

**CURRICULUM VITAE
BARBARA W. ALTMAN**

Contact Information:

Texas A&M University-Central Texas
College of Business Administration
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AREAS OF EXPERTISE

Primary teaching expertise at the undergraduate and graduate levels is in the areas of business ethics, corporate social responsibility, 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, sustainability 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>
9/2016 – present	Texas A&M University- Central Texas College of Business Administration	Associate Professor/Management Associate Dean (Interim) (9/18 -) Director of Accreditation & Quality Assurance (9/16 – 8/18)
9/2010 – 8/2016	Texas A&M University- Central Texas College of Business Administration	Assistant Professor/Management Coordinator of Accreditation & Quality Assurance (6/14 – 8/16) 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)

III. PROFESSIONAL EXPERIENCE

<u>Begin/End Mo./Year</u>	<u>Place of Employment</u>	<u>Job Title</u>
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)
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
1/1977 – 5/1977	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.

IV. SCHOLARSHIP

Peer Reviewed Articles (Published) (cont.)

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

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)

"Measuring Your Steps toward Optimal Implementation of QM", Poster Presentation at Quality Matters Annual Conference, October 2017. Presentation with Dr. Bethany Simunich.

"Promoting Leadership for Sustainability via "Momentum for Change" Awards Project". Innovative Practice Paper Presentation at Association of Leadership Educator's Annual Conference, July 2017. International Conference*

IV. SCHOLARSHIP

Presentations (Refereed) (cont.)

"Crucial Conversations: Facilitating Dialogue in Turbulent Times". Educators Workshop Presentation at Association of Leadership Educator's Annual Conference. July 2017. International conference.*

"Introducing a Framework for Conducting QM-Focused Research" Quality Matters Annual Conference. October 21016. Presentation with Dr. Kay Shuttuck and Dr. Bethany Simunich.

"Integrating Service Learning Across the Curriculum to Achieve Impactful Student Learning Experiences". Presentation at Southwest Academy of Management meeting March 2017 with Drs. Salazar, Liou, McPherson and Ms. Robins; Organized panel presentation and served as Session Chair.

"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.*

"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.

IV. SCHOLARSHIP

Presentations (Refereed) (cont.)

"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. "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.*

IV. SCHOLARSHIP

Presentations (Refereed) (cont.)

"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)

"Quality Assurance and Online Courses" Panel Presenter, 2018 Chancellor's Summit on
Academic Technology", College Station, June 2017. State level.

"Quality Assurance and Quality Matters" Panel Presenter, 2017 Chancellor's Symposium on
Quality Assurance, College Station, TX, June 2017. State level.

"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.

"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.

IV. SCHOLARSHIP

Presentations (Invited) (cont.)

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

"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 analysis and paper drafting in process.

"Exploring a University-Wide Initiative: Driving Service Learning Pedagogy across the Curriculum", Draft in process with Dr. Rebecca McPherson and Dr. Dalila Salazar

"Measuring Your Steps toward Optimal Implementation of QM", National Quality Matters Research Project, Principal Investigator, along with Dr. Bethany Simunich.

Central Texas Water Conservation (CTWC). "Florence Water Decision-Making for Sustainability Case Study". With Dr. Vinay Gonela. IRB Approved.

"Improving quality and overcoming staffing challenges: The collaborative development of an online introductory management course". Co-authored with Mr. Loafman and Dr. Simmons. IRB Approved. Submitted to International Journal of Management Education.

V. TEACHING

* Denotes those courses where I am course lead and designer

A&M – Central Texas:

Current/active teaching:

Management 5307 – Ethics and Responsibilities of Leadership* (graduate)

Management 5368 – Development and Change for Learning Organizations (graduate)

General Business 4301 – Business Ethics* (undergraduate)

Management 4325 – Theory and Practice of Leadership* (undergraduate)

Previously taught:

Management 5309 - Seminar on Management and Leadership (graduate)

Management 5301 – Organizational Behavior (graduate)

V. TEACHING (cont.)

A&M – Central Texas (cont.):

Management 500 – Foundations of Management* (graduate)

General Business 459 – Business Strategy (undergraduate)

Management 3301 – Principles of Management (undergraduate)

General Business 3344 – 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

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

Canvas – teaching Blended

Blackboard Communication Tools

VII. SERVICE

College/School of Business Administration

MBA Coordinator, 2018 –

Chair, Hiring Committee - Academic Advisor II, 2018

Ex Officio Member, COBA Curriculum Committee, 2014 -

Ex Officio Member, COBA Assessment Committee, 2014 – 2016

New Faculty Mentor, 2014-2016

MBA Advisor for distance learning students, 2013 - 2015

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

University

Member, Graduate Council, 2018 -

Member, Academic Council, 2012-2013, 2015 – 2018

Member, Technology Enhanced Learning Quality Assurance Task Force, 2017 -

Member, Faculty Center for Teaching and Learning Task Force, 2016 -

Member, Service Learning Advisory Council, 2016 -

Institutional Review Board Member, 2014 – 2015

Chair, IRB Ethics Subcommittee, 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, 201

VII. SERVICE (cont.)

University (cont.)

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 Collins, D. 2018. Business Ethics: Best Practices for Designing and Managing Ethical Organizations. Sage Publishing.

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 -

President, 2018 - 2019

Vice President/Conference Chair & Member of Board, 2017-2018

Treasurer & Member of Board, 2015 - 2017

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

2016 Named Quality Matters Research Colleague

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

IX. Honors/Awards (cont.)

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