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EDUCATION

- Ph.D. in Business University of Alberta, 1991
Major: Organizational Analysis
Minors: Sociology, Research Methods/Statistics
Dissertation: A Multiple Rationalities Model of Transformational Change:
 Understanding the Ubiquity of Change
- B.Comm., Honors University of Manitoba, 1984
Major: Organizational Behaviour/Management

BOOKS

- Neubert, M., & Dyck, B. (2021). *Organizational Behavior: For a better tomorrow (2nd ed.)*. New York: John Wiley & Sons.
- Dyck, B., Caza, A., & Starke, F. (2018). *Management: Financial, social and ecological well-being*. Winnipeg: Sapajo Publishing. (2019 Best Book Award (Pedagogy/Policy), International Humanistic Management Association)
- Dyck, B., Caza, A., & Starke, F. (2017). *Management: Entrepreneurship, financial, and socio-ecological well-being*. Winnipeg: Sapajo Publishing.
- Neubert, M., Dyck, B., Waller, M.J., & Medcoff, T. (2016). *Organizational Behaviour (Canadian edition)*. Toronto, ON: John Wiley & Sons Canada, Ltd.
- Neubert, M., & Dyck, B. (2014). *Organizational Behavior*. New York: John Wiley & Sons.
- Dyck, B. (2013). *Management and the Gospel: Luke's radical message for the first and twenty-first centuries*. New York: Palgrave-Macmillan.
- Dyck, B., & Neubert, M. (2010). *Management: Current practices and new directions*. Boston MA: Cengage/Houghton Mifflin.

RESEARCH

Research projects currently in progress

- Buchanan, S., Shourkaei, M. and Dyck, B. (2022) Vote the Assholes Out: How Social-Symbolic Work Aligns Stakeholders for Corporate Activism. Invitation to revise and resubmit at *Journal of Management Studies*.
- Dyck, B., Manchanda, R., Vagianos, S., & Bernardin, M. (2022) Sustainable marketing: An exploratory study of a sustain-centric, versus profit-centric, approach. Invitation to revise and resubmit at *Business and Society Review*.
- Dyck, B., Liao, C., & Manchanda, R. (2022). The effect of teaching multiple approaches to management on students' subsequent investment decisions: Implications for Responsible Management Education. Under review at *Journal of Education for Business*.
- Dyck, B., Liao, C., & Manchanda, R. (2022). Putting people and planet ahead of profits: Nudges in Investor Profile Questionnaires. Under review at *Journal of Sustainable Finance & Investment*.
- Dyck, B. & Vagianos, S. (2022). Are non-kinship-based family firms key to socio-ecological sustainability?: An exploratory study. Near ready for submission to *Humanistic Management Journal*.
- Shourkaei, M., Taylor, K. & Dyck, B. How to create a responsible supply chain: An institutional work perspective. Working paper being prepared for *Journal of Cleaner Production*.
- Hajmohammed, S., Silvestre, B., & Dyck, B. Life cycle analysis of social well-being: A systemic literature review. In data collection and analysis phase.

Publications in refereed journals

- Dyck, B. (2022). Sin and missing the mark in business: A Lukan perspective. *Journal of Management, Spirituality & Religion*, 19(1), 45-72.
- Dyck, B., & Caza, A. (2021). An exploratory study of corporate singing: Relationships of rhythm, melody, and harmony with culture. *Journal of Management, Spirituality and Religion*, 18(2): 74-99. [Most Innovative Paper of the Year Award winner]
- Dyck, B., & Caza, A. (2021). Teaching multiple approach to management to facilitate prosocial and environmental well-being. *Management Learning*, 53(1): 98-122.
- Dyck, B., & Manchanda, R. (2021). Sustainable marketing based on virtue ethics: Addressing socio-ecological challenges facing humankind. *Academy of Marketing Science Review*, 11: 115-132.
- Dyck, B. (2020). The integral common good: Implications for Mele's seven key practices of humanistic management. *Humanistic Management Journal*, 5(1): 7-23.
<https://doi.org/10.1007/s41463-020-00083-w>
- Dyck, B., Walker, K., & Caza, A. (2019). Antecedents of sustainable organizing: A look at the relationship between organizational culture and the triple bottom line. *Journal of Cleaner Production*, 231: 1235-1247.
- Dyck, B., & Purser, R. (2019). Faith, *theoria* and OMT: A Christian and a Buddhist walk into a

- business school. *Academy of Management Perspectives*, 33(3): 264-279.
- Dyck, B. & Silvestre, B. (2019). A novel approach to facilitate the adoption of sustainable innovations in low-income countries: Lessons from small-scale farms in Nicaragua. *Organization Studies*, 40(3), 443-461.
- Dyck, B. & Silvestre, B. (2019). Enhancing socio-ecological value creation through sustainable innovation 2.0: Moving away from maximizing financial value capture. *Journal of Cleaner Production*, 171, 1593-1604.
- Walker, K., Dyck, B., Zhang, J., & Starke, F. (2019). The use of praxis in the classroom to evoke student transformation. *Journal of Business Ethics*, 157, 199-216.
- Dyck, B. (2017). Reflecting on 25 years of teaching, researching, and textbook-writing for introduction to management: An essay with some lessons learned. *Journal of Management Education*, 41(6): 817-834.
- Dyck, B., & Greidanus, N.S. (2017). Quantum Sustainable Organizing Theory: A study of Organization Theory as if matter mattered. *Journal of Management Inquiry*, 26(1): 32-46.
- Neubert, M., & Dyck, B. (2016). Developing sustainable management theory: Goal-setting theory based in virtue. *Management Decision*, 54(2): 304-320.
- Dodd, S. D., & Dyck, B. (2015). Agency, stewardship, and the universal-family firm: A qualitative historical analysis. *Family Business Review*, 28(4): 312-331.
- Brotheridge, C., Neufeld, D., & Dyck, B. (2015). Communicating virtually in a global organization. *Journal of Managerial Psychology*, 30(8): 909-924.
- Walker, K., Ni, N., & Dyck, B. (2015). Recipes for successful sustainability: Empirical organizational configurations for strong Corporate Environmental Performance. *Business Strategy and the Environment*, 24(1): 40-57.
- Walker, K., & Dyck, B. (2014). The primary importance of corporate social responsibility and ethicality in corporation reputation: An empirical study. *Business and Society Review*, 119(1): 147-174.
- Christie, N., Dyck, B., Morrill, J. & Stewart, R. (2013). CSR and accounting: Drawing on Weber and Aristotle to rethink Generally Accepted Accounting Principles. *Business and Society Review*, 118 (3): 383-411.
- Dyck, B. (2013). A proven way to incorporate Catholic Social Thought in business school curriculae: Teaching two approaches to management in the classroom. *Journal of Catholic Higher Education*, 32(1): 145-163.
- Dyck, B., & Wiebe, E. (2012). Salvation, theology and organization theory across the centuries. *Organization*, 19(3): 299-324.
- Chen, F., Bapuji, H., Dyck, B., & Wang, X. (2012). I learned more than I taught: The hidden dimension of learning in knowledge transfer. *The Learning Organization*, 19(2): 109-120.
- Dyck, B., Walker, K., Starke, F. & Uggerslev, K. (2012). Enhancing critical thinking by teaching two distinct approaches to management. *Journal of Education for Business*, 87(6): 343-357.
- Dyck, B., Starke, F.A., & Weimer, J. (2012). Toward understanding management in first century Palestine. *Journal of Management History*, 18(2): 137-165.

- Bell, G.G., & Dyck, B. (2011). Conventional resource-based theory and its radical alternative: A less materialist-individualist approach to strategy. *Journal of Business Ethics*, 99(1): 121-130.
- Driscoll, C., Wiebe, E. & Dyck, B. (2011). Nature is prior to us: Applying Catholic Social Thought and Anabaptist-Mennonite Theology to the ethics of stakeholder prioritization for the natural environment. *Journal of Religion and Business Ethics*, 3(1), 1-23.
- Dyck, B., Walker, K., Starke, F., & Uggerslev, K. (2011). Addressing concerns raised by critics of business schools by teaching multiple approaches to management. *Business and Society Review*, 116 (1): 1-27.
- Starke, F.A., Sharma, G., Mauws, M.K., Dyck, B. & Dass, P. (2011). Exploring archetypal change: The importance of leadership and its substitutes. *Journal of Organizational Change Management*, 24 (1): 29-50.
- Dyck, B., & Wong, K. (2010). Corporate spiritual disciplines and the quest for organizational virtue. *Journal of Management, Spirituality and Religion*, 7(1):7-29.
- Dyck, B., Starke, F., & Dueck, C. (2009). Management, prophets and self-fulfilling prophecies. *Journal of Management Inquiry*, 18(3): 184-196.
- Dyck, B., Neubert, M., & Wong, K. (2008). Unchaining Weber's iron cage: A look at what managers can do. *Christian Scholars Review*, 38(1): 41-60.
- Dyck, B., Starke, F., & Mauws, M. (2008). Teaching versus learning: An exploratory longitudinal case study. *Journal of Small Business & Entrepreneurship*, 21(1): 37-58.
- Lawrence, T., Dyck, B., Maitlis, S., & Mauws, M. (2006). The underlying structure of continuous change. *MIT Sloan Management Review*, 47(4): 59-66.
- Dyck, B., Starke, F., & Dueck, C. (2006). Just what was Jesus saying?: Two interpretations of the parable of the shrewd manager. *Journal of Biblical Integration in Business*, Fall: 111-140.
- Dyck, B., & Weber, J.M. (2006). Conventional versus radical moral agents: An exploratory empirical look at Weber's moral-points-of-view and virtues. *Organization Studies*, 27(3): 429-450.
- Dyck, B., Mischke, G., Starke, F., & Mauws, M. (2005). Learning to build a car: An empirical investigation of organizational learning. *Journal of Management Studies*, 42 (2): 387-416. (Awarded the JMS "Paper of the Year" prize in August, 2006, at the Academy of Management meetings.)
- Lawrence, T.B., Mauws, M.K., Dyck, B., & Kleysen, R.F. (2005). The politics of organizational learning: Integrating power into the 4I framework. *Academy of Management Review*, 30 (1): 180-191.
- Dyck, B., & Starke, F. (2005). Looking back and looking ahead: A review of the most frequently cited biblical text in the first decade of *The Journal of Biblical Integration in Business*, Fall: 134-153.
- Dyck, B., & Schroeder, D. (2005). Management, theology and moral points of view: Towards an alternative to the conventional materialist-individualist ideal-type of management. *Journal of Management Studies*, 42(4): 705-735.

- Dyck, B., Starke, F., Harder, H., & Hecht, T. (2005). Do the structures of religious organizations reflect their statements-of-faith? An exploratory study. *Review of Religious Research*, 47(1): 51-69.
- Starke, F., Dyck, B., & Mauws, M. (2003). Coping with the sudden loss of an indispensable employee: An exploratory case study. *Journal Applied Behavioral Science*, 39(2): 208-228.
- Dyck, B. (2003). Exploring congregational clans: Playing the 'Mennonite Game' in Winnipeg. *Journal of Mennonite Studies*, 21: 37-155.
- Dyck, B. (2002). Organizational learning, microfinance, and replication: The case of MEDA in Bolivia. *Journal of Developmental Entrepreneurship*, 7(4): 361-382.
- Dyck, B., Mauws, M., Starke, F., & Mischke, G.A. (2002). Passing the baton: The importance of sequence, timing, technique and communication in executive succession. *Journal of Business Venturing*, 17(2): 143-162.
- Dyck, B., & Kleysen, R. (2001). Aristotle's virtues and management thought: An empirical exploration of an integrative pedagogy. *Business Ethics Quarterly*, 11(4): 561-574.
- Mischke, G.A., Mauws, M.K., Starke, F., & Dyck, B. (2001). Westward Industries Ltd., NACRA. *Case Research Journal*, 21(1): 15-42.
- Dyck, B., Buckland, J., Harder, H., & Wiens, D. (2000). Community development as organizational learning: The importance of agent-participant reciprocity. *Canadian Journal of Development Studies*, 21: 605-620.
- Dyck, B., & Starke, F. (1999). The formation of breakaway organizations: Observations and a process model. *Administrative Science Quarterly*, 44(4): 792-822. (Note: This article formed the basis for a "Research Brief" by Litz, R. (2000). Group Exit: How breakaway organizations happen, *Academy of Management Executive*, 14(4): 144-146; and for a practitioner-oriented book by Whitesel, B. (2003). *Staying power: Why people leave the church over change (and what you can do about it)*, Nashville: Abingdon Press.)
- Dyck, B. (1997). Understanding configuration and transformation through a multiple rationalities approach. *Journal of Management Studies*, 34(5): 793-823.
- Dyck, B. (1997). Exploring organizational family trees: A multi-generational approach for studying organizational births. *Journal of Management Inquiry*, 6(3): 223-233.
- Dyck, B., Bruning, S., & Driedger, L. (1996). Potential conflict, conflict stimulus, and organizational performance: An empirical test. *The International Journal of Conflict Management*, 7(4): 295-313.
- Starke, F., & Dyck, B. (1996). Upheavals in congregations: The causes and outcomes of splits. *Review of Religious Research*, 38: 159-174.
- Dyck, B. (1996). The role of crises and opportunities in organizational change: A look at a nonprofit religious college. *Non-profit and Voluntary Sector Quarterly*, 25(3): 321-346.
- Dyck, B. (1994). From airy-fairy ideals to concrete realities: The case of Shared Farming. *Leadership Quarterly*, 5: 227-246.
- Dyck, B. (1994). Build in sustainable development, and they will come: A vegetable field of dreams. *Journal of Organizational Change Management*, 7(4): 47-63. (later republished as:

Dyck, B. (1997). Build in sustainable development and they will come: A vegetable field of dreams. *British Food Journal*, 99(9): 325-335.

Dyck, B. (1993). Half a century of Canadian Mennonite Bible College: A brief organizational history. *Journal of Mennonite Studies*, 11: 194-223.

Cooper, C., Dyck, B., & Frohlich, N. (1992). Improving the effectiveness of gainsharing: The role of fairness and participation. *Administrative Science Quarterly*, 37: 471-490.

Papers at academic conferences

Dyck, B., & Caza, A. (2020). An exploratory study of corporate singing: Relationships of rhythm, melody, and harmony with culture. Management, Spirituality and Religion Division, Academy of Management.

Dyck, B. & Vagianos, S. (2020). Are non-kinship-based family firms key to socio-ecological sustainability?: An exploratory study. Social Issues in Management Division, Academy of Management.

Dyck, B. (2018). Faith and management. *15th International Conference on Management* (video presentation). Tarbiat Modares University, Tehran, Iran (Decembe 10-11).

Dyck, B., & Purser, R. (2017). Faith, *theoria*, and OMT: A Christian and a Buddhist walk into a business school ... Paper presented in the Showcase Symposium: *Faith in Management Scholarship and Practice*, at the annual meeting of the Academy of Management, Atlanta.

Dyck, B., Walker, K. & Caza, A. (2017). Antecedents of sustainable organizing: A look at the relationship between organizational culture and sustainability. Paper presented in Social Issues in Management, at the annual meeting of the Academy of Management, Atlanta.

Dyck, B. (2017). Theological underpinnings and outcroppings in organization and management theory. Paper presented at the “Market, money and the sacred: Perspectives on economic theology” conference, Copenhagen Business School, Copenhagen, July 8-10.

Walker, K., Ni, N., & Dyck, B. (2013). Recipes for successful sustainability: Empirical configurations for strong Corporate Environmental Performance of MNCs. Paper presented at the Academy of International Business Southeast Asia Regional (AIBSEAR) Conference, Bali, Indonesia.

Dyck, B. (2013). Economic inequality and management research. Paper presented in the Professional Development Workshop, *Economic Inequality, Business and Capitalism*, at the annual meeting of the Academy of Management, Orlando.

Drakopoulou-Dodd, S., & Dyck, B. (2012). *Oikos*, stewardship and agency – Luke’s analysis of the ancient family in business. Paper present at the *Institute for Small Business and Entrepreneurship 2012 conference* (awarded best paper in Family Business track), Dublin.

Dyck, B. (2012). What happens when students are taught two different approaches to management, the first consistent with mainstream management theory, the second consistent with Catholic Social Thought. Paper presented at the International Symposium on Catholic Social Thought and Management, Ohio.

- Dyck, B. (2011). Luke on Management: An analysis for a 21st century audience based on 1st century understandings of management. Paper presented at the annual meeting of the Christian Business Faculty Association, Ohio.
- Bell, G.G., Dyck, B. & Neubert, M. (2011). Reconfiguring Porter's generic strategies in virtuous world. Paper presented in the BPS Division at the annual meeting of the Academy of Management, Dallas.
- Dyck, B., & Wiebe, E. (2010). Salvation, theology and organization theory. Presented at the Critical Management Studies Theology and Organization Workshop, at the annual meeting of the Academy of Management, Montreal.
- Dyck, B. & Sawatzky, G. (2010). Does the kingdom of God support contemporary management theory, or call for alternatives? Presented in the Management Spirituality and Religion Division at the annual meeting of the Academy of Management, Montreal.
- Dyck, B., & Neubert, M. (2010). A time for developing new management theory: Examples of goal-setting and strategy. Paper presented at in BPS at the annual meeting of the South Western Academy of Management, Dallas.
- Bell, G.G., & Dyck, B. (2009). Beyond profit maximization: Broadening the RBT to a radical framework. Paper presented at the 16th Annual International Business Conference Promoting Business Ethics, Niagara Falls.
- Chen, F. H., Bapuji, H., Dyck, B., & Wang, X. (2009). I learned more than I taught: The hidden dimension of learning in knowledge transfer. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Dyck, B., & Broadhurst, L. (2008). Applying four-phase organization learning theory to the Gospel of Luke: An interdisciplinary study. In George T. Solomon (Ed.) *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management (CD)*, ISSN, 1543-8643. Paper presented in the Management, Spirituality and Religion Division at the annual meeting of the Academy of Management, Anaheim.
- Dyck, B., Starke, F. Uggerselv, K., & Walker, K. (2008). What happens when management students are taught to question a materialist-individualist approach? Paper presented in the Management Education Division at the annual meeting of the Academy of Management, Anaheim.
- Chen, F., Wang, X., Bapuji, H., & Dyck, B. (2007). I learned more than I taught: Exploring the feedback loop of knowledge transfer. *Proceedings of Organization Learning & Knowledge Conference*: 105-117.
- Dyck, B. (2007). Competing rationalities in management practice and management education. Paper presented at the annual meetings of the Academy of Management, Philadelphia.
- Dyck, B., & Broadhurst, L. (2007). A new approach and methodology to study chiasms: An exploratory look at Luke's journey narrative. Paper presented at the annual meeting of the Canadian Society of Biblical Studies, University of Saskatchewan, Saskatoon.
- Dyck, B., Starke, F., Uggerslev, K., & Walker, K. (2006). What if we weren't so obsessed with materialism and individualism?: Findings from the classroom. Presented at the Administrative Sciences Association of Canada, Banff.

- Christie, N., Dyck, B., Morrill, J., & Stewart, R. (2004). Escaping the materialistic-individualistic iron cage: A Weberian agenda for alternative radical accounting. Paper presented at the fourth APIRA (Asia Pacific Interdisciplinary Research in Accounting) conference, Singapore, July 4-6. Other versions of this paper were presented at the following conferences: University of Manitoba-CGA Accounting Research Conference; University of Calgary Critical Accounting Research Conference.
- Dyck, B., Starke, F., Harder, H., & Hecht, T. (2004). Do the structures of religious organizations reflect their statements-of-faith? An exploratory study. Paper presented in the Organization Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Quebec City.
- Lawrence, T., Mauws, M., Dyck, B., & Kleysen, R. (2003). The politics of organizational learning: Integrating power into the 4-I framework. Presented at the annual meeting of the Academy of Management, Seattle.
- Dyck, B., Bruning, E., & Buckland, J. (2003). A critical view of conventional globalization: Making an argument for a new paradigm for the new millennium. *Proceedings of International Business Division*, Administrative Sciences Association of Canada, Halifax.
- Dyck, B. (2002). A grounded, faith-based moral point of view of management. In T. Rose (Ed.), *Proceedings of Organizational Theory Division*, 23: 12-23. Administrative Sciences Association of Canada, Winnipeg, MB.
- Dyck, B. (2001). An exploratory study of multi-organizational clans: A look at a population of congregations. In A.Z. Kondra (Ed.), *Proceedings of Organizational Theory Division*, 22(22): 24-34. Administrative Sciences Association of Canada, London.
- Kleysen, R., & B. Dyck (2001). Cumulating knowledge: An elaboration and extension of Crossan, Lane & White's framework for organizational learning. In M. Crossan and F. Olivera (Eds.) *Organizational learning and knowledge management: New directions* (4th international conference proceedings) (pp 383-394). Richard Ivey School of Business, London ON, June 1-4.
- Dyck, B. (2001). Micro-financing and international development - The MEDA approach. Presented at CIBER 2001, San Diego.
- Neufeld, D.J., Brotheridge, C.M., & Dyck, B. (2001). Electronic mail as a rich communication medium in global virtual organizations. Paper presented at HICSS 34 Minitrack Information Systems in Global Business, Hawaii.
- Sharma, G., Dyck, B., & Dass, P. (2000). A longitudinal case study of the interplay between agency and structure across hierarchical levels in organizational transformation. Paper presented in the Organization Development and Change Division at the annual meetings of the Academy of Management, Toronto.
- Brotheridge, C., Dyck, B., & Neufeld, D. (2000). Effect of new communications media in an international organization: Alternative explanatory models and change and continuity. *Proceedings of the Organization Theory Division*, Administrative Sciences Association of Canada/International Federation of Scholarly Associations of Management, July 8-11, Montreal.

- Dyck, B., & Schroeder, D. (1999). Seek ye first the redemptive managerial character of God: Towards a theology of management. Paper presented in the Social Issues in Management Division at the annual meeting of the Academy of Management, Chicago.
- Mischke, G.A., Dyck, B., Starke, F., & Mauws, M. (1999). Learning to build a car: An empirical investigation of organizational learning. Paper presented in the Organization Theory Division at the annual meeting of the Academy of Management, Chicago.
- Dyck, B., Mauws, M., Mischke, G., & Starke, F. (1999). When father and son drop the succession baton: Toward a theory of executive succession. In S. Kunkel (Ed.) *Proceedings of the United States Association for Small Business and Entrepreneurship*: 197-210. San Diego, January 14-17.
- Dyck, B., & Schroeder, D. (1998). Seek ye first the redemptive managerial character of God: Towards a theology of management. Paper presented at the annual meeting of the Christian Business Faculty Association, Langley.
- Dyck, B. (1998). Managers' functions, roles and virtues: An exploratory empirical study. Paper presented in the Organizational Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Saskatoon.
- Dyck, B., Litz, R., & Mischke, G. (1998). An unfinished tale of Gulliver's travels among the Lilliputians: A longitudinal study of small incumbents' responses to rumoured and actual entry of giant retailers. Paper presented in the Policy Division at the annual meeting of the Administrative Sciences Association of Canada, Saskatoon.
- Dyck, B., Mauws, M., Mischke, G., & Starke, F. (1997). When father and son drop the succession baton: Order, timing, hand-off style and communication. In D. Stewart (Ed.), *Proceedings of Entrepreneurship Division*, 18(21): 55-76. Administrative Sciences Association of Canada, St. John's.
- Mischke, G., Dyck, B., Mauws, M., & Starke, F. (1997). Learning to build a car: An empirical investigation of organizational learning. In J.M. Usher (Ed.), *Proceedings of Organization Theory Division*, 18(22): 28-37. Administrative Sciences Association of Canada, St. John's.
- Dyck, B., Mauws, M., Starke, F. & Mischke, G. (1996). Westward ho! ... Some tales from the field. Paper presented in the Symposium of the Organization Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Montreal.
- Dyck, B., & Starke, F. (1995). Organizational conflict and mass exit behavior. Paper presented in the Conflict Management Division at the annual meeting of the Academy of Management, Vancouver.
- Dyck, B., & Starke, F. (1995). Exploring organizational family trees: A multi-generational approach to analyzing organizations. Paper presented in the Organizational Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Windsor.
- Dyck, B., & Starke, F. (1994). Mass exit behavior: An extension of the Exit/Voice/Loyalty/Neglect model. In L.R. Jauch & R.N. Osborn (Ed.), *Proceedings of the International Federation of Scholarly Associations of Management*, 15: 85-86. Dallas.

- Dyck, B., & Starke, F. (1994). The process of conflict: A first empirical look at Pondy's conflict model. Paper presented in the Organizational Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Halifax.
- Starke, F., & Dyck, B. (1994). Conflict in self-governing churches: The formation of breakaway organizations. *Proceedings of the Association for Research on Nonprofit Organizations and Voluntary Action*, 15: 421-425). San Francisco, CA.
- Dyck, B. (1993). Transformational change and organizational half-lives. Paper presented in the Organizational Change and Development Division at the annual meeting of the Academy of Management, Atlanta.
- Dyck, B., Bruning, S., & Driedger, L. (1993). Organizational conflict versus performance: An empirical test. Paper presented in the Organization and Management Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Lake Louise.
- Dyck, B., & Starke, F. (1993). Managing strategic change: Lessons from unsuccessful strategic change attempts. Paper presented at the annual meeting of the Strategic Management Society, Chicago.
- Dyck, B. (1992). Designing organizations for sustainable agriculture: Manifesting values for environmental and regional development. *Proceedings of the International Federation of Scholarly Associations of Management*, 13: 264-267, Regional Development and Environmental Problems Division, Tokyo.
- Chubey, C., Epp, C., & Dyck, B. (1992). A bottom-up look at factors important for implementing transformations: Exploratory data and theory. In C. Oliver (Ed.), *Proceedings of Organizational Theory Division*, 13 (13): 52-61. Administrative Sciences Association of Canada, Quebec City.
- Bruning, E. & Dyck, B. (1992). The meaning of 'competitiveness': Its evolution in theory and practice. In B. E. Ashforth (Ed.), *Proceedings of Organizational Behavior Division*, 13(1): 21-30. Administrative Sciences Association of Canada, Quebec City.
- Dyck, B. (1992). A more rational framework for organization theory. Presented in the Organizational Theory Division at the annual meeting of the Administrative Sciences Association of Canada, Quebec City.
- Dyck, B. (1991). Prescription, description and inscription: A script theoretic leadership model. Presented in the Organization and Management Theory Interest Group at the annual meeting of the Administrative Sciences Association of Canada, Niagara Falls.
- Dyck, B. (1990). A dynamic model of organizational failure. In J.M. Geringer (Ed.), *Proceedings of Policy Division*, 11(6): 35-44. Administrative Sciences Association of Canada, Whistler.
- Dyck, B. (1990). Organizational strategy as moral discipline: A Durkheimian perspective. Paper presented in the Policy Division at the annual meeting of the Administrative Sciences Association of Canada, Whistler.
- Dyck, B. (1989). Reinfusing value into Institutional Theory: An application of Weber's multidimensional rationality. Paper presented in the Organization Theory Division at the annual meeting of the Academy of Management, Washington.

Dyck, B. (1989). A generic conceptual framework for the study of organizational change: Transformation and convergence in strategies, structures and systems. Presented in Theory and Practice of Organizational Transition, at the annual meeting of the European Group on Organizational Studies Colloquium, West Berlin.

Dyck, B. (1988). The TechnoSocioControl leadership model: A fusion of job design and leadership theory. In S.L. McShane (Ed.), *Proceedings of the Organizational Behaviour Division*, 9 (5): 21-30. Administrative Sciences Association of Canada, Halifax

Book chapters, reviews and other publications

Dyck, B. (2020). Organization and Management. In S. Schwarzkopf (Ed.) *The Routledge handbook of economic theology* (ch 21, pp. 195-202). NY: New York.

Bell, G., Dyck, B. & Neubert, M. J. (2017). Ethical leadership, virtue theory and generic strategies: When the timeless becomes timely. In R.A. Giacalone & C.L. Jurkiewicz (Eds.), *Radical thoughts on ethical leadership*: 113-133. Charlotte, NC: Information Age Publishing.

Dyck, B. (2015). A response to ‘Reimagining Business Education as Formation’ [invited article]. *Christian Scholars Review*, 44(1): 41-47.

Dyck, B. (2015). Spirituality, virtue, and management: Theory and evidence. In W. Grassl (Ed.) *Virtues and Workplace Spirituality*. In A.J.G. Sison (Ed.) *Handbook of virtue ethics in business and management* (part of *International handbooks in business ethics* series). Heidelberg, Germany: Springer-Verlag GmbH. DOI 10.1007/978-94-007-6729-4_47-2

Dyck, B. (2014). God on Management: The world’s largest religions, the ‘theological turn’, and organizational and management theory and practice. In P. Tracey, N. Phillips & M. Lounsbury (Eds.) *Research in the Sociology of Organizations: Religion and Organization Theory*, vol. 41: 23-62. (ABS = 3)

Dyck, B. (2012). Small farms and the future of the Planet. *The Manila Times* (July 17). See <http://www.manilatimes.net/index.php/business/business-columnist/27041-small-farms-and-the-future-of-the-planet>.

Dyck, B. (2012). Management and the Gospel. *Business World OnLine* (July 11). See <http://www.bworldonline.com/content.php?section=Opinion&title=Management-and-the-Gospel&id=54968>

Dyck, B. (2012). Salvation comes to a rich house: Unpacking first-century management practices for the 21st century. *Canadian Mennonite* 16(2): 4-6.

Summers, D.B., & Dyck, B. (2011). A process model of social intrapreneurship within a for-profit company: First Community Bank. In G.T. Lumpkin & J.A. Kats (Eds.) *Advances in Entrepreneurship, Firm Emergence and Growth*, vol. 13: 141-77. Bingley, UK: Emerald Group Publishing.

Bradley, J., Dyck, B., Martinez, R., Neubert, M., & Wong, D. (2010). *Instructor’s Resource Manual (Special Edition for use in Christian schools) for Management: Current Practices and New Directions*. Boston, MA: Cengage.

- Dyck, B. & Starke, F. (2005). Looking back and looking ahead: A review of the most frequently-cited biblical texts in the first decade of *JBIB. Journal of Biblical Integration in Business*. 11: 134-153
- Dyck, B. (2003). Book review: Power, Authority and the Anabaptist Tradition. *Journal of Mennonite Studies*, 21: 250.
- Wiens, D. & Dyck, B. (2002). Rethinking glocalization: Shared Farming versus Weber's 'iron cage.' In N.S. Bruning (Ed.) *Rethinking Globalization: Critical Perspectives*. A joint ASAC/CGA Ontario International Business Research Centre at Queen's University conference: 109-115, Winnipeg, May 28-29.
- Dyck, B. (2002). Managing for the benefit of all stakeholders: Introductory remarks. In N.S. Bruning (Ed.) *Rethinking Globalization: Critical Perspectives*. A joint ASAC/CGA Ontario International Business Research Centre at Queen's University conference: 93, Winnipeg, May 28-29.
- Starke, F., & Dyck, B. (2001, Feb. 26). Understanding church splits; Lessons to be learned from church splits. *Canadian Mennonite*, 5(4): 4-5. (Note, these articles also appeared in the *Mennonite Brethren Herald* in April 2000, and in *Christian Week* in October, 1996.)
- Dyck, B. (2001). Book review: The hammer rings hope: Photos and stories from fifty years of Mennonite Disaster Service. *Journal of Mennonite Studies*, 19(1): 337-238.
- Starke, F., & Dyck, B. (2000). Understanding congregational splits. *Mennonite Brethren Herald*, 30 (9), April 28: 4-5; and, Starke, F., & B. Dyck (2000) Lessons to be learned. *Mennonite Brethren Herald*, 30 (9), April 28: 6-7. (Note these articles first appeared in *Christian Week* in October 1996.)
- Dyck, J. (1999). *Stories of my life* (self-published: I translated and helped to edit this autobiographical book by my father).
- Dyck, B. (1999). A modest proposal for a bold initiative: Reflections from a public university. *Journal of Biblical Integration in Business*, 5: 169-173.
- Dyck, B. (1999). Trust and trustworthiness: A response to 'Organizational control through trust.' *Journal of Biblical Integration in Business*, 5: 103-104.
- Dyck, B. (1999). A more rational framework for organization theory. In M.P. Cunha & C. A. Margues (Eds.), *Readings in Organization Science: Organizational change in a changing context*: 143-154. Outobru: Instituto Superior de Psicologia Aplicada.
- Dyck, B. (1998). Food for thought on the privatization of universities: Halving the cake and eating it, too! In H. Braun & W. Kloos (Eds.), *The University at the Turn of the Century: Canadian and German Perspectives*: 81-107. Kiel, Germany: l&f Verlag.
- Dyck, B. (1998). In the soup for doing too good. In F. Starke & R. Sexty, *Contemporary Management in Canada* (3rd edition): 343-344. Toronto: Prentice-Hall, Inc.
- Dyck, B., Mauws, M., Mischke, G., & Starke, F. (1998). Prairie Industries. In F. Starke & R. Sexty, *Contemporary Management in Canada* (3rd edition), pp. 596-598. Toronto: Prentice-Hall, Inc.

- Dyck, B., Paddock Thiessen, B., & Timmerman, J. (1997). A plea from boot camp: Management students respond to the 'View from the Trenches' (Letter to editor). *California Management Review*, 39(3): 135-140.
- Starke, F., & Dyck, B. (1996, Oct. 22). Understanding congregational splits: What can we learn? *Christian Week*, pp. 8-9.
- Suderman, E., & Dyck, B. (1994). Hospital undergoing surgery. *Canadian Nurse*, 90(9): 21-26.
- Dyck, B. (1995). Transformational change and organizational half-lives. In W.A Pasmore & R.W. Woodman (Eds.) *Research in Organizational Change and Development*, vol. 8:145-180.
- Dyck, B. (1994). *Organizational Theory Division Proceedings* (Ed.). Halifax, Nova Scotia: Administrative Sciences Association of Canada.
- Dyck, B. (1991). A multiple rationalities model of transformational change: Understanding the ubiquity of change. *Unpublished doctoral dissertation*, University of Alberta, Edmonton.

Presentations

- Dyck, B (2022, Feb 11). Sustainability; The growing impact (panelist along with Leanne Keddie, Sprott School of Business, and Charles H. Cho, Schulich School of Business; Moderator Irene Wiecek, Rotman School of Management). Canadian Accounting & Business Workshop (virtual).
- Dyck, B. (2021, May 8). Humanistic management. 35th *Business Management Society* panel discussion, Manila, Philippines.
- Dyck, B. (2021, March 18). Panelist: Teaching and Pedagogy Panel and Discussion. *Emerging Themes in Indigenous Business Conference*, Asper School of Business. Also served as Session chair: Two-Eyed Seeing: Theory and Practice (March 19, 2021).
- Dyck, B. (2020, Nov 12). People and planet ahead of profits: Business ethics, theory, and best practices. *MScSM Sustainable Leaders' Series*, University of Toronto, Canada.
- Dyck, B. (2020, Oct 20). What five leading world religions say about management. First international webinar: The role of religious knowledge in humanities, Research Institute of Hawzah and University (RIHU).
- Dyck, B. (2020, Oct 8). Finance and ethics: A Social and Ecological Thought (SET) perspective. The Financial Management Institute (FMI) Speaker series, Manitoba chapter.
- Dyck, B. (2020, Jan 17). Enhancing sustainability in Asper's required courses. *Reg Litz Teaching Day*. Asper School of Business, University of Manitoba.
- Dyck, B. (2019). A new approach to management theories. Imam Sadigh University, Inaugural webinar seminar for business faculty at six universities in Iran, October 22.
- Dyck, B. (2019). Innovations in teaching an introductory course in management. *Expanded Reason Conference*, Universidad Francisco de Vitoria, Madrid, Spain, September 19-21. Note this was a presentation related to receiving the 2019 Expanded Reason Award (Pedagogy).

- Dyck, B. (2019). Missing the mark in business: A Lukan perspective on sin and restoration. Invited paper for “Symposium on Sin in Business” at Calvin College, Grand Rapids, MI, June 17-18.
- Dyck, B. (2017). Quantum Sustainable Organizing Theory: A study of organization theory as if matter mattered. Presentation at the Physics & Astronomy Colloquia, University of Manitoba, February.
- Dyck, B. (2016) MCC as ‘Tent’: Lenses and tools from organization theory. *Mennonite Central Committee (Canada) Annual General Meeting Learning Forum*, Winnipeg, Sept 23.
- Dyck, B. (2016). Integrating humanism in business education. Universidad Francisco de Vitoria (June 3). Madrid, Spain.
- Dyck, B. (2015). Management and sustainable organizing. Goshen College, Goshen, Indiana (August 12).
- Dyck, B. (2015). Back to the Future: Weber’s foundation for conventional and sustainable management studies. Distinguished Speaker (Organization Theory, Business History, Management Education Divisions). Administrative Sciences Association of Canada, Halifax (June 15).
- Dyck, B. (2015). Quantum organization theory. Faculty seminar series (May 8).
- Dyck, B. (2015). Part of panel of presenters for session announcing launch of Acting on Climate Change: Solutions by Canadian Scholars. University of Manitoba (April 14).
- Dyck, B. (2014). Context and hallmarks of sustainable organizations: Recent research. Managing Sustainability in Business, Management Brown Bag Lunch, hosted by Office of Sustainability, University of Manitoba (Jan 14).
- Dyck, B. (2012). Multistream Management W5 edition: Meet the author. De La Salle University—Dasmarinas, Philippines, July 10.
- Dyck, B. (2012). Meet the author: Managing to enhance the Common Good. De La Salle University, Manila, Philippines, July 7.
- Dyck, B. (2012). Research linking religious beliefs and organization and management theory and practice. Roundtable presentation, De La Salle University, Manila, Philippines, July 5.
- Dyck, B. (2012). Management and the Gospel: Luke’s Radical Message for the First and Twenty-First Centuries. Inaugural Bro. Rafael Donato Professorial Lecture, De La Salle University, Manila, Philippines, July 12.
- Dyck, B. (2012). Doing research in organization and management theory (OMT) that truly makes a difference: Escaping the Mainstream iron cage by enhancing the common good. Presentation to the Philippine Academy of Management, Asian Institute of Management, July 11.
- Dyck, B. (2012). Income inequality, modern management and small-scale Farms: Developing appropriate management theory. Paper presented at the Economic Inequality and Business–Research Workshop, I.H. Asper School of Business, September 28.

- Dyck, B. (2012). Management strategy and Conservation Agriculture: The case of small-scale farms in low-income countries. Hickson Research Day, I.H. Asper School of Business, March 2.
- Dyck, B. (2012). Management strategy and Conservation Agriculture: The case of small-scale farms in low-income countries. Workshop at Canadian Foodgrains Bank, Winnipeg, Manitoba, February 24.
- Dyck, B. (2011-14). Material related to Management and the Gospel has been presented in a variety of settings, including:
- presentations in adult education settings at four congregations in Winnipeg (Grace Bible Church, Fort Garry Mennonite Fellowship, Fort Garry Mennonite Brethren, Charleswood Mennonite Church; 2013-2014)
 - presentation at MEDA event (November 29, 2012, Winnipeg)
 - two keynote presentations at [Conference on Theology of Work/Marketplace Ministry](#), Trinity Western University, Langley, British Columbia (November 17 and 18, 2011);
 - several presentations at Eastern Mennonite University/Seminary in Harrisonburg Virginia (October 13-15, 2011);
 - numerous presentations during one-week invited visit to Seattle Pacific University (January 9-14, 2011);
 - two presentations as Visiting Scholar in University of Minnesota-Duluth (Tuesday, March 8, 2011);
 - presentations in Santa Cruz, Bolivia (January 28, 2011) and central Chaco, Paraguay (February 3, 2011).
- Dyck, B. (2010). Managing congregational change: A four-phase process model. Presented at Mennonite Church Manitoba, Annual Conference, Douglas Mennonite Church, Winnipeg, February 19 (available at <http://resources.mennonitechurch.ca/ResourceView/47/12468>)
- Dyck, B. (2009). Organizational learning and alternative approaches to management. Presented at inaugural Hickson Research Day, I.H. Asper School of Business, University of Manitoba. March 27.
- Dyck, B. (2004). Spirituality and management. Presented at Regent College, University of British Columbia, Vancouver, BC, January 26.
- Dyck, B. (2004). Management, theology and moral-points-of-view: Beyond materialism and individualism. Presented at Seattle Pacific University, Seattle, Washington, January 23.
- Dyck, B. (2004). An *Introduction to Management* textbook that reflects different moral-points-of-view. Presented at Trinity Western University, Langley, BC, January 22.
- Dyck, B. (2001). Exploring congregational clans: Playing ‘the Mennonite game’ in Winnipeg. Presented for the “Mennonites in the City” conference, sponsored by the Mennonite Chair of Mennonite Studies at the University of Winnipeg, December 4.
- Dyck, B. (2001). God and Business: How some managers practice their faith. Presented in the University of Manitoba annual Centre for Applied and Professional Ethics paper series, Oct. 29.

Dyck, B (2000). Guest speaker at Canadian Association of Mennonite Schools conference, Brandon, Feb. 11.

Book reviews of Dyck & Neubert (2010) “Management”

Haughton, J. D. (2010). Book & resource reviews: ‘Management: Current Practices and New Directions.’ *Academy of Management Learning & Education*, 9(2): 354.

Kroeker, W. (2010). Management as if values mattered [book review]. *The Marketplace*, May/June: 20-21.

Leaman, J. M. (2010). Book review: ‘Management: Current Practices and New Directions.’ *Christian Business Academy Review*, 5(1): 15-16.

Wiebe, E. (2010). Book review: ‘Management: Current Practices and New Directions.’ *Academy of Management, Management Spirituality and Religion Newsletter*, January, p. 11.

Book reviews of Dyck (2013) “Management and the Gospel”

Fernández-Fernández, J. L. (2019). Book Review: Management and the Gospel. *Journal of Management, Spirituality & Religion*, 16(4): 391-395.

Boers, A. (2015). Book reviews: Management and the Gospel. *Journal of Religious Leadership*, 14(1): 132-133.

Stansbury, J. (2014). Book reviews: Management and the Gospel. *Business Ethics Quarterly*, 24(2): 291-294.

Smith, Y. (2014). Book Review: Luke’s radical message for the first and twenty-first centuries. *Christian Business Academy Review*, 9 (1): 11-12.

Long, D.S. (2014 forthcoming). Book review: Management and the Gospel. *Direction: A Mennonite Brethren Forum*, 43 (Spring).

Gotsis, G. (2013). Book Review: Management and the Gospel. *History of Economic Ideas*, 21(3): 149-152.

Savage, D. (2013). Reviews: Management and the Gospel. *Journal of Markets & Morality*, 16(2): 682-84.

Smith, Y. (2013). Book Review: Management and the Gospel. *M@n@gement*, 16(3): 341-48.

Barentsen, J. (2013). Review: Management and the Gospel. *Review of Biblical Literature*.

Salgado, L. (2013). Book Review: Management and the Gospel. *Journal of Biblical Integration in Business*, 16(2): 90-91.

Hinnenkamp, C. (2013). Reviews: Bruno Dyck. Management and the Gospel. *Christian Scholar's Review*, 43(1): 83-87.

Wiebe, E. (2013). A first-century 'lens' for modern managers. *The Marketplace*, 43 (4): 18-19.

Academy of Management (2013). Member news: Books, chapters, articles, in Schuyler, K.G. (ed.) *AOM Management Spirituality and Religion Newsletter*, Winter 2012-13, p. 9.

- Klowak, S. (2013). Shining a unique light on the Gospel of Luke. *The Bulletin (University of Manitoba)*, 46 (17): 5.
- Lehman, G. (2013). Book review: A kingdom of God management primer. *Canadian Mennonite*, January 21, 17(2): 18.
- McBride, R. (2013). Management: The Gospel Truth. *Asper School of Business Update*, Spring, p. 18.

Research Awards/Fellowships/Grants/Awards

- \$1,000.00 Winner of the Most Innovative Paper of the Year Award (2021-22), *Journal of Management, Spirituality and Religion*, for paper co-authored with Arran Caza entitled: “An exploratory study of corporate singing: Relationships of rhythm, melody, and harmony with culture.”
- \$113,929.00 “Enhancing social and ecological sustainability by placing people and planet before profit: Developing business theory and practice.” Principal investigator: Bruno Dyck; Co-investigators: Chi Liao, Kelsey Taylor, Rajesh Manchanda, Sean Buchanan; Collaborators: Arran Caza, Bruno Silvestre. Social Sciences and Humanities Research Council of Canada, Insight Grant (April 1, 2022 to March 31, 2027; #435-2022-0281).
- \$ 2,526.32 Asper School of Business, Faculty Research Award (2019).
- \$ 12,000.00 “Teaching and Learning Enhancement Fund” application, University of Manitoba.
- \$ 4,000.00 Associates Achievement Award for Innovation (2017-18).
- n/a CBFA Johnson Award, for scholarship and intellectual contributions (2015).
- n/a The Asper School of Business nominee for a (Tier 1) Canada Research Chair in Sustainable Organization (2015).
- \$ 50,420.00 “A case meta-analysis identifying empirical archetypes for environmental performance.” Principal investigator: Kent Walker; Co-applicant: Bruno Dyck; Collaborator: Na Ni. SSHRC Insight Development Grant, #813094. Two year grant (June 6, 2013).
- \$ 1,800.00 “Feedback Knowledge Transfer for International Organizations“ (Principal Investigator: Fang Chen; Co-investigators: Bruno Dyck, Xiaoyun Wang) UM SSHRC Bridge Funding (2009).
- \$116,645.00 “Management, prophets, and self-fulfilling prophecies.” Social Sciences and Humanities Research Council of Canada (2006 Grant #410-2006-960).
- \$ 1,650.00 “Review of explicitly religious moral-points-of-view in the management literature.” Asper School Research and Publications Grant (2003)
- \$ 17,000.00 “Conventional management, and beyond.” Loewen Foundation (2002)
- \$ 2,000.00 “How organizations learn from overseas volunteers.” I.H. Asper School of Business, Research and Publications Grant (2002)

- \$ 2,375.00 “Religious values and management theory and practice.” Asper School, Research and Publications Grant (2001)
- \$ 4,000.00 Associates Achievement Award for Research (2000)
- \$ 1,700.00 “Towards a grounded theology of management.” Asper School, Research and Publications Grant (2000)
- Res. Flwshp UM Centre for Professional and Applied Ethics (2000-01)
- \$ 4,800.00 “The effect of communication media on international management” (CIBS: 1999)
- \$ 4,085.00 UM/SSHRC grant for project entitled: “Reintroducing the physical environment to organization theory: A preliminary study.” (1999)
- \$23,000.00 “Alexander von Humboldt” Research Fellowship (6 months at 3,700,00 DM/month; declined due to family reasons, July, 1997).
- \$ 4,000.00 Associates Achievement Award for Research (1997)
- \$31,575.00 Faculty of Management, Student Research Assistance Program (supplemented by CareerStart and CareerFocus grants):
- “Type of organizational start-up and subsequent performance” (with F. Starke ‘93)
 - “The relationship between organizational design and values” (with F. Starke 1994)
 - “How small retailers compete with giants” (with G. Mischke and R. Litz, 1995/97)
 - “Mass exit and the formation of breakaway organizations” (with F. Starke, 1995)
 - “The effect of email on international management” (1999)
 - “Toward a grounded theology of management” (2000) (\$1,700)
 - Research performance grant (2000) (\$1,000)
 - “Religious values and management theory and practice” (2001) (\$2,375)
 - Research performance grant (2001) (\$500)
- \$ 4,250.00 UM/SSHRC grant: “Organizational performance versus cultural homogeneity and correctness,” with L. Driedger (1992)
- \$ 4,000.00 UM/SSHRC grant: “Towards a better understanding of rationalities in the organizational sciences: A Weberian multiple rationalities approach.” (1991)

TEACHING

A. Graduate student committees

On-going service on committees for numerous graduate students, including supervisor for two doctoral Business students who have now graduated (Andrew Gaudes, Celeste Brotheridge) and two Masters students (Kent Walker, Savanna Vagianos).

Currently supervisor for two doctoral student (Mojtaba Mohammadnejad Shourkaei, Peter Pomart).

B. Courses taught on regular basis

Doctoral Seminar in Organization Theory (GMGT 7440)

- I developed and have taught this survey course for Ph.D. students since its inception
Contemporary Themes in Business (IDM 7130)

- I team teach this MBA course (my focus is the Sustainability theme)

Corporate Social and Environmental Responsibility (LEAD 3030)

- This is a course I have developed and teach to undergraduate students

Management and Organization Theory (GMGT 2060)

- Course presents three different approaches to management—Financial Bottom Line, Triple Bottom Line, and Social and Ecological Thought—to the classic management functions of planning, organizing and controlling.

C. Other courses have taught on occasional basis

International Management (former 27.220)

- I developed and taught this course for the first three years it was offered in our School (starting September, 1997). It is a required core course for all students enrolled in the “International Business” pattern area.

Seminar in Transformational/Strategic Change (former 27.302)

- Looks at role of leadership, political and cultural processes in implementing change.

Advanced Organization Theory and Behavior (GMGT 4040)

- Course provides a fairly scholarly and in-depth view at key issues facing managers.

Sustainable Development (former 98.702; no longer offered)

- Part of required course work for MBA students.

Strategic Leadership and Managing Change (27.751; team taught)

- previous course in MBA program

Strategic Change (former 27.740)

- Occasional course developed for doctoral students.

Numerous readings courses (undergraduate and graduate level)

D. Teaching Awards

n/a Significant Contribution to Excellence in Teaching Award, The University of Manitoba Centre of the Advancement of Teaching and Learning (May 5, 2022)

\$ 5,000.00 Associates Achievement Award for Teaching (2019-20)

25,000 Euro 2019 Expanded Reason Award (Teaching): Innovations in teaching an introductory course in management.

n/a 2019 Humanistic Book of the Year Award, for the co-authored book “Management: Financial, social and ecological well-being.” International Humanistic Management Association.

\$ 4,000.00 Associates Achievement Award for Teaching (2013-14)

n/a Certificate of Teaching Excellence, awarded by The University of Manitoba, University Teaching Services and University of Manitoba Students’ Union (1994)

SERVICE

A. University

- 2021-22 Member, Committee for Indigenous Business Scholarship
Member, Promotion Committee
Co-chair, Committee for creating Asper's required Sustainable Business course
Member, Recruiting Committee for two positions in Indigenous Business
- 2020-21 Member, Committee for Indigenous Business Scholarship
Member, Promotion Committee
Member, planning committee for the Asper School of Business's inaugural "Emerging themes in Indigenous Business Conference"
- 2019-20 Member, Indigenous Business Scholarship Committee
Member, Indigenous Curriculum Infusion Committee
Adjunct professor, Native Studies, Faculty of Arts, UM
- 2018-19 Member, Indigenous Curriculum Infusion Committee
Member, Assurance of Learning Committee
Member, Sustainability Strategy Renewal subcommittee: UM Sustainability Office
Adjunct professor, Native Studies, Faculty of Arts, UM
- 2017-18 Member, Business Administration recruiting committee (Organization Theory)
Member, Business Administration recruiting committee (Indigenous Scholar)
Member, ad hoc committee to apply for Indigenous Business Scholar position
Member, Indigenous Curriculum Infusion Committee
Member, Assurance of Learning Committee
Member, Promotion Committee
Member, Psychology/Sociology Research Ethics Board (PSREB)
Adjunct professor, Native Studies, Faculty of Arts, UM
- 2016-17 Member, Assurance of Learning Committee
Member, Promotion Committee
Member, Psychology/Sociology Research Ethics Board (PSREB)
- 2015-16 Member, Assurance of Learning Committee
Promotion Committee
Member, Psychology/Sociology Research Ethics Board (PSREB)
- 2014-15 Member, OB Department Recruiting Committee (3 positions)
Member, Promotion Committee
Member, Research and Publications Committee
- 2013-14 Member, Research and Publications Committee
Member, OB Department Recruiting Committee (2 positions)
Member, Promotion Committee
Chair, Sustainable Organizations Round Table event (Feb 14)
- 2012-13 Member, Research and Publications Committee
- 2011-12 Member, Ad hoc MBA Program Review Committee
Member, Research and Publications Committee
Member, Promotion Committee
- 2010-11 On Research Leave
- 2009-10 Member, Undergraduate Program Committee
Member, OB Area PhD/MSc committee
Member, Promotion committee (nucleus)

Member, Undergraduate Program Committee
 Member, search committee (Chair in Entrepreneurship)
 2008-09 Member, OB Area PhD/MSc committee
 Member, Promotion committee (nucleus)
 2007-08 Member, Task force for promotion guidelines
 Member, OB Area PhD/MSc committee
 Member, Recruiting committee (2 positions in Accounting)
 2006-07 Member, Research and Publication Committee
 Member, Task force for promotion guidelines
 Member, Promotion committee
 Member, OB Area PhD committee
 2005-06 Chair, Research and Publications committee
 Member, Promotion Committee
 Member, OB Area PhD Committee
 2004-05 Member, Research and Publications committee
 Member, Business Administration recruiting committee
 Member, OB Area PhD Committee
 2003-04 Member, OB Area PhD Committee
 Member, M.Sc. (Management) proposal committee
 2002-03 Chair, Research and Publications committee
 Member, OB Area PhD Committee
 Member, M.Sc. (Management) proposal committee
 2001-02 Member, Research and Publications committee
 Member, Faculty Endowment committee
 Member, Business Admin recruiting committee (2 positions)
 Member, OB Area PhD Committee
 Member, Promotion Committee
 Member, M.Sc. (Management) proposal committee
 2000-01 Member, Tenure Committee
 Member, Department HR Recruiting Committee
 Member, Department Head Search Committee
 Member, University Research Grants Committee
 Member, OB Area Ph.D. committee
 Member, M.Sc. (Management) proposal committee
 1999-00 Member, M.Sc. (Management) proposal committee
 Chair, Faculty Steering Committee
 Member, University Research Grants Committee
 Member, OB Area Ph.D. committee
 1998-99 Chair, Research and Publications Committee
 Member, Ed Administration recruiting committee
 Member, Department HR & Policy Recruiting Committee
 Member, University Research Grants Committee
 Member, Tenure Committee
 Member, OB Area Ph.D. committee
 1997-98 Member, University Research Grants Committee
 Member, Tenure Committee
 Member, Nominating Committee

- Member, OB Area Ph.D. committee
- 1996-97 Chair, Undergraduate Program Committee
- Assessor, ad hoc Undergrad Curriculum Review Committee
- Member, ad hoc Faculty of Management Promotions Policy Committee
- Member, Tenure Committee
- Member, Nominating Committee
- Member, OB Area Ph.D. committee
- 1995-96 Member, Undergraduate Program Committee
- Member, OB Area Ph.D. committee
- 1994-95 Member, Research and Publications Committee
- Chair, OB Area Ph.D. committee
- Member, Faculty-wide Ph.D. committee
- Member, Faculty Ph.D. Selection Committee
- 1993-94 Chair, OB Area Ph.D. committee
- Member, Faculty-wide Ph.D. committee
- Member, Faculty Ph.D. Selection Committee
- Member, Business Policy recruiting committee
- 1992-93 Member, Undergraduate Program Committee
- Member, OB Area Ph.D. committee

B) Professional Service

External reviewer, Business Program, Ambrosie University (2017)

Organizer of daylong community conference for “Sustainable Canada Dialogues,” Asper School of Business (January 24, 2015).

Convener: “Creating Sustainable Organizations” mini-conference, Asper School of Business.
Keynote speakers: Drs. Robert Giacalone and Laszlo Zsolnai (Sept 25-26, 2014)

External examiner for doctoral defense

Saint Mary’s University, March 20, 2020 (D. Iremadze)

McMaster University, August 30, 2017 (R. Chiu)

University of Toronto, August 30, 2011 (N. Carter)

University of Alberta, School of Business, 2010 (M. McDougald)

Schulich School of Business, March 24, 2000 (R. Dart)

Have served as member of numerous graduate committees across campus
(e.g., Native Studies, Natural Resources Institute, Nursing, Ed Admin).

Member of the Academy of Management (1988-present)

Member of the Administrative Sciences Association of Canada (ASAC) (1989-present)

- Founding co-chairperson of the ASAC OMT Interest Group (1992)

- Academic Reviewer for the ASAC OT Division (1993-94)

- Program Chair ASAC OT Division (1994-95)

- Division Chair ASAC OT Division (1995-96)

Reviewed articles for the following:

- *Academy of Management Learning & Education*

- *Academy of Management Review*

- *Administrative Science Quarterly*
- *Business Ethics Quarterly*
- *Canadian Journal of Administrative Sciences*
- *Christian Scholars Review*
- *Human Relations*
- *International Journal of Entrepreneurial Behaviour & Research*
- *M@n@gement*
- *MIT Sloan Management Review*
- *Organization*
- *Organization Studies*
- *Journal of Biblical Integration in Business*
- *Journal of Business Ethics*
- *Journal of Developmental Entrepreneurship*
- *Journal of Management Inquiry*
- *Journal of Managerial Psychology*
- *Journal of Management, Spirituality & Religion*
- *Journal of Management Studies*
- *Journal of Mennonite Studies*
- *Journal of Religion and Business Ethics*
- *Journal of Small Business Management*
- Academy of Management
- Administrative Sciences Association of Canada
- SSHRC grant applications

Editorial Board member, *Journal of Management Studies* (2006 to 2015)

Editorial Board member, *M@n@gement* (2001 to 2013)

International Editorial Board, *Journal of Management, Spirituality & Religion* (2009 to present)

Board member, *Journal of Biblical Integration in Business* (1998 to present)

Board member, *Journal of Mennonite Studies* (1997 to 2017)

C) Community Service

Member of “Sustainable Canada Dialogues” (2014-2017). Convener of SCD “visioning workshop” (January 24, 2015).

Chairperson, Adult Education Committee, Charleswood Mennonite Church (2016-17)

Co-Organizer and presenter at AGM of Mennonite Central Committee Canada (Sept. 23, 2016).

Presentation, “Three things I do in my teaching,” *Reg Litz Teaching Day*, 2015

Provide counsel to Mennonite Church Manitoba, Camps “visioning” survey & report (2014-15).

Member of Steering Committee, “Pay Forward Project,” Mennonite Central Committee (Manitoba), 2013-14.

Vice-Chair, Inter-Mennonite Chaplaincy Association (IMCA), 2013-16.

Mennonite Central Committee, international programming, site visit to Nicaragua (Nov. 2013), site visits to DPRK, China (Oct-Nov., 2011)

Mennonite Central Committee, international programming, site visits to Bolivia, Paraguay, Brazil (February, 2011)

Member of Canadian Mennonite University, Governance Restructuring Committee (2002-03).

Member of the Mennonite Church Canada, Canadian Program Transformation Team, Sub-Committee on Structures (2000).

Advisor for restructuring the Missions Agencies of the Mennonite Church Canada (2000).

Advisor, visioning process, Executive members, Conference of Mennonites in Manitoba (1999).

Member of Academic Program Review Sub-Committee for Canadian Mennonite University (1996-98); preparation of numerous reports and presentations (1996ff)

Participation in workshops/presentations/interviews:

- Canadian Foodgrains Bank
- Canadian Mennonite Bible College
- CMBC Short Course
- Concord College
- German-Canadian Congress (Manitoba)
- Mennonite Central Committee
- Palliser Furniture
- Wardrop Engineering
- CBC Radio, Canadian Business, Globe and Mail, Winnipeg Free Press, Winnipeg Sun

Founding member of the Inter-Mennonite Chaplaincy Association (1995-97)

Extensive service in Charleswood Mennonite Church

- Chair of Adult Education committee (2016-17)
- Vision committee (2011)
- Co-chair, Youth Ministries Committee, Charleswood Mennonite Church (2005-09)
- Chair, Worship Committee, Charleswood Mennonite Church (1992-93; 2004-05), member of Worship Committee (1995-97, 2014-15)
- Chair, Venture Clubs (2003-04)
- Congregational Visioning Committee (1998-99)
- Adult Education Committee Chair (1994-95)
- Home Bible Study Group coordinator (1990-97)
- Worship Committee Chair (1992-93)
- Education Commission Chair (1991-92)
- Council member (1991-92)

Member, board and education committee (1992) for the Winnipeg Mennonite Elementary Schools, Inc.

External advisor of a task force of Mennonite Central Committee (Canada), on a strategic task force mandated to make recommendations for a strategic revisioning and restructuring of the agency. The task force met twice a month over a period of 8 months in 1992-93.

PERSONAL INFORMATION

Birthdate: February 9, 1961
Citizenship: Canadian
Marital status: Married, three children
Languages: English, German, some French

Positions held

July, 1990 – May, 1996	Assistant Professor
May, 1996 – March 2001	Associate Professor
March 2001 – present	Full Professor
	Department of Business Administration I.H. Asper School of Business University of Manitoba
April 2020 – present	Norm Frohlich Professorship in Business Sustainability
September 1986 - July 1991	Doctoral student, Organizational Analysis, Faculty of Business, University of Alberta
May 1984 - August 1986	Executive Director Manitoba Parents for German Education, Inc.
May 1982 - May 1983	Administrative Assistant Mennonite World Conference, Strasbourg, France
September 1979 - May 1984	Bachelor of Commerce (Honours) Faculty of Management, University of Manitoba