. (2011). The importance of leadership style on morale, performance, and culture. In D.D. Warrick, & J. Mueller (Eds.), *Lessons in leadership*. Oxford UK: RossiSmith Academic Publishers, 85-91.

Warrick, D.D. (1994). The urgent need for organizational change champions. In C. Jackson (Ed.), *Organization development annual: evaluation of OD interventions*. Alexandria, VA: American Society for Training and Development, 80-97.

Warrick, D.D. (1988). Using downsizing to achieve organization renewal. In C. Jackson (Ed.), *Organization development annual*. Washington, D.C.: American Society for Training and Development.

Warrick, D.D. (1981). Stress management for OD practitioners. In K. Schaeffer (Ed.), *Organization development: Strategies for the future*. Madison, WI: American Society for Training and Development, 80-86.

PEER-REVIEWED PROCEEDINGS

Warrick, D.D. (2018). *How leaders can influence organization culture*. Paper presented and published in the National Business & Economics Society Proceedings.

Warrick, D.D. (2014). *Leadership illusions: The consequences and possible solutions*. Paper presented and published in the Hawaii International Conference on Business Proceedings.

Warrick, D.D. (2015). *Culture matters: Understanding, building, and sustaining organizational cultures*. Paper presented and published in the Hawaii International Conference on Business Proceedings.

Warrick, D.D. *Do we practice what we teach?* Paper presented at the International Conference on Advances in Management conference and published in *Advances in Management Proceedings*, 2005.

Warrick, D.D. (2002). *Changing colleges and universities: Four case histories*. Paper presented and published in the Hawaii International Conference on Business Proceedings.

Warrick, D.D. (2001). *Can leaders and organizations really change?* Paper presented at the Hawaii Conference On Business Proceedings.

Warrick, D.D. (2000) *Is it time to transition from HR to OE?* Paper presented and published in the International Conference On Advances In Management Proceedings.

Warrick, D.D. (1988). *A step-by-step process for developing high performing high tech organization*. Paper presented and published in the Managing the High Technology Firm Conference Proceedings.

Warrick, D.D., Gardner, D.G., Cougar, J.D., & Zawacki, R. (1987). *Managing stress in information systems*. Paper presented and published in the Hawaii International Conference on System Science Proceedings.

Gardner, D.G. & Warrick, D.D. (1984). *Job Stress and coping strategies: A Field Study of Their Relationships to Experienced Strain*. Paper presented and published in the Academy of Management Proceedings.

Kline, D. D. & D.D. Warrick (1984). *The teaching and behavioral measurement of managerial and organizational competencies: Developing experiential learning exercises and simulation*. Paper presented and published in the ABSEL Conference Proceedings.

PEER-REVIEWED PROFESSIONAL PAPERS

Warrick, D.D. (2013). *What leaders need to know about building high performance teams: A methodology and case*. Paper presented at the Hawaii International Conference on Business.

Warrick, D.D. (2012). *Teaching students how to build high performance teams and teamwork*. Paper presented at the Hawaii International Conference on Business.

Warrick, D.D. (2011). *Finding out what is going on: Learning from the experts*. Paper presented at the Hawaii International Conference on Business.

Warrick, D.D. (2010). *Integrating transformational leadership and organization development*. Paper presented at the Hawaii International Conference on Business.

Warrick, D.D. (2009). *Integrating transformational leadership and organization development*. Paper presented at the International Conference on Advances in Management Conference.

- Ingle, C., Rennie, M., Mueller, J., Warrick, D.D., & Erakovic, L. (2009). *Engaged boards and activist shareholders*. Paper presented at the APROS 13 International Conference.
- Warrick, D.D. & Mueller, J. (2009). *A process for developing high performance boards*. Paper presented at the Hawaii International Conference on Business. Honolulu, Hawaii.
- Warrick, D.D. (2009). *Is the field of organization development keeping up with the times?* Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2008). *Designing successful changes*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2007). *Understanding organization development*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2006) *Reinventing HR*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2005). *The Relevancy and future of organization development*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2004) *Do the best run organizations have a spiritual dimension?* Paper presented at the International Conference on Advances in Management.
- Warrick, D.D. (2004). *Challenges and possible solutions to building successful colleges and universities in changing times*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2003). *Organization change champions*. Paper presented at the Hawaii International Conference on Business.
- Warrick, D.D. (2003) *Organization development past, present, and future: A view from the experts*. Paper presented at the Academy of Management Annual Conference.
- Warrick, D.D. (2002). *Shepherd leadership*. Paper presented at the Academy of Management Annual Conference.
- Warrick, D.D. (2001). *Organization development and change competencies*. Paper presented at the International Academy of Management Conference.
- Warrick, D.D. (2001). *Implications of organization development standards for student recruiting and job placement and recommendations for the future*. Paper presented to the Academy of Management Annual Conference.
- Warrick, D.D. (1988). *Applying organization development to downsizing*. Paper presented at the Western Division Academy of Management Annual Conference.
- Gardner, D.G. & Warrick, D.D. (1984). *Biographical data effects on perceived job stress*. Paper presented at the Western Division Academy of Management Meeting.
- Warrick, D.D. (1979). *The human side of management consulting*. Paper presented at the National Academy of Management Meeting.
- Warrick, D.D. (1977). *The present state of OD curriculums*. Paper presented at the Southwestern Division of Academy of Management Annual Meeting.
- Warrick, D.D. (1975). *Future development in organization development*. Paper presented at the National Academy of Management Meeting.

Warrick, D.D. (1975). *Implications of future development in OD for OD practitioners*. Paper presented at the Western Division Academy of Management Conference.

Warrick, D.D. (1975). *Integrating OD into the management curriculum*. Paper presented at the Western Division Academy of Management Conference.

PROFESSIONAL PRESENTATIONS, SESSION CHAIR, AND PANELS
(Not included above)

Warrick, D.D. (December 2022). Keynote Presentation, *Committing to being a high impact leader as an engineer*. Institute Of Electrical And Electronic Engineering (IEEE).

Warrick, D.D. (August 2019). Chair of paper session, *Characteristics of change leaders*. Academy of Management, Organization Development and Change Division.

Warrick, D.D. (August 2018). Chair of paper session, *Organizational innovation*. Academy of Management, Organization Development and Change Division.

Warrick, D.D. (August 2016). Chair of paper session, *The new way we do things around here: Culture, change, and organizations*. Academy of Management, Organization Development Division.

Warrick, D.D. (August 2016). Chair of paper session, *The role of coaching in management consulting*. Academy of Management, Management Consultation Division.

Warrick, D.D. (October 2015). Chair of paper session, *Management paper session*. Hawaii International Conference on Business.

Warrick, D.D. (May 2014). Chair of paper session, *Management paper session*. Hawaii International Conference on Business.

Warrick, D.D. (August 2013). Chair of paper session, *Capacity for change: Barriers and drivers of organizational development and change*. Academy of Management, Organization Development Division.

Warrick, D.D. (August 2012). Chair of paper session, *The Importance of change on employee engagement*. Academy of Management, Organization Development Division. (August 2012).

Warrick, D.D. (August 2011). Chair of paper session, *The role of emotions, resilience, and thematic ideation in organizational innovation and creativity*. Academy of Management Organization Development Division.

Warrick, D.D. (August 2011). Chair of paper session, *Balancing consulting with change and culture*. Academy of Management - Management Consultation Division.

Warrick, D.D. (August 2010). Chair of paper session, *Performance and results-oriented leadership*. Academy of Management Organization Development Division.

Warrick, D.D. (August 2010). Chair of paper session, *Spirituality in business contexts*. Academy of Management Spirituality in Business Division,.

Warrick, D.D. (August 2009). Panel member for session, *Should organization development be taught at the undergraduate level?* Academy of Management Organization Development Division.

Warrick, D.D. (August 2008). Chair of session, *Influence of Emotions*. Academy of Management Organization Development Division.

Warrick, D.D. (June 2007). Invited keynote speaker, *Are we preparing leaders to lead?* International Conferences on Advances in Management.

Warrick, D.D. (June 2007) Speaker on opening session panel, *Developing leaders*. International Conferences on Advances in Management.

Warrick, D.D. (May 2007). Chair of session, *Management*. Hawaii International Conference on Business, Honolulu.

Warrick, D.D. (August 2006). Chair of session, *Models for change*. Academy of Management Organization Development Division.

Warrick, D.D. (August 2006). Chair of session, *Coaching change*. Academy of Management, Management Consultation Division.

Warrick, D.D. (August 2006). Invited speaker, *OD as a profession symposium*, Academy of Management Organization Development Division.

Warrick, D.D. (April 2005). Keynote speaker, *The future work of organization development*. Bowling Green State University Organization Development Conference.

Warrick, D.D. (August 2005). Chair of session, *Consulting models*. Academy of Management, Management Consultation Division.

Warrick, D.D. (August 2005). Invited speaker, *Teaching OD, the future of OD symposium*. Academy of Management Organization Development Division.

Warrick, D.D. (May 2005). Chair of session, *The future of organization development*. Hawaii International Conference on Business.

Warrick, D.D. (October 2004). Invited keynote speaker, *The state of the art and future work of organization development*. Bowling Green State University OD Conference.

Warrick, D.D. (July 2002). Invited as the Distinguished Visiting Scholar to speak to the Organization Development doctoral and masters students, *Current practices in organization development*. Benedictine University.

Warrick, D.D. (June 2001). Chair of session, *Management*. Hawaii Conference On Business.

Warrick, D.D. (August 2000). *Lessons from past chairs of the organization development division*. Participant as a past Chair, Academy of Management International Conference.

Warrick, D.D. (July 2000). Chair of session and presenter, *Current thinking in organization development and change*. International Conference On Advances In Management.

Warrick, D.D. (July 2000). Panel member with Dr. Robert Golembiewski, *Burn out in the work place*. International Conference on Advances In Management.

Warrick, D.D. (1997, 1998) Invited guest keynote speaker at Bowling Green State University for the Masters In OD, Executive Masters In OD classes, and the MBA classes

Warrick, D.D. (October 1996). Speaker at the Conference Board Annual HR Conference. Waldorf Astoria, New York City.

Warrick, D.D. (March 1995). Speaker at the Bowling Green State University Annual Organization Development Conference.

Warrick, D.D. (August 1994). Chair of Paper Session, *Organization transformation*. National Academy of Management Meeting,

Warrick, D.D. (April 1994). Speaker at the Bowling Green State University Annual Organization Development Conference,

Warrick, D.D. (June 1993). Keynote speaker for the American Society for Training and Development Rocky Mountain Division Organization Development Workshop.

Warrick, D.D. (1993). Keynote speaker, *What executives, managers, and human resource professionals need to know about managing change*. Canada Human Resource Management Association National Conference.

Warrick, D.D. (August 1992). Chair of Paper Session, *New concepts in OD*. National Academy of management Meeting.

Warrick, D.D. (1992). Speaker, *The changing role of OD*. Bowling Green State University Organization Development Conference. Bowling Green, Ohio.

Warrick, D.D. (August 1991). Chair of Paper Session, *innovations in OD interventions*. National Academy of Management Meeting.

Warrick, D.D. (1991). Keynote Speaker, *Managing change and developing high performance organizations*. Human Resources Conference Canada.

Warrick, D.D. (1990). Presenter, *A systems approach to team building: A Case history*. High Technology Management Conference.

Warrick, D.D. (August 1989). Discussant, *What OD consultants do and what affects their success*. National Academy of Management Meeting.

Warrick, D.D. (August 1988). Discussant, *Managing change*. National Academy of Management Meeting,

Warrick, D.D. (May 1988). Invited presenter, *Developing high performance teams*. American Society for Training and Development National Conference.

Warrick, D.D. (June 1987). Invited Presenter, *Managing problem solvers, resisters, and hardcore resisters*. American Society for Training and Development National Conference.

Warrick, D.D. (August 1987). Panel Chair, *Conceptual issues in consultation*. National Academy of Management Meeting.

Warrick, D.D. (April 1987). Panel Chair, *Changes in organization development*. Western Division of Academy of Management.

Warrick, D.D. (October 1987). Presenter, *Achieving Organization excellence*. American Society for Training and Development Rocky Mountain Region Conference.

Warrick, D.D. (August 1986). Panel Chair, *New methods for assessing organizations*. National Academy of Management Meeting.

Warrick, D.D. (August 1986). Panel Chair, *Applying OD to schools of business*. Southwest Division Academy of Management Meeting

Warrick, D.D. (May 1986). Presenter, *Developing organizations that get results*. National American Society for Training and Development Conference.

Warrick, D.D. (March 1986). Panel Chair, *Contemporary organization development*. Southwest Division Academy of Management Meeting.

Warrick, D.D. (May 1986). Presenter, *Choices: A responsibility based approach to change*. National American Society for Training and Development Conference.

Warrick, D.D. (March 1984). Panel Presenter, *Emerging issues in organization development*. Southwest Division Academy of Management Meeting.

Warrick, D.D. (August 1983). Invited Presenter, *Developing high performance organizations*. OB-OD-OMT Academy of Management Doctoral Consortium.

Warrick, D.D. (August 1985). Discussant, *Papers on human resource management*. National Academy of Management Meeting.

Warrick, D.D. (May 1985). Presenter, *Adding wisdom to human resource management*. National American Society for Training and Development Meeting.

Warrick, D.D. (February 1985). Presenter, *New models for organization development*. The Association of Human Resource and Organization Behavior National Conference

Warrick, D.D., and R. Wayne Boss (August 1983). Co-Chairperson, *Teaching OD*. OD Workshop at the National Academy of Management Meeting.

Warrick, D.D. (August 1983). Panel Presenter, *Evaluating organizational competence*. National Academy of Management Meeting.

Warrick, D.D. (March 1983). Panel Presenter, *Research issues in OD*. Western Division Academy of Management Meeting.

Warrick, D.D. (August 1982). Panel Chair, *Teaching organizational development*. Academy of Management National Meeting.

Warrick, D.D. (April 1982). Panel Chair, *New applications of OD*. Academy of Management Western Division Meeting.

Warrick, D.D. (August 1981). Panel Chair, *OD workshops*. National Academy of Management Meeting.

Warrick, D.D. (May 1981). Presenter, *Responsibility based managerial counseling*. National American Society for Training and Development Annual Conference.

Warrick, D.D. (April 1980). Panel Chair, *OD workshops*. National Academy of Management Meeting.

Warrick, D.D. (April 1980). Presenter, *Managing the stress of organization development*. National American Society for Training and Development Annual Conference.

Warrick, D.D. (April 1979). Panel with Robert Blake, Jane Mouton, Wendell French, and Glenn Varney, *Interaction with the experts*. National American Society for Training and Development Annual Conference.

Warrick, D.D. (August 1979). Panel Chair, *Confessions of change agents*. National Academy of Management Meeting.

Warrick, D.D. (April 1979). Panel Chair, *OD skills, payoffs, and pitfalls in changing organization*. National American Society for Training and Development Annual Conference.

Warrick, D.D. (April 1979). Panel Member, *Customized debriefing: The achilles heel of experiential learning*. Annual Association for Business Simulation and Experiential Learning Conference.

Warrick, D.D. Guidelines and *innovations for debriefing experiential learning exercises*. Annual Association for Business Simulation and Experiential Learning Conference.

EDITOR: PROCEEDINGS, SPECIAL JOURNAL ISSUES, AND NEWSLETTERS

Jamieson, D., Derven, M., and Warrick, D.D., (Eds.) (2017). The future of organizations and the implications for OD practices and education. *OD Practitioner*, 49(3). Special issue on the future of organization development.

Warrick, D.D., (2nd Ed.) (1978-1982), *Academy of Management OD Newsletter*.

Warrick, D.D., (Ed.) (1981). *Journal of Experiential Learning and Simulation: Special Issue on Theory Based Experiential Learning Exercises*. 3(1). New York: Elsevier North Holland Press.

Taylor, R.L., O'Connell, M.J., Zawacki, R.A., Warrick, D.D. (Eds.) (1977). *Academy of Management Annual Meeting Proceedings*. Boulder, Colorado: University of Colorado Associated Press.

Taylor, R.L., O'Connell, M.J., Zawacki, R.A., and Warrick, D.D. (Eds.) (1976). *Academy of Management Annual Meeting Proceedings*. Boulder, Colorado: University of Colorado Associated Press.

PODCASTS, WEBINARS, AND AUDIO AND VIDEO PRESENTATIONS

Warrick, D.D. Over 30 videos made for classes and UCCS. (1996 to present)

Warrick, D.D. Invited podcast interview with the Editor of *Business Horizons*, Dr. Idie Kesner, regarding my recent article in *Business Horizons*, *Revisiting resistance to change and how to manage it: What has been learned and what organizations need to do*. (April 21, 2023)

Warrick, D.D. Podcast for Bowling Green State University Organization Development and Change Doctorate Program And Public, *Resistance to change: What has been learned and what organizations need to do*. (May 31, 2023)

Warrick, D.D. Podcast for Bowling Green State University Organization Development and Change Doctorate Program and the public, *Key lessons I have learned over 50 years of studying and practicing organization development and change*. (August 24, 2022)

Warrick, D.D. Podcast for Bowling Green State University Organization Development and Change Doctorate Program, *Thoughts about organization development and change in preparing for the doctorate program*. (August 3, 2022)

Warrick, D.D. Podcast for Bowling Green State University All Things Change Series, *My research on collaboration and organization change champions*. (February 13, 2022)

Warrick, D.D. Webinar for The Don Warrick Endowment For Excellence In Leadership, Teaching, And Culture, *How skilled are you and your organization at managing change?* (December 16, 2021)

Warrick, D.D. Webinar for The Don Warrick Endowment For Excellence In Leadership, Teaching, And Culture, *Committing to personal excellence*. (August 12, 2021)

Warrick, D.D. Webinar for The Don Warrick Endowment For Excellence In Leadership, Teaching, And Culture, *Excellence in leadership, teaching, and culture – A recipe for success at UCCS and beyond*. (May 5, 2021)

Warrick, D.D. Colorado Springs Hybrid Business Briefing Series, *The critical need for skilled leaders in these times of dynamic change*. (April 14, 2021)

Warrick, D.D. Podcast Interviews of Organization Development and Change Pioneers and Second Generation Leaders. *Interview of Dr. Don Warrick* by Sage Business Publications and *The Journal of Management Inquiry*, (2016)

Warrick, D.D. Eight videos of interviews with CEO's, Executives, and Best Selling Authors professionally produced for the first on-line MBA Management Course Offered By The UCCS College of Business Classes. (1996)

Warrick, D.D. Audio tape made of presentation at the HR Canada National Conference, *Managing Change and Developing High Performance Organizations In the Dynamic 90's*. (October 17, 1992)

Warrick, D.D. Audio tape made of keynote address for JP Industries, *Developing a High Performance Organization in Changing Times*. (June 1989)

Warrick, D.D. Audio tape made of presentation at Christian Booksellers Association International Conference, *Problem Solvers, Resisters, and Hardcore Resisters and How to Manage Them*. (August 1988)

Warrick, D.D. Audio tape made of presentation at American Society for Training and Development National Conference, *Achieving Organization Excellence*. (1987)

Warrick, D.D. Audio tape made of presentation at the University of Montana Extension Service, *Managing Change*. (December 1986)

Warrick, D.D. Audio tape made of presentation at the American Society for Training and Development National Conference, *Developing Organizations that Get Results*. (May 1986)

Warrick, D.D. Audio tape made of presentation at The Bank Marketing Association Conference, *Achieving Organization Excellence*. (March 1986)

Warrick, D.D. Audio tape made of presentation at The Colorado Springs Community Mental Health Seminar, *Managing the stress in your life*.

Warrick, D.D. Audio tape made of presentation at American Society for Training and Development Conference, Washington DC, *Choices: A Responsibility Based Approach to Change*.

Warrick, D.D., Boyatzis, Richard, and Sargent, Alice. Audio tape made of presentation at American Society for Training and Development Conference, Washington DC, *Management and Organization Competencies*.

Warrick, D.D. Audio tape made of presentation at American Society for Training and Development, Madison, Wisconsin, *Responsibility Based Managerial Counseling*.

Warrick, D.D. Audio tape made of presentation at American Society for training and Development, Washington, DC, *Stress Management for OD Practitioners*.

Warrick, D.D. Audio tape made of presentation at National Financial Success Seminar, Anaheim, California, *Managing Stress of Success*.

Warrick, D.D. Audio tape made of presentation at The Navigator International Headquarters, Colorado Springs, Colorado, *Motivating People in Our Changing Environment*.

Warrick, D.D. Audio tape made of presentation at Navigator International Headquarters, Colorado Springs, Colorado, *Stress Management*.

COURSE MANUALS

Warrick, D.D. (1996 with latest revision 2023). *Leading and Managing in Changing Times: Course Manual*. Colorado Springs: University of Colorado at Colorado Springs.

Warrick, D.D. (1996 with latest revision 2023). *Managing Organization Development, Change, and Transformation: Course Manual*. Colorado Springs: University of Colorado at Colorado Springs.

Warrick, D.D. (1983). *Organization Development Handbook*, Washington D.C.: American Society for Training and Development.

PUBLISHED QUESTIONNAIRES

Warrick, D.D., and Donald G. Gardner, "Stress Management Inventory."

Warrick, D.D., "Management and Leadership Skills Questionnaire."

Warrick, D.D., and Donald G. Gardner, "Problem Solving Style Inventory."

Warrick, D.D., and Donald G. Gardner, "Change Management Inventory."

TEACHING AND TRAINING

As a President's Teaching Scholar (PTS) served on first steering committee, member of Teaching Evaluation Committee, actively promoting teaching excellence throughout the university, conducted surveys for PTS, conducted problem solving sessions to improve program, facilitated numerous activities at PTS conferences. (1989-present)

Highest Overall Annual Course Evaluations for the year for full time College of Business faculty for most years since 1971.

Developed the Organization Development undergraduate and graduate courses and the core Leadership course for the MBA Program. I am still teaching these courses. (1972-present)

Developed and taught the Leadership Course for the University of Colorado EMBA Program (1981-2013) and developed and taught a new EMBA course, Transitioning from Functional to Executive Leadership. (2014-2018)

Appointed the Teaching Development Director for the UCCS College of Business with responsibilities to organize teaching development workshops for College of Business full and part-time faculty. The title of this responsibility was changed to Teaching Development Champion in 2014. (2001 - present)

Involved in multiple teaching forms for the College of Business (Resident graduate courses, resident under-graduate course, EMBA course, Online MBA course, Online Undergraduate course, Winterim course, Summer course, Hybrid courses).

Helped develop the first CU Annual Teaching Development Conference sponsored by the President's Teaching Scholars and available for all CU campuses. (2009)

Helped develop and taught in the CU Technology Leadership Program "From Engineering to Management". (1998-2000)

Helped design the Distance MBA Program and developed and taught one of the first two courses in the program. (1996)

Helped organize the EMBA CU Partnership Management Development Program. (1993)

Presented Teaching Workshop for United States Air Force Academy. (1991)

Developed and became the Director of CU Contemporary Management Program sponsored by the CU EMBA Office. (1986-1989)

Adjunct Professor of Organization Development, Masters in Organization Development Program, Bowling Green State University, Bowling Green, Ohio, taught one course each year over two weekends. (1981-2000)

With Dr. Robert Zawacki, organized and taught the first formal Staff Development Program at UCCS. (In 1987)

Workshop Director of Training for the Rocky Mountain Region of ASTD Organization Development Workshop for Human Resource Professionals. (1988)

Developed a Team Building Meeting for all faculty, staff, administrators, and students designed to make improvements at UCCS. (1988)

Conducted training and team building meetings for various departments on the Colorado Springs, Boulder, and Denver campuses including team building meetings for the UCCS Chancellor and Vice Chancellor. (1988 and various times thereafter)

Organized and became the Director of the UCCS Creative Management Center. The Center provided custom designed programs for business utilizing College of Business faculty. (Started in 1987)

Taught in the first televised CU-Net Courses offered at UCCS. (1987)

With Dr. Robert Zawacki, designed and facilitated the first UCCS Collaborative Strategic Planning session that involves faculty, staff, administrators, and students in planning the future of the University. (1986)

Designed and taught the first Organization Development Program for the American Society for Training and Development, now called ATD, one of the largest training and development associations in the world. (1980-1983)

Developed and became the Director of the first Management Development Program offered at UCCS. (1972)

Designed and equipped the award-winning College of Business Science Lab and Classroom Complex. (1971-1972)

SERVICE: PROFESSIONAL

Actively involved in the Organization Development and Change and Management Consultation Divisions of the Academy of Management. (1971 – present)

Reviewer for a number of journals including, for example, *Business Horizons*, *Organizational Dynamics*, *Journal of Applied Behavioral Science*, *Group and Organization Studies*, *Organization Development Practitioner* (now *Organization Development Review*), as well as annual paper reviews for the Academy of Management Organization Development and Change and Management Consultation Divisions. (1973 – present)

Frequent book reviewer for a number of publishers such as Wiley, Irwin, Prentice-Hall etc. For example, I reviewed 5 books for Palgrave Macmillan in 2022-2023. (1975 – present)

Elected to the Editorial Board of Organization Development Network. (2008-present)

Member, Academy of Management ODC Division Annual Research Grant Award Committee. (2010 – 2017)

Part of Academy of Management Study Team on defining the field of Organization Development. (1996-2000)

Board Member, Academy of Management ODC Division Endowment Fund.

Program Committee, National Academy of Management. (1987)

Program Committee, Western Division Academy of Management. (1986, 1987)

Nominating Committee for Western Division of Academy of Management Officers. (1987)

Co-Coordinator OB-OD-OMT Doctoral Consortium, Academy of Management National Meeting, Boston. (1984)

Organized with Dr. Herb Shephard the first Interorganization Development Meeting attended by representatives from the major OD associations and academic programs, New York. The meeting was designed to build collaboration between the major OD associations. (1983)

Invited Faculty Member and Co-Coordinator for the Academy of Management Organization Behavior, Organization Development, and Organization Theory Doctoral Consortium. (1983)

Director, OD Division, Academy of Management, elected by the National Membership. (1982-1983)

Member, Professional Division Policy Committee, National Academy of Management. (1982-1983)

Director, OD Institute, American Society for Training and Development. (1980-1983)

Executive Committee, OD Division, Academy of Management. (1978-1983)

Executive Committee, American Society for Training and Development, elected by the National Membership. (1978-1980 and 1980-1982)

Editor, Academy of Management OD Newsletter. (1978-1982)

Program Chair, OD Division Academy of Management, elected by the National Membership. (1980-1981)

Started and served as Director of the American Society for Training and Development OD Research Grant Program to encourage research in OD. (1981)

SERVICE: UNIVERSITY OF COLORADO

Active in President's Teaching Scholars Program. (1989-present)

Faculty member of the CU Denver MS in Global Energy Management program. (2009 – 2020)

Member, EMBA Curriculum Committee. (1985 to 2018)

Faculty, CU Executive MBA Program. (Start of program in 1981 to 2018)

Member of Search Committee for new EMBA Director. (2013)

Member of Promotion and Tenure Committee for UCCS Beth-El College of Nursing. (2013)

Member of Search Committee for EMBA Director and new Management Faculty member. (2011)

Commencement Speaker, CU Executive MBA Program. (2003)

Commencement Speaker, CU Denver E-Business MBA Program. (2003)

Faculty, "From Engineering to Management," CU's Technology Leadership Program. (1998)

Grand Marshall, EMBA Commencement. (1997)

Helped found, develop, and facilitate the CU Leadership Institute that was attended by all of the top level leaders of CU with the purpose of developing their leadership skills and developing a Vision for CU and each of the campuses. (1997)

Presented Leadership Development Workshop for the CU Health Sciences Center. (1997)

Keynote speaker for Annual CU Staff Council Conference. (1993)

Executive MBA Orientation Planning Committee. (1985-1988)

Executive MBA Curriculum Committee. (1985-1988)

MBA Review Committee for all University of Colorado campuses. (1981-1987)

Faculty Development Committee for Graduate School of Business for all University of Colorado campuses. (1982)

Involved in numerous Executive Development programs at the CU campuses.

SERVICE: UNIVERSITY OF COLORADO COLORADO SPRINGS

Volunteer trainer/facilitator for various UCCS Departments. (1978-present)

Helped develop the UCCS Facilities Department into a high performing Department. (2020-2022)

Presented workshops for the Chancellor's Leadership Group, Rising Professionals, UCCS Office of International Affairs etc. (2013)

College of Business Representative, University Budget Advisory Committee. (2009 to 2012).

Appointed by the Chancellor to be a member of the UCCS CU Leadership Institute Follow-Up Team. (Chancellor Shockley-Zalabak).

Invited Faculty member on Chancellor's Strategic Planning Process. (Chancellor Shockley-Zalabak).

Chancellor's Leadership Program. (Chancellor Shockley-Zalabak).

Member, UCCS Outstanding Teacher and Chancellor's Award Committees. (1993-2006)

Member of the Chancellor's Inventing the Future Team. (2004)

Appointed by the Chancellor as one of the founding members of the team commissioned to develop a Student Leadership Development Program. (1997-1998)

Team leader, faculty charged with the responsibility of developing the curriculum for the new Distance Learning Joint MBA/MPA. (1996).

Co-Chair of the Chancellor's Vision Team charged with the responsibility of developing a Vision, Mission, Statement of Core Values, and Strategic Goals for UCCS. (1994)

Coordinating effort to evaluate and promote external (students, businesses, community) and internal (between university departments) service excellence at UCCS. (1991)

UCCS Academic Review Committee. (1985-1987)

Continuing Education Advisory Committee, UCCS. (1981)

UCCS Faculty Productivity Committee. (1979)

SERVICE: UCCS COLLEGE OF BUSINESS

Leader and member of many search teams for Faculty, Deans, Endowed Chairs, and Staff. (1974-present)

Former leader and current member of the College of Business Dean's Review Committee. (Leader, 2000-2010, member, 2011-present)

Former leader and current member of the College of Business MBA Team (Leader 1995-2004) and member. (1992-present)

Member, College of Business Annual Evaluation Team. (February 2022–present)

Member, College of Business Dean's Strategic Planning Team. (2020-2021)

Member of the Positive OB Team. (2015 – 2020)

Helped develop a new leadership development program for OPED (Office of Professional and Executive Development). (2019)

Director and faculty member of the Leadership Development for Emerging Healthcare Leaders Program. (2011-2019)

Member of the College of Business Service Team. (2014)

Team Leader of College of Business Culture Team. (2010 - 2013)

Leader and facilitator of the effort between the College of Business and community leaders to develop a healthcare leadership development program. (2011)

Team Leader of the College of Business Vision Team that developed the vision, mission, and values for the College of Business. (2006)

Program Director for the new Two Year MBA For Working Professionals. (2004-2006)

Chair, Management Department. (2005)

Member of the College of Business Strategy Team. (2005)

Team Leader of College of Business Division of Innovation Team. (2005)

Team Leader, College of Business Reorganization Team (The team was responsible for reorganizing the College of Business Structure and Procedures). (1999)

Team Leader, College of Business Mission Team (The team was responsible for developing a new Mission and Statement of Core Values for the College of Business). (1998)

Team Leader, College of Business Goals Team (The team is responsible for developing a Vision and Statement of Strategic Goals for the College of Business. (1998)

Member, Graduate School Team given the responsibility to revise and improve the Graduate School policies. (1998)

Team Leader, College of Business Strategy Team (The team is responsible for developing strategy for the future of the College of Business and for building links with the Chancellor's Office. (1997)

Team Leader, College of Business Values Team. (1994)

Team Leader of New MBA Program Design Team. (1993)

Organized Business Associates' meeting to review new MBA program. (1993)

Facilitator for College of Business Spring Retreat. (1993)

Member, College of Business Teaching Evaluation Committee. (1992-1993)

Member, College of Business Mission Statement Team. (1991)

Member, College of Business Core Value Team. (1991)

Author, School of Business and Administration self-study for the undergraduate and graduate programs. (1982-1984)

Educational Policy Committee. (1984)

MBA Review Committee. (1984)

Coordinator, UCCS New College of Business Building Committee. (1981)

Helped develop the undergraduate and MBA curriculum for the College of Business. (1971-1973)

Designed the Behavioral Lab and Classroom Complex for the new Dwire Hall. (1971)

SERVICE: COMMUNITY

Presented over 100 free speeches to local, state, and national organizations. (Such as civic, business, not-for-profit, military, schools, religious organizations, and high school graduations). (1972-present)

Free consultation and leadership development for a number of businesses, school districts, churches, and community organizations (Such as leadership development, team building, and strategic planning). (1972-present)

U.S. Air Force Academy Cadet Outreach and Sponsor: Involves teaching, mentoring, sponsoring, and providing a home away from home for cadets and included 10-40 cadets on Saturdays and sometimes all weekend. (1979-2017)

Invited guest on radio and television talk shows.

Advisory Board for several organizations including Cheyenne Village Inc. for adults with intellectual and developmental disabilities and Junior League.