

April 2013

KATHLEEN MONTGOMERY
School of Business Administration
Anderson Graduate School of Management
University of California, Riverside
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EDUCATION

- Ph.D., 1987, Sociology, New York University
- M.A., 1984, Sociology, New York University
- B.A., 1982, Communication and Sociology, American University, *summa cum laude*

ACADEMIC APPOINTMENTS

- University of California, Riverside
Professor of the Graduate Division, 2011 – present
Professor of Organizations and Management, Emerita, 2010 - present
Assistant, Associate, Professor, 1990-2010
- University of California, Los Angeles, Division of General Internal Medicine and Health Services Research, Research Sociologist, 1990
- University of California, Los Angeles, Department of Sociology
Post-Doctoral Fellow and Adjunct Assistant Professor, 1987-90

VISITING ACADEMIC POSITIONS

- University of Sydney, Centre for Values, Ethics, and the Law in Medicine
Visiting Scholar, Visiting Professor, Honorary Associate, 1997- present
- University of Oxford, Saïd Business School, Visiting Scholar, 2013
- University of Technology, Sydney, Centre for Health Economics Research and Evaluation
Visiting Scholar, 2004
- Stanford University, Stanford Center for Organizations Research, Graduate School of Business, Visiting Scholar, 1993
- Universités d'Aix Marseilles II et III, École des Hautes Etudes en Science Sociales
Visiting Scholar, 1993
- National Institute of Mental Health, Visiting Researcher, 1988

RESEARCH AREAS

- Professional/Organizational Relationships; Professional Norms and Regulation
- Health Care Delivery; Patients' Illness Experiences
- Trust and Socially Responsible Organizations; HRM and Diversity

PROFESSIONAL HONORS

- Keynote Speaker, International Organisational Behaviour in Healthcare Conference, 2012
- Myron D. Fottler Exceptional Service Award, Academy of Management, Health Care Management Division (HCMD), 2011
- Best International Paper Finalist, Academy of Management, 2010
- Best International Symposium Finalist, Academy of Management, 2009
- Outstanding Reviewer, Academy of Management, HCMD, 2009, 2011
- Best Paper Award, Academy of Management, HCMD, 2003
- Ascendant Scholar Award, Western Academy of Management, 1999
- Best Paper Award, Western Academy of Management, 1996; Finalist 1997
- Professor of the Year, University Honors Program, UC Riverside, 1995
- Best Dissertation Award, New York University Alumnae Association, 1987

EDITORIAL ACTIVITIES — SINCE 2000

- Editorial Board, *Advances in Health Care Management*, 2011 – present
- Editorial Board, *Journal of Health Organization and Management*, 2011 - present
- Editorial Board, *California Management Review*, 1999 - present
- International Advisory Board, *Journal of Bioethical Inquiry*, 2004 - present
- Scientific Review Panel, National Institutes of Health
- Scientific Review Panel, Patient-Centered Outcomes Research Institute
- Proposal Reviewer, National Science Foundation; US-Israeli Bi-national Science Foundation; German-Israeli Foundation for Scientific Research and Development; Michael Smith Foundation for Health Research (CA)
- Proposal Reviewer, Edward Elgar Publishing
- Referee for:

Academy of Management Journal
Administrative Science Quarterly
American Journal of Sociology
Educational Evaluation and Policy Analysis
Health Care Management Review
Hospital & Health Services Administration
Industry and Innovation
Journal of Bioethical Inquiry
Journal of General Internal Medicine
Journal of Healthcare Management
Journal of Management Studies
Milbank Quarterly
Organization Studies
Public Management Review
Sociology of Health and Illness
Work and Occupations

Academy of Management Review
Advances in Health Care Management
California Management Review
Group and Organization Management
Health Care Management Science
Human Relations
Journal of Applied Social Psychology
Journal of Business Ethics
Journal of Health and Social Behavior
Journal of Management Education
Medical Care
Organization Science
Production and Operations Management
Social Science and Medicine
Sociological Inquiry

- Reviewer for Refereed Conferences:
 Academy of Management
 Australian and New Zealand Academy of Management
 International Western Academy of Management
 International Society for the Study of Work and Organizational Values
 Organisational Behaviour in Health Care
 Western Academy of Management

EDITED BOOKS AND BOOK CHAPTERS

Montgomery, K. & Lipworth, W. 2014. "Using the Survival/Security/Flourishing Model to Explain the Emergence and Shape of the Medical Profession." In **Debates in Values-based Practice**, M. Loughlin, ed. Cambridge: Cambridge University Press, Forthcoming.

Lipworth, W. & Montgomery, K. 2014. "Eliciting Axioms to Enrich Debates about the Pharmaceutical Industry." In **Debates in Values-based Practice**, M. Loughlin, ed. Cambridge: Cambridge University Press, Forthcoming.

Keating, M. McDermott, A., & Montgomery, K. eds. 2014. **Patient-Centered Health Care: Achieving Co-ordination, Communication, and Innovation**. UK: Palgrave-Macmillan Publishers, Forthcoming.

Montgomery, K. 2014. "Developments in Conceptions of Patient-Centered Care: Implementation Challenges in the Context of High-Risk Therapy." In **Patient-Centered Health Care: Achieving Co-ordination, Communication, and Innovation**, M. Keating, A. McDermott, & K. Montgomery, eds. UK: Palgrave-Macmillan Publishers, Forthcoming

Leahey, E. & Montgomery, K. 2011. "The Meaning of Regulation in a Changing Academic Profession." In **The American Academic Profession: Changing Forms and Functions**, J. Hermanowicz, ed. Baltimore: Johns Hopkins University Press, pp. 295-311.

Oliver, A. & Montgomery, K. 2010. "Transnational Scientific Entrepreneurship: A Conceptual Framework." In **Transnational and Immigrant Entrepreneurship in a Globalized World**, B. Honig, I. Drori & B. Carmichael, eds. Toronto: University of Toronto Press, pp. 60-74.

Kane, K. & Montgomery, K. 2000. "Dyempowerment in Organizations." In **Women at Work: Leadership for the Next Century**, D. Smith, ed. NJ: Prentice-Hall, pp. 101-114.

REFEREED PUBLICATIONS

Lipworth, W., Montgomery, K., & Little, M. 2013. "How Pharmaceutical Industry Employees Manage Competing Moral Commitments." **J of Bioethical Inquiry**, Forthcoming.

Factor, R., Oliver, A. & Montgomery, K. 2013. "Beliefs About Social Responsibility at Work: Comparisons Between Managers and Non-Managers Over Time and Cross Nationally." **Business Ethics: A European Review**, 22: 143-158.

Jordens, C., Montgomery, K. & Forsyth, R. 2013. "Trouble in the 'Gap': A Bioethical and Sociological Analysis of Informed Consent for High-Risk Medical Procedures." **J of Bioethical Inquiry**, 10: 67-77.

Montgomery, K. & Little, M. 2011. "Enriching Patient-Centered Care in Serious Illness: A Focus on Patients' Experiences of Agency." **The Milbank Quarterly**, 89: 381-398.

Montgomery, K. & Oliver, A. 2008. "Shifts in Guidelines for Ethical Research Conduct: How Public and Private Organizations Create and Change Norms of Research Integrity." **Social Studies of Science**, 40: 621-644.

Wilson, N., Schneller, E., Montgomery, K. & Bozic, K. 2008. "Hip and Knee Implants: Current Trends and Policy Considerations." **Health Affairs**, 27: 1587-1598.

Montgomery, K., Jordens, C. & Little, M. 2008. "How Vulnerability and Trust Interact During Extreme Events: Insights for Human Service Agencies and Organizations." **Admin & Society**, 40:621-644.

Oliver, A. & Montgomery, K. 2008. "Using Field Configuring Events for Sense Making: A Cognitive Network Approach." **J of Management Studies**, 45: 1147-1167.

Little, M., Jordens, C., McGrath, C., Montgomery, K., Lipworth, W., Carter, S. & Kerridge, I. 2008. "Informed Consent and Medical Ordeal: A Qualitative Study." **Internal Medicine J**, 38: 624-628.

Montgomery, K. & Schneller, E. 2007. "Hospitals' Strategies for Orchestrating Selection of Physician Preference Items." **The Milbank Quarterly**, 85: 307-335.

Little, M., Jordens, C., McGrath, C., Montgomery, K., Kerridge, I. & Carter, S. 2007. "Pragmatic Pluralism: Mutual Tolerance of Contested Understandings Between Orthodox and Alternative Practitioners." **Social Science & Medicine**, 64: 1512-1523.

Montgomery, K. & Oliver, A. 2007. "A Fresh Look at How Professions Take Shape: Dual-Directed Networking Dynamics and Social Boundaries." **Organization Studies**, 28:661-687.

McGrath, C., Jordens, C., Montgomery, K. & Kerridge, I. 2006. "The 'Right' Way to 'Do' Illness? Thinking Critically About Positive Thinking." **Internal Medicine J**, 36: 665-668.

McGrath, C., Montgomery, K., White, K. & Kerridge, I. 2006. "A Narrative Account of the Impact of Positive Thinking on Discussions About Death and Dying." **Supportive Care in Cancer**, DOI 10.1007/s00520-006-0083-0 (online)

Oliver, A. & Montgomery, K. 2005. "Toward the Construction of a Profession's Boundaries: Creating a Networking Agenda." **Human Relations**, 58: 1167-1184.

Montgomery, K., Kane, K. & Vance, C. 2004 "Accounting for Differences in Norms of Respect: A Study of Assessments of Incivility." **Group & Organization Management**, 29: 248-268.

Little, M., Jordens, C., Paul, K., Sayers, E., Cruickshank, J., Stegeman, J. & Montgomery, K. 2002. "Discourse in Different Voices: Reconciling N=1 and N=Many." **Social Science & Medicine**, 55: 1079-1087.

Oliver, A. & Montgomery, K. 2001. "A System Cybernetic Approach to Individual and Organizational Level Trust Formation." **Human Relations**, 54: 1045-1056.

Montgomery, K. 2001. "Physician Executives: The Evolution and Impact of a Hybrid Profession." **Advances in Health Care Management**, 2: 215-241, JAI/Elsevier Press.

Montgomery, K. & Little, M. 2001 "Ethical Thinking and Stakeholding." 2001. **Medical J of Australia**, 174: 405-407.

Oliver, A. & Montgomery, K. 2000. "Creating a Hybrid Organizational Form from Parental Blueprints: The Emergence and Evolution of Knowledge Firms." **Human Relations**, 53: 33-57.

- Reprinted in Oliver, A. 2009. **Networks for Learning and Knowledge Creation in Biotechnology**, Cambridge: Cambridge University Press, 65-87.

- Reprinted in Maidment, F. 2004. **Powerweb: Management and Organizations**. McGraw-Hill, online.
- Reprinted in Maidment, F. 2002. **Annual Editions: Organizational Behavior 02/03**, McGraw-Hill, 155-165.
- Reprinted in Maidment, F. 2001. **Annual Editions: Organizational Behavior 01/02**, McGraw-Hill, 148-158.

Little, M., Jordens, C., Paul, K., Montgomery, K. & Philipson, B. 1998. "Liminality: A Major Category of the Experience of Cancer Illness." **Social Science & Medicine**, 47:1485-1494.

Kane, K. & Montgomery, K. 1998. "A Framework for Understanding Dysempowerment in Organizations." **Human Resource Management**, 37: 263-275.

Montgomery, K. 1997. "Introduction: New Dimensions of Professional/Organizational Relationships." **Sociological Inquiry**, 67: 175-181.

Montgomery, K. & Oliver, A. 1996. "Responses by Professional Organizations to Multiple and Ambiguous Institutional Environments: The Case of AIDS." **Organization Studies**, 17: 649-671.

Oliver, A. & Montgomery, K. 1996. "A Network Approach to Outpatient Service Delivery Systems: Resources Flow and System Influence." **Health Services Research**, 30: 771-789.

Montgomery, K. & Lewis, C. 1995. "Fear of HIV Contagion as Workplace Stress: Behavioral Consequences and Buffers." **Hospital & Health Services Administration**, 40: 439-456.

Montgomery, K. & Brennan, D. 1993. "Confronting AIDS in the Workplace: Responses of Southern California Organizations." **Labor Law J**, 44: 511-518.

Lewis, C. & Montgomery, K. 1992. "Primary Care Physicians' Refusal to Care for HIV-Infected Patients." **Western J of Medicine**, 156: 36-38.

Montgomery, K. 1992. "Professional Dominance and The Threat of Corporatization: The Impact of Physicians as the Administrative Elite in Health Care." **Current Research on Occupations & Professions**, 7: 221-240, JAI Press.

Lewis, C. & Montgomery, K. 1992. "What Do Hospitals Do With HIV-Infected Staff?" **Western J of Medicine**, 156: 322.

Montgomery, K. & Lewis, C. 1991. "Responses to AIDS: Large Urban and Small Rural Hospitals." **Hospital & Health Services Administration**, 36: 525-536.

Montgomery, K. & Lewis, C. 1991. "The AIDS-Related Educational Preparation and Needs of U.S. and Foreign Medical School Graduates Providing Primary Care in Los Angeles." **Medical Care**, 29: 926-931.

Montgomery, K., Lewis, C. & Kirchgraber, P. 1991. "Telephone Screening for Risk of HIV Infection." **Medical Care**, 29: 399-407.

Lewis, C. & Montgomery, K. 1990. "The HIV-Testing Policies of U.S. Hospitals." **JAMA**, 264: 2764-2767.

Lewis, C. & Montgomery, K. 1990. "The AIDS-Related Experiences and Practices of Primary-Care Physicians in Los Angeles: 1984 to 1989." **American Journal of Public Health**, 80: 1511-1513.

Montgomery, K. 1990. "A Prospective Look at the Specialty of Medical Management." **Work and Occupations**, 17: 178-198.

Freeman, H., Montgomery, K., Lewis, C. & Corey, C. 1989. "Use of Telephone Surveys in AIDS-Related Community Research." **Health Survey Research Methods**, National Center for Health Services Research and Health Care Technology Assessment, DHHS Publication No. (PHS) 89-3447: 173-179.

Montgomery, K., Freeman, H. & Lewis, C. 1989. "Coverage and Readership of the U.S. Surgeon General's AIDS Pamphlet." **Medical Care**, 27: 758-761.

Montgomery, K. 1986. "Today's Physician Manager: A New Breed." **Physician Executive J of Management**, 12: 14-17.

INVITED REVIEWS, ESSAYS, AND COMMENTARY

Montgomery, K. 2013. "Healthcare Professions." In **Sociology of Work: An Encyclopedia**, V. Smith, ed. Sage Publications Inc., Forthcoming.

Montgomery, K. 2012. Book review: *Airborne Dreams: 'Nisei' Stewardesses and Pan American World Airways*, by Christine Yano, Duke University Press. **Administrative Science Q**, 57: 165-166.

Montgomery, K. 2010. Book review: *Social Commitments in a Depersonalized World*, by Edward Lawler, Shane Thye, and Jeongkoo Yoon, Russell Sage Foundation. **Administrative Science Q**, 55: 516-517.

Montgomery, K. 2010. Book review: *Healing Together: The Labor-Management Partnership at Kaiser Permanente*, by Thomas Kochan, Adrienne Eaton, Robert McKersie, and Paul Adler, Cornell University Press. **Administrative Science Q**, 55: 335-336.

Montgomery, K. 2004. Book review: *Code Green: Money-Driven Hospitals and the Dismantling of Nursing* by Dana Beth Weinberg, Cornell University Press. **Administrative Science Q**, 49: 136-138.

Montgomery, K. 2003. Book review: *Reengineering Health Care: The Complexities of Organizational Transformation* by Terry McNulty and Ewan Ferlie, Oxford University Press. **Admin Science Q**, 48: 309-311.

Montgomery, K. 2003. Commentary: "Barriers to Reframing Surprise as 'Opportunity' in Health Care." Commentary on McDaniel, Jordan, Fleeman: A Complexity Science View of the Unexpected. **Health Care Management Review**, 28: 284-288.

Montgomery, K. 1993. Review essay: *Managing Workforce 2000: Gaining the Diversity Advantage* by David Jamieson and Julie O'Mara, Jossey Bass; *Managing a Diverse Workforce: Regaining the Competitive Edge* by John Fernandez, D.C. Heath; *Diversity in the Workplace: Human Resources Initiatives*, by Susan Jackson, Guilford Press. **Human Resource Planning**, 16: 85-88.

Montgomery, K. 1989. Book review: *Corporate Physicians* by Diana Chapman Walsh, Yale University Press. **Work & Occupations**, 16: 107-109.

PAPERS IN REFEREED PROCEEDINGS

Montgomery, K. & Oliver, A. 2003. "Creating Entities through the Networking Dynamics of Boundary Construction." **Academy of Management Best Papers Proceedings**.

Montgomery, K. 2000. "Identifying and Harnessing Stakeholders in Health Care." **Conference Proceedings: Discourse Ethics, Stakeholdings, and Public Opinion**, Center for Values, Ethics and the Law in Medicine, University of Sydney, pp. 47-57.

Montgomery, K. 1997. "Dimensions of Diversity: A Hierarchical Framework." **Decision Sciences Institute International Conference Proceedings**, 161-165.

Kane, K., Montgomery, K. & Vance, C. 1996. "Social Exchanges as the Mechanism for Understanding Empowerment and Disempowerment." **Business Research Yearbook**, vol. III: 272-276.

Montgomery, K., Oliver, A. & Lewis, C. 1992. "Professional Autonomy Versus Bureaucratic Authority Revisited in the Context of the AIDS Epidemic: Hospital HIV-Testing Policies and Professional Compliance." **Academy of Management Best Papers Proceedings**, 96-100.

CONFERENCE PRESENTATIONS – SINCE 2000

Orlando, August 2013. **Academy of Management**. "How Pharmaceutical Industry Employees Manage Competing Moral Commitments."

Riverside, October 2012. **Evolving Professional Responsibility in Diverse Communities**. "Preparing Professionals for Responsibility to Community: A Conceptual Framework."

Auckland, July 2012. **Australasian Association of Bioethics and Health Law**. "How Professional Employees of Pharmaceutical Companies Negotiate Commercial and Scientific Value Sets to Minimize Harm to Patients." (presented by co-author W. Lipworth)

Dublin, April 2012. **8th Biennial International Conference on Organisational Behaviour in Health Care**. "Paradoxes of Delivering Patient-Centered Care to the Seriously Ill." (*Keynote Address*)

Washington DC, September 2011. **Office of Research Integrity Quest for Research Excellence Conference**. "Public and Private Voices in the Journal Peer Review Process: How Editors and Reviewers Perform Their Roles." [event cancelled due to severe weather]

San Antonio, August 2011. **Academy of Management**. "Beliefs About Social Responsibility at Work."

Montreal, August 2010. **Academy of Management**. "The Complexities of Agency: Patients' Experiences During Aggressive Cancer Therapy."

Montreal, August 2010. **Academy of Management**. "The Journal Peer Review Process: Revealing a Layered Institutional Logic." (*Nominated for Best International Paper*)

Berkeley, June 2010. **Health Organizations Research Association**. "How Agency Theory Can Enrich Our Understanding of Patient-Centered Care."

Birmingham UK, April 2010. **7th Biennial International Conference on Organisational Behaviour in Health Care**, "The Potential Incompatibility of Evidence-Based Medicine and Patient-Centered Care."

Melbourne AUS, December 2009. **23rd Annual Australian and New Zealand Academy of Management**, "The Complex Hybrid of Scientific Entrepreneurship."

Melbourne AUS, December 2009. **23rd Annual Australian and New Zealand Academy of Management**, "Attitudes of Social Responsibility: Cross-National Longitudinal Comparisons between Managers and Non-Managers."

Chicago, August 2009. **Academy of Management**, "Ethical and Coordination Challenges of Providing Appropriate Health Care to Multi-Ethnic Patients" (*Finalist for Best International Symposium*)

Chicago, August 2009. **Academy of Management**, "Mapping Networks of Agency Within Health Care."

Niagara Falls, May 2009. **5th Biennial ORI Research Conference on Research Integrity**, "A Multi-Layered Model of the System of Regulation in Research." (*Opening Plenary Session*)

Banff CA, October 2008. **9th Annual Advances in Qualitative Methods Conference**, "Methodologically Impure but Analytically Fertile: Walking a Dialogic Fine Line Between Theory and Method." (presented by co-author S. Carter).

Waterloo CA, April 2008. **Conference on Entrepreneurship and Innovation**, "Transnational Scientific Entrepreneurship." (presented by co-author A. Oliver)

Geneva, August 2008. **World Cancer Congress**, "Hope, Agency and Cancer Illness." (presented by co-author S. Carter)

Anaheim, August 2008. **Academy of Management**, "Trust and Vulnerability During Extreme Events: Insights for Human Service Organizations."

Anaheim, August 2008. **Academy of Management**, "Using Field Configuring Events for Sensemaking: A Cognitive Network Approach." (*Selected as Showcase Symposium*)

Sydney, March 2008. **6th Biennial International Conference on Organisational Behaviour in Health Care**, "Identifying Threats to Trust in Caregivers: How Conflicting Role Expectations and Cultural Norms May Exacerbate Vulnerability Among Those in Need."

Philadelphia, August 2007. **Academy of Management**, "Creating and Sustaining a Research Agenda in Health Care Management."

Philadelphia, August 2007. **Academy of Management**, "Enhancing the Impact of Qualitative Research."

Seattle, June 2006. **AcademyHealth Annual Research Meeting**, "Orchestrating Physician Choice of Costly Clinical Items."

Berlin, July 2005. **21st European Group for Organizational Studies Colloquium**, "Boundary-Spanning Professionals: Do Multiple Credentials Signal Legitimacy or Deviance?"

Richmond, VA, June 2005. **7th Annual Health Care Organizations Conference**, "Maintaining Research Integrity in Health Care."

San Francisco, August 2004. **American Sociological Association**, "A Study of the Institutional Logics of Research Conduct."

New Orleans, August 2004. **Academy of Management**, "Maintaining Authenticity as a Boundary-spanner with Multiple Professional Credentials."

Sydney, May 2004. **7th International Seminar on Ethics in Health Care**, "Policing Virtue? Stakeholder Partnerships and Norms of Scientific Integrity."

Seattle, August 2003. **Academy of Management**, "Creating Entities through the Networking Dynamics of Boundary Construction." (*Recipient of Best Paper Award*)

Copenhagen, July 2003. **19th European Group for Organizational Studies Colloquium**, "Institutionalizing Norms of Integrity: The Collaborative Role of Government, Universities, and Private Industry."

Denver, August 2002. **Academy of Management**, "Institutionalizing a Research Collaboration from Networks, Sites of Difference, and Boundaries." (*Selected as All-Academy Symposium*)

Barcelona, July 2002. **18th European Group for Organizational Studies Colloquium**, "From Networks to Professional Entities: The Manipulation of Entry and Domain Boundaries."

Santa Fe, March 2002. **Western Academy of Management**, "Making a Socially Responsible Managed Health Care System a Reality, Not an Oxymoron."

Sun Valley, April 2001. **Western Academy of Management**, "Negotiating Trust in a Hybrid Profession."

Anaheim, August 2001. **American Sociological Association**, "Discourse in Different Voices: Reconciling N=1 and N=Many."

Sydney, June 2000. **5th International Seminar on Ethics in Health Care**, "Identifying and Harnessing Stakeholders in Health Care." (*Invited Keynote Speaker*)

RESEARCH COLLOQUIA AND SEMINARS – SINCE 2000

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, March 2013. "Exploring the SSF Model at the Collective Professional Level."

University of Western Sydney, College of Business, March 2012. "Paradoxes of Delivering Patient-Centered Care to the Seriously Ill."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, March 2012. "How Professionals Negotiate Competing Logics in the Pharmaceutical Industry."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, March 2012. "Conceptualizing Professional Responsibility."

University of Western Sydney, Centre for Industry and Innovation Studies, College of Business, and School of Medicine, October 2010. "Agency-Informed Medicine: An Expanded Approach for Patient-Centered Care."

Griffith University and Queensland Health, Brisbane, September 2010. "Analyzing Patients' Experiences through Personal Narratives."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, September 2010. "The Evolution of Patient-Agency Theory."

Cardiff University, Cardiff Business School, April 2010. "The Journal Peer Review Process: Revealing a Layered Institutional Logic."

UC Riverside, Department of Sociology. April 2009. "Trust, Integrity, and Disrespect: Conceptual Development and Some Applications."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, September 2006. "The Dynamics of Vulnerability and Trust During Extreme Experiences."

INSEAD, Fontainebleau, France, April 2006. "The Dynamics of Vulnerability and Trust and Their Impact on Health Care and Human Service Organizations."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, August 2005. "The System of Research Regulation: Changing Norms and Structure."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, February 2005. "Achieving Physician Compliance with Standardization in Hospital Supply Items."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, May 2004. "Understanding Trust and Its Role in Health Care."

University of Technology, Sydney, Centre for Health Economics Research and Evaluation, May 2004. "Understanding Trust and Its Role in Health Care."

University of Technology, Sydney, School of Management, May 2004. "The Role of Dual Directed Networking Dynamics in Constructing Entity Boundaries."

University of Sydney, Centre for Values, Ethics, and the Law in Medicine, April 2004. "Boundary Theory in Health Care with Applications to Professions, Organizations, and Diseases."

UC Riverside, Anderson Graduate School of Management, February 2004. "Norms of Scientific Integrity as Changes in Institutional Logics."

UC Riverside, Anderson Graduate School of Management, March 2003. "Boundary Construction and Entities."

UC Riverside, Center for Ideas and Society, April 2001. "Maintaining Humanism in Managed Care."

University of Technology, Sydney, Graduate School of Business, June 2000. "Norms of Respect: A Study of Differences in Assessments of Uncivil Behavior."

University of Auckland, Department of Management and Employee Relations, May 2000. "The Effectiveness of a Hybrid Profession."

University of Waikato, Department of Strategic Management and Leadership, May 2000. "Norms of Respect: A Study of Differences in Assessments of Uncivil Behavior."

FELLOWSHIPS AND GRANTS

- Academic Senate Research Grants, UC Riverside, 1991-2013
- Research Grant, National Science Foundation/Center for Health Management Research, 2004-06
- Visiting Research Fellowship, University of Sydney, 2006
- In-Residence Fellow, Center for Ideas and Society, UC Riverside, 1997, 2000
- Focused-Research-Group Grant, Center for Ideas and Society, UC Riverside 2001
- Faculty Development Research Grants, UC Riverside, 1991, 1993, 1995
- Research Grant, American Foundation for AIDS Research (AmFAR), 1993-95
- Research Grant, AIDS Research Program, University of California, 1992-94
- Post-doctoral Fellow, National Institute of Mental Health, UCLA, 1987-1990
- Dean's Dissertation Fellowship, New York University, 1986-87
- Dissertation Grant, American College of Physician Executives, 1985-87
- Research Fellowship, Center for Applied Social Science Research, New York University, 1983-86

TEACHING EXPERIENCE

- UCR undergraduate and graduate courses designed and taught:
 - BUS 107: Organizational Behavior
 - BUS 155: Personnel / Human Resources Management
 - BUS 157: Managing Work Force Diversity
 - HNPG 44E: (Honors) The Promise and Problems of Workforce Diversity
 - MGT 202: Organizational Behavior and Theory
 - MGT 210: Human Resources Management
 - MGT 216: Managing a Diverse Work Force (formerly MGMT 216: Gender Issues)
 - MGT 225: Health Care Management
- UCLA undergraduate courses designed and taught:
 - SOC 171: Sociology of Occupations and Professions
 - SOC 170: Sociology of Medicine and Health Care
- Guest lecturer:
 - University Honors Program Freshman Seminar
 - University Honors Program Ethics Workshop
- Student advising and examining:
 - Thesis committee chair, UCR MBA students
 - External thesis examiner, PhD students at U of Sydney; U of New South Wales
 - Thesis adviser, UCR Senior Honors students
 - Adviser, UC Washington Center Program students

Dissertation and comprehensive exam committee member, UCR PhD students in
Sociology, Psychology, Economics, and Education
Internship and Directed Studies adviser, UCR MBA and BUS students
Faculty adviser, Student chapters of Professionals in Human Resources Association
(PIHRA); Professional Business Leaders (FBLA-PBL)

PROFESSIONAL ASSOCIATION ACTIVITIES – SINCE 2000

- Elected Officer, Academy of Management, Health Care Management Division (HCMD), 2000-2004
Past Chair, 2004; Division Chair, 2003; Division Chair-elect, 2002; Program Chair, 2001
Professional Development Workshop Program Chair, 2000
- Other Roles
 - Ethics Education Committee, Academy of Management, 2012-2014
 - Five-Year Report Committee: Academy of Management HCMD 2012
 - Nomination Committee: Society for Studies in Organizing Healthcare, 2010 - present
 - Award Selection Committees: Academy of Management
 - Fottler Exceptional Service Award, 2012
 - Carolyn Dexter International Best Paper Award, 2004, 2007
 - William H. Newman Award, 2002
 - Invited Panelist:
 - Academy of Management PDW, 2002, 2008, 2009
 - Organisational Behaviour in Health Care, 2008
 - Session Co-organizer: Academy of Management, 2000, 2009, 2010, 2013
 - Presenter: Academy of Management (PDW) Emerging Scholars, 2009, 2010, 2011, 2012
 - Session Chair/Discussant/Commentator:
 - Organisational Behaviour in Health Care, 2012
 - Academy of Management, 2000, 2002, 2007, 2009, 2010
 - University of Sydney VELiM Annual Conference, 2007
 - ORI Research Conference on Research Integrity, 2000, 2002, 2004
 - Interdisciplinary Conference on Trust, UCR Philosophy Department, 2004
 - Health Care Organizations Conference (HORA), 2001, 2002
 - American Sociological Association, 2002
 - Conference Advisory Board, U.S. Office of Research Integrity, 2000-2004
- Professional Association Memberships
 - Academy of Management
 - American Sociological Association
 - European Group for Organizational Studies
 - Health Organizations Research Association
 - Society for Studies in Organizing Healthcare

UNIVERSITY SERVICE – SINCE 2000

UC System-wide Service

- Chair: UC Privilege and Tenure Committee, Academic Senate, 2005-07
- Member: UC Privilege and Tenure Committee, Academic Senate, 2003-07
UC Committee on Academic Freedom, Academic Senate, 2013-14
- Panelist: UC Education Abroad Program for Economics and Business, 2005

UCR Academic Senate and Campus Service

- Chair: Committee on Academic Personnel, Academic Senate, 2008-09
Financial Disclosure *ad hoc* Oversight Committee, Campus
Conflict of Interest Committee, 2002-09
Faculty Code of Conduct Review Committee, Academic Senate, 2006
Privilege and Tenure Committee, Academic Senate, 2003-05
Student Task Force, 2010 Planning Initiative, 2000

- Vice Chair: Academic Senate, 2009-10

- Member: Committee on Academic Freedom, Academic Senate, 2012-13
Shadow CAP, Academic Senate, 2010-11
Grievance Consultation Panel, Academic Senate, 2005-11
Search Committee, Vice Provost for Academic Personnel, 2009
Committee on Academic Personnel, Academic Senate, 2006-09
Executive Council, Academic Senate, 2008-10
Administration-Senate Committee on eFile, 2007-09
Advisory Committee, Center for Ideas and Society, 2005-09
Workgroup on Clinical and Clerkships, UCR School of Medicine, 2007-08
Executive Committee, University Honors Program, 2005-07
ad hoc Committee, UCR Policy on Research Integrity, 2005-06
Faculty Task Force, School of Public Policy, 2005-06
Advisory Council for Faculty Equity, 2005-06
Public Policy Program Planning Committee, CHASS, 2006
Steering Committee, Public Policy Initiative, 2004-05
Advisory Committee, Academic Senate, 2004-05
Privilege and Tenure Committee, Academic Senate, 1999-05
Academic Freedom Committee, Academic Senate, 2003-05
ad hoc Committee on Undergraduate Training in the Health Sciences,
CNAS, 2003-04
Search Committee for Senior Faculty, Graduate School of Education, 2002-03
Dean's Review Committee, Biomedical Sciences Division, 2001-02

AGSM/Department Service

- Chair: Department of Management, 2000-2005
AGSM Executive Committee (elected), 2004-05
Search Committees for Faculty in Management, 1999-2005, 2007-08

- Member: MBA Orientation Committee, 2009-10
AGSM Executive Committee (elected), 2001-04
Search Committees for Faculty in Management, 1990- 2006
Research Committee, 2000-01

COMMUNITY SERVICE – SINCE 2000

- Conference Organizing Committee, GSOE/SOM Conference on Evolving Professional Responsibility in Diverse Communities, 2012

- Invited Speaker
 - Making Excellence Inclusive: UCR Diversity Certificate Program, 2009-2012
 - United Education International College, Adult Education Program, 2009
 - American Society for Training and Development, 2008
 - Riverside County Foundation on Aging, Roundtable on Women and Aging, 2006
 - UNEX Power 2 Empower Leadership Development Conference, 2005, 2006
 - Loma Linda University Medical Center Women's Heart Symposium, 2004
 - Inland Empire Healthcare Conference, 1998 - 2001

- Retreat Facilitator: UCR Graduate School of Education, 2006
- Conference Co-organizer, CIS Conference on Humanistic Medicine, 2000-01
- Advisory Board Member, Regional Chapter of Character Counts!, 2001-2004
- Featured Interviewee: CNN, *The Press Enterprise*, *The Business Press*, *San Bernardino Sun*, *The Desert Sun*, *The News-Press Ft Myers FL*, *Managed Care* magazine, KFWB radio, Radio Health Journal, others