

James D. Brodzinski

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ACADEMIC ADMINISTRATIVE EXPERIENCE

Valparaiso University, Valparaiso, IN
Dean, College of Business, 2012-present

Saint Xavier University, Chicago, IL
Dean, Graham School of Management, 2007-2012

- Developed and implemented the school's first comprehensive strategic plan.
- Established partnerships with the Graham School of Management and the Southwest Development Corporation, Advocate Christ Medical Center, and the Beverly Area Planning Association (BAPA).
- Implemented a complete, Saturday only, MBA program at the Saint Xavier University Orland Park campus.
- Created the AACSB Accreditation Plan for Initial Business Accreditation, August, 2009 (accepted December 2009; subsequent Annual Reports to the Initial Accreditation Committee accepted).
- Managed the AACSB Pre-Eligibility Application process (accepted September 2008).
- Initiated a fast-track MBA program in Financial Fraud Examination and Management at the Chicago Bar Association in the Loop, the first Saint Xavier University degree program in downtown Chicago.
- Instituted the Achieving Career Excellence (career development) program for all students in the Graham School of Management.
- Created the Center for the Study of Fraud and Corruption.
- Created the Center for Service Excellence.
- Implemented a comprehensive assurance of learning program for the School of Management.

College of Mount St. Joseph, Cincinnati, OH

Chairperson, Division of Business Administration, 2004-2007

- Developed a comprehensive strategic plan for the Business Administration Division.
- Managed the AACSB Pre-Eligibility Application process (accepted February 2006).
- Developed and implemented an Accounting "add-on" degree for graduated students interested in obtaining a Bachelor of Science in Accounting and acquiring the hours to sit for the CPA exam.
- Developed a career development program involving students in career development activities beginning with the freshman year.

Xavier University, Williams College of Business, Cincinnati, OH

Associate Dean; Director, Part-Time MBA Program; Director, Executive MBA Program; Director, GE- and Midway- On-Site MBA Programs, 1997-2004

- Established policies, procedures, and activities that led to the program being identified as a top-twenty-five part-time MBA program in U.S. News and World Report (2006).
- Increased the quality of matriculated MBA students, as determined by GMAT scores, by over fifty points.
- Championed and implemented Recruitment Plus to enhance communication flows to potential MBA students.
- Developed International field experiences in the Executive MBA program to Beijing, China; Brussels, Belgium; Sao Paulo, Brazil; and Buenos Aires, Argentina.
- Staffed and managed MBA cohorts, two at General Electric Aircraft Engines and two at Midway College.
- Assisted in the development and hiring of the Western and Southern Endowed Chair in MIS.
- Member of the Executive Committee overseeing the successful mid-term AACSB re-accreditation process.
- Secretary/Treasurer and Editor of the *MINERVA NEWS*, the newsletter of The Minerva Education Institute.

Chair, Department of Management and Entrepreneurship, 1996-1997

- Project Director and Principal Investigator, Safety and Health Education in Schools of Business (\$100,000)

- continuation grant), *National Institute for Occupational Safety and Health*, (U60/CCU503013-07), 1995.
- Project Director and Principal Investigator, Safety and Health Education in Schools of Business (\$100,000 continuation grant), *National Institute for Occupational Safety and Health*, (U60/CCU503013-07), 1994.
- Implemented course-embedded learning objectives throughout the Management curriculum.

Salisbury University, Franklin P. Perdue School of Business, Salisbury, MD

Inaugural Chairperson, *Department of Information & Decision Sciences, 1990-1993.*

- Initiated team-based strategic planning with all department personnel.
- Developed and obtained university and state approval of a management based, Bachelor of Management Information Systems degree.
- Recruited and hired AACSB-qualified faculty to teach MIS, Statistics, and Decision Sciences courses.
- Developed and implemented a practicum experience for all MIS students.
- Established close working relationships with community businesses.
- Established a relationship with the IS Division of Perdue Farms resulting in the donation an \$80,000 software platform for systems design and development.

ACADEMIC TEACHING EXPERIENCE

Valparaiso University, College of Business, **Professor of Management** (tenured), 2012-present

Saint Xavier University, Graham School of Management, **Professor of Management** (tenured), 2007-2012.

College of Mount St. Joseph, Division of Business Administration, **Professor of Business Administration** (tenured), 2004-2007.

Xavier University, Williams College of Business, Department of Management & Entrepreneurship, **Professor (1999), and Associate Professor of Management and Minerva Professor in Health and Safety Management** (first Named Professorship at Xavier University), (tenured, 1996), 1993-2004.

Salisbury University, The Franklin P. Perdue School of Business, Department of Information & Decision Sciences, **Associate Professor of Management Information Systems** (tenured Spring, 1992), 1990-1993.

Kennesaw State University, College of Business Administration, Department of Management and Marketing, **Associate Professor of Management** (tenured Spring, 1989), 1986-1990.

Mary Washington College, Business Department, **Assistant Professor of Business Administration**, 1982-1986.

Ohio University, College of Business, **Instructor of Management**, 1979-1981.

Ohio University, Chillicothe Correctional Institute (Medium Security) and Southern Ohio Correctional Facility (Maximum Security), **Part-time Instructor**, 1978-1979.

INTERNATIONAL ACADEMIC EXPERIENCE

Established, planned, and maintained Executive MBA field trips to Beijing, China; Brussels, Belgium; Buenos Aires, Argentina; London, England; Munich, Germany; Sao Paulo, Brazil; Singapore, and Tokyo, Japan, 1997-2004.

Xavier University: Assistant Field Experience Director/Field Experience Director, Japan and Singapore, 1996-1997.

La Universidad de la Frontera, Temuco, Chile: Lead instructor (Organizational Management) initiating a cooperative MBA program with La Universidad de la Frontera, Universidad Catolica de Cordoba, and Wright State University, 1997.

BUSINESS EXPERIENCE

Director, Executive Training, *Hecht's, Washington D.C.*, 1981-1982

Responsible for the direction and maintenance of a comprehensive executive development program from entry level, first line supervisors to senior level managers. Developed programming in both technical and management

skill areas. Coordinator of three direct staff and over twenty adjunct line manager facilitators. Facilitated the implementation of an automated purchase order system. Certified as a trainer in Supervisory Skills Training (behavior modeling) and Managing Human Performance (performance appraisal).

JD Photography (small business proprietor), Sandusky, Ohio, 1972-1975.

Produced visuals, advertising, and public relations materials for clients including the following: Goodyear Tire and Rubber Co., Lord, Sullivan and Yoder Advertising, African Safari, Flournoy and Gibbs Advertising and Public Relations, and Peoples Savings of Toledo.

Photographer, Marketing Dept., Cedar Point Inc., Sandusky, Ohio. 1971-1974.

Responsible for designing, equipping, and maintaining the photographic section of the marketing department; establishing a comprehensive visual communication program; assisting in the design and development of brochures and advertising; supplying visuals for general news releases and promotional material.

EDUCATION

Ph.D., Human Information Systems, Ohio University, 1983.

Major: Human Information Systems. Related Fields: Management, Research Methods, and Statistics

M.A., Organizational Communication, Ohio University, 1978.

Major: Organizational Communication/Communication Theory. Related Fields: Administration, Cognitive/Industrial Psychology.

B.F.A., cum laude, Ohio University, 1973.

Major: Photography.

Minor: Comparative Arts.

Certificate, Advanced AACSB Information Systems Faculty Development Institute, University of Baltimore, 1990.

Professional Certification: Senior Professional in Human Resources (SPHR) Lifetime, Human Resource Certification Inst. 1994.

Continuing Education

- AACSB Accreditation Volunteer Training, February 2012
- AACSB Pre-Accreditation Workshop, September 2005
- AACSB Assessment Workshop, April 2002
- AACSB Accreditation Workshop, March 2000
- Recruitment Plus Administrator Training, 2002, 2003
- Lotus Notes Development Workshop, 1996
- Ohio Educator's Conference Workshop on Team-Based Learning, 1995
- Recognition & Control of Upper Extremity Cumulative Trauma Disorders: An Ergonomic Approach, 1994
- Exploring the World of Computer Networks, National Science Foundation, 1994
- TQM Engineering and the Process of Change, University of Cincinnati, 1993
- U.S. Ukraine Business Briefing, Middletown, Ohio, 1993
- Georgia State University Master Teacher Program, 1992
- Arthur Anderson Seminar on Business Ethics, 1991
- The Graduate School of the City of New York University Seminar on the Analysis of Categorical Data Based on Log Linear Model, 1985
- University of Chicago Seminar on Cognitive Frameworks and Higher Order Reasoning, 1985

HONORS/AWARDS

- Best Human Resources Paper: *Midwest Society for Human Resources/Industrial Relations, Midwest Business Administration Association*, March 1996.
- Continuation Grant, Safety and Health Education in Schools of Business, Project Director and Principal Investigator, *National Institute for Occupational Safety and Health*, (U60/CCU503013-07), 1995.
- Continuation Grant, Safety and Health Education in Schools of Business, Project Director and Principal Investigator, *National Institute for Occupational Safety and Health*, (U60/CCU503013-07), 1994.
- Research Grant, *Salisbury University Office of Grants & Sponsored Research*, 1992.
- Named Professorship: Minerva Professor in Health & Safety Management, Xavier University.
- The Richard D. Irwin/Proctor & Gamble 1992 Outstanding Research Paper Award, Special Recognition, for contributions in promoting the understanding of occupational safety and health in colleges and schools of business, *Academy of Management*, August, 1992
- Outstanding Scholar Award, *Franklin P. Perdue School of Business*, 1992.
- Nominee, Outstanding Service Award, *Franklin P. Perdue School of Business*, 1992.
- Research Grant, *Salisbury University Office of Grants and Sponsored Research*, 1992.
- Research Grant, *The Franklin P. Perdue School of Business*, 1992.
- The Richard Irwin, Inc., Distinguished Paper Award, *Midwest Society for Human Resources/Industrial Relations*, 1990.

PUBLICATIONS – Books/Chapters

- Bertaux, A. Okunoye, A. Bada, E. Crable, and Brodzinski, J. (2011). A case study of information technology education and economic development in rural Nigeria. In S. Chhabra, & H. Rahman (Eds.), *Human Development and Global Advancements through Information Communication Technologies: New Initiatives*. Hersey, PA: IGI Global Press.
- Brodzinski, J.D. (Ed.). (1990). *Human Resource Management for the 1990's and Beyond: Issues and Answers*. (Ed.). Marietta, GA: Midwest Society for Human Resources and Industrial Relations.
- Brodzinski, J.D. (1983). Three-way analysis of variance. In R.S. Barcikowski (Ed.), *Computer Packages and Research Design, Volume I: BMDP*, Lanham, MD: University of America Press, Inc.
- Brodzinski, J.D. (1983). Three-way analysis of variance. In R.S. Barcikowski (Ed.), *Computer Packages and Research Design, Volume II: SAS*, Lanham, MD: University of America Press, Inc.
- Brodzinski, J.D. (1983). Three-way analysis of variance. In R.S. Barcikowski (Ed.), *Computer Packages and Research Design, Volume III: SPSS and SPSSX*, Lanham, MD: University of America Press, Inc.

PUBLICATIONS - Refereed Articles

- Brodzinski, J.D., Crable, E.A., Ariyachandra, T., & Frolick, M. (2013). Mobile Business Intelligence. *International Journal of Business Intelligence Research*, 4, 2, (In press).
- Ariyachandra, T., Crable, E., & Brodzinski, J.D. (2009). Seniors' perceptions of the web and social networking. *Issues in Information Systems*, 10, 2, 324-332.
- Crable, E.A., Brodzinski, J.D., & Frolick, M. (2008). The intelligent new business electronic application and automated underwriting solution at The Western-Southern Life Insurance Company. *Information Systems Management*, 25, 2, 155-158.
- Petrick, J.A., Scherer, R.F., Brodzinski, J.D., Quinn, J.F. & Ainina, M.F. (1999). Global leadership skills and reputational capital: Intangible resources for sustainable competitive advantage. *Academy of Management Executive*, 13, 1, 58-69.
- Scherer, R.F., Owen, C.L. & Brodzinski, J.D. (1997). Differences in OSHA safety inspection outcomes: An investigation of regions in two industrial groups. *Mid-Atlantic Journal of Business*, 33, 2, 137-151.
- Scherer, R., Brodzinski, J., Canty, A. & Crable, E. (1995). Effects of denying entry to the OSHA compliance officer: Inspection characteristics, processes, and outcome. *Journal of Contemporary Business Issues*, 3, 2, 35-43.

- Brodzinski, J.D., Crable, E.A. & Scherer, R.F. (1994). Using artificial intelligence to model juvenile recidivism rates. *Computers in Human Services*, 10, 4, 1-18.
- Crable, E.A., Brodzinski, J.D., Scherer, R.F. & Jones, P.D. (1994). The impact of cognitive appraisal, locus of control, and level of exposure on the computer anxiety of novice computer users. *Journal of Educational Computing Research*, 10, 4, 315-326.
- Cox, M.K., Scherer, R.F. & Brodzinski, J.D. (1993). Improving selection of administrators: Development and application of a quantitative decision criterion. *National Forum of Educational Administration and Supervision Journal*, 11, 1, 23-33.
- Scherer, R.F., Brodzinski, J.D. & Crable, E.A. (1993). The human factor. *HR Magazine*, 38, 4, 92-96.
- Scherer, R., Owen, C., Petrick, J. & Brodzinski, J. (1993). Situation-dependent work stress and sex effects on coping strategies: A multivariate analysis. *Journal of Health and Human Resources Administration*, 16, 3, 266-285.
- Scherer, R.F., Brodzinski, J.D. & Shore, T.H. (1992). Examining the structure underlying assessment center dimensions: A longitudinal analysis. *Journal of Applied Business Research*, 8, 1, 129-134.
- Crable, E.A., Brodzinski, J.D. & Scherer, R.F. (1991). Psychology of computer use: XXII. Preliminary development of an instrument to measure concerns about computers. *Psychological Reports*, 69, 235-236.
- Scherer, R.F., Brodzinski, J.D., Goyer, K.A., Owen, C.L. & Petrick, J.A. (1991). Initial development of an emic methodology for classification of stressful work situations. *Perceptual and Motor Skills*, 73, 1004-1006.
- Scherer, R.F., Brodzinski, J.D., Goyer, K.A. & Wiebe, F.A. (1991). Shaping the desire to become an entrepreneur: Parent and gender influences. *Journal of Business & Entrepreneurship*, 3, 1, 47-59.
- Scherer, R.F., Brodzinski, J.D. & Wiebe, F.A. (1991) Assessing perception of career role model performance: The self-employed parent. *Perceptual and Motor Skills*, 72, 155-160.
- Scherer, R.F., Brodzinski, J.D. & Wiebe, F.A. (1991). Examining the relationship between personality and entrepreneurial career preference. *Entrepreneurship and Regional Development*, 3, 195-206.
- Scherer, R.F., Owen, C.L. & Brodzinski, J.D. (1991) Rater and ratee sex effects on performance evaluations in a field setting: A multivariate analysis. *Management Communication Quarterly*, 5, 2, 174-191.
- Brodzinski, J.D. & Scherer, R.F. (1990). Developing effective teachers in business schools: A holistic perspective. *Journal of Education for Business*, 66, 1, 38-42.
- Brodzinski, J.D., Scherer, R.F. & Wiebe, F.A. (1990). Boundary spanning activity as a function of the small business owner's decision style. *Journal of Business & Entrepreneurship*, 2, 2, 1-12.
- Scherer, R.F. & Brodzinski, J.D. (1990). An analysis of the *Ways of Coping Questionnaire*. *Management Communication Quarterly*, 3, 3, 401-418.
- Scherer, R.F., Brodzinski, J.D. & Wiebe, F.A. (1990). Entrepreneur career selection and gender: A socialization approach. *Journal of Small Business Management*, 28, 2, 37-44.
- Brodzinski, J.D., Scherer, R.F. & Goyer, K.A. (1989). Workplace stress. *Personnel Administrator*, 34, 7, 76-78, 80.
- Brodzinski, J.D., Scherer, R.F., Goyer, K.A. & Wiebe, F.A. (1989). Differentiating among three measures of career preference. *Psychological Reports*, 65, 1275-1281.
- Brodzinski, J.D. & Goyer, K.A. (1987). Employee Assistance Program Utilization and Client Gender. *Employee Assistance Quarterly*, 3, 1: 1-13.

PUBLICATIONS - Refereed Proceedings – Relevant Sampling

- Crable, E.A., Brodzinski, J.D. & Scherer, R.F. (1996). Profiling the telecommuting worker for the year 2000. In the *Proceedings of the 1996 Conference of the Midwest Society for the Advancement of Information Systems*, Chicago, IL.
- Scherer, R.F. & Brodzinski, J.D. (1996). Sources of U.S. work injuries and responsible HR safety programs. In the *Proceedings of the 1996 Conference of the Midwest Society for Human Resources/Industrial Relations*. Chicago, IL, 152-159. (R.F. Scherer & J.D. Brodzinski). (*Winner of the MHR/IR Best HR Paper Award.*)
- Scherer, R.F., Brodzinski, J.D. & Crable, E.A. (1996). Differences in OSHA inspection outcomes: An investigation of regions in two industrial groups. In the *Proceedings of the 1996 Conference of the Midwest Society for Human Resources/Industrial Relations*. Chicago, IL. 160-169.

- Brodzinski, J.D. & Scherer, R.F. (1995). To deny or not to deny, that is the question: An investigation of OSHA inspection differences. In the *Proceedings of the 1995 Conference of the Midwest Society for Human Resources/Industrial Relations*, March 29-31, Chicago, IL, 233-244. (J.D. Brodzinski & R.F. Scherer.
- Brodzinski, J.D., Crable, E.A. & Scherer, R.F. (1993). Human factors in workplace safety. In the *Proceedings of the 1993 Conference of the Midwest Society for Human Resources/Industrial Relations*, Chicago, IL, 73-83.
- Crable, E.A., Brodzinski, J.D. & Braun, G. (1993). A model for implementing electronic mail in the classroom. (1993). In the *1993 Journal/Proceedings: Information Systems and Quantitative Methods*, Chicago, IL, 81-88.
- Brodzinski, J.D., Crable, E.A. & Scherer, R.F. (1992). Development of a neural network for predicting the rate of juvenile recidivism. (1992) In the *1992 Journal/Proceedings: Information and Quantitative Methods, Midwest Business Administration Association*, Chicago, IL, 47-55.
- Brodzinski, J.D., Crable, E.A. & Scherer, R.F. (1991). Using canonical structure analysis to determine the relationship among and contribution of assessment center factors. In the *Proceedings of the Southeast Region of the Decision Sciences Institute*, Crystal City, Virginia, 89-91.
- Brodzinski, J.D., Crable, E.A., Scherer, R.F. & Jones, P.D. (1991). The development of an instrument to measure computer concerns. In the *Proceedings of the 1991 Office Systems Research Association: Office Systems X, The Next Decade*, Washington D.C., 104-112.
- Brodzinski, J.D., Scherer, R.F. & Shore, T.H. (1991). Examining the structure underlying assessment center dimensions: A longitudinal analysis. In the *Proceedings of the 1991 Conference of the Midwest Society for Human Resources/Industrial Relations*, Chicago, IL, 21-28.
- Brodzinski, J.D., Scherer, R.F., Zoller, J., Hayes, K., McCarty, E. & Woods, D. (1991). A decision support model for classification of juvenile offenders on probation: Supervision through risk identification. In the *Proceedings: Twenty-Second Annual Meeting of the Midwest Decision Sciences Institute*, Indianapolis, Indiana, 24-26.
- Christensen, C.C., Tudor, R.K., Sabbarese, D., Brodzinski, J.D. & Roebuck, D.M. (1991). The impact of gender and other characteristics on perceived effects of job loss among unemployed individuals. In the *Proceedings of the Southern Management Association*, Atlanta, Georgia.
- Brodzinski, J.D., Scherer, R.F. & Goyer, K.A. (1990). A multivariate analysis of the effects of Type A/B lifestyle and sex on coping behavior in stressful work situations. In Brodzinski, J.D. (Ed.), *Human Resource Management for the 1990's and Beyond*. Marietta, GA: Midwest Society for Human Resources and Industrial Relations, 9-13. Recipient of the Richard D. Irwin Publishing Company "Distinguished Paper Award."
- Brodzinski, J.D., Scherer, R.F. & Zoller, J. (1990). Developing a decision support system for classifying juvenile offenders. In the *International Information Management Association Conference Proceedings*, San Bernardino, CA, 77-84.
- Scherer, R.F. & Brodzinski, J.D. (1990) The interaction of rater and ratee gender on performance appraisal outcome. In Brodzinski, J.D. (Ed.), *Human Resource Management for the 1990's and Beyond*. Marietta, GA: Midwest Society for Human Resources and Industrial Relations.
- Brodzinski, J.D., Goyer, K.A. & Hanebury, J.M. (1989). The aging worker: perspectives on the future. In the *Proceedings of the Midwest Society for Human Resources/Industrial Relations*, Chicago, IL.
- Brodzinski, J.D. & Scherer, R.F. (1989). Multivariate analysis of variance in management research: a review and recommendations. In the *Proceedings of the Nineteenth Annual Meeting: Southeast Region of the Decision Sciences Institute*, Charleston, South Carolina.
- Brodzinski, J.D., Scherer, R.F. & Goyer, K.A. (1989). Utilization of employee assistance programs: The case for self-referral. In *Employee Responsibilities and Rights: Everyone's Responsibility, Everyone's Right*. Smithfield, RI: Council on Employee Responsibilities and Rights, 25-48.
- Brodzinski, J.D., Scherer, R.F. & Goyer, K.A. (1989). Preliminary of an occupational stress typology with recommendations for effective coping. In D.F. Ray, (Ed.), *Southern Management Association Proceedings*, 343-345.
- Brodzinski, J.D., Scherer, R.F. & Lasher, H. (1989). The use of non-teaching related performance criteria to predict

- teaching effectiveness. In D. Ray, (Ed.), *Southern Management Association Proceedings*, 178-180.
- Brodzinski, J.D., Scherer, R.F., Wiebe, F.A. & Kruger, D. (1989). Environmental contact selection as a function of the small business owner's decision style. In the *Conference Proceedings: United States Association for Small Business and Entrepreneurship*, 37-44.
- Brodzinski, J.D., Goyer, K.A. & Hanebury, J.M. (1988). Part-time Schedules: Options for an aging workforce. In *Managerial Frontiers, the Next Twenty-Five Years: Silver Anniversary Proceedings of the Twenty-Fifth Annual Meeting, Eastern Academy of Management*, Crystal City, Virginia, 148-150.
- Brodzinski, J.D. & Goyer, K.A. (1987). The implications of the Epidemiological Catchment Area Survey of 1984 on human resource management and cost. In the *Southern Management Association Proceedings*.

PUBLICATIONS – Other – Relevant Sampling

- Brodzinski, J.D. (2007). Lifelong learning: How working adults can stay competitive in today's job market (Interview). *SmartBusiness*, 2, 12, 18.
- Brodzinski, J.D. (2005). The leadership challenge: Five ways to better manage your organization. *SmartBusiness*, 1, 2, 12.
- Brodzinski, J.D. (1996). *Reward & Recognition Development and Management*. General Electric Aircraft Engines.
- Brodzinski, J.D. & Crable, E.A. (1995). *Operations & Systems Technology*. Barnes, Dennig, & Co.
- Brodzinski, J.D. & Scherer, R.F. (1994). *Mead High Performance Conduct Assessment Project*. Mead, Inc.
- Brodzinski, J.D. & Scherer, R.F. (1994). *Coaches' Workshop Assessment Instrument Analysis*. AT&T Global Information Solutions.
- Brodzinski, J.D. (Ed.). (1993-1997). *The Minerva Education Institute Newsletter*.
- Brodzinski, J.D. & Scherer, R.F. (1994). *Conducting Effective Interviews: Level 1*. NAVISTAR, Inc.
- Brodzinski, J.D. & Crable, E.A. (1992). Software Review: Brainmaker v2.3. *The Journal of International Information Management*, 1, 1, 99-100.
- Brodzinski, J.D. & Diriker, M. (1992). *Feasibility of Minor League Baseball in Salisbury, MD*. Perdue Farms, Inc.

PRESENTATIONS – Relevant Sampling

- Brodzinski, J.D. (2013). *MOOC's – Promise and Peril*. Presentation to the Valparaiso Organization for Learning and Teaching Seniors, February 7.
- Hanebury, J.M., Crable, E.A., Brodzinski, J.D., Barnes, J.M. & Smith, P.C. (1996, March). Trends and issues in training and development for global business, Participant in the Panel Discussion: Globalization: Labor market implications, *Southwest Academy of Management*, San Antonio, TX.
- Hanebury, J.M., Longoria, P. & Brodzinski, J.D. (1996, March). *An evolving model of retirement: Implications of an aging workforce*. Paper presented at the meeting of the *Southwest Academy of Management*, San Antonio, TX.
- Brodzinski, J.D., Crable, E.A. & Scherer, R.F. (1994, March). *Trends in repetitive motion disorders across occupational categories*. Paper presented at the meeting of the *Society for the Advancement of Information Systems, Midwest Business Administration Association*, Chicago, IL.
- Brodzinski, J.D., Crable, E.A., Scherer, R.F. & Rinefort, F. (1994, March). *Implementing health & safety education in the university business curriculum*. Paper presented at the meeting of the *Society for Human Resources/Industrial Relations*, Chicago, IL.
- Brodzinski, J.D. (1993, June). *Enhancing documents with WordPerfect 5.1, Lotus 123v23, and Windows 3.1*. Paper presented at the meeting of the *Institute of Management Accountants*, Salisbury, MD.
- Brodzinski, J.D. (1993, April). *Organizational theory and program development for occupational health nurse managers*. Paper presented at the *American Occupational Health Conference*, Atlanta, GA.

Brodzinski, J.D., Scherer, R.F. & Crable, E.A. (1992, October). Artificial intelligence: Fact Configuration and neural network predictor accuracy. Paper presented at the meeting of the *International Information Management Association*, San Bernardino, CA.

- Brodzinski, J.D., Scherer, R.F. & Crable, E.A. (1991, May). The impact of cognitive appraisal, locus of control, and level of exposure on the computer anxiety of novice computer users. Paper presented at the Meeting of *the International Information Management Association*, San Bernardino, CA.
- Brodzinski, J.D., Scherer, R.F. & Owen, C. (1991, August). Situation-dependent work stress and gender effects on coping strategies: A multivariate analysis. Paper presented at the meeting of the *Academy of Management*, Miami, FL.
- Brodzinski, J.D. (1990, May). Developing a decision support system for classifying juvenile offenders. Paper presented at the meeting of the *International Information Management Association*, San Bernardino, CA.
- Brodzinski, J.D. (1985, August). New developments in computer applications for organizational communication research. Paper presented at the meeting of the *Academy of Management*, San Diego, CA.

PROFESSIONAL SERVICE – Organizations

Rotary International

- Member

Hawaii International Conference on System Sciences

- Reviewer, 2004 – 2012

Academy of Management

- Reviewer, OCIS Division, 2006 Annual Convention
- Reviewer, TIM Division, 2006 Annual Convention
- Local Arrangements Committee, 1996 Annual Convention

Human Resource Certification Institute

- Director of Codification and Research (1996-1998)

International Information Management Association

- President Elect, 1992-1993
- Executive Board, 1989-1997
- Program Chairperson, 1991
- Conference Chairperson, 1992
- Session Discussant/Chair, 1990-1991
- Manuscript Reviewer, 1989-1991

Mid-Continent East AACSB Innovation in Business Education Award - Application Reviewer, 2008-2013

Midwest Society for the Human Resources/Industrial Relations

- President, 1992
- President Elect, 1991
- Proceedings Editor, 1990
- Board of Directors, 1985-1988
- Session Discussant/Chair, 1985-1996

Southeast Decision Sciences Institute

- Manuscript Reviewer, Statistics Track, 1987
- Discussant/Session Chair, Management Information Systems, 1988
- Discussant/Session Chair, Statistics, 1991

Decision Sciences Institute - Manuscript Reviewer, Management Science and Statistics Track, 1986

Midwest Decision Sciences Institute - Discussant/Session Chair, MIS/Decision Support Systems, 1985

Southern Management Association

- Discussant/Session Chair, 1987-89
- Manuscript Reviewer, 1987-1989

PROFESSIONAL SERVICE – Editorial

- Reviewer, Cooper & Schindler, *Business Research Methods*, 9th edition, McGraw-Hill Irwin 2006
- Reviewer, *Foundations in Business with Excel*, Triple SSS Press Media Development, Inc., 2005
- Associate Editor, *Journal of International Information Management*, 1990-1994
- Editorial Board: *Journal of Business & Entrepreneurship*, 1990-1993
- Editorial Reviewer: *Personnel Administrator*, 187-1990
- Reviewer, *KUBSIM: A simulation in Collective Bargaining*, by L.A. Klatt & T.F. Urban, John Wiley & Sons, 1986
- Book Reviewer, *Management Science*, Allyn and Bacon, Inc., 1985

PROFESSIONAL SERVICE – Consulting

- *Advocate Christ Medical Center*, 2011
- *Maria High School*, 2011
- *St. Margaret's Of Scotland Elementary School*, 2007-2009
- *Keebler*, Leadership, 2000
- *Cincinnati Financial Corporation*, Strategic Planning, 1999
- *General Electric*, Reward and Recognition Programs, 1996
- *Greene County Metropolitan Housing Authority*, Staff Planning, 1995
- *James Investment Research*, Strategic Business Writing, 1995
- *Barnes, Dennig, & Co.*, Operations & Systems Technology, 1995
- *Mead, Inc.*, Program assessment, 1994
- *AT&T Global Information Solutions*, Assessment instrument analysis, 1994
- *RTA*, Dayton, Ohio, Team Building Seminars, 1994
- *NAVISTAR Transportation*, Employment interviewing, 1994
- *NCB Dayton*, Strategic planning sessions, 1993
- *Young's Jersey Dairy, Inc.*, Developing the management team workshops, 1993-1994
- *Dinsmore & Shohl*, Expert Witness, statistics and human resource management, 1993
- *Graydon, Head, & Ritchey*, Expert Witness, statistics and human resource management, 1993
- *Perdue Farms, Inc.*, Feasibility Study: Minor league baseball in Salisbury, MD., 1991
- *Federal District Court, Atlanta, Georgia*: Expert Witness, human resource management, 1987
- *Kennesaw State College Office of Continuing Education*: Negotiated, developed, and sold "on-site" training programs through Kennesaw State College Continuing Education, 1987 - 1990. Conducted Supervisory Training Seminars for following areas: Communication, Leadership, Problem Solving/Decision Making, Performance Appraisal, Employment Interviewing, and Discipline and Discharge, 1986-1990
- *Cobb County, Georgia Chamber of Commerce*: "Effective Business Communication" Seminars, 188-1990
- *COVIA (United Airlines)*: Developed and conducted a series of mid level management seminars on managerial effectiveness, 1987
- *Ivan Allen, Inc.*: Developed and conducted seminars on time management techniques and group decision making and problem solving, 1987
- *Prudential Bank, Inc.*: Conducted strategic planning and goal-setting seminars, 1988
- *Trust Company Bank*: Developed/conducted seminars on establishing effective communication systems, 1988
- *Kennestone Regional Health Care System*: Developed and conducted seminars on medical management, 1989
- *Ally and Bacon*: Wrote test bank questions for Quantitative Analysis for Management, Render & Stair, 1985
- *Mary Washington College*: Consultant, developer, trainer, Leadership Education Development Program, a program designed to develop leadership skills in student leader candidates. Conducted needs assessment and

created a first line supervisory skills development program for classified personnel, 1985

- *Arthur Anderson & Company, Chicago, Illinois*: Offered seminars in the Information Systems, Systems Design Schools for the Professional Education Division. Topics were communication, problem solving, and meeting effectiveness skill development, and behavior styles analysis, 1980
- *Executive Department, State of Oregon, Salem, Oregon*: Offered a two day seminar for consultants in the state executive office. The seminar topics included collecting and interpreting field data on attitudes and communication climate, assessment techniques, communication auditing procedures, network analysis techniques, and basic statistical techniques, 1980

BOARD MEMBERSHIP

Park Lawn Association Board of Directors; Operations Committee, 2011 – 2012

Minerva Institute Board of Directors,

Joy Outdoor Education Center Board of Directors,

Human Resource Certification Institute, Board of Directors, 1996-1998

UNIVERSITY SERVICE

Valparaiso University

- Member, University Strategic Planning Committee, 2012 – ongoing
- Member, Dean's Council, 2012 - ongoing
- Member, Budget Review Committee, 2012 - ongoing
- Member, 403(b) Investment Oversight Committee, 2012 – ongoing
- Member, Controller's Search Committee, 2012

Saint Xavier University

- Member, University Strategic Planning Steering Committee, 2011-2012
- Negotiator (Management Team), Faculty Union Contract Negotiations, 2010-2011
- Member, Career Services Advisory Board, 2011 - 2012
- Chair, Human Resource Director Search Committee (2010)
- Chair, Graham School of Management Strategic Planning Committee, 2007-2012
- Chair, Graham School of Management AACSB Team, 2007-2012
- Member, Dean's Council, 2007-2012
- Member, University Strategic Planning and Budget Advisory Committee, 2007-2009
- Member, President's Search Committee, 2009
- Member, Provost's Search Committee, 2008

College of Mount St. Joseph

- Member, Tenure and Promotion Committee
- Co-Chair, Graduate Council
- Chair, Graduate Recruiting Sub-Committee
- Member, Student Evaluation Taskforce
- Member, Dean's Council
- Member, Co-Op Advisory Board

Xavier University

- Member, Enrollment Services Committee
- Member, Jesuit Hiring Brochure Development Team
- Member, College of Business Dean Search Committee

- Member, Math Course Requirement Design Team
- Management Department Freshman Advisor
- Undergraduate Action Team
- Member, Ignatian Programs Committee
- Co-Director, University of Cincinnati Cost Saving Clinic Program
- Team Leader, Internal Processes, Xavier University MBA Curriculum Redesign Team

Nova Southeastern University - Doctoral Dissertation Chairperson, Management, 1996-1997

Salisbury University

- Chair, Computer Committee, The Perdue School of Business
- University Committee on the Deployment of Computer Resources
- AACSB Self-Study Executive Committee, The Perdue School of Business
- Small Business Development Center Professional Advisory Committee
- Perdue School of Business Executive Committee
- Lower Eastern Shore Educational Consortium Steering Committee
- Information Technology Development and Use Task Force

Georgia State University

- Doctoral Committee Member, Dept. of Management, 1987-1989.
- Dissertation Reader, Dept. of Management Sciences, 1987.

Kennesaw State University

- College Council (1989 - 1990)
- Quality Assurance Task Force, 1989
- Program Developer and Facilitator, Leadership Kennesaw, 1988
- Nominated for Leadership Kennesaw, 1987-1988
- Faculty Grievance Procedure Task Force (1987)
- Progress Report & Planning Task Force, Dept. of Management & Marketing (1987)
- Kennesaw State College Judiciary Panel (elected Court Justice) (1986-1990)
- Chairperson, Search Committee: Director of Placement/Cooperative Education (1987)
- Institutional Review Board (Human Subjects Review Committee) (1986-1988)

Mary Washington College

- Special Committee on Recruitment and Retention (1986)
- Chairperson, Institutional Self-Study of Baccalaureate Business Administration Programs Committee (Submitted to the Task Force on Business Administration, Virginia Council of Higher Education), 1985
- Special Advisory Committee on Computing Resources, 1985-1986
- Committee on Faculty Development and Evaluation, 1985-1986.
- Graduate Faculty Committee, 1985-1986

Ohio University

- Statistical/Research Design consultant on University theses and dissertations for the colleges of Education, Psychology, Arts and Sciences, Communication, and Health Sciences.
- Admissions Committee, 1976-1977
- Summer Sessions Advisory Board, 1976-1978
- Curriculum Committee, 1975-1976
- Graduate Student Advisory Committee, 1975-1976