

De Pere, WI 54115
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JAMIE O’BRIEN, Ph.D.
CURRICULUM VITAE

EDUCATION

Ph.D., Management | Organisational Behaviour and Strategic Management
Department of Management, Kemmy Business School, University of Limerick, Ireland [AACSB Accredited], 2011.

B.B.S., Business Studies | Major in Economics and Finance, Minor in Information Management
Kemmy Business School, University of Limerick, Ireland [AACSB Accredited], 2007.

EMPLOYMENT

St. Norbert College (SNC) [January 2012–present]

The Donald J. Schneider School of Business & Economics [SSBE], De Pere, WI, USA

- **Professor** of Management, 2021–present
 - **Executive Co-Director of the Centre for Exceptional Leadership**, 2024
 - **Associate Dean** of the Schneider School of Business & Economics, 2018–2022
 - *Donald J. & Darlene M. Long Endowed Chair* in Business, 2017–2022
- **Associate Professor** of Management, 2016–2021
 - **Director** of the Business Administration Undergraduate Program, 2017–2018
- **Assistant Professor** of Management, 2012–2016
 - Granted Tenure with Promotion, December 2016

The University of Limerick [AACSB Accredited] [2007–2011]

The Kemmy Business School, Limerick, Ireland
The Centre for Information & Knowledge Management, Department of Management

- Research Fellow and Teaching Assistant, 2007–2011

TEACHING EXPERIENCE

My teaching experience is in the area of management. Since joining SNC in 2012, I have taught eleven different classes; those I have taught most often are organisational behaviour, introduction to ethical leadership, leading organisational change, and strategic management.

St. Norbert College (2012–present)

My average student course evaluation scores while at SNC, from 2012 to 2024, show that of the classes I have taught, and of the 96 percent of students who responded to course evaluations,

96 percent thought my courses were very good or excellent and 98 percent thought I, as the instructor, was very good or excellent. In 2017, I was the recipient the college’s ***Leonard Ledvina Award for Excellence in Teaching*** given by St. Norbert College to faculty with an evidenced record of excellent teaching. I have been nominated by the student body as ***Educator of the Year*** four times, in 2012, 2015, 2018, and 2022.

Graduate level:

- BUAD 637: Leading Change (Full-time MBA core course)
 - Times taught: 3
- BUAD 689: Leading Through Adversity (Full-time MBA elective course)
 - Times taught: 2

Undergraduate (* classes that also feature in the general education curriculum):

- BUAD 337: Organisational Behaviour (Junior-level course)
 - Times taught: 7
- BUAD 230: Introduction to Ethical Leadership (First year/sophomore-level course)
 - Times taught: 11
- BUAD 388*: International Management (Junior-level elective course)
 - Times taught: 5
- BUAD 485: Strategic Management Seminar (Senior capstone)
 - Times taught: 29
- BUAD 387*: Decision Making in Disasters (Junior-level core course)
 - Times taught: 7
- BUAD 386*: Leading Through Adversity (Junior-level course)
 - Times taught: 8
- BUAD 338: Organisational Culture and Design (Junior-level core course)
 - Times taught: 1
- BUAD 477*: Knowledge Management in Society (Junior-level elective course)
 - Times taught: 3
- BUAD 314*: Negotiation (Junior-level elective course)
 - Times taught: 1

The University of Limerick (2007–2011)

- Principles of Information Management
- Qualitative Research Methods
- Organisational Data and Decision-Making
- Knowledge Management

INDUSTRY PARTNERSHIPS

St. Norbert College

Industry partnerships are hugely important to me, so I strive to promote, involve, and collaborate with local businesses and solve community-based problems in my classes.

- Centre for Exceptional Leadership (CEL), 2017-2023:
 - CEL workshops on decision making biases – emerging leaders, Workshop Facilitator

- CEL workshops on leading through change – senior leaders, Workshop Facilitator
- Active Classroom Educators (ACE), 2019–2021: This group sought to promote active and experiential learning on campus through interdisciplinary workshops and resources.
- Co-Director, Centre for Business & Economic Analysis Practicum, 2014–2017
 - GRACE Catholic School System: Employment Engagement Study
 - Cerebral Palsy Centre: Compensation Study
 - Cerebral Palsy Centre: Economic-Impact Study
 - Wisconsin Urban/Rural Teacher Incentives and Motivation Study
 - Fox River Cancer Incident Rates Study
 - The New North: Innovation Index
 - Green Bay Botanical Garden: Economic-Impact Study
- Leading Change (BUAD 637) MBA class, 2015–present
 - **Schneider National:** Change Management – An Analysis of Oracle Transportation Management
 - **St. Norbert College:** The Schedule Change
 - **Bay Area Humane Society:** Evaluation of the Operational Dynamics of the Board of Directors
 - **Orion Labels, LLC:** Open for Business, Open for Change – an examination of the organisational culture
 - **Menasha Corporation, Nsight (Cellcom), and Wisconsin Public Service:** Exploring the Challenges of First-Time Leadership
 - **Menominee Tribe:** Studying the Annual Change of Leadership
 - **The Volunteer Centre:** Local Change in the Community
 - **De Pere Christian Outreach:** Nonprofit Organisation – Leadership and Change
 - **Big Brothers, Big Sisters:** An Examination of the Evolution in Northeast Wisconsin
 - **Feeding America Eastern Wisconsin and Breakthrough Fuel:** Exploring Internal Communication – Communicating as a Team
- Sophomore Management Class (BUAD 230), 2013–2015
 - **Church Mutual** (regional insurance company): Church Mutual asked the class to evaluate motivational issues surrounding working from home, to develop a strategy around embracing social media in the workplace, and to evaluate market segmentation (whether Church Mutual should offer insurance in the secular marketplace).
 - **Humana** (national insurance company): Humana asked the class to evaluate its wellness-engagement program from six community stakeholder perspectives.
 - **Breakthrough Fuel** (international energy-management company): Breakthrough presented the class with a distribution problem, which required students to figure out how to move product around the United States in the face of various supply-side shocks to the system.
- Senior Capstone Strategic Management Class (BUAD 485), 2013
 - **Tosca Ltd.** (local manufacturing company): Tosca presented the class with its distribution network and asked, using some provided assumptions, if some savings and efficiencies could be made.

PEDAGOGICAL INNOVATION

- Creation of upper-level business administration elective that also serves the management concentration, leadership minor, and advanced Core Curriculum area of *Difference and Diversity: Negotiation* (BUAD 314), St. Norbert College, 2022
- Creation of upper-level business administration elective that also serves the management concentration, leadership minor, and advanced Core Curriculum area of *Beyond Borders: International Management* (BUAD 388), St. Norbert College, 2021
- Creation of upper-level business administration elective that also serves the management concentration, leadership minor, and advanced Core Curriculum area of *Individual and Society: Decision-Making in Disasters* (BUAD 387), St. Norbert College, 2020
- Creation of general MBA elective *Leading Through Adversity* (BUAD 689), St. Norbert College, 2019
- Creation of upper-level business administration elective that also serves the management concentration, leadership minor, and advanced Core Curriculum area of *Western Tradition: Leading Through Adversity – Historical Case Studies* (BUAD 386), St. Norbert College, 2019
- Conversion of Strategic Management Capstone Seminar (BUAD 485) to *Problem-Based Learning* pedagogical approach, St. Norbert College, 2018
- Creation of upper-level business administration elective that also serves the management concentration, leadership minor, and advanced Core Curriculum area of *Individual and Society: Knowledge Management and Society* (BUAD 477), St. Norbert College, 2017
- Conversion of the upper-level elective *Organisational Behaviour* (BUAD 337) to an online offering, St. Norbert College, 2017
- Conversion of *Introductory Organisational Behaviour* (BUAD 231) to an online offering, St. Norbert College, 2017
- Creation of the new upper-level business-economics elective, CENG-designated *Center for Business & Economic Analysis Practicum* course, St. Norbert College, 2016
- Creation of MBA course *Leading Change* (BUAD 637), St. Norbert College, 2015
- Creation of upper-level management elective *Knowledge Management* (BUAD 477), St. Norbert College, 2014
- Developed the *Information & Knowledge Management* class for Master in Management program, University of Limerick, 2010

RESEARCH [[ORCHID iD](#)]

My research focuses on the psychological effects of change on individuals and organisations. I also explore knowledge management as a strategic resource in organisations, and I study managerial and organisational problems with case studies. In 2024, I was the recipient of the **Donald B. King Distinguished Scholar Award**, awarded by St. Norbert College to faculty with a track record of internationally recognised research. Below, my scholarly work is broken down (in line with AACSB expectations) by original disciplinary research [D], pedagogical research [T], and applied research [A].

SCHOLARLY PROJECTS IN DEVELOPMENT

- Investigating the Role of Competing Commitments in Knowledge Sharing Practices.
- The Impact of Organisational Culture on Employees' Resistance to Change.

- Psychological Barriers to Knowledge Reuse in High-Technology Firms.
- The Role of Informal Networks in Mitigating Competing Commitments.
- Exploring the Psychological Impact of Formal Training on Knowledge Acquisition and Sharing.
- Psychological Drivers of Knowledge Hoarding in Cross-Functional Teams.

SCHOLARLY PROJECTS IN PROGRESS

- **O’Brien, J.** (2025) “Designing Effective Incentive Schemes for Knowledge Sharing at Two Medical Device Organizations” **[In Preparation]** [D]
- Von der Ruhr, M., Pahl, J., **O’Brien, J.**, (2025) “Taylor Guitars – Leading the Way to Sustainability”, *The Business Case Journal*. Society for Case Research. ISSN: 1937-8459, **[Under Review]** [T]
- **O’Brien, J.** (2025) “Toxic Relationship – The Merger of Boeing and McDonnell Douglas”, *The CASE Journal*. ISSN: 1544-9106, **[Under Review]** [T]

SCHOLARLY PUBLICATIONS

Journal Articles [Double-Blind Peer-Reviewed and Edited]

23. Guo., W., Cui, J., Arendt, L. **O’Brien, J.** (2024) “Limitations and Potential Dark Sides of Transformational Leadership – The Case of the Founder and Former CEO of Theranos”, *Management Teaching Review*. ISSN: 2379-2981, **[Accepted – Forthcoming]** [Link] [T]
22. **O’Brien, J.**, & Antos, A. (2024) “Fatal Communication – Disaster at Quincy”, *The CASE Journal*. Vol. 20, No.2, pp. 357-383, ISSN: 1544-9106, [Link] [T]
21. **O’Brien, J.** (2023) “Competing Commitments during Knowledge Management Systems Implementation”, *Change Management: An International Journal*, Vol. 23, No. 1, pp. 63-90 ISSN: 2327-9176, [Link] [D]
20. **O’Brien, J.**, & Licht, G. (2022) “Improbable Landing – The Sioux City Miracle”, *The CASE Journal*. Vol. 18, No. 2, pp. 319-336, ISSN: 1544-9106, [Link] [T]
19. Walsh, J., & **O’Brien, J.** (2021) “The Role of Information Systems and Knowledge Codification for Service Provision Strategies”, *The Journal of Service Theory and Practice*. Vol. 31, No. 3, pp. 318-350, ISSN: 2055-6225, [Link] [D]
18. **O’Brien, J.**, & Bull Schaefer, R. A., (2020) “Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever”, *The CASE Journal*. Vol. 16, No. 3, pp. 345-368, ISSN: 1544-9106, [Link] [T]
17. **O’Brien, J.**, Schaffer, M., & Pahl, J., (2020) “The Role of Faith in Shaping Ethical Perceptions and Intentions”, *The International Journal of Religion and Spirituality in Society*. Vol. 10, No. 1, pp. 41-62, ISSN: 2154-8641, [Link] [D]
16. Pahl, J., Huegel, B., **O’Brien, J.**, (2020) “InsulTec: A Small Business at a Crossroad”, *The Journal of Critical Incidents*. Vol. 12, No. 1, pp. 74-76, ISSN: 1943-1872, [Link] [T]
15. Licht, G., **O’Brien, J.**, Schaffer, M. (2019) “Behind Closed Doors: The DC-10 and the Demise

- of McDonnell Douglas”, *The CASE Journal*. Vol. 15, No. 6, pp. 648-668, ISSN: 1544-9106, [\[Link\]](#) *[T]*
14. **O’Brien, J.**, (2019) “Mystery over the Atlantic: The Tragic Fate of Air France Flight 447”, *The CASE Journal*. Vol. 15, No. 1, pp. 22-45, ISSN: 1544-9106, [\[Link\]](#) *[T]*
 13. **O’Brien, J.**, (2018) “The Need to Explore Competing Commitments Theory in Knowledge Management”, *Change Management: An International Journal*. Vol. 18, No. 1, pp. 1-14, ISSN: 2327-9176, [\[Link\]](#) *[D]*
 12. **O’Brien, J.**, (2018) “Lessons from History: How Embracing Adaptive Change Could Have Saved Scott in the Race for the South Pole”. *The International Journal of Interdisciplinary Organizational Studies*. Vol. 13, No. 1, pp. 9-26, ISSN: 2324-7657, [\[Link\]](#) *[D]*
 11. Walsh, J., & **O’Brien, J.**, (2018) “Knowledge Asymmetries and Service Management: Three Case Studies”, *The Journal of Information and Knowledge Management*. Vol. 17, No. 3, ISSN: 0219-6492, [\[Link\]](#) *[D]*
 10. Walsh, J., & **O’Brien, J.**, (2017) “A Knowledge-based Framework for Service Management”, *The Journal of Information and Knowledge Management*. Vol. 16, No. 4, pp. 1-31, ISSN: 0219-6492, [\[Link\]](#) *[D]*
 7. **O’Brien, J.**, (2017) “Integrating the Cultural Perspective into Two Knowledge Management Frameworks”, *Knowledge Management: An International Journal*. Vol. 17, No. 1, pp. 22-35, ISSN: 2327-7998, [\[Link\]](#) *[D]*
 6. **O’Brien, J.**, (2016) “The Odd Couple: Knowledge Management and Endogenous Growth Theory – Using These Theories as a Basis for the Development of a Conceptual Interdisciplinary Framework”, *Knowledge Management: An International Journal*, Vol. 16, No. 2 pp. 1-20, ISSN: 2327-7998, [\[Link\]](#) *[D]*
 5. **O’Brien, J.**, (2015) “Ten Practical Findings from the Deployment of an Exploratory Knowledge Management Framework”, *Vine: The Journal of Information and Knowledge Management Systems*, Vol. 45, No. 3, pp. 397-419, ISSN: 2059-5891, [\[Link\]](#) *[D]*
 4. Purcell, R., & **O’Brien, J.**, (2015) “*Unitas*: Towards a Holistic Understanding of Knowledge in Organisations – a Case-based Analysis”, *Electronic Journal of Knowledge Management*, Vol. 13, No. 2. pp. 142-154, ISSN: 1479-4411, [\[Link\]](#) *[D]*
 3. **O’Brien, J.**, (2015) “An Examination of the Effects of using a Dedicated System for Learning, Capture and Reuse: The Case of User Productivity Kit at a Medical Device Company”, *Knowledge Management: An International Journal*, Vol. 15, No. 2, pp. 1-12, ISSN: 2327-7998, [\[Link\]](#) *[D]*
 2. **O’Brien, J.**, (2014) “A Knowledge Positioning Framework of Organizational Groups”, *International Journal of Knowledge Engineering and Management*, Vol. 3, No. 7, pp. 1-22, ISSN: 2316-6517, [\[Link\]](#) *[D]*
 1. **O’Brien, J.**, (2013) “The Need for a Robust Knowledge Assessment Framework: Discussion and Findings from an Exploratory Case Study”, *Electronic Journal of Knowledge Management*, Vol. 11, No. 1 pp. 93-106, ISSN: 1479-4411, [\[Link\]](#) *[D]*

Books [Double-Blind Peer-Reviewed and Edited]

- **O’Brien, J.**, (2018) “The Importance of Organizational Knowledge – An Exploration of Knowledge Management in the Trenches” *Common Ground Publishing: Organization Studies*, Champaign, Illinois, USA. ISBN: 978-1-61229-961-7, [[Link](#)] [D]

Book Chapters [Double-Blind Peer-Reviewed and Edited]

- **O’Brien, J.**, (2019) “Lessons from the Private Sector: A Critical Analysis and Extension of a Knowledge Management Framework to be Adopted in the Public Sector”, Dr. Yousif Al-Bastaki, Adel Al-Alawi & Sara Al-Bassam (Editors) in: *Handbook of Research on Implementing Knowledge Management Strategy in the Public Sector*, IGI Global, pp. 112-142, ISBN13: 9781522596394, DOI: 10.4018/978-1-5225-9639-4.ch006, [[Link](#)] [D]
- **O’Brien, J.**, (2016) “Lessons from the Private Sector: A Framework to Be Adopted in the Public Sector”, in *Business Intelligence: Concepts, Methodologies, Tools and Applications*, Dr. Mehdi Khosrow-Pour (Editor) in: *Contemporary Research in Information Science and Technology*, Book Series, IGI Global, pp. 476-500, ISBN10: 1466695625, [[Link](#)] [D]
- **O’Brien, J.**, (2013) “Lessons from the Private Sector: A Framework to Be Adopted in the Public Sector”, Dr. Yousif Al-Bastaki & Amani Shajera (Editors) in: *Building a Competitive Public Sector with Knowledge Management Strategy*. IGI Global, pp. 173-198, ISBN13: 9781466644342, DOI: 10.4018/978-1-4666-4434-2.ch008, [[Link](#)] [D]

Conference Proceedings [CP]/Presentations [P] [Peer-Reviewed] (*Virtual Presentation)

- **O’Brien, J.**, Antos, A. (2023) “Using Problem Based Learning and Case Studies to Teach Organisational Behaviour”, Management and Organisation Behaviour Teaching Society International Conference, University of St. Andrews, Scotland, United Kingdom. Conference Proceedings. [T] [CP]
- **O’Brien, J.**, Licht, G. (2022) “Improbable Landing – The Sioux City Miracle”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago. [T] [CP]
- **O’Brien, J.**, & Bull Schaefer, R. A., (2020) “Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago. Conference Proceedings. [T] [CP]
- Licht, G., **O’Brien, J.**, Schaffer, M. (2020) “Behind Closed Doors: The DC-10 and the Demise of McDonnell Douglas”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago. Conference Proceedings. [T] [CP]
- ***O’Brien, J.**, (2020) “The Presence of Self-Sabotage during Knowledge Management System Implementations”, International Conference on Science, Technology, Engineering and Management, Carlton Hotel, Dublin, Ireland. Conference Proceedings. [D] [CP]
- **O’Brien, J.**, (2019) “From Peer to Supervisor – Exploring the Challenges for First Time Leaders”, *Clute International Academic Conference on Business*, Dublin, Ireland. [D] [P]
- **O’Brien, J.**, (2019) “Self-Sabotage in Knowledge Management System Implementation”, *Midwest Business Administration Association International Conference*, North American Management Society, Palmer House, Chicago. Conference Proceedings: 156-165. [D] [CP]

- **O’Brien, J.**, (2018) “Using History to teach Behavior”, *Management and Organisation Behaviour Teaching Society International Conference*, Maynooth University Business School, National University of Ireland – Maynooth, Ireland. *Conference Proceedings*. [T] [CP]
- **O’Brien, J.**, (2018) “Competing Commitments and Knowledge Management”, *Midwest Business Administration Association International Conference*, North American Management Society, Palmer House, Chicago. *Conference Proceedings: 183-199*. [D] [CP]
- ***O’Brien, J.**, (2018) “The Race to the Pole: How Scott Could Have Been Saved by Adaptive Change”, *Thirteenth International Conference on Interdisciplinary Social Sciences*, University of Granada, Granada, Spain. [D] [P]
- ***O’Brien, J.**, (2018) “The Gap in Knowledge Management – Competing Commitments”, *Eighteenth International Conference on Knowledge, Culture, and Change in Organizations*, University of Konstanz, Konstanz, Germany. [D] [P]
- ***O’Brien, J.**, (2018) “The Role of Faith in Shaping Ethical Perceptions and Intentions”, *Eighth International Conference on Religion & Spirituality in Society*, University of California at Berkeley, Clark Kerr Campus, Berkeley, CA. [D] [P]
- **O’Brien, J.**, & Schaffer, M., (2017) “Projects from the community – the Launch of a Centre for Business and Economic Analysis”, *The Coalition of Urban and Metropolitan Universities Annual Conference*, Denver, Colorado. [A] [P]
- ***O’Brien, J.**, (2017) “Integrating the Cultural Perspective into a Knowledge Management Framework”, *17th International Conference on the Knowledge, Culture and Change in Organisations*, Charles Darwin University, Darwin, Australia. [D] [P]
- **O’Brien, J.**, (2016) “The Frustration of Knowledge Management – Futile Dualities in Organizational Knowledge”, *Midwest Business Administration Association International Conference*, North American Management Society, Palmer House, Chicago. *Conference Proceedings: 183-199*. [D] [CP]
- **O’Brien, J.**, (2015) “The Effectiveness of User Productivity Kit as a Knowledge Sharing Tool – Lessons from a Medical Device Case”, *15th International Conference on Knowledge, Culture and Change in Organizations*, University of California at Berkeley, Berkeley, California USA, *Conference Proceedings: pp. 9-21*. [D] [CP]
- **O’Brien, J.**, (2013) “The Construction of an Operational-Level Knowledge Management Framework”, *10th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning*, The George Washington University, Washington, D.C., *Conference Proceedings: pp. 310-320*. [D] [CP]
- **O’Brien, J.**, (2013) “Using Hofstede’s Cultural Model to Present a Perspective on Knowledge Management in China”, *Nihon University - St. Norbert College, 6th Joint Faculty Conference: “East Asia in the 21st Century: Issues and Challenges”*, St. Norbert College. [D] [P]
- **O’Brien, J.**, (2012) “The Need for a Robust Knowledge Assessment Framework”, *The 13th European Conference in Knowledge Management*, Universidad Politécnica de Cartagena, Spain, *Conference Proceedings: pp. 856-865*. [D] [CP]
- **O’Brien, J.**, (2009) “Knowledge Constructs & Factors: The Irish Medical Device Sector”, *Irish Academy of Management Conference*, National University of Ireland Galway, Ireland, *Conference Proceedings: pp. 111-124*. [D] [CP]
- **O’Brien, J.**, (2009) “An Analysis of Knowledge Inputs within a Derived Knowledge Assessment Framework”, *KBS Research Conference*, University of Limerick, Ireland, *Conference Proceedings: pp. 62-75*. [D] [CP]
- **O’Brien, J.**, (2008) “Using EGT for the Development of a Knowledge Assessment Framework”, *Irish Academy of Management Conference*, Dublin City University, Ireland, *Conference Proceedings: pp. 77-107*. [D] [CP]

- **O’Brien, J.**, (2008) “A Framework for Ireland’s Knowledge-Based Economy”, *KBS Research Conference*, University of Limerick, Ireland, *Conference Proceedings: pp. 152-162. [D] [CP]*

Invited Lectures [L]/Workshops [W]/Community Talks [C] (*Virtual Presentation)

- “Buzzword – Accountability – What really counts when it comes to accountability?”, Workshop and Panel with Dr. Kim Smith to Schneider National Women’s Network, Schneider National, Green Bay, WI, December 13, 2023. [W] [A]
- “The Cost of Staying in your Comfort Zone”, Talk with Dr. Kim Smith to community members, Undergraduate Research Forum, St. Norbert College, April 28, 2023. [L] [A]
- “Leadership Through Adaptive Change Contexts”, 2-hour interactive workshop with six local executive leaders, CEL Executive Immersion Cohort, October 19, 2021. [L] [A]
- “Adaptive Change”, Non-Profit Leadership Forum Development Day, October 12, 2021. [L] [A]
- Leadership Through Adaptive Change Contexts, 2-hour interactive workshop with six local senior leaders, CEL Senior Immersion Cohort, September 21, 2021. [W] [A]
- *Leading Through Adversity – 7 Takeaways”, Family Business Forum Summit, invited speaker for 1-hour lecture in the “People and Culture Track”, Spring 2021, St. Norbert College. [L] [A]
- *McDonnell Douglas and the Demise of the DC-10, 2-hour interactive workshop with six local senior leaders, CEL, November 16, 2020. [W] [A]
- *Cognitive Bias & Decision Making – Leading Through Adversity – The Case of Air France 447, 2-hour interactive workshop with six local emerging, CEL, October 21, 2020. [W] [A]
- Cognitive Bias & Decision Making – Leading Through Adversity, 2-hour interactive workshop with six local senior leaders, CEL, March 23, 2020. [W] [A]
- Cognitive Bias & Decision Making – Leading Through Adversity. 2-hour interactive workshop with six local emerging leaders, CEL, February 27, 2020. [W] [A]
- Cognitive Bias & Decision Making – Leading Through Adversity. 2-hour interactive workshop with six local emerging leaders, CEL, January 9, 2020. [W] [A]
- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with six local senior leaders, CEL, August 13, 2019. [W] [A]
- “When You Find Out Your Heroes Aren’t Heroes: Leadership Lessons from the Poles”, Agape Latte, St. Norbert College, April 25, 2019. [C] [A]
- “Some Strategies for Dealing with Change”, Invited talk for SNC's *Omicron Delta Kappa* leadership chapter, April 16, 2019. [C] [A]
- “Fusing Research with Pedagogy – A Day in the Life of a Teacher-Scholar”, Schneider School of Business and Economics Spring Research Symposium, April 12, 2019. [C] [T]
- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with seven local emerging leaders, CEL, March 21, 2018. [W] [A]
- “When You Find Out Your Heroes Aren’t Heroes”, Supervisor Lunch and Learn, St. Norbert College, February 7, 2018. [L] [A]
- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with five local emerging leaders, CEL, December 13, 2018. [W] [A]
- “Adaptive Change – The New Status Quo”, SyNC Local Employers Community Event, St. Norbert College, 2017. [L] [A]
- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with six local emerging leaders, CEL, November 11, 2017. [W] [A]

- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with six local senior leaders, CEL, August 7, 2017. [W] [A]
- “Adaptive Change – The New Status Quo and Why People Struggle with It”, Fourth Annual Auxiliary Services Conference, St. Norbert College, 2017. [W] [A]
- The Challenge of Adaptive Change – Identifying the Greatest Threat to Your Workplace, 2-hour interactive workshop with four local emerging leaders, CEL, August 1, 2017. [W] [A]
- “The Real Reason People Won’t Change – Competing Commitments”, Innovation at St. Norbert College Impediments and Opportunities, Innovate SNC – Big Ideas Group, St. Norbert College, 2016. [L] [A]
- “Does National Culture Matter in Management?” Door County Distinguished Lecture Series: Door County Auditorium, 2014. [L] [D]
- “Irish History, Culture, and Today, Language and Cultural Services, SNC, 2014. [C] [A]
- “nVivo: A Qualitative Research Tool”, Advanced Methods Seminar, Department of Management, University of Limerick, 2010. [W] [A]
- “The Exploratory Case-Study Approach: They Keys to Successful Access”, Faculty Development Presentation, University of Limerick, 2010. [L] [A]
- “Knowledge Management and Strategy: Can Knowledge Be Strategic?” Strategic Management Discussion, University of Limerick, 2009. [L] [D]
- “Triangulation of Methods in Knowledge Management Research”, Department of Management, University of Limerick, 2009. [L] [A]
- “Knowledge and the Irish Economy: Meeting the Current Challenges and Offering Solutions”, Information Management and Decision-Making Discussion, University of Limerick, 2009. [L] [D]

Student-Faculty Collaborations

- Gehm, M., Brill, A., & **O’Brien, J.**, “GRACE Catholic School System Employment Engagement Study.” CBEA Research Project, 2017.
- Gehm, M., Brill, A., & **O’Brien, J.**, “GRACE Catholic School System Employment Engagement Study.” Undergraduate Research Forum, St. Norbert College, 2017.
- Socha, B., **O’Brien, J.**, “Good Organizational Culture: Acuity Insurance”, CBEA White Paper, 2016.
- Gingras, R., **O’Brien, J.**, “Cerebral Palsy Centre Compensation Study”, Undergraduate Research Forum, 2016.
- Gingras, R., **O’Brien, J.**, “The Real Reason People Won’t Change”, CBEA White Paper, 2016.
- Gingras, R., **O’Brien, J.**, “Tipping Point Leadership: The NYPD”, CBEA White Paper, 2016.
- Kozlovsky, N., **O’Brien, J.**, “CEO leadership model: Kimberly-Clark”, Green Bay Press-Gazette, Available: [\[Link\]](#), December 7, 2015.
- Brzezinski, A., Gingras, R., Gritton, T., Kozlovsky, N., Morris, S., Vanderlin, N*, Schaffer, M., **O’Brien, J.** “State of the Economy – A Snapshot of Northeastern Wisconsin”, Bemis International Centre, 2014.
- Danielson, K., Newgent, M., Szymanski, J., **O’Brien, J.**, “The effects of work funding on student engagement at SNC”, National Conference on Undergraduate Research, University of Wisconsin-LaCrosse, 2013.
- Danielson, K., Newgent, M., Szymanski, J., **O’Brien, J.**, “The effects of work funding on student engagement at SNC”, Social Science Research Forum, SNC, 2013.

Professional-Development Conferences/Seminars (*Virtual Attendance)

- *Resilience Leadership Workshop, Workshop to prepare administrators for adaptive

- change scenarios, EAB consulting, St. Norbert College, August 2021
- *Higher Learning Commission (HLC) Training Workshops, Three workshops to prepare for SNC HLC accreditation effort, St. Norbert College, March 2021
- *Assurance of Learning Conference, The Association to Advance Collegiate Schools of Business, December 2020.
- WAICU Compliance Summit, Wisconsin Association of Independent Colleges and Universities, Marian University, Fond du Lac, Wisconsin, 2019.

Technical Report [Solicited]

- Buckley, P., **O’Brien, J.**, & Parkes, C., (2008) “CAGKM Framework: Knowledge Management Strategy for Decentralising Organisations”, *Comptroller and Auditor General, Government of Ireland, Dublin, Ireland. [A]*

Popular Press/Editorials/Opinion Pieces/Podcasts

- “How will generative AI impact higher education?”, interview for article by Princeton Professor and undergraduate student Andrew Buher and Calvin Hunt [[Link](#)], July 17, 2023.
- “Using Case Studies to Build Culture and Leaders”, invited speaker on “Episode 103 – Thrive on Challenge” podcast series [[Link](#)], August 21, 2019.
- “In Case of Emergency”, SNC Magazine, by Dan Flannery, Available: [[Link](#)], July 1, 2019.
- “How to Effect and Manage Real Change,” SyNC Business News and Highlights: Connecting Northeast Wisconsin with St. Norbert College, by Melanie McManus, Available: [[Link](#)], January 31, 2019.
- “Four Things Leaders Need to Know About Managing Change”, Green Bay Press-Gazette, Available: [[Link](#)], January 9, 2019.
- “United in Merger”, New North B2B Business Magazine – Business Intelligence for the New North, [[Link](#)], February 2018.
- “Educational Partnerships Advance the Knowledge Economy”, Breakthrough Fuel Class Project Experience published in *BizTimesMedia*, Milwaukee, Available: [[Link](#)], April 2014.
- “Alumni experience steers classroom business simulation”, SNC Magazine, Available: [[Link](#)], November 5, 2013.

Peer-Reviewed Research Bulletins/Abstracts

- **O’Brien, J.**, (2013) “Knowledge Reuse in the Medical Device Sector”, *National Institute of Health Sciences-Research Bulletin*, 6 (4), pp. 54. [D]
- **O’Brien, J.**, (2012) “The Need for a Robust Knowledge Assessment Framework in the Medical Device Sector”, *National Institute of Health Sciences-Research Bulletin*, 6 (3), pp. 48. [D]
- **O’Brien, J.**, (2010) “Conceptualising a Knowledge Assessment Framework for Effective Management and Performance in the Healthcare Sector using the Private Sector”, *National Institute of Health Sciences-Research Bulletin*, 5 (3), pp. 54. [D]
- **O’Brien, J.**, (2009) “A Knowledge Assessment Framework for More Effective Management in the Healthcare Sector”, *National Institute of Health Sciences- Research Bulletin*, 5 (2), pp. 83. [D]
- Droog, E., & **O’Brien, J.**, (2009) “Knowledge Management in the Healthcare Sector: A Study of Irish Breast Cancer Teams”, *National Institute of Health Sciences-Research Bulletin*, 5 (1), pp. 71. [D]
- **O’Brien, J.**, (2008) “Problems Within the Health Sector in the Irish Economy”, *National Institute of Health Sciences-Research Bulletin*, 4 (4), pp. 102. [D]

- **O’Brien, J.**, (2008) “Ontological Data Structures for Medical Data in Ireland: Applications of Semantic Web within a Knowledge-Based Framework”, *National Institute of Health Sciences-Research Bulletin*, 4 (3), pp. 73. [D]

GRANTS/FELLOWSHIPS AWARDED

- **Faculty Development Summer Grant:** Curricular and Instructional Improvement, “Creating an industry-partnership class in Ethical Leadership”, \$650, 2024.
- **Faculty Development Summer Grant:** Curricular and Instructional Improvement, “Creating a class in Negotiation”, \$2,500, 2022.
- **Faculty Development Summer Grant:** Curricular and Instructional Improvement, “Creating a class in International Management”, \$2,500, 2021.
- **Faculty Development Summer Grant:** Research and Creative Endeavours, “Distraction in the Cockpit – Eastern Air 401: The Accident that Changed Aviation Forever”, \$2,500, 2020.
- Faculty Development Travel Grant for the *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago, \$750, 2020.
- Faculty Development Travel Grant for the *Midwest Business Administration Association International Conference*, North American Management Association, Palmer House, Chicago, \$750, 2019.
- **Faculty Development Summer Grant:** Curricular and Instructional Improvement, “Deploying Problem-Based Learning in the Strategic Management Capstone”, \$2,500, 2018.
- Faculty Development Travel Grant for the *Coalition of Urban and Metropolitan Universities Annual Conference*, Denver, Colorado. \$310, 2017.
- **Faculty Fellow** for Community Engagement & Academic Service Learning: Scholarship Circle, \$750, 2017.
- **Faculty Development Summer Grant:** Research and Creative Endeavours, “The Frustration of Knowledge Management – Futile Dualities in Organizational Knowledge”, \$2,500, 2016.
- Faculty Development Travel Grant for the *15th International Conference on Knowledge, Culture and Change in Organizations*, \$750, 2015.
- **Faculty Development Summer Grant:** Curricular and Instructional Improvement, “Development of New Management Special Topics” – *Knowledge Management: Knowledge Matters*, \$2,500, 2014.
- Faculty Development Travel Grant for the 10th International Conference on Intellectual Capital, Knowledge Management & Organizational Learning, \$690, 2013.
- **Faculty Fellow** for Community Engagement and Academic Service Learning, \$1,500, 2013.
- Student-Faculty Collaborative Research Grant – “The effects of work funding on student engagement at SNC”, Danielson, K., Newgent, M., Szymanski, J., \$1,000, 2013.
- Faculty Development Travel Grant for the 13th European Conference in Knowledge Management, Universidad Politécnica de Cartagena, Spain, \$350, 2012.

ADMINISTRATIVE EXPERIENCE

My administrative leadership experience stems organically from my interests and the intentional leveraging of my skill set to serve St. Norbert College and the SSBE.

Executive Co-Director of the Centre for Exceptional Leadership, 2024 [1 year]

- Led the sunsetting of the centre. Provided a pro forma to create a roadmap for the

best way to wind down operations.

- Worked to help the centre balance its structural budget deficit.
- Responsible for \$400,000 in annual revenue.
- Organised the teach-out of the final five cohorts.
- Reconfigured centre's strategic goals to better support and advance local community partners and organisations.
- Strategic planning and strategic oversight along with management of the operations. This included managing administrative staff, schedules of facilitators, engaging with the various executive education student cohorts, and managing the budget for the centre.

Associate Dean of the Schneider School of Business & Economics, 2018–2022 [*5 years*]

- Helped lead the AACSB-accreditation effort, which involved chairing several working committees and travel to AACSB professional conferences. This involved the assessment duties and preparation of formal curricular and accreditation reports and updates to the SSBE Board of Advisors.
- Managed the formal evaluation and development of all full-time tenure-track faculty within the SSBE, providing annual reviews, formal peer observations, other formative duties through the tenure process, and official letters to the offices of the Dean of the SSBE and the Vice President of Academic Affairs.
- Coordinated the academic timetables and course cataloguing of six majors (Management, Marketing, Finance, Accounting, Economics, and Data Analytics), minors in Leadership Studies and Sports Management, and the MBA, in collaboration with each department.
- Helped lead programmatic assessment reports and review of SSBE programs.
- Oversaw curricular development within the business school.
- Served as a representative on internal college-wide committees.
- Managed the professional-development budget for the business school along with three endowed chairs.

Director of the Business Administration Undergraduate Program, Schneider School of Business & Economics, 2017–2018 [*1 year*]

- Led programmatic assessment and review in conjunction with the SSBE Curriculum & Assessment Committee. Conducted the Business Administration programme review report in 2018.
- Chaired all Business Administration hiring committees.
- Directed the academic timetable for the Business Administration department and helped facilitate the MBA timetable in conjunction with the MBA director.
- Coordinated student awards in accounting and business administration.
- Served as representative at Career Day, Major Fest, industry dinners, and other public events.
- Managed class substitutions and approvals for transfer students and study-abroad programmes.
- Managed the course catalogue for Business Administration.

Co-Director of the Centre for Business & Economic Analysis, 2014–2017 [*3 years*]

- Led several student-faculty collaborations in the community, including a compensation study for the Cerebral Palsy Centre and an employee-engagement

- study for GRACE Catholic School System.
- Helped manage 10 student research analysts.
- Helped build relationships with industry partners to provide project opportunities for students to solve problems in the community.
- Helped create the community-engaged Centre for Business & Economics practicum class to allow students to attach projects to classes for academic credit.

COLLEGIAL SERVICE

College-wide Committees

- Speaker of the Senate, Faculty Senate, St. Norbert College, 2025-2026
- Speaker of the Senate (elect), Faculty Senate, St. Norbert College, 2024-2025
- Senator (elected), Faculty Senate, St. Norbert College, 2024 – 2027
- Leadership Studies Advisory Committee, Faculty Representative, 2024 – present
- Vice President for Academic Affairs Search Committee, Elected faculty representative, 2023
- Divisional Committee Member for 2 reviews, Tenure and Promotion 3rd year Review, 2023
- SSBE Scholarship Impact Committee, Chair, 2020–2024
- Management Faculty Search Committee, Chair, 2022
- Faculty Advisory Council, 2021 – 2022, Chair, Autumn 2021
- Ad-hoc College-wide Assessment Committee, 2021-2022
- Tenure and Promotion Task force to examine changes in *Faculty Handbook*, 2021–2022
- Business Ethics Faculty Search Committee, Chair, 2021
- College-wide Assessment Committee – SSBE representative, 2021.
- SSBE Curriculum Committee, *Ex Officio*, 2020–2022
- SSBE Assurance of Learning Committee, *Ex Officio*, 2020–2022
- Interdivisional Committee [SSBE & Natural Sciences] for Oversight of the Data Analytics Major, 2020–2022
- Academic Accommodations Review Panel, 2020–2022
- Faculty Personnel Committee, 2017–2020; Co-Chair, Autumn 2019
- SSBE Curriculum & Assessment Committee, 2015–2017; Chair, 2018–2020
- Finance Faculty Search Committee, 2020
- SSBE Faculty Growth & Advancement Committee, Chair, 2018–2020
- Interim Assistant Academic Vice President Search Committee, 2019
- SSBE Board of Advisors Programs & Services Committee, 2018–2021
- Graduate Programs Committee, 2019–2021
- CORE Curriculum Committee, 2017–2020
- The Vice President of Academic Affairs/Divisional Deans Council, 2018–2020
- Library Advisory Committee, 2018–present
- Scheduling Committee, 2017–2020
- Academic Affairs Leadership Council (AALC), 2018–2019
- Schneider School of Business & Economics Dean Search, 2018, 2019
- SSBE Strategic Planning & Policy Committee, 2017–2019
- Master of Business Administration Sub-committee, 2017–2018
- Marketing Faculty Search Committee, Chair, 2017–2018
- Modern Languages (Spanish) Faculty Search Committee, 2017
- Strategic Plan Working Group – Operational Excellence: Review and Prioritization of Programs, 2016–2017
- Economics Faculty Search Committee, 2016–2017

- Faculty Development Committee, 2014–2017; Summer Grants Sub-committee, 2015, 2017
- Business Ethics Faculty Search Committee, Chair, 2014–2016
- International Business and Language Area Studies Advisory Committee, 2014–2016
- Cassandra Voss Center Advisory Committee, 2014–2016
- Harassment Resource Committee, 2014–2016
- Collaborative Undergraduate Research Advisory Committee, 2013–2014
- Supply Chain Management Faculty Search Committee, 2015
- Management Faculty Search Committee, 2014–2015
- Internship Advisory Committee, 2013–2014
- Internship Awards Selection Committee, 2013–2014

Other Collegial Service

- Performed several peer observations in teaching, various academic divisions, 2021–2023
- Faculty Mentor, 2018, 2019, 2020, 2021, 2022
- Guest speaker for the *Phi Sigma Lota* induction ceremony, April 2021, St. Norbert College
- Divisional Committee for Tenure and Promotion (3rd Year Review) – Natural Sciences Faculty Member, *Invited External member*, February 2021
- Divisional Committee for Tenure and Promotion (3rd Year Review) – Humanities Faculty Member, *Invited External member*, March 2021
- Reader for Dr. Marc von der Ruhr’s sabbatical proposal, “To Learn to Use the Open-Source Regression Software, ‘R’, and a Reconsideration of the ‘Market for Religion’”, economics discipline, 2020
- Interfolio Working Group – Subject Matter Expert and Tester, 2020
- Associate Dean, SSBE, 2018–present
- Participant [representing observations from the *Faculty Personnel Committee*] in the external legal review of tenure process/*Faculty Handbook* policies and procedures, 2019
- “Learn About the SSBE”, one-hour talk for the St. Norbert College office of admission to prospective parents, July 15, 2019
- Director of Business Administration Undergraduate Program, SSBE, 2017–2018
- Reader for Dr. Seth Meyer’s sabbatical proposal, “Building a theoretical framework which connects the study of mathematical symmetry to the minimum rank problem for graphs”, mathematics discipline, 2018
- Reader for Dr. Robert Kramer’s sabbatical proposal, “In the Eye of the Storm: The Life of Emilie Rishmawi, a Palestinian Christian Woman Who Defied the Israeli Occupation”, history discipline, 2018
- Invited Panellist: Center for Global Engagement, “International Careers in Business,” 2018
- Invited Panellist: New Faculty Orientation, “Surviving the First Year Review, Pre-tenure Review, and the Tenure Process”, 2018.
- *Phi Beta Lambda* Regional Competition judge for accounting analysis and business decision-making, 2018
- Facilitator for the Senior Leadership Immersion Program, Leading Adaptive Change, Center for Exceptional Leadership, St. Norbert College, 2017–present
- Facilitator for Emerging Leaders Cohort, Leading Adaptive Change, Center for Exceptional Leadership, St. Norbert College, 2017–present
- Co-Director of the Centre for Business & Economic Analysis, 2014–2017
- Faculty Mentor, 2016

- Invited Panellist: New Faculty Orientation, “Scholarship in the Trenches”, 2015
- Honor Board Faculty Representative, 2014
- Faculty Mentor, 2014
- Panellist: New Faculty Orientation, “Surviving the First Few Weeks and Advice for the First Year”, 2014
- Invited Speaker, Language & Cultural Services: “Irish History, Culture and Today”, 2014
- Thesis Co-Advisor (with Dr. Marc von der Ruhr) for Peter Weiss, “The Impact of P-12 Consolidated Catholic School Systems on School Closings, Enrolment, and Budget: A Complicated Picture”, Master of Liberal Arts, 2014
- Advisor for the SNC Board Game Club, 2014–2016
- Advisor for SNC Enactus, 2014–2016
- Invited Panellist: New Faculty Orientation, “Surviving the First Few Weeks and Advice for the First Year”, 2013
- Invited Speaker: The ALIVE team at SNC: “How’d I Get Here?”, 2013
- Service to the Honours Tutorial Program (2012–2015):
 - Climate Change: A 360-Degree Inter-disciplinary Perspective (with Dr. McKean and Dr. Schaffer)
 - Business and Brewing: The Rise of the Micro-Brewing Industry in the United States (with Dr. Schaffer)
 - An Unsung Hero: The Story of Tom Crean
 - Honour’s Program Life Raft participant
 - Irish Independence: The Easter Rebellion of 1916

PROFESSIONAL SERVICE

- **Reviewer** for three papers in session: “Assessing Student Learning Outcomes: Let’s Create Some Rubrics”, “Attend Lecture or Wait for the Podcast? Explaining the post-lockdown international postgraduate student’s Decision Making”, “Acknowledging Neurodiversity in Management Education: Improving Professional Development for Neurodivergent Management Students” *Management and Organisation Behaviour Teaching Society International Conference*, Review Committee, 2023
- **Chair**, Case Research: “Struggling to Hire a Mechanics Manager” and “The Well Coffeehouse: A Nonprofit in Favour of Profit”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago, March, 2020
- **Discussant**, Case Research: Critical Incident Presentations, “Turning Point: Assessing Business Viability at Goulet Pen Company” and “Pirate Joe’s Versus Trader Joe’s: A Gray Market Fight”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago, March, 2020
- **Scribe**, Case Research: Critical Incident Presentations, “The Problem with Christmas” and “Lease or Buy”, *Midwest Business Administration Association International Conference*, Society for Case Research, Palmer House, Chicago, March, 2020
- **Associate Editor** for *Knowledge Management: An International Journal*, 2017–2019
- **Reviewer** for three papers in session: “Reflective Reinvention: Harnessing our Heritage to Reshape Management Education?” *Management and Organisation Behaviour Teaching Society International Conference*, Review Committee, 2018
- **Discussant** for “Crisis Analytics: When Big Data and Crisis Management Collide”, *Midwest Business Administration Association International Conference*, North American Management

- Society, Palmer House, Chicago, 2018
- **Discussant** for “Improving the Public-Sector Services Through the Integration of Technology and Communication: An Exploratory Study”, *Midwest Business Administration Association International Conference*, North American Management Society, Palmer House, Chicago, 2018
 - **Invited Guest Associate Editor** for *Knowledge Management: An International Journal – Knowledge Management Frameworks*, 2015
 - **Program Committee** for the 16th European Conference on Knowledge Management, The University of Udine, Italy, 2015
 - **Program Committee** for the 14th International Conference for Intellectual Capital and Knowledge Management, University of Sydney, Australia, 2014
 - **Program Committee** for the 15th European Conference on Knowledge Management, The Santarém School of Management and Technology – Polytechnic Institute of Santarém, Santarém, Portugal, 2014
 - **Session Chair**, “Intellectual Capital & Knowledge Management Research”, 10th International Conference on Intellectual Capital, Knowledge Management & Organizational Learning, 2013
 - **Discussant** for “Chinese Consumer Brands: Is a Global Expansion Feasible?”, Nihon University – St. Norbert College, 6th Joint Faculty Conference: “East Asia in the 21st Century: Issues and Challenges”, 2013
 - **Session Chair**, Nihon University – St. Norbert College, “East Asia in the 21st Century: Issues and Challenges” 6th Joint Faculty Conference, 2013
 - **Session Chair**, “KM Frameworks”, 14th European Conference in Knowledge Management, 2012
 - **Session Chair**, “Knowledge in Action”, 14th European Conference in Knowledge Management, 2012
 - **Program Committee**, 14th European Conference in Knowledge Management, 2012
 - **Invited Speaker**, “Research and Practice Discussion Series”: with the Centre for Information and Knowledge Management, University of Limerick, Ireland, 2010
 - **Guest Speaker**, “Analysis of the Knowledge Management Activities within the Innovation Centre”, Consultancy Presentation, Depuy Orthopaedics, Cork, Ireland, 2009
 - **Guest Speaker**, “Analysis of the Knowledge Management Activities within the Inventory Management Project”, Consultancy Presentation, Creganna-Tactx Medical, Galway, Ireland, 2009
 - **Guest Speaker**, Knowledge Management Strategy Seminar, Dell Ireland, Limerick, Ireland, 2008

Editorships

- Associate Editor for *Knowledge Management: An International Journal*, 2017–2020
- Invited Guest Associate Editor for Special Edition *Knowledge Management: An International Journal – Knowledge Management Frameworks*, 2015

Reviewing

- *The CASE Journal*, 2017–present
- *Management and Organisation Behaviour Teaching Society*, 2023
- *Change Management: An International Journal*, 2021–present
- *Vine: Journal of Information & Knowledge Management Systems*, 2014–present

- *Knowledge Management: An International Journal*, 2014–2021
- *The Journal of Social Economics* [case methods], 2017–2018
- *Management and Organisation Behaviour Teaching Society*, 2018
- *The Electronic Journal of Knowledge Management*, 2013–2016
- *Knowledge Management: Research & Practice*, 2012–2016

AWARDS, HONORS, AND SABBATICALS

- **Donald B. King Distinguished Scholar Award**, St. Norbert College, 2024
- **Sabbatical**: Exploring Competing Commitments in Knowledge Management Systems Implementations, Autumn 2023
- Nominated for **Educator of the Year**, St. Norbert College, 2022, 2018, 2015, 2012
- St. Norbert College Merit Award for Scholarly Achievement, 2020, 2018, 2014
- In 2019, my paper “The Need for Competing Commitments Research: Coping with Change in Knowledge Management” was the winner of the [International Award for Excellence](#) for Volume 18 of the Organization Studies Journal Collection (the award for the highest-ranked article emerging from the peer-review process according to the selection criteria outlined in the peer-review guidelines).
- **Leonard Ledvina Award for Excellence in Teaching**, St. Norbert College, 2017
- Appointed the Donald J. & Darlene M. Long Endowed Chair in Business, 2017
- St. Norbert College Certificate of Appreciation – Raymond Kay III, 2013

PROFESSIONAL AFFILIATIONS

- Management & Organisational Behaviour Teaching Society, 2017–present
- Organisational Studies Research Network, 2013–present
- Academy of Management, 2014–2021
- Interdisciplinary Social Sciences Research Network, 2017–2019
- Design Principles & Practice Research Network, 2017–2018
- Sigma Beta Delta, Business Honours Society, 2014–2016
- Enactus, 2013–2016
- Irish Academy of Management, 2008–2014

PROFESSIONAL EXPERIENCE/CONSULTING

- DePuy Orthopaedics, Cork, Ireland
Management Consultant, 2010–2011
- Creganna-Tactx Medical, Galway, Ireland
Management Consultant, 2009–2010
- Government of Ireland, Office of the Comptroller and Auditor General, Dublin, Ireland
Management Consultant, 2008–2009
- Vistakon Ireland, Johnson & Johnson, Limerick, Ireland
Quality Process Department, 2007–2008
- Accounts Payable, University of Limerick, Plassey Technological Park, Limerick, Ireland
Expenses Auditor, 2006–2007

PERSONAL INTERESTS

- I collect rare tone-wood acoustic guitars.
I have been a musician and singer for most of my life and enjoy the social and cultural contexts that music and being around music provides. Growing up on the Southwest coast of Ireland, the connection to the community was through music and appreciation of the arts and culture. Understanding a place and a people through its language, music, and culture has always been and continues to be a passion of mine.
- I am an avid reader of nonfiction works that focus on polar exploration.
In my spare time, I love to read about the stories of young Irish adventurers heading off on expeditions to the ends of the earth. Growing up around the legacy of Tom Crean in County Kerry (where I am from), and in no small part to another famous Irish explorer, Ernest Shackleton, this has been a curiosity since I was a child.
- I build computers for fun.
I am a giant computer nerd – and I am always tinkering on a motherboard, or new configuration of machine. I enjoy the precision of building a machine, understanding its interconnected systems from the ground up, and then hoping, when you hit that on button, that at the moment of truth, everything works as it should. Maybe this is the planner in me, I am not sure.