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EDUCATION

B.A. 1970 (honors)
University of California (Santa Barbara)
Major: Political Science

M.A. 1972
The Ohio State University (Columbus)
Major: Public Administration

Ph.D. 1976
University of Massachusetts (Amherst)
Major: Organizational Behavior and Administrative Theory

BOOKS and MONOGRAPHS

If You Want Answers, You Have to Ask the Right Questions: A Workplace Guidebook (with L. Weems). Hoboken, NJ: Wiley, 2026.

Encouraging the Heart: Igniting Purpose and Providing Meaningful Recognition (with J.M. Kouzes). Hoboken, NJ: Wiley. May 2025

Lawyers as Leaders: Why It Matters and What It Takes (with D.J. Polden). Chicago: American Bar Association, October 2024.

The Student Leadership Challenge: Five Practices for Becoming an Extraordinary Leader. Fourth Edition (with J.M. Kouzes). Hoboken, NJ: Wiley. May 2024.

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A Coach's Guide to Developing Exemplary Leaders (with J.M. Kouzes and E. Biech). Second Edition. Hoboken, N.J.: Wiley, 2017.

The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations (with J. M. Kouzes). Sixth Edition. Hoboken, N.J.: Wiley, May 2017. Shortlisted for Chartered Management Institute (CMI) Book of the Year. Selected by Soundview as one of the 25 best leadership books of all time.

Learning Leadership: The Five Fundamentals of Becoming an Exemplary Leader (with J.M. Kouzes). Hoboken, N.J.: Wiley, 2016.

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Books of All Time.

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Second Edition. San Francisco: Jossey-Bass, 2011.
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Korean, Japanese, and Swedish. Named Top 30 Business Books by Soundview.
- A Coach's Guide to Developing Exemplary Leaders (with J.M. Kouzes and E. Biech). San
Francisco: Jossey-Bass, 2010.
- The Leadership Challenge Activities Book (with J.M. Kouzes and E. Biech). San Francisco:
Pfeiffer, 2010.
- The Student Leadership Challenge: Five Practices for Exemplary Leaders (with J. M. Kouzes).
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Portuguese, Russian, and Spanish. Named Top 3 Business Books (2007) by
Amazon.com. Included among the Top 100 Business Books of All Time.
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Chinese, Indonesian, Korean, Polish, Portuguese, Russian, and Vietnamese. Named Top
30 Books-of-the-Year by Executive Soundtrack and Top 10 Business Books by *Globe
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Francisco: Jossey-Bass. 2003.
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INSTRUMENTS, WORKBOOKS, and VIDEOS

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- The Student Leadership Challenge: Facilitator's Guide (with J.M. Kouzes). San Francisco: Wiley, 2013.
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- The Leadership Practices Facilitator's Guide (4th Ed) (with J.M. Kouzes). Jossey-Bass (San Francisco): 2012
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LEADERSHIP DEVELOPMENT ACTIVITIES WITH:

Adaptec	Alberta Health Services (Canada)
Alcoa	Alcoa of Australia
All Hallows College (Ireland)	Alliant University
ANCC National Magnet Conference	Amazon
Amdahl Corporation	American College of Cardiology
American Electronics Association	American Institute of Architects (AIA)
America Society of Healthcare Environmental Managers	
American Youth Museums	Amfac Resorts
Amoco Oil Company	Apple Computer
Applied Materials	ARCO Chemical Company
ARCO Coal Company	Asia Institute of Management (Philippines)
Association for Systems Management (ASM)	
Association of California Community College Administrators (ACCCA)	
Association of California Nurse Leaders	Association of Community College Trustees
Association of Fraternity Advisors (AFA)	
Australian Institute of Company Directors	Australian Institute of Management (Perth; Sydney)
Association of Leadership Educators	Association of Washington School Principals
Aurora Public Schools (Colorado)	Australia Post
Australian Taxation Office (WA)	
Automotive Holdings (WA)	BASF Structural Materials - NARMCO
BECA (New Zealand)	Beneficial Management Corporation
Benefits Cosmetics	Boyd Group
Boys & Girls Clubs of America	BrightRoll
Bunnings (Australia)	

IBM	IKEA (China)
Institute for Management Studies (Boston, Chicago, Connecticut, Dallas, Edinburgh, Houston, London, Los Angeles, Minneapolis, New Jersey, New Orleans, New York, Philadelphia, San Francisco, Seattle)	
Instituto de Administracion Cientifica de las Empresas (México)	
Internal Revenue Service (IRS)	ITT
International Management Council	Itau Unibanco (Brazil)
Jumpstart	Kaiser Permanente Health Care
Kent State University (OH)	Kentucky Association of School Administrators
Knight-Ridder Newspapers	
Hong Kong University of Science and Technology	
Korean Management Association	La Sierra University (CA)
Leadership Council of Non-Profits (Cincinnati)	
Leadership Kauai	Leadership San Jose
Leadership Palo Alto	Leadership Santa Cruz
Life Pacific College (CA)	Lingnan University (Hong Kong)
Lipscomb University (TN)	Lockheed Martin
Los Gatos City Council	Loyola University, Chicago
Lucille Packard Children's Hospital	Management Association of the Philippines
McDonnell Douglas	Measurex
Merck	Mervyn's
Milpitas Middle College High School	Monmouth College (IL)
Montecito Bank and Trust	Motorola
Mt. San Antonio College (CA)	National Association for Campus Activities (NACA)
National Association of Colleges and Employers (NACE)	
National Association of Credit Managers (NACM)	
National Association of Convenience Store Owners	
National Association of Graduate Admissions Professionals (NAGAP)	
National Association of State Information Resource Executives	
National Association of Student Personnel Administrators (NASPA)	
Navigation Technologies	NetApp
New Jersey HR Planning Society	New York Life
North-American Interfraternity Conference (NIC)	
Northcentral University	North Carolina State University
North Texas State University	Northwest Bank Corporation
Northern California Grant Makers	Northrop Grumman Corporation
Novacor (Canada)	Nursing Leadership Institute (Toronto)
Nvidia	Oakwood Temporary Housing
Pacific Association of College Registrars and Admissions Officers	
Pacific Telesis	Palo Alto Leadership Council
Pepperdine University (CA)	Petronas (Malaysia)
Philadelphia School District	
PNM (Public Service Company of New Mexico)	
PRAXAIR (Mexico)	President's Association (AMA)
Printpak	Promus Hotel Corporation

Providence Hospital	Public Allies
Public Service Commission (Australia)	
Public Service Commission (Regina, Saskatchewan)	
Public Service Company of New Mexico	Pugh Investment Corporation
Qualcomm	Quantum Corporation
Queen's University (Canada)	R&I Bank (Australia)
Raychem	Richmond School District (British Columbia)
Rockhurst University (KS)	Royal Roads University (British Columbia)
Sabanci University (Istanbul)	Sandia Labs
San Diego Hospice Center	
San Jacinto College (TX)	
San Jose Medical Group	
Santa Clara University (CA)	
Santa Cruz County Business Council	
Santa Clara County Office of Education	Schlumberger
Seattle University	
Semen Gresik (Indonesia)	Service King
Sharp Health Care	Sierra Club
Sigma Phi Epsilon Fraternity	Silicon Valley Bank (SVB Financial Services)
Silicon Graphics	Simon Fraser University (Canada)
Sisters of Mercy Hospitals	SkillPath
SK Telecom	Smithsonian Institute
Southwest Texas State University	Southern Pacific Lines
StandardAero	Stanford University Medical School
Saint Catherine University (MN)	Stark County Educational Partnership
State Energy Commission of Western Australia	
St. Joseph's University (PA)	Sun Microsystems
TACSEN (Hong Kong)	The Tom Peters Company
3M Corporation	Texas Medical Center
Topgolf Callaway Brands	Trader Joe's
Triad Systems	TRW
UC Dublin	Umpqua Community College (Oregon)
U.S. Chamber of Commerce	United States Coast Guard Academy
United States Postal Service (USPS)	U.S. Small Business Administration
United Way	US Venture Partners
Universitas Mercu Buana (Indonesia)	University of Auckland (New Zealand)
University College Dublin (UCD)	University of Calgary (Alberta)
University of California (Berkeley, Riverside, San Diego, Santa Barbara, Santa Cruz)	
University of Cincinnati	University of Dayton
University of La Verne (CA)	University of Massachusetts, Amherst
University of Minnesota	University of Nevada, Reno
University of North Carolina, Chapel Hill	University of Ottawa (Canada)
University of St. Thomas (MN)	
University of San Francisco	University of Saskatchewan
University of South Carolina	University of Southern Maine
University of Tampa (FL)	University of Texas (Austin, El Paso, San Antonio)

University of Western Australia
Utah State University
WIC TV (Canada)
Western Association of College & University Business Officers
Western New England College
Westpac Banking Corporation (Australia)

Uplift Family Services
Varian Medical Systems
Western Mining Corporation (Australia)
Westinghouse

COMMUNITY AND PUBLIC SERVICE

Berkeley Food Network, Board of Directors (2024 – current)
American Red Cross, Volunteer (2021-2024)
SV Creates, Board of Directors (2016 – 2022)
Global Women’s Leadership Network, Board of Directors (2011 - 2018)
Uplift Family Services, Board of Directors, (2006 - 2014)
San Jose Repertory Theatre, Board of Trustees, (2002 - 2009)
Board of Directors, Advanced Energy (NASDAQ: AEIS) (2004 - 2008)
 Compensation Committee, Governance and Nominations Committee
Junior Achievement of Silicon Valley, Board of Directors (2004 - 2005)
Search Committee, CEO/EVP, American Institute of Architects (2005)
American Institute of Architects (AIA), Board of Directors (2001 - 2003)
Ernst & Young Entrepreneur of the Year (Northern California), Judge (1999 - 2001)
Public Allies - Silicon Valley, Board of Directors (Chair: 1997 - 1999)
Center for Excellence in Non-Profits, Board of Directors (1994 -1999)
Big Brothers Big Sisters (Santa Clara County), Board of Directors (1994 -1997)
Academy of Management (Western Division): Vice President (1986), President-Elect (1987),
 President (1988), Past President (1989)
Academy of Management, Innovation & Technology Division Exec Committee (1988 - 1989)
Organizational Behavior Teaching Society, Board of Directors (1984 - 1986)
Sigma Phi Epsilon Fraternity, Board of Directors (1972 - 1980)

UNIVERSITY SERVICE

Chair, Department of Management and Entrepreneurship (2020 – Current)
Committee on Promotion to Senior Lecturer (2019 – 2022)
Faculty Grievance Committee (2016 - 2020)
Coordinator, Pathways on Leadership and Social Change (2013 - 2021)
University Rank and Tenure Committee (2013 - 2016)
UCC Task Force on Providing Feedback to Academic Administrators (2015 - 2016)
Faculty Coordinating Council, Experiential Learning in Social Justice (2010 – 2013)
Valedictorian Selection Committee (2011)
** On sabbatical leave (2009- 2010)
Dean, Leavey School of Business (1997 - 2009)
Provost Council (1997 - 2009)
University Planning Council (1997 – 2009)

University Facilities Committee (1998 - 2009)
 University Policy Committee on Student Affairs (1995 - 1997)
 Associate Dean, Executive Development, LSB (1993 - 1997)
 MBA Policy Committee (1993 - 1995)
 Kenna Club, Board of Directors (1994 - 1995)
 University Budget Council (1992 - 1993)
 ** On sabbatical leave (1991 - 1992)
 University Graduate Council (Chair, 1990 - 1991)
 College Rank and Tenure Committee (1990 - 1991)
 College Undergraduate Committee (Chair, 1990 - 1991)
 Undergraduate Curriculum Review (Chair, 1990 - 1991)
 Lucas Hall Building Task Force (1989 - 1991)
 Associate Dean, Graduate Programs, LSB (1987 - 1991)
 University Planning Council (1989 - 1990)
 University Committee on Excellence through Diversity (1989 - 1990)
 Markkula Center for Applied Ethics (Board of Fellows, 1987 - 1991)
 University Library Committee (1986 - 1988)
 ** On sabbatical leave (1985-1986)
 Kids on Campus (President) (1984 - 1985)
 Faculty Club, Board of Directors (1982 - 1984)
 Human Subjects Review Committee (1982 - 1983)
 Faculty Grievance Committee (1982 - 1985)
 President's Advisory Council (1979 - 1981)
 University Task Force on Alcohol Policy (Chair, 1981)
 Academic Personnel Committee (1979 - 1981)
 University Activities Committee (1977 - 1979)
 Faculty Senate Council (Elected Representative (1978 - 1980)
 Faculty Senate Secretary (1978 - 1979)
 Beta Gamma Sigma (Secretary) (1980 - 1985)
 SCU Parent's Day Speaker (1979 - 1983)
 Dean's Search Committee (1978 - 1979)

HONORS, AWARDS, AND EDITORIAL REVIEW BOARDS

Editorial Review Board, *Leadership & Organization Development* (2022- current)
 Editorial Review Board, *Frontiers in Psychology* (2022 - current)
 Associate Editor, *Administrative Sciences* (2021 – current)
 Distinguished Visiting Professor, Seattle University (Spring 2024)
 Visiting Professor, Graduate School of Management, University of Auckland (August 2019)
 Top Thought Leaders in Trust (2014, 2015, 2016, 2017, 2018)
 Top 20 Most Influential Global HR Thinkers, *HR magazine* (2010, 2011, 2012, 2013, 2015)
 Outstanding Scholar Award for Career Achievement, *Journal of Management Inquiry* (2011)
 Visiting Professor, Sabanci University (Istanbul) (Spring 2010)
 Visiting Professor, Hong Kong University of Science and Technology (Fall 2009)

Distinguished Contribution to Workplace Learning and Performance Award, Association for Talent Development (formerly ASTD) (2009)
 Isoabella Lecture on Social Psychology and Leadership -- Alliant University (2009)
 Advisory Board, *Leadership & Organization Development Journal* (2005 – 2021)
 Advisory Board, *International Journal of Servant-Leadership* (2004 -- current)
 Editorial Review Board: *Leadership Review* (2004 -- 2011)
 Editorial Review Board: *Leadership & Organization Journal* (2022 – current)
 Thomas Hawkins Johnson Visiting Scholar, U.S. Military Academy (November 2003)
Who's Who Among American Writers (2002)
 Best Paper Award, *Corporate Governance* (2002)
 McFeely Award (top management educator): International Management Council (2001)
 Citation Award Recipient, Sigma Phi Epsilon Fraternity (2001)
 Kamm Lecture in Higher Education – Oklahoma State University (2000)
 Extraordinary Faculty Award, Leavey School of Business (1997-1998, 2000-2001, 2006-2007, 2007-2008, 2008-2009, 2009-2010 – awards discontinued and resumed 2022-2023, 2023-2024)
 Volunteer of the Year Award: Center for Excellence in Non-Profits (1996)
Who's Who in the World (1994)
 Visiting Professor, Graduate School of Mgt, University of Western Australia (1992 - 1993)
 Winkler-Lund Award for Faculty Distinction (1991)
 Editorial Board: *Journal of Business Ethics* (1997 - 2003)
 Editorial Board: *Journal of Management Inquiry* (1991 - 2004)
 JMI Section Editor: *Reflections on Experience* (1995 - 2004)
 Editorial Board: *Journal of Management Education* (1985 - 2001)
 Outstanding Referee Award: *Journal of Organizational Behavior* (1994, 1995)
Who's Who in Education (1991)
 Chris Award for Best Management Development Video (1990)
Who's Who of Emerging Leaders in America (1990)
 Book of the Year Award: American Council of Healthcare Executives (1989)
 Corporate Best Award: United Way of Santa Clara County (1989, 1991, 1993)
 Bridging Diversity Award: SCU's Student Resource Center (1989)
Who's Who Among Human Services Professionals (1986)
 Best Paper Award: Public Sector Division, Academy of Management (1986)
 Dirksen Fellow (1983 - 1984)
Who's Who Among Frontier Science and Technology (1983)
 President's Distinguished Faculty Award (1982)
Who's Who Among American Writers (1982)
 Outstanding Young Men of America Recipient (1980)
 Santa Clara University Research Grants (50+)

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