

Academic Vita of: Paul Poppler

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I Education

Doctorate: Business Administration, University of Nebraska, Lincoln, 1992. Areas of study: Strategic management/policy, labor relations, production/operations, and public administration.

Masters: Industrial and Personnel Relations, University of Minnesota, Minneapolis, 1981. Areas of study: Organizational theory, labor relations, and human resource management.

Bachelors: History and Political Science Major; Secondary Education Certification, University of St. Thomas, St. Paul, Minnesota, 1975.

II Academic Experience

08/95 - Present: Assistant, Associate, and Full Professor of Management, Bellevue University, Bellevue, NE.

08/92 - 07/95: Assistant Professor of Management, St. John's University, New York, NY.

08/87 - 07/92: Doctoral Candidate CBA, University of Nebraska, Lincoln, NE.

07/82 - 07/87: Instructor & MBA Program Coordinator, College of Business, Minnesota State University, Mankato, MN.

III Presentations, Publications, Proceedings, Abstracts, and Conference Roles

Stark, E., P. Poppler, and G. Ashley (2010). *Is the assumption that post-secondary education represents human capital for employers supported by reductions in counterproductive work behaviors?* The Academy of Management Conference, Montreal, CA.

Youssef, C., P. Poppler, E. Stark, & G. Ashley (2010). *Return on Investment in Human, Social and Psychological Capital: The Search for Yeti (Professional Development Workshop)*. The Academy of Management Conference, Montreal, CA.

Poppler, P. & E. Stark (2010). Rare and inimitable: Creating human capital advantage. *Chief Learning Officer Magazine*. 9(5): 26 – 48 (5 pages).

Poppler, P. & E. Stark (2010). *Ambiguities in defining human capital: Challenges in the creation of strategic competitive advantages through human capital initiatives*. The Western Academy of Management Conference (presentation). Kona, HI.

Stark, E & P. Poppler (2010). *College/University degrees: Human capital justifying premium wages?* The Western Academy of Management Conference (presentation). Kona, HI

Poppler, P. (2009). *Strategic human capital: Modeling for Measurement*. *Innovation@Work*, 2(8), Summer Issue, 5 – 7.

Stark, E. and P. Poppler (2009). *Performance evaluations, and all the usual suspects*. *Personnel Review*. 38(3): 320 - 338.

Stark, E. and P. Poppler (2008). *Reassessing diversity and the theories of Magoroh Maruyama*. The Academy of Management Conference (round table discussion). Anaheim, CA.

Stark, E., Stepanovich, P., Poppler, P., & P. Hopkins (2008). *Surrounded by whitewater: Conflict in management sciences regarding truth and reality*. *Journal of Behavioral and Applied Management*, 9 (3).

Stark, E., & Poppler, P. (2007). *Reflecting on US employment diversity and the writings of Magoroh Maruyama*. The Institute of Behavioral and Applied Management Conference (presentation, proceedings). Reviewer and discussant in Organizational Behavior, Theory and Development Division. Reno, NV

Stark, E., Stepanovich, P., Poppler, P., & Hopkins, P. J. (2007). *Surrounded by white water: Battlefields in academia and their implication for consultancies*. The Western Academy of Management Conference (presentation). Missoula MT.

Poppler, P., Stark, E., & Stepanovich, P. (2005). *Empiricism versus postmodernism: A case In point*. The Institute of Behavior and Applied Management Conference (presentation). Co-chaired panel discussion of empiricist vs. post-modernist interpretations in Human Resource Management Division. Scottsdale, AZ.

Poppler P. (2004). Institute of Behavioral and Applied Management Conference. Reviewer & discussant for Organization Behavior, Theory, and Development Division. Providence, RI

Poppler, P. (2003). Institute of Behavioral and Applied Management Conference. Reviewer & discussant for Human Resource Management Division. Co-chaired a panel session on issues in the issue of empirical measurement of diversity programs. Tampa, FL

Poppler P. (2002 – 2005). Assistant to the Institute of Behavioral and Applied Management President-elect and then President, Linda Thomas.

Poppler P. (September 2001 and November 2001). Conducted workshops on business writing for Lincoln Electric System (LES). Lincoln, NE.

Poppler, P. (2001). Institute of Behavioral and Applied Management Conference. Reviewer & session discussant for Division II: Organization Behavior, Theory, & Development. Honored and awarded as an outstanding reviewer. Charlestown, SC.

Poppler, P. (2000). Institute of Behavioral and Applied Management Conference. Reviewer & session discussant for Division II: Organization Behavior, Theory, & Development. San Diego, CA.

Stark, E., Thomas, L. T. & Poppler, P. (2000). *Psychological disposition and job satisfaction under varying conditions of organizational change: Relevance and meaning from survivors and the walking wounded*. The Western Academy of Management Conference (presentation). Kona, Hawaii.

Stark, E., Thomas, L. T. & Poppler, P. (1999). *Psychological disposition and job satisfaction under varying conditions of organizational change: A study of survivors and walking wounded*. Midwest Academy of Management Conference (proceedings and discussion). Lincoln, NE.

Poppler, P. (1999). Institute of Behavioral and Applied Management Conference. Reviewer & session discussant for Division II: Organization Behavior, Theory, & Development. Annapolis, MD

Poppler, P. (1998). Academy of Management Association (AMA) National Conference. Reviewer & session discussant in Management Education Division. Honored and awarded as an outstanding reviewer in the Management Education Division. San Diego, CA

Poppler, P. & McKenzie, J. (1998). *Organizational impacts of the 1990 clean air act amendments: Employee participation mandates on chemical industry management*. The Institute of Behavioral and Applied Management Conference (poster session). Reviewer & session discussant for Organization Behavior, Theory, & Development Division. Orlando, FL.

Poppler, P. (1997). Consulted with Hispanic Society of Personnel Administrators (HISPA). Authored HISPA Conference Report: *Our vision for 1997: Valuing diversity in the workplace*.

Mockler, R. J. Poppler, P. & Banavara, N. (1995). *Entrepreneurial attitudes among deputy directors of the People's Republic of China: A survey*. The International Business Association Conference (presentation and proceedings). Acapulco, Mexico.

Poppler, P., Wankel, C., & Carey, J. P. (1995). *Case 17.1: The Bengal Tiger Restaurant*. In: Lewis, R. C., Chambers, R. E., & E. H. Chacko [Eds.], *Marketing Leadership in Hospitality* (second edition). New York, NY: Van Nostrand-Reinhold (757-761).

Poppler, P. (May 1995). St. John's University - Vilnius University - Archdiocese of Lithuania Research Charrette. Vilnius, Lithuania. Multi-discipline meeting (Charrette) concerning the recovery and rehabilitation of recently released church and private properties previously seized by the former Soviet Union. Vilnius, Lithuania.

Poppler, P. & Nathan, J. (1994). *The virtual learning organization: Making and re-making organizational reality for sustained competitive advantage*. The Production Operations Management Society Conference (abstract). Washington, D.C.

Mockler, R. J., Dologite, D. G., Poppler, P., & Banavara, N. (1994). *Managing both sides of the cross cultural coin*. The Academy of International Business Conference (presentation). San Francisco, CA.

Poppler, P., Digman, L. A., & Hendricks, T. (1994). *Escalatory strategic decision making: A prospect theory test and interpretation*. TIMS-ORSA Conference (abstract). Boston, MA.

Poppler, P., & Wankel, C. (1993). *Lithuania's exploding Chinese restaurant*. Case session at the North American Case Writers Association 1993 Annual Conference. Atlanta, GA.

Poppler, P. (March - May 1993). Vilnius University Visiting Professor. Vilnius, Lithuania. Research and education in conjunction with Vilnius University and the Archdiocese of Lithuania. Vilnius, Lithuania.

Poppler, P. (1993). *An empirical investigation of escalatory strategic decision making: A prospect theory interpretation*. Dissertation Abstracts International (DAI), Volume-Issue 54-01A, pp. 0245, Ann Arbor, MI: University Microfilms Incorporated.

Poppler, P. (1991). *The labor force and industrial relations law*. In Zilly, R.G. [Ed.], Contractor's Management Handbook (second edition). New York, NY: McGraw-Hill (4.1-4.18).

Ganster, D.C., Williams, S.W., & Poppler, P. (1991). *Does training in problem solving improve the quality of group decisions?* Journal of Applied Psychology, 76(3): 479-483.

V Conferences and Seminars without Official Roles

March 2009: The Western Academy of Management. Midway, Utah.

March 2004: One-day Gallup Great Manager's Seminar. Omaha, Nebraska.

April 1999: University of Nebraska, Lincoln: Entrepreneurship and Productivity Conference. Lincoln, Nebraska.

August 1998: The Academy of Management Conference. San Diego, CA.

October 1997: The College Board: Online Course Delivery Conference. Phoenix, Arizona.

June 1996: International Business of Computing Association: Annual Conference. Sioux Falls, South Dakota.

November 1995: Biard-Holmes Partnership: Seminar on Intellectual Property Rights. Omaha, Nebraska.

VI Awards and Internal Grants

November 2002: Outstanding Reviewer Award in Organization Theory. Institute of Behavioral and Applied Management Conference. Denver, CO.

November 2001: Outstanding Reviewer Award in Organization Theory. Institute of Behavioral and Applied Management Conference. Charlestown, SC.

June 2000: Best Online Course Developer for Academic Year 2000-2001. Granted by the College of Distributed Learning, Bellevue University, Bellevue, NE.

August 1998: Outstanding Reviewer Award in Management Education Division. The Academy of Management Conference. San Diego, CA.

Spring 1994: Co-author of a St. John's University Business Research Institute (internal grant): Managerial Perceptions of Virtual Organization Strategies. Queens, NY.

Spring 1993: Co-author of a St. John's University Business Research Institute (internal grant): Entrepreneurial Rebirth in Lithuania. Queens, NY.

Spring 1991: Outstanding Graduate Assistant Teaching Award. Granted by the University of Nebraska, Lincoln College of Business Administration. Lincoln, NE.

VII University and College Committee Service

- Systems Change/Leadership PhD Development Committee (Bellevue University)
- Human Capital PhD Development Committee (Bellevue University)
- College Curriculum Review Committee (Bellevue University)
- College Standards Committee (Bellevue University)
- University Academic Review Committee (Bellevue University)
- University Writing Project Team (Bellevue University)
- University Rank and Promotion Committee (Bellevue University)
- University Faculty Senate (Bellevue University)
- College Curriculum and Development Committee (St. Johns University)
- University and College Vilnius-University Project (St. Johns University)
- College MBA Program Committee (Minnesota State University)

IIX Bellevue University College of Business Course or Seminar Development

- PCAP 830: Assessment/Communication of Human Capital Issues
- PCAP 750: Human and Organizational Learning
- BA 240: Critical Thinking and Decision Making
- BA 450: Business Ethics
- BA 435/635: American Labor Relations
- MBA 505: Survey of Business Functions and Processes
- MGT 504: Ethical Decision Making for Today's Organizations
- MGT 527: Human Resource Management for Practicing Managers
- SBMC 310: Principles of Strength Based Management
- SBMC 360: Crafting Ethical Decisions
- BA 308: Business Communications: Developed for Online