

**CURRICULUM VITAE
BARBARA W. ALTMAN**

Work Information:

Texas A&M University-Central Texas
College of Business Administration
1001 Leadership Place,
Killeen, TX 76549

AREAS OF EXPERTISE

Primary teaching expertise at the undergraduate and graduate levels is in the areas of business ethics, strategic stakeholder management, leadership, and organizational change. Research interests and expertise is at the intersection of these arenas, including organizational change toward improved corporate citizenship, cross sector partnerships, and leadership integrity. Have special interest in leading edge teaching methodologies for online and blended learning, and scholarship on quality online teaching.

I. EDUCATION

<u>Year</u>	<u>Degree</u>	<u>Major</u>	<u>Institution</u>
1997	DBA	Organizational Behavior Management Policy Minor	Boston University School of Management
1979	MPA	Public Affairs	Lyndon B. Johnson School of Public Affairs University of Texas at Austin
1977	BA	Psychology Social Welfare Studies Minor	School of Liberal Arts University of Texas at Austin

II. ACADEMIC PROFESSIONAL EXPERIENCE

<u>Begin/End Mo./Year</u>	<u>Place of Employment</u>	<u>Rank/Job Title</u>
9/2010 – Present	Texas A&M University- Central Texas College of Business Administration	Assistant Professor/Management Coordinator of Accreditation & Assurance (6/14 – present) Online Coordinator (9/10 – 5/14)
9/2004 – 6/2010	University of North Texas (UNT) Dallas Campus	Assistant Professor/Management Division Director Arts & Science (9/08-8/09) Co-Interim Deputy Vice Provost (1/08-6/08) Management Programs Coordinator (9/04-8/08)
1/1998 – 5/2004	UNT Denton College of Business Administration	Executive Lecturer/Management (50% time) (9/00 – 5/04) Lecturer/Management (part-time) (9/98 – 5/00) Adjunct Faculty/Management (1/98 – 5/98)
9/1997 – 5/2002	Center for Corporate Citizenship Boston College Carroll School of Management	Senior Research Associate (part-time)
9/1990 – 5/1995	Boston University School of Management	Teaching Fellow (part-time) Research Assistant (part-time)
2/1989 – 1/1990	Boston University School of Management	Interim Director, Accounting MBA Program (part-time)

III. PROFESSIONAL EXPERIENCE

<u>Begin/End Mo./Year</u>	<u>Place of Employment</u>	<u>Job Title</u>
5/1981 – 12/1988	City of Dallas, TX	Assistant to City Manager & Director, Risk Management Dept. (12/87 – 12/88) Assistant Director, Public Works Dept. (4/84 – 11/87) Administrative Manager, Housing & Neighborhood Services Dept. (3/82 – 3/84) Administrative Assistant & Budget Analyst City Manager's Office (5/81 – 2/82)
7/1979 – 4/1981	North Central Texas Council of Governments Arlington, Texas	Special Programs Coordinator
10/1978 – 6/1979	Texas House of Representatives Austin, Texas	Legislative Aide
5/1978 – 9/1978	Ministry of Labour and Social Affairs Jerusalem, Israel	Intern
1/1997 – 5/1997	Del Valley Community Center Del Valley, TX	Social Work Intern

IV. SCHOLARSHIP

Peer Reviewed Articles (Published):

Altman, B. & Vitucci, S. (2015). Constituent Building to Form a New University and Promote Regional Economic Development. *Journal of Case Studies*. Vol. 33 (1) 59-70.

Schwegler, A. & Altman, B. (2015) Analysis of Peer Review Comments: QM Recommendations and Feedback Intervention Theory. *American Journal of Distance Education*. Vol. 29, (3).

Loafman, L. and Altman, B. W. (2014) Going Online: Building Your Business Law Course Using the Quality Matters Rubric. *Journal of Legal Studies Education*. Vol. 31 (1) 21-54.

Schwegler, A., Altman, B.W. & Bunkowski, L. (2014) Beliefs Regarding Faculty Participation in Peer Reviews of Online Courses. *Internet Learning*, Vol. 3 (1) 94-115.

Altman, B.W. & Vidaver-Cohen, D. (2000). A Framework for Understanding Corporate Citizenship. In *Business and Society Review*. 105 (1) 1-8

Vidaver-Cohen, D. & Altman, B.W. (2000). Corporate Citizenship in the New Millennium: Foundation for an Architecture of Excellence. *Business and Society Review*. 105 (1), 145-168.

Altman, B.W. 1998. Transformed Corporate Community Relations: A Management Tool for Achieving Corporate Citizenship. *Business and Society Review*. Vol. 102/103, 43-51.

DeChant, K. & Altman, B.W. 1994. Environmental Leadership: From Compliance to Competitive Advantage. *Academy of Management Executive*. 8 (3): 1-14.

IV. SCHOLARSHIP

Peer Reviewed Articles (Published) (cont.)

Post, J.E. & Altman, B.W. 1994. Managing the Environmental Change Process: Barriers and Opportunities. *Journal of Organizational Change Management*. 7 (4): 67-83.

Reprinted in Moxen, J. & Strachan, P. A. (eds.) 1998. Managing Green Teams: Environmental Change in Organisations and Networks. Sheffield, UK: Greenleaf Publishing. (book chapter)

Chapters (Published)

Altman, B.W. (2000). Defining "Community as Stakeholder" and "Community Stakeholder Management": A Theory Elaboration Study. In Logsdon, J., Wood, D. & Benson, B. (editors). Research in Stakeholder Theory, 1997-1998. Toronto,CA: Clarkson Centre for Business Ethics.

Altman, B.W. & Post, J.E. 1996. Beyond the "Social Contract" - An Analysis of Executives' Views at 25 Large Companies, in D.T. Hall (ed.) The Career is Dead - Long Live the Career: A Relational Approach to Careers. San Francisco, CA: Jossey- Bass.

Post, J.E. & Altman, B.W. 1992. Models of Corporate Greening: How Corporate Social Policy and Organizational Learning Inform Leading Edge Environmental Management. Research in Corporate Social Performance and Policy, 13: 3-29.

Published Reports and Monographs

Altman, B.W. 1998. "Transformed Corporate Community Relations," Research Report. Chestnut Hill, MA: The Center for Corporate Community Relations at Boston College.

Altman, B.W. 1998. "Defining *Community as Stakeholder* and *Community Stakeholder Management*: A Theory Elaboration Study" Final Report to the Sloan Foundation Stakeholder Management Project. University of Toronto, Clarkson Centre for Business Ethics.

Other Published Items:

Contributor, Lawrence, Anne and Weber, Jim. 2008. *Business and Society: Stakeholders, Ethics, and Public Policy*. 12th Edition. McGraw-Hill.

Altman, B.W. 1998. "Corporate Community Relations in the 1990's: A Study in Transformation" Dissertation abstract. *Business and Society*.

Conference Proceedings

See Presentations with * below

Presentations (Refereed)

"Creating a Culture for Blended: Critically Evaluating Implications for Institutional Innovation", Online Learning Consortium Annual Conference Presentation, October 2015. Third author with Dr. Andria Schwegler and Dr. Lisa Bunkowski. International conference.

"Building Quality Online Courses through Collaboration", Southwest Academy of Management Presentation, Houston, TX, March 2015 Second presenter, Mr. Lucas Loafman, lead. Regional conference.

"Popular Press Leadership Book Project: Becoming a Discerning Reader". Innovative Practice Paper Presentation. Association of Leadership Educator's Annual Conference, San Antonio, TX. July 2014. International conference.*

IV. SCHOLARSHIP

Presentations (Refereed) (cont.)

"Creating a Culture of Blended: Defining IT and Teaching IT". Poster presentation (peer reviewed) at Sloan Consortium Annual Conference on Blended Learning. July 2014, Denver, CO. Lead presenter with Dr. Lisa Bunkowski. National conference.

"TAMUCT Formation Case". Presentation at the Journal of Case Research Summer CaseWriter's Conference. Winthrop University, SC. July 2014. Co- presenter with Dr. Steve Vitucci. National Conference.

"Research Analysis of Faculty Peer Review Comments". Presentation at Annual Quality Matters Annual Conference. October 2014, Baltimore, MD. Second presenter, Dr. Andria Schwegler, lead. National conference.

"Using the "Giving Voice to Values" (GVV) Curriculum as a Supplemental Module to Teach Ethics in Leadership Courses", Association of Leadership Educators Annual Conference. New Orleans, LA, Summer 2013. International conference.*

"Blackboard Collaborate at is Best", Blackboard World July 2013, Las Vegas, NV. Presentation jointly with Dr. Yakut Gazi and Dr. Andria Schwegler (I was middle presenter). International conference.

"Peer Review, Training AND Planned Behavior: QM Research Initial Findings", Quality Matters Annual Conference, Nashville, TN, September 2013. Lead presenter with Drs. Andria Schwegler, Yakut Gazi and Lisa Bunkowski. National conference.

"Tom, Dick and Harry Contemplate What a Store should do with an Assistant Manager Who Gives Very Large Employee Discounts, An Ethical Critical Incident", Southwest Case Writers Association Meeting at Federation of Business Disciplines Conference, Albuquerque, NM. 2012. 3rd author with Dr. W.D. English and M. Lehrman but Lead on conference presentation. Regional conference.

"Improving QM Implementation via Use of Online Coordinators: An Innovative Hybrid Role", Quality Matters Annual Conference, Tuscon, AZ. 2012. Lead presenter with Drs. Lisa Bunkowski and Andria Schwegler. National conference.

"Faculty Adoption of Bb Collaborate: Opportunities, Challenges and Adaptations", Texas Blackboard Users Group Annual Conference, Killeen, TX 2012. Third presenter with Drs. Andria Schwegler and Lisa Bunkowski. State conference.

"Challenges and Lessons Learned in Teaching Online Courses in CIS", Texas Blackboard Users Group Annual Conference, Killeen, TX 2012. Second presenter with Dr. Anitha Chennamaneni. State conference.

"University-Based Leadership and Economic Development Center: Alternative Strategies and their Relative Advantages", Roundtable Presentation, Association of Leadership Educator's Conference, Key West, FL. 2012. Co-presenter with Dr. Ann Farris. National conference.

"Overcoming Challenges of Dual Faculty/Administrative Roles". Texas Distance Learning Association Annual Meeting, Dallas, TX. 2012. Co-presenter with Dr. Lisa Bunkowski. State conference.

IV. SCHOLARSHIP

Presentations (Refereed) (cont.)

"Gaining Faculty Buy-In for QM Implementation", Panel Chair & Presenter, Quality Matters Annual Conference, Baltimore, MD. 2011. National conference.

"To Migrate or Not to Migrate". Texas Blackboard Users Conference, Dallas, TX. 2011. Co-presenter with Dr. Yakut Gazi. State conference.

"Encouraging Leadership Students' Skills Building for Change Management and Responsibility via Inspiring Social Entrepreneur Videos", Educator's Showcase Presentation. Association of Leadership Educators Conference, Denver, CO. 2011. National conference.*

"THECB Principles and Quality Matters: Jumpstarting Online Programs at Texas A&M University-Central Texas", Texas Distance Learning Association Annual Meeting, San Antonio, TX. 2011. Co-presenter with Dr. Yakut Gazi. State meeting.

"Teaching Senior Undergraduate Leadership for Business and Human Services Majors with an Interdisciplinary Approach", Association of Leadership Educators Conference, Milwaukee, WI. 2010. Co-presenter with Dr. Constance Lacy.*

"Using WebCT Vista: Perspectives from a Faculty Member"
Presentation to the 6th Annual WebCT Users Conference. 2004. Orlando, FL.

"Learning Corporate Citizenship through Davenport's Social Auditing Principles", Part of Symposium – A Tutorial on Corporate Citizenship. Tenth Annual Meeting of the International Association for Business and Society, Victoria, British Columbia, Canada. 2002.*

"Teaching Business and Society Online: Pointers and Perspectives",
Presenter and Symposium Organizer - Tenth Annual Meeting of the International Association for Business and Society, Victoria, British Columbia, Canada. 2002.*

"Bridging Research and Practice at the Center for Corporate Community Relations: Current Projects, Approaches and Opportunities for Action Research." Part of Symposium – Corporate Citizenship and Action Research. Seventh Annual Meeting of the International Association for Business and Society, Paris, France. 1999.

"Social Auditing as a Tool in teaching Business Ethics and Corporate Social Responsibility." Part of Symposium – Social Auditing: Current Practices, Research and Teaching Curriculum." Seventh Annual Meeting of the International Association for Business and Society, Paris, France. 1999.

"Managing Corporate Citizenship: The Role of Transformed Corporate Community Relations", Academy of Management Annual Conference, San Diego, CA. 1998.

Presentations (Invited)

"Integrative Leadership" (with Dr. Steve Vitucci) and "Followership" (individual) presentations. January 2015. To Fort Hood Real Estate Professional Leadership group. Local presentation.

"Quality Assurance in Online and Blended Learning". June 2014. TAMUS Chancellor's Summit on Academic Technology. Co-presenter with Dr. Lisa Bunkowski. State level.

IV. SCHOLARSHIP

Presentations (Invited) (cont.)

“ELI” (Educause Learning Initiative) and Quality Matters Webinar, March 10, 2014: *Online and Blended Learning: Institutional Case Studies on Implementing a Quality Assurance Program and Designing Research on Effective Practice*. Lead presenter with Dr. Andria Schwegler. International online seminar.

“Blended Learning: Why it is the Right Choice for Online Classes?” Presentation to Community College Accounting Teaching Symposium, “Excellence in Online Teaching”. UNT Dallas Campus. February 2008.

“Teaching in WebCT Vista: Pointers and Challenges” UNT Center for Distance Learning Brown Bag Presentation. Denton, TX. April 2004.

Parker Ethics Lecture, East Central University, Ada, Oklahoma. “Global Corporate Citizenship: the Strategic Management Imperative”, March 22, 2004.

Dallas Rotary Club, “Recent Corporate Ethics Scandals: Perspectives and Lessons Learned”, July 30, 2003 (also shown on Dallas Cable television).

Society of Financial Services Professionals, Greater Dallas Division. “Corporate Social Responsibility in a Year of Growing Cynicism”. March 6, 2002.

North Texas Ethics Roundtable Workshop. Presentation on Corporate Social Responsibility. Dallas, TX. October 14, 1999.

Corporate Community Involvement in the USA: Moving from Corporate Community Relations to Corporate Citizenship. Presentation to International Labour Organization, Geneva, Switzerland, September 2-3, 1999.

Editorships

Altman, B.W. & Vidaver-Cohen, D. , (2000) Guest Editors. *Business and Society Review*, Corporate Citizenship for the New Millenium.

Grants

Quality Matters Research Grant recipient, Principal Investigator along with Drs. Bunkowski, Schwegler and Gazi. “Evaluating Quality Standards in Online Education”, Grant period September 2012 – August 2013.

Post Doctoral Grant Recipient, 1997-1998 “Redefining the Corporation Project”, Sloan Foundation and University of Toronto Clarkson Centre for Business Ethics, *Applications of Stakeholder Theory to the Corporate/Community Link*.

Works in Progress

“We Will Never Yield: A History of the Texas A&M University - Central Texas’ Formation,” with Dr. Steve Vitucci. Monograph (in draft form and out to reviewers) to be self-published by TAMUCT Offices of President and Provost.

“Evaluating Credibility in Corporate Social Responsibility Reporting: A Student Engagement Exercise”. Anticipated submittal to *Journal of Management Education*, Spring 2016. IRB Approval May 2014, data collection complete.

IV. SCHOLARSHIP

Works in Progress (cont.)

City of Killeen Vision 2030/2.0, Strategic Planning Project. Principal Investigator with Drs. Jeff Kirk, Steve Vitucci and UCARE (University Center for Applied Research and Engagement) project team. IRB application approved January 2016.

"Service Learning in Business Ethics Courses: Analyzing the "Signals" that Affect Student Perceptions of the Value of Service Learning". Research project with Drs. Dalila Salazar and Morgan Lewing. IRB application approved August 2015, data collection in process.

V. TEACHING

* Denotes those courses where I am course lead and designer

A&M – Central Texas:

Management 507 – Ethics and Responsibilities of Leadership* (graduate)

Management 501 – Organizational Behavior (graduate)

Management 500 – Foundations of Management* (graduate)

General Business 459 – Business Strategy (undergraduate)

General Business 401 – Business Ethics* (undergraduate)

Management 425 – Theory and Practice of Leadership* (undergraduate)

Management 301 – Principles of Management (undergraduate)

General Business 344 – International Business (undergraduate)

University of North Texas

Organizational Behavior – graduate and undergraduate

Organizational Design and Change – graduate

Business Ethics and Corporate Social Responsibility – undergraduate

Business Policy – capstone undergraduate class

Entrepreneurship – undergraduate

Boston University

Organizational Behavior – undergraduate

Business and Society – undergraduate, graduate (TA)

Organizational Change – graduate (TA)

VI. TEACHING: Faculty Trainings

Applying the Quality Matters Framework

Using the Quality Matters Framework

Introduction to Blended Learning

Blackboard Communication Tools

VII. SERVICE

College/School of Business Administration

Ex Officio Member, COBA Curriculum Committee, 2014 -

Ex Officio Member, COBA Assessment Committee, 2014 –

New Faculty Mentor, 2014-2016

MBA Advisor for distance learning students, 2013 -

Chair, SOBA Curriculum Committee, 2012-2014

Hiring Committee: Management Faculty, 2012-2014

Chair, SOBA Curriculum & Assessment Committee, 2011-2012

Chair, Management and Marketing Curriculum Committee, 2011-2012

2011-2012 Hiring Committees: SOBA Director, Faculty-Accounting & Finance, Faculty-HR

VII. SERVICE (cont.)

University

Institutional Review Board Member, 2014 –
Chair, IRB Ethics Subcommittee, 2015 –
Member, Academic Council, 2012-2013, 2015 -
Member, University Service Learning Task Force, 2013-2014
Hiring Committee Member, Director of Instructional Effectiveness and Academic Enhancement, 2013
Chair, University Curriculum Committee (UCC) & COBA Rep. to UCC, 2012-2014
SOBA Representative to Distance Learning Advisory Committee, 2011-2013
SOBA Representative to University Assessment Committee, 2011-2012
TAMUCT Representative on TAMU System Distance Advisory Committee, 2010-2012
Co-Chair TAMUCT Distance Learning Plan Task Force, 2010
Quality Matters Institutional Representative, 2010-2013
Quality Matters Certified Independent Trainer (in this capacity hold trainings for faculty campus-wide), 2010-2014

Book Reviewer Service

Invited Reviewer for Hughes, Ginnett & Curphy, Leadership: Enhancing the Lessons of Experience. McGraw-Hill. 2014 -
Invited Reviewer for Prentice Hall & McGraw Hill Irwin on selected new Business Ethics/Business & Society texts, 2008 -
Reviewer for 9th, 10th, 11th & 12th editions of Lawrence, Anne, Weber, Jim, and Post, Jim. Business and Society: Stakeholders, Ethics, and Public Policy. McGraw-Hill.

Journal Reviewer Service

Journal of Leadership Education, Reviewer 2012-
Business Case Journal, Reviewer 2014 -
Internet Learning, Board member and Reviewer 2014 –
International Review of Research in Open and Distance Learning, 2013 -

Conference Reviewer Service

Quality Matters Annual Conference, Program Planning Committee 2015, Research Track Co-Chair
Association of Leadership Educator's Annual Conference Reviewer 2012-
Program Planning Committee, Chair "Practice Papers" Track 2012-2014
Society for Case Research Annual Conference 2014
Educause Learning Initiative Conference Reviewer, 2013, 2014
Texas Distance Learning Association Conference Reviewer 2011-2013
Management and Administration Conference Track Chair, 2012

Professionally Related Community Service

Greater Dallas Business Ethics Awards Judge, 2002-2010

VIII. PROFESSIONAL INVOLVEMENT

Membership in Professional Organizations

Association for Leadership Educators, 2008 –
Treasurer & Member of Board, 2015 -
OBTS, Teaching Society for Management Educators, 2009 –
Society for Case Research, 2013 –
Southwest Academy of Management, 2013 –
Society for Business Ethics, 2000 – 2004, 2010-
Texas Distance Learning Association, 2010 – 2013
International Association for Business and Society, 1996 - 2006
Academy of Management, 1992 - 2003

IX. HONORS/AWARDS

2015 Finalist A&M-Central Texas, Graduate Faculty Awards – Community Service
2012 TAMUS Student Recognition Award for Teaching Excellence
2008 Special Recognition, North Texas University Counselors Advisors Network
2004 Pioneer Award, Center for Distance Learning – University of North Texas
2004 Master Teacher Designation, Department of Management/COBA/UNT/Denton
1998 Beta Gamma Sigma Boston University
1978 Phi Beta Kappa University of Texas at Austin

X. COMMUNITY INVOLVEMENT

2009 – 2013 JJ Pearce High School Excellence in Education Fund Board
Representative to Richardson Independent School District Excellence in Education
Board, 2012-2013
Treasurer – 2011-2012
Assistant Treasurer, 2010-2011
2012 – 2015 JJ Pearce Pacesetters Booster Club
Board Member, 2013-2015
2008 – 2010 JJ Pearce Band Booster Club Board Member
Chair, Scholarship Committee, 2009-2010
1999 - Board of Trustees, Levine Academy of Dallas, TX
Co-Chair, Head of School Search Committee, 2013-2014
Chair, Head of School Evaluation and Advisory Committee, 2007-2013
Board President, 2004-2006
Vice President Education, 2002-2004
2008-2010 Advisory Committee, Jewish Federation of Greater Dallas,
Department of Adult Education
2007 – 2009 Congregation Shearith Israel, Co-Chair Adult Education Commission

XI. PERSONAL

Married, 32 Years, Arthur H. Altman, Supply Chain Management consultant and computer
engineer (graduate of Massachusetts Institute of Technology, Carnegie Mellon
University and McGill University)
2 Children – Gabe, age 23 (Senior, Georgia Institute of Technology) and Blair, age 18
(Freshman, University of Texas at Austin)