

Jonathan H. Westover, Ph.D. **Cover Letter/Resume/CV**

My Teaching Expertise

First and foremost, I love to teach. I have a passion for figuring out ways of effectively communicating difficult concepts and information to my students. I have had a wide range of teaching experiences both inside and outside of the U.S, in both professional and academic settings, teaching everything from Korean language, to various social science courses, research and analysis courses, and management and leadership skills. Furthermore, my students and those who attend my workshops have always regarded me as an excellent teacher. However, I feel that the best indicator of my success as a teacher has been that my students become self-sustaining in their own learning. As I provide them with the concepts, tools and skills necessary to achieve success, they become their own teacher, and learn far more than I could ever hope to teach them myself.

Benefits I Bring to the University

As an instructor, I feel that my love and passion for knowledge and teaching will allow me to continue the school's reputation of excellence in teaching. I am committed to continuing my education and creating ties with academic, community, and business leaders, which enable me to bring cutting-edge knowledge to the classroom.

For further information regarding my education, teaching and professional working experience, please see the accompanying teaching philosophy, resume, and curriculum vitae. I appreciate your consideration and I look forward to speaking with you in the near future regarding teaching opportunities.

Sincerely,

Jonathan H. Westover, Ph.D.

My philosophy of teaching can be summed up by the Korean proverb **줄람지예**, which translated means “Bluer than Indigo.” Indigo is the bluest of blues, so to have something that is bluer than indigo is truly remarkable—a deep, vibrant, and brilliant blue. Koreans use this proverb to describe the ideal relationship between teacher and pupil—that is that the teacher (indigo) trains and teaches the pupil to become bluer than indigo, or greater than himself/herself. There are many implications of this proverb that are also very important. First, this relationship implies that the teacher sees and recognizes the true potential in his pupil. Second, the teacher makes every effort possible to help the pupil achieve that potential. Third, the teacher takes no thought of himself/herself but rather is dedicated entirely to the success of the pupil; also meaning that pride (status, position, etc.) does not get in the way.

As a teacher, I strive to reach this ideal. That means that I must truly value each student that I encounter, search out the great potential within each of them, and then do everything within my power to help them see that potential within themselves and then work towards reaching it. I must do this by showing them the path to success, encouraging each individual to share his or her thoughts and views, actively listening to and valuing his or her input, and providing timely and appropriate feedback. In order to accomplish this, I strive to develop open relationships of mutual respect and accountability with each individual student and clearly define my expectations for them, while also understanding their expectations for me.

In doing these things, I hope to help each individual student do three things: (1) Master the content of what is being taught, (2) Develop critical thinking skills, and (3) Develop the professional, academic, and life skills that will enable them to reach their career and lifelong goals. In striving to more completely accomplish these three goals, I will then come closer to reaching my teaching ideal, of helping each student to become “bluer than indigo.”

Professional Skills

- Highly motivated, results-oriented, proven history of setting and meeting difficult goals and exceeding expectations, work well in a team, strong people and presentation skills.
- Proficient in analyzing large datasets (e.g. Census, World Bank, U.N., GSS, WVS, etc.).
- Proficient with online learning platforms WebCT, Blackboard, and Angel, and HTML.
- Proficient in statistical software SAS, SPSS, and STATA.

Education Summary

University of Utah: College of Social and Behavioral Sciences

Salt Lake City, UT

- **Ph.D. in Sociology:** Comparative International Sociology: International Political Economy; Sociology of Work and Organizations May 2011
- **Graduate Demography Certificate** Dec. 2007
- **M.S. in Sociology:** Work and Organizations Emphasis May 2007
- **Graduate Higher Education Teaching Specialist Certificate** Jan. 2007

Brigham Young University: Marriott School of Management and College of FHSS

Provo, UT

- **Master of Public Administration:** Human Resource Management Emphasis April 2005
- **Bachelor of Science in Sociology:** Research and Analysis Emphasis April 2003
- **Business Management Minor; Korean Language Minor** April 2003

Selected Professional Work Experience

Director of Academic Service Learning

Orem, UT

Fall 2011–Present

Utah Valley University

- Provide training and assistance to faculty interested in incorporating service-learning and active engaged-learning into their curriculum.
- Coordinate and facilitate all faculty development (workshops, seminars, brown bags, service-learning fellowship, etc.) and the faculty service-learning committee.
- Create and maintain a budget through the Academic Affairs Associate Vice President's office and seek after appropriate grants for additional funding.
- Act as a liaison between academic affairs and student affairs.

Assistant Professor of Business Management

Orem, UT

Fall 2008–Present

Utah Valley University, Woodbury School of Business

- Teach international human resource management, organizational behavior, management strategy, and business ethics courses.
- Serve on various department, college, and university committees.
- Serve as faculty advisor for UVU SHRM, Net Impact, and SIFE Student Chapters.

Visiting Fulbright Professor

Minsk, Belarus

Spring 2012–Summer 2012

University of Science and Technology of China, School of Management Science

- Teach international human resource management and organizational behavior courses.
- Conduct collaborative international comparative research.
- Consult with area business and government leaders.

Visiting Professor

Hefei, China

Summer 2011–Present

University of Science and Technology of China, School of Management Science

- Teach international human resource management and organizational behavior courses.
- Conduct collaborative international comparative research.

President and Co-Founder

Lehi, UT

Winter 2008–Present

Human Capital Innovations, LLC

- Provide performance management consulting, training, and assessment solutions to organizations, including personality profile screening tools, 360-degree feedback, supervisory style, job satisfaction, and organizational climate surveys.

Part-Time Faculty

Provo, UT

Fall 2007–Spring 2009

Brigham Young University, Marriott School of Management

- Taught 2-3 business ethics and management communication courses per semester.
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Part-Time Faculty

Salt Lake City, UT

Fall 2008–Spring 2009

University of Utah, David Eccles School of Business; Department of Sociology

- Taught organizational behavior, formal organizations, introductory sociology, and criminology courses.

Part-Time Faculty

Phoenix, AZ

Winter 2007–Fall 2008

Grand Canyon University, College of Liberal Arts

- Taught sociology courses.

Part-Time Faculty

Salt Lake City, UT

Winter 2007–Fall 2008

LDS Business College, Business Administration Department

- Taught human resources, business law, economics, and marketing courses.

Part-Time Faculty

Salt Lake City, UT

Spring 2005–Winter 2009

Western Governors University, College of Business

- Taught human resources, leadership, management fundamentals, measurement and evaluation, research fundamentals, marketing, and business law courses.

Corporate Training and Development Consultant

Salt Lake City, UT

Fall 2005–Spring 2006

InterContinental Hotels Group

- Developed and evaluated the effectiveness of e-learning materials and workshops.
- Worked closely with in-house corporate training department to create training strategy.

Economic Development Assistant Intern

Tooele, UT

Summer 2005–Spring 2006

Tooele City Corporation Office of Redevelopment and Economic Development

- Conducted, compiled, and presented community and regional research in support of local and county economic development projects.
- Assisted in the development and start-up of the business incubation center and the creation of business resources to assist small businesses in the city.
- Participated in the Tooele Downtown Alliance and the Tooele Chamber of Commerce and assisted in the implementation and maintenance of various RDA projects/programs.

Training/Marketing Associate

Orem, UT

Spring 2004–Spring 2005

Targeted Learning Executive Consulting

- Developed and evaluated the effectiveness of traditional/E-learning materials/workshops.
- Developed marketing strategies, campaigns and materials and developed new customer relationships with fortune 100 clients.

Community Research Analyst Intern

Provo, UT

Summer 2004

United Way of Utah County

- Conducted and compiled research on community issues and public policy interventions.
- Assisted in the implementation of other community programs.

Professional Development Assistant/Trainer

Provo, UT

Fall 2003–Spring 2005

BYU Human Resource Development Consulting Services

- Developed and implement training of professional courses, workshops, and orientations.
- Developed and conducted campus employee satisfaction and customer service studies.
- Performed training evaluations, needs analysis, and updated training reports.

International Human Resource Development Intern

Gumi, Korea

Summer 2001

LG Electronics

- Assisted in training programs, needs analysis, and evaluation for 20,000+ employees.
- Developed and taught business English and culture courses to managers and staff.

Southeast Asian Area Training Supervisor/Korean Teacher

Provo, UT

Fall 2000–Fall 2003

Missionary Training Center

- Developed, presented and evaluated training of 1000+ Asian language teachers and students, and conducted new applicant rating evaluations and job orientation training.
- Taught Introductory Korean and missionary skills to new Missionaries.

Education

University of Utah: College of Social and Behavioral Sciences

Salt Lake City, UT

- Doctor of Philosophy in Sociology** May 2011
 - Comparative International Sociology: International Political Economy
 - Sociology of Work and Organizations
- Graduate Demography Certificate** Dec. 2007
 - Socio-economic Status and Occupational Differences in Health/Mortality
- Master of Science in Sociology** May 2007
 - Sociology of Work and Organizations Emphasis
- Graduate Higher Education Teaching Specialist Certificate** Jan. 2007

Brigham Young University: Marriott School of Management

Provo, UT

- Master of Public Administration** April 2005
 - Human Resource Management Emphasis

Brigham Young University: College of Family, Home, and Social Sciences

Provo, UT

- Bachelor of Science in Sociology** April 2003
 - Sociological Research and Statistical Analysis Emphasis
- Business Management Minor** April 2003
- Korean Language Minor** April 2003

Teaching Interests and Academic Teaching Experience

Teaching Interests Include: Human resource management; organizational behavior; business ethics; management strategy; management communications; leadership and professionalism; entrepreneurship; interpersonal/group/organizational communications; formal organizations; training and development; globalization; global stratification; research methods; statistics.

Utah Valley University

Orem, UT

Summer 2008–Present

- **Undergraduate Courses:** *Human Resource Management* (Business Management Department Assistant Professor), *Organizational Development and Change* (Business Management Department Assistant Professor), *Employee Training and Development* (Business Management Department Assistant Professor), *Management Strategy* (Finance and Economics Department Adjunct Faculty), *Organizational Communications* (Department of Communications Adjunct Faculty)
- **Other:** *UVU Service Learning Fellowship* (Academic Service Learning), *Faculty Learning Circle—Service Learning* (Academic Service Learning), *Faculty Learning Community—Service Learning* (Academic Service Learning)

University of Utah

Salt Lake City, UT

Fall 2005–Summer 2009

- **Undergraduate Courses:** *Human Behavior in Organizations* (Management Department Associate Instructor), *Sociology of Organizations and Entrepreneurs* (Sociology Department Graduate Instructor), *Criminology* (Sociology Department Graduate Instructor), *Introduction to Sociology* (Sociology Department Graduate Instructor), *Introduction to Sociology, Criminology, Policing and Society* (Sociology Department Graduate Teaching Assistant)

Brigham Young University

Provo, UT

Fall 2000–Spring 2005, Fall 2007–Spring 2009

- **Graduate Courses:** *Management Strategy, Public Budgeting and Finance* (Romney Institute of Public Administration Graduate Teaching Assistant)
- **Undergraduate Courses:** *Business Society and Ethics* (Romney Institute of Public Administration Part-Time Faculty), *Management Communications* (Organizational Leadership and Strategy Department Part-Time Faculty), *Student Supervisor Development* (Student Development Department Instructor), *Business and Society* (Romney Institute of Public Administration Graduate Teaching Assistant)
- **Other:** *Introductory Korean* (Missionary Training Center Instructor)

Western Governor's University

Salt Lake City, UT

Spring 2005–Winter 2008

- **Graduate Courses:** *Leadership and Professionalism, Human Resource Management* (MBA Adjunct Faculty)
- **Undergraduate Courses:** *Business Management Fundamentals, Principals of Measurement and Evaluation, Research Fundamentals, Business Core Principles, Associate Level Business Core Principles, Marketing and Business Law* (Business Management Adjunct Faculty)

LDS Business College

Salt Lake City, UT

Summer 2007–Summer 2008

- **Undergraduate Courses:** *Human Resource Management, Business Law and Ethics; Micro Economics; Macro Economics; Marketing* (College of Business Adjunct Faculty)

Grand Canyon University

Phoenix, AZ

Winter 2007–Spring 2008

- **Undergraduate Courses:** *Introduction to Sociology, Drug Abuse Seminar* (Liberal Arts College Adjunct Faculty)

Research Interests, Recent Research, and Other Publications

Research and Professional Interests Include: Organizational theory; work and occupations; comparative international theory; job quality characteristics and job satisfaction; institutionalization of organizational trust; diversity and multiculturalism in the workplace; ethics in business and society; microfinance; criminology; adult learning and instructional design; research methods and statistics; organizational assessment, measurement, and evaluation.

Recent Research Includes:

Academic Journal Articles

- Westover, Jonathan H. 2011. "Why We Trust: Institutional and Interpersonal Trust Formation and the LDS Church," *SquareTwo*, Vol. 4 No. 3, <http://squaretwo.org/Sq2ArticleWestoverTrust.html> , access date [Nov. 30, 2011]
- Madsen, Susan R., Kenneth Shaw, Jonathan H. Westover. 2011. "The Influence of Religion and Gender on Utah Employee Perceptions of Business Ethics and Corporate Social Responsibility," *SquareTwo*, Vol. 4 Num. 2, <http://squaretwo.org/Sq2ArticleMadsenEthics.html>, accessed [August 30, 2011].
- Westover, Jonathan H. 2011. "The Relationship between Job Satisfaction and other Important Individual, Organizational, and Social Outcomes." *International Journal of Science in Society*, Vol. 2, Num. 1, p. 63-76.
- Taylor, Jeannette and Westover, Jonathan H. 2011. "Job Satisfaction in the Public Service: The Effects of Public Service Motivation, Workplace Attributes and Work Relations." *Public Management Review*, Vol. 13, Num. 4, p. 1-21.
- Westover, Jonathan H. 2011. "A Longitudinal Analysis of Changing Job Quality and Worker Satisfaction in Israel." *KCA Journal of Business Management*, Vol. 3, Num. 1, p. 1-14.
- Noruzi, Mohammad R., and Westover, Jonathan H. 2010. "Fostering a Culture of Innovation in Organizations." *Communicatio*, Vol. 4, Num. 1, p. 101-107.
- Westover, Jonathan H. and Taylor, Jeannette. 2010. "International Differences in Job Satisfaction: The Effects of Public Service Motivation, Rewards and Work Relations." *International Journal of Productivity and Performance Management*, Vol. 59, Num. 8, p. 811-828.
- Westover, Jonathan H., and Wagner, Joshua. 2010. "Helping Nonprofits Measure Up: A New Evaluation Approach to Help NGO's Reduce Poverty and Increase Economic Self-reliance." *The International Journal of Management and Innovation*, Vol. 2, Num. 2, p. 44-53.
- Noruzi, Mohammad R., and Westover, Jonathan H. 2010. "A Short Study of Iranian Organizations' Needs in the Area of Globalization: Opportunities, Challenges, and Relative Advantages." *Cross-Cultural Communications*, Vol. 6, Num. 3, p. 111-116.
- Noruzi, Mohammad R., and Westover, Jonathan H. 2010. "Opportunities, Challenges and Employment Relative Advantages in the Cooperative Sector in Iran." *Management Science and Engineering*, Vol. 4, Num. 3, p. 97-101.
- Westover, Jonathan H. 2010. "The Impact of Microfinance Programmes on Poverty Reduction." *Spanda Journal*, Vol. 1, Num. 2, p. 25-28.
- Westover, Jonathan H. 2010. "Global Economic Shifts Impacting the Perceived Importance of Various Intrinsic and Extrinsic Job Characteristics and Overall Job Satisfaction." *The International Journal of Knowledge, Culture, and Change Management*, Vol. 10, Num. 1, p. 137-149.
- Westover, Jonathan H. 2010. "'Gendered' Perceptions: Job Satisfaction and Gender Differences in the Workplace." *The International Journal of Diversity in Organisations, Communities and Nations*, Vol. 10, Num. 1, p. 49-58.
- Westover, Jonathan H. 2010. "State Welfare Provisions and Cross-national Differences in Work Quality and Job Satisfaction." *Global Studies Journal*, Vol. 3, Num. 1, p. 67-74.

- Westover, Jonathan H. 2010. "Individual Factors Impacting Worker Orientations and Perceptions in the Workplace: A Continued Examination of the Relationship between Individual-Level Religious, Racial/Ethnic, and Family Backgrounds with Worker Job Satisfaction." *The International Journal of Interdisciplinary Social Sciences*, Vol. 5, Num. 1, p. 437-444.
- Noruzi, Mohammad R., Westover, Jonathan H., and Rahimi, Gholam R. 2010. "An Exploration of Social Entrepreneurship in the Entrepreneurship Era." *Asian Social Science*, Vol. 6, Num. 6, p. 3-10.
- Westover, Jonathan H. 2010. "Trickle-Up Economic Development: A Critical Examination of Microfinance Programs." *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Vol. 6, Num. 4, p. 1-10.
- Westover, Jonathan H., Westover, Andrew R., and Westover, L. Alan. 2010. "Enhancing Long-term Worker Productivity and Performance: The Connection of Key Work Domains to Job Satisfaction and Organizational Commitment." *International Journal of Productivity and Performance Management*, Vol. 59, Num. 4, p. 372-387.
- Westover, Jonathan H. 2010. "Examining the Theoretical and Empirical Developments and Future Research Directions in the Cross-Disciplinary Job Satisfaction Literature." *International Journal of Learning*, Vol. 17, Num. 1, p. 213-220.
- Westover, Jonathan H. 2010. "Theoretical and Empirical Developments in Linking Job Quality Characteristics to Worker Satisfaction." *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Vol. 6, Num. 2, p. 203-208.
- Westover, Jonathan H. 2010. "Global Shifts: Changing Job Quality and Job Satisfaction Determinants in Socialist and Post-Socialist Hungary." *International Journal of Social Economics*, Vol. 37, Num. 2, p. 84-100.
- Westover, Jonathan H. 2010. "Socio-Economic Status and Occupational Differences in the Experience of Mortality." *Internet Journal of Epidemiology*, Vol. 8, Num 1.
- Noruzi, Mohammad Reza, and Westover, Jonathan H. 2010. "IHRM and Effective Global Staffing Systems in the Iranian Context: An Exploration of Staffing Roles for HR Manager's in Iranian Organizations and other MNC's." *Timisoara Journal of Economics*, Vol. 3, Num. 2, p. 41-48.
- Westover, Jonathan H. 2010. "Managing Organizational Change: Change Agent Strategies and Techniques to Successfully Managing the Dynamics of Stability and Change in Organizations." *The International Journal of Management and Innovation*, Vol. 2, Num. 1, p. 45-50.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "Exploring Successful International Human Resource Management: Past, Present, and Future Directions." *Timisoara Journal of Economics*, Vol. 2, Num. 4, 163-168.
- Westover, Jonathan H. 2009. "Review of: Hirst, Paul, Thompson, Grahame and Bromley, Simon (Globalization in Question. Polity Press: Cambridge)." *Sociological Research Online*, Vol. 14, Num. 3, August.
- Westover, Jonathan H. 2009. "Empirically Examining Research Questions in the Social Sciences: Statistical Research Methods in Comparative International Sociology." *The International Journal of Science and Society*, Vol. 1, Num. 1, p. 93-98.
- Westover, Jonathan H. 2009. "Sociological Theories of Global Development and the Resurgence of the Role of the State." *Global Studies Journal*, Vol. 2, Num. 1, p. 35-42.
- Westover, Jonathan H. 2009. "A Review and Comparison of Sociological Theories of Global Development." *The International Journal of Interdisciplinary Social Sciences*, Vol. 4, Num. 1, p. 139-146.

- Westover, Jonathan H. 2009. "World Cities and Shifting Economic Development Trajectories in the Age of Globalization." *International Journal of Knowledge, Culture and Change Management*, Vol. 9, Num. 1, p. 141-146.
- Westover, Jonathan H. 2009. "Demographic Shifts in National and State Labor Markets: A Review and Application of 'The Impact of Demographic Change on U.S. Labor Markets.'" *Journal of the Utah Academy of Science, Arts, and Letters*, Vol. 85, p. 135-142.
- Westover, Jonathan H. 2009. "Lifelong Learning: Effective Adult Learning Strategies and Implementation for Working Professionals." *International Journal of Learning*, Vol. 16, Num. 1, p. 435-444.
- Westover, Jonathan H. 2009. "A Cross-National Look at the Changing Nature of Gender Differences in Perceived Job Satisfaction." *International Journal of Global Business and Economics*, Vol. 2, Num. 1, p. 62-67.
- Westover, Jonathan H. 2008. "A Cross-National Analysis of Job Quality Characteristics and Perceived Job Satisfaction in a Changing World Economy: Implications for Public Administrators Managing in a Multicultural Workforce." *International Review of Public Administration*, Vol. 13, Num. 2, p. 129-144.
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health." *Internet Journal of Epidemiology*, Vol. 6, Num 1, October.
- Westover, Jonathan H. 2008. "Effective Human Resource Training and Development: Examination and Application of Adult Learning Theory in the HR Management Context." *Journal of Human Resource and Adult Learning*, Vol. 4, Num. 1, June, p. 1-8.
- Westover, Jonathan H. 2008. "Potential Impacts of Globalization on Changing Job Quality and Worker Satisfaction: A Descriptive Cross-National Comparative Examination." *Journal of Global Business Management*, Vol. 4, Num. 1, April, p. 19-26.
- Westover, Jonathan H. 2008. "Impacts of a Changing Global Economy on Work Organizations: A Neo and Post-Fordist Look at General Motors and Google Inc." *Journal of International Management Studies*, Vol. 3, Num. 1, February, p. 145-153.
- Westover, Jonathan H. 2008. "The Record of Microfinance: The Effectiveness/Ineffectiveness of Microfinance Programs as a Means of Alleviating Poverty." *Electronic Journal of Sociology*, Vol. 12, Num, 1, January.
- Westover, Jonathan H. 2007. "Wal-Mart vs. Costco: A Trade-off between Efficiency and Profits and Employee-Friendly Policy?" *Social Dialogue*, Vol. 1, Num. 1, p. 11-14.
- Westover, Jonathan H. 2007. "Review of: Gregory, Stephen (The Devil Behind the Mirror: Globalization and Politics in the Dominican Republic. University of California Press: Berkeley, CA)." *Sociological Research Online*, Vol. 12, Num. 5, September.

Academic Books and Edited Works

- *Academic Service-Learning Across Disciplines: Models, Outcomes, and Assessment* (ed). Champaign, IL: Common Ground Publishing, 2012.
- Westover, Jonathan H., ed. 2011. *Human Capital Leadership: A Strategic Approach to Optimizing Workplace Potential*. San Diego, CA: Cognella University Readers, Forthcoming 2012.
- Westover, Jonathan H., ed. 2011. *Organizational Culture, Learning, and Knowledge Management*. Altona, Vic.: Common Ground.
- Westover, Jonathan H., ed. 2011. *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*. Altona, Vic.: Common Ground.
- Westover, Jonathan H. 2010. *Cross-National Comparative Analysis of Job Quality Characteristics and Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives*. Saarbrücken, Germany: VDM Verlag.

- Westover, Jonathan H., ed. 2010. *Globalization, Labor, and the Transformation of Work: Readings for Seeking a Competitive Advantage in an Increasingly Global Economy*. Altona, Vic.: Common Ground.
- Westover, Jonathan H. ed. 2010. *Training the Next Generation of Knowledge Workers: Readings for Effective Secondary Education and Workplace Learning Practices*. Altona, Vic.: Common Ground.

Academic Chapters

- Bahr, Stephen J., Chao-Chin Lu, and Jonathan H. Westover. 2011. "Divorce." Pp. 157 in *The Concise Encyclopedia of Sociology*, edited by G. Ritzer and J. M. Ryan. Malden, MA: Wiley-Blackwell.
- Westover, Jonathan H. 2011. "Introduction." In *Organizational Culture, Learning, and Knowledge Management*, J. H. Westover, ed. (Champaign, IL.: Common Ground).
- Westover, Jonathan H. 2011. "Introduction." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground).
- Westover, Jonathan H. 2011. "The Relationship between Job Satisfaction and Other Important Individual, Organizational, and Social Outcomes." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Science in Society*, Vol. 2, Num. ?, p. ?).
- Westover, Jonathan H. 2011. "'Gendered' Perceptions: Job Satisfaction and Gender Differences in the Workplace." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Diversity in Organisations, Communities and Nations*, Vol. 10, Num. 1, p. 49-58).
- Westover, Jonathan H. 2011. "Global Economic Shifts Impacting the Perceived Importance of Various Intrinsic and Extrinsic Job Characteristics and Overall Job Satisfaction." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Knowledge, Culture, and Change Management*, Vol. 10, Num. 1, p. 137-149).
- Westover, Jonathan H. 2011. "State Welfare Provisions and Cross-national Differences in Work Quality and Job Satisfaction." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *Global Studies Journal*, Vol. 3, Num. 1, p. 67-74).
- Westover, Jonathan H. 2011. "Individual Factors Impacting Worker Orientations and Perceptions in the Workplace: A Continued Examination of the Relationship between Individual-Level Religious, Racial/Ethnic, and Family Backgrounds with Worker Job Satisfaction." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Interdisciplinary Social Sciences*, Vol. 5, Num. 1, p. 437-444).
- Westover, Jonathan H. 2011. "Examining the Theoretical and Empirical Developments and Future Research Directions in the Cross-Disciplinary Job Satisfaction Literature." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *International Journal of Learning*, Vol. 17, Num. 1, p. 213-220).

- Westover, Jonathan H. 2011. "Theoretical and Empirical Developments in Linking Job Quality Characteristics to Worker Satisfaction." In *Examining Job Satisfaction: Causes, Outcomes, and Comparative Differences*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Vol. 6, Num. 2, p. 203-208).
- Westover, Jonathan H. 2010. "Introduction." In *Globalization, Labor, and the Transformation of Work: Readings for Seeking a Competitive Advantage in an Increasingly Global Economy*, J. H. Westover, ed. (Altona, Vic.: Common Ground).
- Westover, Jonathan H. 2010. "Sociological Theories of Global Development and the Resurgence of the Role of the State." In *Globalization, Labor, and the Transformation of Work: Readings for Seeking a Competitive Advantage in an Increasingly Global Economy*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *Global Studies Journal*, Vol. 2, Num. 1, p. 35-42).
- Westover, Jonathan H. 2010. "A Review and Comparison of Sociological Theories of Global Development." In *Globalization, Labor, and the Transformation of Work: Readings for Seeking a Competitive Advantage in an Increasingly Global Economy*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *The International Journal of Interdisciplinary Social Sciences*, Vol. 4, Num. 1, p. 139-146).
- Westover, Jonathan H. 2010. "World Cities and Shifting Economic Development Trajectories in the Age of Globalization." In *Globalization, Labor, and the Transformation of Work: Readings for Seeking a Competitive Advantage in an Increasingly Global Economy*, J. H. Westover, ed. (Altona, Vic.: Common Ground). (Originally published in *International Journal of Knowledge, Culture and Change Management*, Vol. 9, Num. 1, p. 141-146).
- Westover, Jonathan H. 2010. "Introduction." In *Training the Next Generation of Knowledge Workers: Readings for Effective Secondary Education and Workplace Learning Practices*, ed. J. H. Westover (Altona, Vic.: Common Ground).
- Westover, Jonathan H. 2010. "Lifelong Learning: Effective Adult Learning Strategies and Implementation for Working Professionals." In *Training the Next Generation of Knowledge Workers: Readings for Effective Secondary Education and Workplace Learning Practices*, ed. J. H. Westover (Altona, Vic.: Common Ground). (Originally published in *International Journal of Learning*, Vol. 16, Num. 1, p. 435-444).
- Bahr, Stephen J., Lu, Chao-Chin, and Westover, Jonathan H. 2007. "Divorce." In *The Blackwell Encyclopedia of Sociology*, ed. G. Ritzer (Oxford: Blackwell Publishing), vol. III: 1206-1210.

Academic Published Proceedings

- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Study of Global Staffing Systems in Iranian Organizations." *International Conference on Management Technology and Applications*, 2010 Annual Conference Proceedings Issue.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Note on Social Entrepreneurship: Scopes and Objectives." *International Conference on Management Technology and Applications*, 2010 Annual Conference Proceedings Issue.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Research Agenda for International Human Resource Management: Challenges, Developments and Perspectives." *International Conference on Management Technology and Applications*, 2010 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2010. "Deseret Academy: A Strategic Management Case." *Western Case Writers Association*, 2010 Annual Conference Proceedings Issue.

- Birkholz, Ryan and Westover, Jonathan H. 2010. "Reconsidering the Influence of State Functions on Stratification, Class, and Class Conflict: The Masked Heroic Power to Structure Modern Society from the Perspectives of Marx and Weber." *Society for the Interdisciplinary Study of Social Imagery*, 2010 Annual Conference Proceedings Issue.
- Westover, Jonathan H. and Poole, Daniel. 2010. "Subjective Versus Objective Reality: Temperance Movements and Modern Jihad." *Society for the Interdisciplinary Study of Social Imagery*, 2010 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2010. "Employee Friendly Corporate Policy." *UVU Faculty Conference*, 2010 Annual Conference Proceedings Issue.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A Study of Social Entrepreneurship and its Empowering Factors." *Entrepreneurship and Society Conference*, 2009 Annual Conference Proceedings Issue.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A New Look at Entrepreneurship: Hindrances to Iranian Women Entrepreneurs." *Karaj Entrepreneurship Conference*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H and Noruzi, Mohammad Reza. 2009. "IHRM and Effective Global Staffing Systems in the Iranian Context: An Exploration of Staffing Roles for HR Manager's in Iranian Organizations and other MNC's." *The First International Conference on Intellectual Capital Management, Institute for Advanced Studies in Basic Sciences*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2009. "A Cross-National Comparative Analysis of Job Quality and Worker Satisfaction." *American Sociological Association*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2009. "Socio-economic Status and Occupational Differences in the Experience of Mortality." *American Sociological Association*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. and Taylor, Jeannette. 2009. "International Differences in Job Satisfaction: The Effects of Public Service Motivation, Rewards and Work Relations." *International Research Society for Public Management Annual Conference*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2009. "Globalization and World Cities." *Society for the Interdisciplinary Study of Social Imagery*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2009. "Statistical Research Methods in Comparative International Sociology." *Society for the Interdisciplinary Study of Social Imagery*, 2009 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2008. "The Impacts of Globalization on Changing Job Quality and Worker Satisfaction: From a Cross-National Comparative Perspective." *Western Academy of Management*, 2008 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2008. "A Cross-National Analysis of Job Quality Characteristics and Perceived Job Satisfaction in a Changing World Economy: Implications for Public Administrators Managing in a Multicultural Workforce." *American Society for Public Administration*, 2008 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2008. "A Cross-National Comparative Analysis of the Changing Nature of Gender in the Workplace." *Society for the Interdisciplinary Study of Social Imagery*, 2008 Annual Conference Proceedings Issue.
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health." *Society for the Interdisciplinary Study of Social Imagery*, 2008 Annual Conference Proceedings Issue.

Academic Conference Presentations

- Noruzi, Mohammad Reza and Westover, Jonathan H. 2011. "Iran and Globalization: Opportunities, Challenges and Relative Advantages." *International Conference on Cooperative Social, Economic and Cultural Capabilities (Kish Island, Iran)*, April 16-17.
- Westover, Jonathan H., Doxey, Trista, and Spencer, Michelle. 2011. "Country-level Cultural and Structural Contextual Differences Impacting Working Conditions and Job Satisfaction: The Case of France and Germany." *Western Social Science Association Annual Conference (Salt Lake City, UT)*: Panel Session—Retirement, Satisfaction, and Commerce, April 15.
- Westover, Jonathan H. 2011. "Gender Differences in Worker Satisfaction: A Comparative International Analysis." *Western Social Science Association Annual Conference (Salt Lake City, UT)*: Panel Session—Investments and International Analysis, April 15.
- McDonald, Skyler, and Westover, Jonathan H. 2011. "The Impact of Workplace Wellness Programs on Decreasing Employee Obesity and Increasing Overall Health." *Utah Academy of Sciences, Arts, and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Faculty-Mentored Undergraduate Student Research, April 8.
- Westover, Jonathan H. and Spencer, Michelle. 2011. "European Country Contextual Differences Impacting Job Quality Characteristics and Worker Satisfaction." *Western Decision Sciences Institute Annual Conference (Portland, OR)*: Panel Session—Management, Organizational Behavior, and Human Resource Management, April 5-8.
- Westover, Jonathan H. 2011. "The Impact of Globalization and Cross-National Differences in Working Conditions on Work Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis." *Western Decision Sciences Institute Annual Conference (Portland, OR)*: Panel Session—Global Business, April 5-8.
- Westover, Jonathan H. 2011. "Creating a 'Hot Cognitive Economy' in a Human Resource Management Course." *UVU 3rd Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 25.
- Westover, Jonathan H. 2011. "Engaged Student Learning and Community Engagement through Net Impact and SIFE." *UVU 3rd Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 25.
- Westover, Jonathan H. and Spencer, Michelle. 2011. "European Differences in Job Characteristics and Worker Satisfaction: The Comparison of France and Germany." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—Work and Organizations, March 10-13.
- Westover, Jonathan H. 2011. "The International Political Economy of Job Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—Globalization, Labor, and the Transformation of Work, March 10-13.
- Westover, Jonathan H. 2011. "Country Contextual and Cultural Shifts: Changing Job Quality and Job Satisfaction Determinants in Israel, 1989-1997." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—New Directions in Work and Organizations, March 10-13.
- Westover, Jonathan H. 2011. "Student Civic Engagement and Experiential Learning through Involvement with SIFE and Net Impact." *Utah Campus Compact Annual Conference (Salt Lake City, UT)*, February 11.
- Westover, Jonathan H. 2011. "A Cross-National Look at Gender Differences in Job Satisfaction, 1989-2005." *12th Annual UVU Faculty Conference*, sponsored by the *Center for the Study of Ethics (Orem, UT)*, January 20.

- Westover, Jonathan H. 2011. "Theoretical and Empirical Developments in Linking Job Quality Characteristics to Worker Satisfaction." *International Conference on Environmental, Cultural, Economic and Social Sustainability (Hamilton, New Zealand):Stream—Economy*, January 5-7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "Fostering a Culture of Innovation in Organizations." *International Conference on E-business, Management and Economics (Hong Kong, China)*, December 28-31.
- Westover, Jonathan H. 2010. "The Relationship between Job Satisfaction and Other Important Individual, Organizational, and Social Outcomes." *International Conference on Science in Society (Madrid, Spain): Stream—The knowledge Systems of Science*, November 11-13.
- Westover, Jonathan H. 2010. "Effective Training and Development: An Application of Adult Learning Theory in Human Resource Management." *Mountain Plains Management Conference (Ogden, UT): Track—Pedagogy*, October 7.
- Westover, Jonathan H. 2010. "International Differences in Intrinsic and Extrinsic Job Quality Characteristics and Worker Satisfaction, 1989-2005." *Mountain Plains Management Conference (Ogden, UT): Track—Management*, October 7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Study of Global Staffing Systems in Iranian Organizations." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Note on Social Entrepreneurship: Scopes and Objectives." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Research Agenda for International Human Resource Management: Challenges, Developments and Perspectives." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Westover, Jonathan H. 2010. "Individual Factors Impacting Worker Orientations and Perceptions in the Workplace: A Continued Examination of the Relationship between Individual-Level Religious, Racial/Ethnic, and Family Backgrounds with Worker Job Satisfaction." *International Social Sciences Conference (Cambridge, UK): Stream—Economics and Management*, August 2-5.
- Westover, Jonathan H. 2010. "Global Economic Shifts Impacting the Perceived Importance of Various Intrinsic and Extrinsic Job Characteristics and Overall Job Satisfaction: A Cross-National Analysis." *International Conference on Knowledge, Culture and Change in Organizations (Montreal, Canada): Stream—Human Resources*, July 26-28.
- Westover, Jonathan H. 2010. "'Gendered' Perceptions: Job Satisfaction and Gender Differences in the Workplace." *International Conference of Diversity in Organisations, Communities and Nation (Belfast, N. Ireland): Stream—Organizations*, July 19-21.
- Westover, Jonathan H. 2010. "Examining the Theoretical and Empirical Developments and Future Research Directions in the Cross-Disciplinary Job Satisfaction Literature." *International Conference on Learning (Hong Kong, China): Stream—Organizational Learning, Organizational Change*, July 6-9.
- Westover, Jonathan H. 2010. "State Welfare Provisions and Cross-national Differences in Work Quality and Job Satisfaction." *Global Studies Annual Conference (Pusan, S. Korea): Stream—Social Perspectives*, June 21-23.

- Spencer, Michelle and Westover, Jonathan H. 2010. "A Comparative International Look at Differences in Job Quality and Worker Satisfaction: The Case of France and Germany." *Utah Academy of Sciences, Arts and Letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Westover, Jonathan H. 2010. "An Examination of Workers' Perceived Job Satisfaction & Public Service Motivation in the U.S.: 1989-2005." *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Sociology of Work and Organizations, April 9.
- Westover, Jonathan H. 2010. "International Differences in Public Service Motivation & Job Satisfaction." *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Current Issues in Occupations & Profession II, April 9.
- Westover, Jonathan H. 2010. "Key Work Domains & Organizational Commitment & Job Satisfaction." *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—New Directions in Research on Work, Organizations, & Inequality, April 8.
- Westover, Jonathan H. 2010. "Real-World Application in the Classroom: Utilizing Current Research and Case-Analysis Methodology to Enhance Student Learning." *UVU 2nd Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, April 1.
- Westover, Jonathan H. and Taylor, Jeanette. 2010. "International Differences in Job Satisfaction and Public Service Motivation." *Western Academy of Management Annual Conference (Kailua-Kona, Hawaii)*: Panel Session—International, March 27.
- Westover, Jonathan H. 2010. "Enhancing Worker Productivity and Performance: A Key Work Domains Related to Job Satisfaction." *Western Academy of Management Annual Conference (Kailua-Kona, Hawaii)*: Panel Session—Organizational Behavior, March 26.
- Westover, Jonathan H. 2010. "Deseret Academy: A Strategic Management Case." *Western Case Writers Association 2010 Annual Conference (Kailua-Kona, Hawaii)*: Roundtable Session, March 25.
- Poole, Daniel and Westover, Jonathan H. 2010. "Subjective Versus Objective Reality: Temperance Movements and Modern Jihad." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 18.
- Birkholz, Ryan and Westover, Jonathan H. 2010. "Reconsidering the Influence of State Functions on Stratification, Class, and Class Conflict: The Masked Heroic Power to Structure Modern Society from the Perspectives of Marx and Weber." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 18.
- Westover, Jonathan H. 2010. "Employee Friendly Corporate Policy." *11th Annual UVU Faculty Conference*, sponsored by the Center for the Study of Ethics (Orem, UT), January 21.
- Westover, Jonathan H. 2010. "Trickle-Up Economic Development: A Critical Examination of Microfinance Programs." *International Conference on Environmental, Cultural, Economic and Social Sustainability (Cuenca, Ecuador)*: Stream—Economic Sustainability, January 5-7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A Study of Social Entrepreneurship and its Empowering Factors." *Entrepreneurship and Society Conference (Maragheh, Iran)*, December 31.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A New Look at Entrepreneurship: Hindrances to Iranian Women Entrepreneurs." *Karaj Entrepreneurship Conference (Karaj, Iran)*, December 10.

- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "IHRM and Effective Global Staffing Systems in the Iranian Context: An Exploration of Staffing Roles for HR Manager's in Iranian Organizations and other MNC's." *The International Conference on Intellectual Capital Management (Zanajn, Iran)*: Panel Session—Management and Intellectual Capital, October 7-8.
- Westover, Jonathan H. 2009. "A Cross-National Comparative Analysis of Job Quality and Worker Satisfaction." *American Sociological Association Annual Meeting (San Francisco, CA)*: Roundtable—Organizations, Occupations, and Work: Job Satisfaction, August 8-11.
- Westover, Jonathan H. 2009. "Socio-economic Status and Occupational Differences in the Experience of Mortality." *American Sociological Association Annual Meeting (San Francisco, CA)*: Roundtable—Medical Sociology: Negotiating Health, August 8-11.
- Westover, Jonathan H. 2009. "Empirically Examining Research Questions in the Social Sciences: Statistical Research Methods in Comparative International Sociology." *Science in Society Annual Conference (Cambridge, United Kingdom)*: Stream—Applied Science, August 5-7.
- Westover, Jonathan H. 2009. "A Review and Comparison of Sociological Theories of Global Development." *International Annual Conference on Interdisciplinary Social Sciences (Athens, Greece)*: Stream—Sociology, Geography, July 8-11.
- Westover, Jonathan H. 2009. "Lifelong Learning: Effective Adult Learning Strategies and Implementation for Working Professionals." *International Annual Conference on Learning (Barcelona, Spain)*: Stream—Curriculum and Pedagogy; Student Learning, Learner Experiences, Learner Diversity, July 1-4.
- Westover, Jonathan H. 2009. "World Cities and Shifting Economic Development Trajectories in the Age of Globalization." *International Annual Conference on Knowledge, Culture and Change in Organisations (Boston, MA)*: Stream—Diversity, Globalisation, Development, June 24-27.
- Westover, Jonathan H. 2009. "Sociological Theories of Global Development and the Resurgence of the Role of the State." *Global Studies Annual Conference (Dubai, United Arab Emirates)*: Stream—Cultural Perspectives, May 30-June 1.
- Downey, Dennis J., and Westover, Jonathan H. 2009. "Media Representations of Multiculturalism in the 1990s: Declining Salience and Shifting Semantics." *Texas A&M University Race & Ethnic Studies Institute's (RESI) Race, Ethnicity, and (New) Media Symposium (Austin, TX)*, April 30-May 2.
- Westover, Jonathan H. 2009. "A Gender Paradox? Gender Differences in Job Quality Characteristics & Perceived Job Satisfaction." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Gender and Work, April 11.
- Westover, Jonathan H. 2009. "Changing Trends in Workers' Perceived Job-Satisfaction & Job Quality in the US: 1989 to 1997." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—The Shifting Nature of Work II: Workplace & Labor Market, April 10.
- Westover, Jonathan H. and Wagner, Josh. 2009. "Helping Micro-Finance Nonprofit Organizations Measure Up." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Issues Surrounding Poverty & Low Wage Work, April 10.
- Westover, Jonathan H. and Taylor, Jeanette. 2009. "A Cross-National Examination of Public Service Motivation & Job Satisfaction." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Globalization, Labor & the Transformation of Work, April 9.

- Westover, Jonathan H. 2009. "Demographic Shifts & a Changing Utah Labor Market." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Labor Market, April 8.
- Westover, Jonathan H. and Taylor, Jeannette. 2009. "International Differences in Job Satisfaction: The Effects of Public Service Motivation, Rewards and Work Relations." *International Research Society for Public Management Annual Conference (Copenhagen, Denmark)*: Panel Session—Performance Management and Motivation, April 6-8.
- Westover, Jonathan H. 2009. "Statistical Research Methods in Comparative International Sociology." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session—Strategies, March 14.
- Westover, Jonathan H. 2009. "Globalization and World Cities." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session—Social Problems and Technology, March 14.
- Westover, Jonathan H. 2008. "A Cross-National Look at the Changing Nature of Gender Differences in Perceived Job Satisfaction." *Global Business Development Institute Annual International Conference (Las Vegas, NV)*, Panel Session—Global Business, October 13.
- Westover, Jonathan H. 2008. "The Changing Nature of Work in the U.S.: A Neo and Post-Fordist Look at General Motors and Google Inc." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Work, Unions, and Community, April 11.
- Westover, Jonathan H. 2008. "Economic Inequality and the Record of Microfinance: The Effectiveness/Ineffectiveness of Microfinance Programs as a Means of Alleviating Poverty." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Economic Inequality II, April 11.
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health and Occupational Differences in the Experience of Mortality." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Sociology of Health, Illness, and Medicine, April 11.
- Westover, Jonathan H. 2008. "Recent Changes in Job Characteristics, Job Quality, & Job-Satisfaction in the U.S and Abroad." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—The Sociology of Work and Organizations II, April 11.
- Westover, Jonathan H. 2008. "The Impacts of Globalization on Changing Job Quality and Worker Satisfaction: From a Cross-National Comparative Perspective." *Western Academy of Management Annual Conference (Oakland, CA)*: Panel Session—Culture in a Global Economy, March 28.
- Westover, Jonathan H. 2008. "A Look at the Utah Labor Market: A Review and application of 'Impact of Demographic Change on U.S. Labor Markets,' by Jane Sneddon Little and Robert K. Triest." *Utah Academy of Sciences, Arts, and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business and Social Sciences, March 21.
- Westover, Jonathan H. 2008. "The Changing Nature of Gender in the Workplace: A Cross-National Comparative Analysis of Gender differences in Job Quality Characteristics and Perceived Job Satisfaction." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 14.
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 14.

- Westover, Jonathan H. 2008. "A Cross-National Analysis of Job Quality Characteristics and Perceived Job Satisfaction in a Changing World Economy: Implications for Public Administrators Managing in a Multicultural Workforce." *American Society for Public Administration Annual Conference (Dallas, TX): TRACK: Demographics, Human Capital and Workforce Development in Public Service; Panel Session—Motivation and Job Satisfaction*, March 11.
- Westover, Jonathan H., and Hesterly, William. 2007. "J-Curve Effects on CEO Succession: Expectations vs. Performance as a Determinant of CEO Dismissal." *Institute for Operations Research and the Management Sciences Annual Conference (Seattle, WA): Panel Session—Planning*, November 7.
- Westover, Jonathan H. 2007. "Cross-National Comparative Analysis of Job Quality Characteristics & Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives." *Pacific Sociological Association Annual Conference (Oakland, CA): Panel Session—Work and Workplace*, March 30.
- Westover, Jonathan H., and Hesterly, William. 2007. "Firm Performance, Expectations, and CEO Succession: From a Sociological Perspective." *Pacific Sociological Association Annual Conference (Oakland, CA): Panel Session—Sociology of Organizations*, March 31.
- Downey, Dennis, and Westover, Jonathan H. 2007. "Multiculturalism: Shifting Academic Rhetoric and Popular Discourse." *Pacific Sociological Association Annual Conference (Oakland, CA): Panel Session—Does Sociology Challenge the Dominant Discourse on Race and Ethnicity?*, March 31.

Research/Articles in Progress

- Westover, Jonathan H. "The Job Satisfaction-Gender Paradox Revisited: A Cross-National Look at Gender Differences in Job Satisfaction, 1989-2005" submitted to *Journal of Global Responsibility* (status: accepted; publication forthcoming)
- Westover, Jonathan H. "Why We Trust: Institutional and Interpersonal Trust Formation and the LDS Church" submitted to *SquareTwo Journal* (status: accepted; publication forthcoming)
- Westover, Jonathan H. "A Cross-National Comparative Analysis of Job Quality and Perceived Worker Satisfaction: From Post and Neo-Fordist Perspectives" submitted to *International Journal of Human Resource Management* (status: under review)
- Westover, Jonathan H. "Comparative International Differences in Intrinsic and Extrinsic Job Quality Characteristics and Worker Satisfaction, 1989-2005" submitted to *International Journal of Organisational Behaviour* (status: under review)
- Westover, Jonathan H. "Comparative Welfare State Impacts on Work Quality and Job Satisfaction: A Cross-National Analysis" submitted to the *International Journal of Social Economics* (status: under review)
- Westover, Jonathan H. "International Differences in Job Satisfaction: From a World-Systems Perspective" submitted to *European Journal of International Management* (status: under review)
- Westover, Jonathan H. "The Impact of Comparative State-Directed Development on Working Conditions and Employee Satisfaction" submitted to *Journal of Management and Organization* (status: under review)
- Westover, Jonathan H., Doxey, Trista, and Spencer, Michelle. "European Country Contextual Differences Impacting Job Quality Characteristics and Worker Satisfaction: A Look at France and Germany from 1997 to 2005" submitted to *Global Business and Economics Review* (status: under review)

- Downey, Dennis, and Westover, Jonathan H. “Multiculturalism: Shifting Academic Rhetoric and Popular Discourse.” (In Progress)
- Westover, Jonathan H. “Cross-Cultural Impacts on Perceived Work Quality and Job Satisfaction: A Comparative International Examination.” (In Progress)
- Westover, Jonathan H. “Revisiting Hackman and Oldam’s Job Characteristics Model: A Cross-National Analysis.” (In Progress)
- Westover, Jonathan H. “Employee Commitment versus Compliance: Sources Leadership Power and Maximizing the Human Capital Potential of the Workforce.” (In Progress)

Thesis Work: M.S. Sociology

- *Thesis Title:* “A Cross-National Comparative Analysis of Job Quality Characteristics & Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives.”
- *Thesis Committee:* Dr. Michael F. Timberlake (Committee Chair), Department Chair, Professor, Department of Sociology, University of Utah; Dr. Dennis J. Downey (Committee Member), Assistant Professor, Department of Sociology, University of Utah; Dr. Gerardo Okhuysen (Committee Member), Associate Professor, Department of Business Management, University of Utah.

Thesis Work: Graduate Demography Certificate

- *Thesis Title:* “Worker Health and Occupational Differences in the Experience of Mortality.”
- *Advisors:* Dr. Ming Wen, Assistant Professor, Department of Sociology, University of Utah; Dr. Ken R. Smith, Demography Chair, Professor, Department of Family and Consumer Studies, University of Utah.

Dissertation: Ph.D. Sociology Work and Organizations, Comparative International

- *Dissertation Title:* “The International Political Economy of Job Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis.”
- *Thesis Committee:* Dr. Michael F. Timberlake (Committee Chair), Professor, Department of Sociology, University of Utah; Dr. Cheol Sung Lee (Committee Member), Assistant Professor, Department of Sociology, University of Chicago; Dr. William Hesterley (Committee Member), Professor, Department of Business Management, University of Utah; Dr. Julie Stewart (Committee Member), Assistant Professor, Department of Sociology, University of Utah; Dr. Kim Korinek (Committee Member), Assistant Professor, Department of Sociology, University of Utah.

Student Mentored Research

- Callahan, Troy. 2011. “Right to Work in the Utah Employment Context.” Presented at the *Utah Academy of Sciences, Arts and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 8.
- Doxey, Trista (Presidential Faculty Scholarly Activity Award Student Research Assistant). 2010-2011. “Reasons for Cross-National Differences in Work: Country-Contextual Determinants of Intrinsic and Extrinsic Work Characteristics Differences in Germany and France.” Presented at the *Western Social Sciences Association Annual Conference (Salt Lake City, UT)*, Panel Session—Organizational Behavior, April 15.
- MacDonald, Skyler (Undergraduate Senior Thesis Project). 2010. “HR Solutions to Obesity in the Workplace.” Presented at the *Utah Academy of Sciences, Arts and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 8.

- Spencer, Michelle (CEL Engaged Learning Grant Research Assistant). 2010. “A Comparative International Look at Differences in Job Quality and Worker Satisfaction: The Case of France and Germany.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Spencer, Michelle (CEL Engaged Learning Grant Research Assistant). 2010. “Human Resource Management and Multinational Corporations: A Utah Perspective.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Nelson, Christopher (Undergraduate Senior Thesis Project). 2010. “Complex Job Structure and Intelligence: A Research Proposal.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Bogdan, David. 2010. “Fraud Prevention through the Human Resource Department.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Carper, Deborah. 2010. “Social Networking as a Recruiting Tool.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.

Other Relevant Academic Research Experience

- Research Team Member for Real Victory Project, Brigham Young University; Character Development Model, Behavioral Modification, Offender Treatment, Recidivism Reduction. Fall 2007—Present.
- Research Assistant for Dr. Dennis Downey, Sociology Department, University of Utah; Contemporary Social Diversity, Shifting Academic Rhetoric of Multiculturalism in Popular Discourse. Fall 2005—Fall 2006.
- Research Assistant for Dr. David Hart, George W. Romney Institute of Public Management, Brigham Young University; Ethics and Organizational Theory, Free-Market Fundamentalism and Ethical Concerns, Moral Sense Theory and Evolutionary Psychology, The Ethics of Business and Society. Fall 2004—Summer 2005.
- Research Assistant for Dr. Bruce Brown, Psychology Department, Brigham Young University; Organizational Assessment, Leadership Philosophy in Industrial and Organization Psychology, Survey of Organizational Climate and 360 Feedback Instruments. Fall 2004—Spring 2005.
- Research Assistant for Dr. Matthew Spackman, Psychology Department, Brigham Young University; Emotion Regulation and Responsibility, How Voice Qualities Communicate Emotions. Summer—Fall 2004.
- Research Assistant for Dr. Rex Facer, George W. Romney Institute of Public Management, Brigham Young University; Public Budgeting and Finance, Implications of the International Fuel Tax. Summer 2004.
- Assistant for Leon A. Westover, ABD; Personal Attributes Inventory development and application. Ongoing.
- Other Substantial Research Involvement: Literature review and instrument development for “The Dissonance Between the Perceived Ideal Workplace and Employee Satisfaction,” Justin Calapp, BYU Psychology PHD Candidate; Qualitative interviewer for Geneva Steel Socioeconomic Impact Study, Dr. Bruce Chadwick, Sociology Department, BYU; Phone Interviewer for 2002 Salt Lake City Olympics Community Impact Study, Dr. Vaughn Call, Sociology Department, BYU.

Professional/Advocacy/Consulting Research Articles/Reports

- Westover, Jonathan H., Westover, Alan, and Westover, Andrew. 2009. "Wasatch Mental Health Worker Motivation Analysis Report." Prepared for *Wasatch Mental Health Executive Board*, Internal Report, March.
- Westover, Jonathan H., and Westover, Alan. 2008. "Kiddie Kandids Human Resource Team Report." Prepared for *Kiddie Kandids Corporate Human Resources Department*, Internal Report, July.
- Westover, Jonathan H., and Westover, Alan. 2008. "Kiddie Kandids Human Resource Employee Screening." Prepared for *Kiddie Kandids Corporate Human Resources Department*, Internal Report, May.
- Westover, Jonathan H. 2006. "Training and Development Strategic Plan." Prepared for *InterContinental Hotels Group Corporate Training and Development*, Internal Report, February.
- Berndt, Brian, and Westover, Jonathan H. 2005. "Tooele City Economic Development Strategic Plan." Prepared for *Tooele City Corporation*, Internal Report, December.
- Berndt, Brian, and Westover, Jonathan H. 2005. "Tooele City Economic Development Business Assessment." Prepared for *Tooele City Corporation*, Internal Report, November.
- Berndt, Brian, and Westover, Jonathan H. 2005. "2005 Tooele City Community Assessment." Prepared for *Tooele City Corporation*, Community Report, November.
- Westover, Jonathan H. 2005. "Organizational Effectiveness Study." Prepared for *Convergys Corporation*, Internal Report, May.
- Westover, Jonathan H. 2005. "Managing Corporate Change and Cultural Alignment Study." Prepared for *LG Electronics*, Internal Report, April.
- Westover, Jonathan H., Gettys, Alicia, and Gledhill, Rebecca. 2004. "Student Attitudes on Rural Utah: Students Interested in Social Work Careers." Prepared for *Utah Department of Human Services*, Internal Report, December.
- Westover, Jonathan H., Elder, Leif, and McPherson, Eric. 2004. "Prisoner Rehabilitation and Re-entry Study." Prepared for *Real Victory Foundation*, December.
- Westover, Jonathan H. 2004. "2004 United Way of Utah County Community Assessment." Prepared for *United Way of Utah County*, August.
- Deeter, Cody, Houston, Janice, Palmer, Tyler, and Westover, Jonathan H. 2004. "Utah County Feasibility Study: Financial Analysis of Alpine School District Division." Prepared for *Utah County Special Committee on School District Division*, June.
- Smith, Matt, Wight, Anna, and Westover, Jonathan H. 2004. "Human Resource Systems and Customer Service Analysis Report." Prepared for *Brigham Young University Human Resource Services*, Internal Report, May.
- Westover, Jonathan H., Herzog, Erin, Murdock, Rick, and Hong, Kap-pyo. 2004. "Charitable Contributions Report: Survey of Utah County Residents." Prepared for *United Way of Utah County*, April.
- Westover, Jonathan H. 2002. "A Mixed-Methods Analysis of Training Effectiveness, Autonomy, and Stakeholder Support in a Hierarchical Organization." Prepared for *Missionary Training Center*, Internal Report, April.

Professional/Community Presentations

- Westover, Jonathan H., Westover, Alan, and Westover, Andrew. 2009. "Wasatch Mental Health Worker Motivation Analysis." Presented to *Wasatch Mental Health Executive Board*, March.
- Westover, Jonathan H. 2006. "Training and Development Strategic Plan." Presented to *InterContinental Hotels Group—Corporate Training and Development Office*, February.

- Berndt, Brian, and Westover, Jonathan H. 2005. "Tooele City Economic Development Strategic Plan," Presented to *Tooele City Council*, December.
- Berndt, Brian, and Westover, Jonathan H. 2005. "Tooele City Economic Development Business Assessment," Presented to *Tooele City Council*, November.
- Cherrington, David, Westover, Jonathan H., Elder, Leif, and McPherson, Eric. 2004. "Prisoner Rehabilitation and Re-entry Study." Presented to *Real Victory Foundation*, December.
- Deeter, Cody, Houston, Janice, Palmer, Tyler, and Westover, Jonathan H. 2004. "Utah County Feasibility Study: Financial Analysis of Alpine School District Division," Presented to *Utah County Special Committee on School District Division*, April.
- Westover, Jonathan H., Herzog, Erin, Murdock, Rick, and Hong, Kap-pyo. 2004. "Charitable Contributions Report: Survey of Utah County Residents," Presented to *United Way of Utah County*, April.

Magazine Articles/Stories

- Westover, Jonathan H. Forthcoming. "Family Conversion and Healing through the Power of Hymns." *Ensign*.
- Westover, Jonathan H. Forthcoming. "Sacrifice and the Blessings of Meaningful Church Service." *Ensign*.
- Westover, Jonathan H. 2010. "Turn Off the TV." *Ensign*, p. 69.
- Westover, Jonathan H. 2010. "Turn Off the TV." *Liahona*, p. 41.
- Westover, Jonathan H. 2010. "Ready to Serve." *New Era*, p. 44-45.
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- Westover, Jonathan H. 2007. "The Evolution of my Personal Scripture Study: A Different Way to Study the Scriptures." *LDS Living*, September/October Edition.
- Westover, Jonathan H. 2007. "The 217-Mile Trek." *Meridian Magazine*, September.
- Westover, Jonathan H. 2007. "Financial Freedom and the Blessings of a Debt-Free Life." *Meridian Magazine*, August.
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- Westover, Jonathan H. 2007. "Thou Art the Christ, My Lord." *Desert Saints Magazine*, August, Issue 71, p. 29.
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- Westover, Jonathan H. 2006. "On the Subway in Seoul." *Desert Saints Magazine*, December, Issue 63, p. 22-23.
- Westover, Jonathan H. 2006. "Sean's Story." *Meridian Magazine*, November.

Newspaper Op-Ed/Articles/Letters

- Westover, Jonathan H. 2011. "Meaning of Levelheaded." *Deseret News*, November 9.
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- Westover, Jonathan H. 2007. "Utah's Low Wages." *Salt Lake Tribune*, November 23.
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- Westover, Jonathan H. 2007. "High School Musical II: Clean and Fun Family Entertainment." *Beehive Standard Weekly*, August 18.
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- Westover, Jonathan H. 2007. "Mass Deportation not an Option." *Tooele Transcript Bulletin*, March 20, A4.
- Westover, Jonathan H. 2007. "Faith Precedes the Film that Claims to Show Christ's Tomb." *The Daily Herald*, March 16, A6.
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- Westover, Jonathan H. 2007. "Illegal Immigrants' Kids that are Uneducated are Costlier." *The Daily Herald*, March 2, A6.
- Westover, Jonathan H. 2007. "No 'Crime Wave' from Mexico." *Deseret Morning News*, February 28, A14.
- Westover, Jonathan H. 2007. "If Utah Pays Teachers Well, Shortage Will Go Away." *The Daily Herald*, January 31, A6.
- Westover, Jonathan H. 2007. "Pay More to Get More Teachers." *Tooele Transcript Bulletin*, January 30, A4.
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- Westover, Jonathan H. 2007. "Surgery May Stunt Child's Spirit as Well as Body." *The Daily Herald*, January 23, A6.
- Westover, Jonathan H. 2007. "Rocky Balboa Hits Audiences Just Right." *Beehive Standard Weekly*, January 8.
- Westover, Jonathan H. 2007. "Free Market not Health-Care Answer." *Deseret Morning News*, Jan. 5, A16.
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- Westover, Jonathan H. 2006. "U.S. Must Improve Relations with Other Countries." *The Daily Herald*, November 16, A6.
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- Westover, Jonathan H. 2006. "Voluntary Giving Isn't Enough." *Deseret Morning News*, November 5, G2.
- Westover, Jonathan H. 2006. "North Korean Nuke Threat." *Tooele Transcript Bulletin*, October 24, A4.
- Westover, Jonathan H. 2006. "Poverty's Causes, Solutions Vary." *Deseret Morning News*, October 6, A14.
- Westover, Jonathan H. 2006. "Torture Stance Oversimplified." *Deseret Morning News*, October 1, G2.
- Westover, Jonathan H. 2006. "Inflammatory Language Bad for Public Debate." *Salt Lake Tribune*, September 30, A12.
- Westover, Jonathan H. 2006. "Cherished Rights in Peril." *Tooele Transcript Bulletin*, August 29, A4.
- Westover, Jonathan H. 2006. "Small-Town Politics and the Political Elite." *Tooele Transcript Bulletin*, March 21, A4.

Academic/Professional Service

- Associate Editor, Vol. 2, *The International Journal of Science in Society*, Fall 2011.
- Utah Valley University Assessing Engagement Committee, 2011—Present.
- Session Chair/Discussant, *Utah Business Sustainability Conference (SLC, UT)*, Session Title—“Creative Social Impact”, September 23, 2011.
- Community Investment Committee Member, United Way of Utah County, 2011—Present.
- International Advisory Board Member, International Conference on Innovation, Management and Technology Research, 2011—Present.
- Advisory Board Member, Volunteer & Service-Learning Center, 2011—Present.
- Chair, Service-Learning Distinction Appeals Committee, 2011—Present.
- Associate Editor, Vol. 18, *The International Journal of Learning*, Spring 2011.
- Session Chair, *Western Decision Sciences Institute Annual Conference (Portland, OR)*, Session Title—“Ideas and Issues in Global Business”, April 3-8, 2011.
- Editorial Board, Vol. 87, *Journal of the Utah Academy of Sciences, Arts, and Letters*, Spring 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” March 10-13, 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“New Directions in Work and Organizations I.” March 10-13, 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“New Directions in Work and Organizations II.” March 10-13, 2011.
- Faculty Advisor, *UVU Neighbors in Need*, Spring 2011—Present.
- Committee Member, *Woodbury School of Business Statistics Search Committee*, Fall 2010—Present.
- Board Member, *Self Reliance of Utah*, Fall 2010—Present.
- Faculty Advisor, *UVU Students in Free Enterprise (SIFE) Student Chapter*, Fall 2010—Present.
- Faculty Co-Advisor, *UVU Golden Key Student Chapter*, Fall 2010—Present.
- Committee Member, *Marketing Department Search Committee*, Fall 2010—Present.
- Task Force Member, *UVU Woodbury School of Business MBA Strategy Task Force*, Summer 2010—Present.
- Faculty Advisor, *UVU Net Impact Undergraduate Student Chapter*, Spring 2010—Present.
- Board Member/Business Chair, *Utah Academy of Science, Arts, and Letters*, Winter 2010—Present.
- Advisory Board Member, *UVU Business Incubator*, Winter 2010—Present.
- Committee Member, *UVU Service Learning Committee*, Fall 2009—Present.
- Editorial Board, Vol. 88, *Journal of the Utah Academy of Sciences, Arts, and Letters*, Spring 2010.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2010 Annual Conference (Oakland, CA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 8, 2010.

- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2010 Annual Conference (Oakland, CA)*, Session Title—"Sociology of Work and Organizations." April 8, 2010.
- Session Organizer, *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, Session Title: "Business Track—Faculty Research." April 9, 2010.
- Session Organizer, *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, Session Title: "Business Track—Student Research." April 9, 2010.
- Ad Hoc Reviewer, *Academy of Management 2010 Annual Conference: Organizational Behavior Division (Montreal, CA)*, Spring 2010.
- Ad Hoc Reviewer, *Western Academy of Management 2010 Annual Conference (Kona, Hawaii)*, Spring 2010.
- Associate Editor, Vol. 8, *The International Journal of the Humanities*, Fall 2010.
- Associate Editor, Vol. 17, *The International Journal of Learning*, Spring 2010.
- Associate Editor, Vol. 3, *The Global Studies Journal*, Summer 2010.
- Associate Editor, Vol. 2, *The International Journal of Science in Society*, Summer 2010.
- Associate Editor, Vol. 10, *International Journal of Knowledge, Culture and Change Management*, Spring 2010.
- Associate Editor, Vol. 7, *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Spring 2010.
- Associate Editor, Vol. 10, *The International Journal of Diversity in Organizations, Communities and Nations*, Spring 2010.
- Associate Editor, Vol. 5, *The International Journal of Interdisciplinary Social Sciences*, Spring 2010.
- Associate Editor, Vol. 5, *International Journal of Environment, Cultural, Economic, and Social Sustainability*, Fall 2009.
- Associate Editor, Vol. 9, *The International Journal of Diversity in Organizations, Communities and Nations*, Fall 2009.
- Associate Editor, Vol. 9, *International Journal of Knowledge, Culture and Change Management*, Fall 2009.
- Associate Editor, Vol. 6, *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Fall 2009.
- Reviewer/Board Member, *International Journal of Management and Innovation*, Fall 2009—Present.
- Ad Hoc Reviewer, *International Journal of Organizational Analysis*, Summer 2009—Present.
- Ad Hoc Reviewer, *Sociological Perspectives*, Summer 2009—Present.
- Faculty Advisor, *UVU Society for Human Resource Management (SHRM) Student Chapter*, Fall 2009—Present.
- Associate Editor, Vol. 1, *The International Journal of Science in Society*, Summer 2009.
- Ad Hoc Reviewer, *Academy of Management 2009 Annual Conference: Organizational Behavior Division (Chicago, IL)*, Spring 2009.
- Associate Editor, Vol. 2, *The Global Studies Journal*, Summer 2009.
- Associate Editor, Vol. 9, *International Journal of Knowledge, Culture and Change Management*, Spring 2009.
- Associate Editor, Vol. 16, *The International Journal of Learning*, Spring 2009.
- Ad Hoc Reviewer, *Western Academy of Management 2009 Annual Conference (Midway, UT)*, Spring 2009.

- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2009 Annual Conference (San Diego, CA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 9, 2009.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2009 Annual Conference (San Diego, CA)*, Session Title—“Work and Organizations.” April 9, 2009.
- Ad Hoc Reviewer, *Western Academy of Management 2009 Annual Conference (Midway, UT)*.
- Moderator, *Society for the Interdisciplinary Study of Social Imagery 2009 Annual Conference (Colorado Springs, CO)*, Session Title—“Convergence, Technology, and the People.” March 13, 2009.
- Discussant/Facilitator, *Western Academy of Management 2008 Annual Conference (Oakland, CA)*, Session Title—“International Strategy and Financial Analysis.” March 28, 2008.
- Moderator, *American Society for Public Administration (Dallas, TX)*, Session Title—“Motivation and Job Satisfaction.” March 11, 2008.
- Ad Hoc Reviewer, *Journal of Managerial Issues*, Winter 2008—Present.
- Ad Hoc Reviewer, *Western Academy of Management 2008 Annual Conference (Oakland, CA)*.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2008 Annual Conference (Portland, OR)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 12, 2008.
- Ad Hoc Reviewer, *Journal of Business and Public Policy*, Summer 2007—Present.
- Ad Hoc Reviewer, *Journal of Business and Applied Management*, Summer 2007—Present.
- Ad Hoc Reviewer, *Contemporary Management Research*, Summer 2007—Present.
- Ad Hoc Reviewer, *GLOBE Management Review*, Summer 2007—Present.
- Ad Hoc Reviewer, *Journal of Behavioral and Applied Management*, Summer 2007—Present.
- Ad Hoc Reviewer, *Sociological Research Online*, Summer 2007—Present.
- Ad Hoc Reviewer, *Electronic Journal of Sociology*, Spring 2007—Present.
- Member, Student Advisory Committee for Faculty Retention, Promotion, and Tenure; Sociology Department, University of Utah, 2005—Present.

Academic Administrative Experience

- Director of Academic Service Learning, Utah Valley University, 2011—Present.
- Business Chair/Board Member, Utah Academy of Sciences, Arts, and Letters, 2009—Present.
- Program Coordinator/Lead Teacher, UVU Woodbury School of Business Human Resource Management Courses, 2009—Present.
- Southeast Asian Area Training Supervisor, BYU-Missionary Training Center, 2003.

Academic/Professional Affiliations

- Member, American Association for the Advancement of Science, 2011
- Member, American Sociological Association, 2005

- Member, ASA Section on Organizations, Occupations, and Work, 2005
- Member, ASA Section on Comparative and Historical Sociology, 2006
- Member, ASA Section on Political Economy of the World System, 2006
- Member, ASA Section on Political Sociology, 2006
- Member, ASA Section on Economic Sociology, 2008
- Member, Pacific Sociological Association, 2005
- Member, Academy of Management, 2007
 - Member, Western Academy of Management, 2007
 - Member, Midwest Academy of Management, 2007
- Member, Institute of Behavioral and Applied Management, 2007
- Member, American Society for Public Administration, 2007
- Member, Society of Human Resource Management, 2002

Honors/Awards/Scholarships/Grants

- Fulbright Scholar Award, Minsk Belarus (2011-2012).
- Utah Commission on Volunteers Recognition, State of Utah Office of the Lieutenant Governor, 2011
- UVU Full-time Faculty Member of the Year (Spring 2011): This award is presented to the full-time faculty member who has demonstrated academic excellence, exceptional teaching style, and dedication to students in and out of the classroom. The recipient of this award has profoundly enhanced the learning environment at UVU.
- Woodbury School of Business Summer Research Grant (Summer 2011).
- UVU Faculty Research Travel Grant (Spring 2011).
- Sam Walton Fellow (Fall 2010-Present).
- UVU Presidential Faculty Scholarly Activities Award (2010-2011).
- Woodbury School of Business Summer Research Grant (Summer 2010).
- UVU Faculty Research Travel Grant (Spring 2010).
- UVU Center for Engaged Learning Grant (Spring 2010).
- Utah Valley University Service Learning Fellowship (Fall 2009).
- Outstanding Reviewer Award from the OB Division of the Academy of Management (Summer 2009).
- Graduate Research Award, University of Utah (Spring 2009).
- Best Reviewer Award, *Contemporary Management Research* (Fall 2008).
- University of Utah College of Social and Behavioral Sciences Dean's List (Fall 2006).
- George W. Romney Institute of Public Management Top 10 Students GPA (Class 2005).
- Marriott School of Business Dean's List (Fall 2004, Winter 2005).
- Lave & Nellie Bertelsen Public Management Scholarship (Fall 2004-Winter 2005).
- George W. Romney Not for Profit Management Scholarship (Fall 2004-Winter 2005).
- George W. Romney Institute of Public Management Academic Scholarship (Fall 2003-Winter 2004).
- 4th place finish in SHRM regional competition (Spring 2003).
- Marriott School of Business Dean's List (Spring 2001).
- Academic Scholarship (BYU, Winter 2001-Winter 2003)
- Missouri Western University Honor Student's Dean's List (Winter-Fall 1997).
- Missouri Western University Presidential Scholarship (Winter-Fall 1997).

Community Service/Leadership Experience

Chartered Organizational Representative/Scout Committee

Lehi, UT

Fall 2008–Fall 2011

Boy Scouts of America

- Lead the Cub, Boy Scout, Varsity, and Venture programs in local BSA unit of 50+ boys.

Assistant Scout Master

Lehi, UT

Fall 2007–Fall 2008

Boy Scouts of America

- Organize and lead local 11-year-old scout patrol and mentor young scout-age boys.

Volunteer Tutor

Lehi, UT

Fall 2007–Winter 2009

Rippy Literacy Center

- Tutor children and adults in various subjects, including reading, math, and computers

Scout Master

Tooele, UT

Winter 2007–Fall 2007

Boy Scouts of America

- Organize and lead local scout troop and mentor young scout-age boys.

Volunteer Student Mentor/Tutor

Provo, UT

Fall 2004–Spring 2005

Dixon Middle School

- Mentored/tutored weekly two Korean middle school students in their ESL class.

Community Development Volunteer

Provo, UT

Fall 2003, 2004

United Way Day of Caring

- Implemented neighborhood revitalization efforts.

BYU SHRM Chapter Member/Competition Team Member

Provo, UT

Fall 2002–Spring 2003

Society of Human Resource Management

- One of four BYU students that represented the University at the regional SHRM competition held in the Spring.

Vice President, Executive Treasurer

Provo, UT

Fall 2000–Spring 2003

BYU Korean Interest Association

- Provided vision and leadership in the planning and coordination of club fundraising and bi-semester activities.
- Revitalized organization's historical and financial records.

Full-time Volunteer Representative

Seoul, Korea

Feb. 1998–Mar. 2000

The Church of Jesus Christ of Latter-day Saints

- Motivated and led the community service efforts of 25-30 fellow volunteers.
- Taught weekly English and culture classes to groups of 10-30 native Koreans.

Youth Mentor

Salem, OR

Fall 1995–Fall 1996

Boys and Girls Club of Salem

- Mentored weekly middle school-aged youth and helped organize activities.

Other Work Experience

Teaching and Research Assistant

Salt Lake City, UT

Fall 2005–Spring 2007

University of Utah Department of Sociology

- Conducted weekly review sessions for students and assisted in teaching weekly class lectures and assisted in the development of course materials and syllabi.
- Developed and graded quizzes and assignments, and managed and update class information and grades on WebCT.
- Performed library research, and assisted lead professors in research projects.

Research Assistant

Provo, UT

Spring 2005–Summer 2005

George W. Romney Institute of Public Management

- Assisted lead professor in a variety of research projects.

Operations Management Intern

Murray, UT

Winter–Spring 2005

Convergys Corporation

- Supervised, coached, monitored, trained, and developed 30 production level employees.
- Shadowed all departments over the course of 4 months, conducted an organizational effectiveness analysis, and made recommendations to management.

Research Analyst

Provo, UT

Fall 2004–Winter 2004

Real Victory Foundation

- Conducted background research on prisoner rehabilitation and re-entry.

Teaching and Research Assistant

Provo, UT

Summer 2004–Spring 2005

George W. Romney Institute of Public Management

- Developed and graded quizzes, graded assignments, managed and updated class information and grades on Blackboard.
- Assisted in the development of course materials and syllabi.
- Performed library research, and assisted lead professors in research projects.

International Student Tutor

Provo, UT

Fall 2003–Spring 2005

George W. Romney Institute of Public Management

- Assisted MPA international students with class assignments, as well as language cultural adjustments.

Customer Service Representative

Provo, UT

Spring 2003–Summer 2003

Marketing Ally

- Responded to inbound calls from mortgage customers and explained refinance options.

Phone Interviewer

Provo, UT

Summer 2000–Fall 2000

Worthlin Worldwide

- Conducted telephone interviews on political issues and obtained statistical data.

Mechanic/Laborer

Gallatin, MO

Spring 2000–Fall 2000

Landmark Manufacturing

- Assembled suspension systems for tractor trailers.

Event Operations Assistant

Kansas City, MO

Summer 2000

Kansas City Blues and Jazz Festival

- Assisted in event operations, and developed/maintained relationships with local vendors.

Isle Coordinator

Hamilton, MO

Summer 1996–Winter 1998

Esry's I.G.A. Supermarket

- Coordinated stock distribution, arranged sale displays, and supervised register use.

Construction Worker

Salem, OR

Summer 1997

Reed Basements and Foundations

- Arranged materials and tools, erected form walls, and worked cement.

Math Tutor

Salem, OR

Fall 1995–Spring 1996

Independent

- Tutored middle school student in algebra twice a week.

Waiter

Salem, OR

Summer 1995–Winter 1996

Capital Manor Retirement Home

- Waited tables, set table arrangements, and cleaned dining area after meals.

Newspaper Deliverer

Salem, OR

Fall 1989–Fall 1995

Statesmen Journal Newspaper

- Delivered daily newspapers and collected monthly payments from customers.