

JAMES CURTIS SPEE, Ph.D.

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Date: July 1, 2010

EDUCATION

Ph.D. in Management, Peter F. Drucker Graduate Management Center, The Claremont Graduate School, Claremont, CA. Major concentrations in strategic management and management theory. Dissertation, titled *Restructuring Corporate Functions Through Outsourcing* examines the use of vendors to perform human resource management tasks and tests a theory of organizational boundaries using economic and psychological factors.

Honors and Awards:

September 1986
to December
1993

May 1994 Member, Beta Gamma Sigma, honor society for the Association of Accredited Schools of Business

1992 Society for Human Resource Management SHRM Harvey Wilson Dissertation Research Grant

1991 John Randolph Haynes and Dora Haynes Foundation Doctoral Research Fellowship

1990 B. Dade and Helen Mohan Davis Foundation Memorial Scholarship.

1986-87 Claremont Graduate School Ph.D. Fellowship

September 1984
to January 1986

Masters in Business Administration, The Claremont Graduate School, Claremont, CA. Concentrations in strategic management and organizational behavior. GPA 3.81/4.00

Awards:

Chosen Outstanding MBA Graduate, January 1986

Claremont Graduate School MBA Fellowships 1984-85 and Fall 1986.

October 1978 to
March 1980

Bachelor of Science in Mechanical Engineering, University of Washington, Seattle, WA. Also completed upper division courses in Aeronautics and Astronautics.

September 1975
to May 1978

Bachelor of Science in Engineering and Letters, Calvin College, Grand Rapids, MI. (Degree awarded concurrent with University of Washington).

Awards:

Experimental Aircraft Association Teledyne Continental Motors Aeronautical Engineering Scholarship, 1977

Calvin College Honors Scholarships, 1975-76 and 1976-77

TEACHING EXPERIENCE

July 2010 to
present

University of Redlands School of Business, Redlands, CA. Professor of Strategy, Leadership, and Decision-Making. Director of Graduate Programs.

Teaching

- Master of Arts in Management Courses including Strategy, Communication and Conflict, Leadership and Motivation, Decision-Making, The Reflective Manager, Managerial Assessment and Development.
- Masters in Business Administration Courses including Preface to Leadership and Strategy Capstone
- Bachelor of Science in Business and management capstone course
- Bachelor of Arts in Management advanced topics in management and organizational behavior course.
- Undergraduate Seminars for Johnston Center on Arts Administration. Supervised student led courses on international advertising, nonprofit management, and music business.
- Travel course on community rural tourism in Costa Rica, May 2010. Travel course to Italy, May 2005. Travel course to Salzburg, January 1999. Travel course to Cambridge, England, May 1998
- Freshman Seminar on 100 years of Hollywood, Fall 2006 and 2007.
- Freshman Seminar on green entrepreneurship in Fall 2009.

July 2001 to
June 2010

Service

- Volunteer Director of Education Research, Thomas Wathen Foundation, Riverside, CA January 2008 to present
- Member of Editorial Board, Academy of Management Learning and Education, August 2008 to present.
- Local Arrangements Chair, Academy of Management 2008 Annual Meeting, Anaheim, CA
- Reviewer for Journal of Management Education and Academy of Management Learning and Education
- Reviewer for Academy of Management Annual Meetings.
- Coordinated Management Education and Development Writers Workshop PDW in 2007 and 2008 at AOM Annual Meeting
- Chair, University of Redlands School of Business Faculty Assembly,

September 2004-2006

- President, Western Academy of Management, 2005-2006..
- Vice president and program chair, Western Academy of Management 2005 Annual Meeting, March 30-April 1, 2005. Board member 2003-2006.
- Reviewer for Academy of Management Learning and Education, 2004 to present.
- Local Arrangements Coordinator, Organizational Behavior Teaching Conference, Redlands, CA, June 2004. Board member 2002-2004.
- 2004 Research Coordinator for choosing best paper and symposia, Management Education and Development Division, Academy of Management, board member 2002-2004.
- University of Redlands Faculty Review Committee 2002-2004.
- Local Arrangements Chair for Western Academy of Management 2003 Annual Meeting in Palm Springs, CA
- Western Regional Representative for North American Case Research Association (NACRA) 2002-2004.
- Proceedings Editor for 2002 International meeting of Western Academy of Management in Lima, Peru.
- Reviewer for national Academy of Management annual meeting, Management Education division, Strategy and Policy Division.
- Faculty Search Committees.
- Interim Chair, School of Business Faculty Assembly, August 2001 to January 2002.
- Redesigned ColdFusion application for Managerial Assessment

Scholarship

- Case on IBM and the Germany accepted by Organization Management Journal and recognized as Editor's Choice for 2009 (http://www.palgrave-journals.com/omj/free_articles.html) .
- Book chapter on innovative approaches to alleviating poverty, 2007.
- Paper on reflective conversation after 9/11 published in Journal of Management Education, 2005.
- Paper on measures of emotional intelligence at 2004 Academy of Management meeting, New Orleans, LA.
- Paper on MA in Management program implementation at 2003 Academy of Management meeting in Denver, CO.
- Workshop on teaching international management at Organizational Behavior Teaching Conference, 2002 Meeting at Chapman University,

Orange, CA

- Symposium at 2002 Western Academy of Management
- Presentation on 360 Reviews at 2002 Western Organizational Behavior and Management Teaching Conference, Loyola Marymount University, Los Angeles.
- Presentation on cultural competence and the film “Year of Living Dangerously” at the CIBER C4 Conference hosted by UCLA.
- Submitted article to Journal of Management Education on using focused conversation to debrief a class after 9/11.
- Submitted book chapter on using assessments in teaching leadership.

University of Redlands, Whitehead College, Redlands, CA. Assistant Professor. Lead Faculty for Strategy, Change and Conflict Management courses, Director of Master of Arts in Management Program

Teaching

- Taught courses in graduate courses in Strategic Planning, Managing Change, Conflict Management in Redlands, Ontario, San Diego, Torrance, Lancaster, Pico Rivera, and Irvine, California.
- Taught first section of new course called Managerial Assessment and Development that assesses Master of Arts in Management students in critical management skills and competencies.
- Redesigned Master of Arts in Management Program with ten three credit courses in teams, leadership and motivation, organizational frames and systems thinking, and strategy.
- Taught undergraduate information systems course on decision making. Installed \$10,000 Group Decision Support System software on the Jones Computer Center Network at cost of less than \$500.
- Trained adjunct faculty on how to use student designed learning activities.
- Taught undergraduate courses in Systems Thinking, Leadership and Teams, International Negotiations, Strategic Management, and Organizational Leadership.

July 1995 – June
2001

Service

- Designed ColdFusion application to collect assessment data on the web from MA in Management Students.
- Program Chair, Western Casewriters Association, 2001 Annual Meeting, Sun Valley Idaho, April 2001
- President, Western Casewriters Association 2001-2002.
- Chair, Statistics Search Committee, 1999-2000

- Chair, Graduate Studies Committee, 1997-98
- Chair, Department of Management and Business Information Systems Search Committee, 1997-98
- Faculty Advisor, Whitehead Leadership Society, 1998 to present.
- Faculty Advisor, Delta Sigma Pi Business Fraternity, 1997 to 1999.
- Member of Whitehead Curriculum Committee, 1995-96 and 1996-97. Substitute member, 1999-99.
- Chair, *pro tem*, of Whitehead Curriculum Committee, October-December 1996. Introduced the committee to electronic form processing and committee work using electronic mail.
- Member of BSBAM Cross-functional team, February-August 1996. Worked to implement the revised BSBAM curriculum.
- Member of Whitehead Admissions Review Committee, 1996-2000. Developed new procedure for applying work experience requirements that allows faster turnaround on a key criterion. Staff now review work experience before transcripts are received so that ineligible students can be notified immediately.
- Member of MBA Review Committee, Spring 1996. Processed survey data collected by MBA students and alumni.
- Reviewer for Decision Science Institute Annual Meeting, Western Casewriters Association, Western Academy of Management, Western Organization and Management Teaching Conference, Organizational Behavior Teaching Conference..
- Newsletter editor for Western Academy of Management 1998-2001.
- Program Chair for Western Casewriters Association 2000 Meeting, 2001 President.
- Member of Program Committee, Western Academy of Management 1999 and 2001 Annual Meetings.
- Associate Editor for *Group Facilitation: A Research and Practice Journal*.

Academic Management

- Reelected program director for Master of Arts in Management program July 2000 to December 2001. Continued implementation of redesigned curriculum. With other members of organizational studies faculty, conducted training workshops for faculty and staff on new program features.
- Elected Program Director for the Master of Arts in Management Program in October 1996. Worked with admissions, advising and assessment, and academic services to upgrade the quality of the program academically and from a customer service standpoint.

Implemented new curriculum revised by previous director. Wrote 1998 Program Review. Implemented rolling enrollments and multiple emphases. Completed first term in July 1999.

- Beginning in Fall of 1996, worked with Mary Boyce and Teri Tompkins to regionalize our lead faculty assignments. Formed a supervision matrix with them and took authority the teaching quality of all San Diego management faculty and half of the Inland Empire management faculty.
- In fall of 1996, hired an Adjunct Lead Faculty to supervise San Diego adjuncts.

Scholarship

- Published article in the peer-reviewed Journal of Management Education.
- Made three presentations at the 2001 Western Academy of Management meeting in Sun Valley, Idaho.
- Researched factors contributing to high reliability operations at a Naval helicopter training squadron in San Diego, California. Received faculty research grant and two research assistantships to conduct interviews with 22 members of squadron and transcribe the data. First stage of ongoing project to be completed in Fall 2000. Future stages will depend on outcome of research.
- Presented symposium on transformation in case teaching at the Western Academy of Management meeting in Hawaii, April 2000.
- Conducted workshop for 45 group facilitators on using system thinking methods from Senge's Fifth Discipline Fieldbook at the International Association of Facilitators conference in Toronto, Ontario, Canada, April 2000.
- Presented papers on Leadership in the Film Saving Private Ryan at the 1999 Western Academy of Management, the 1999 Western Case Writers Association, and the 1999 Popular Culture Association meetings.
- Made multiple presentations on management education, case teaching, systems thinking and use of film in teaching leadership.
- Wrote strategic management teaching case on Jack Dangermond and ESRI for the Western Casewriters Association 1997 meeting in Lake Tahoe, California.

3/95 - 6/95

University of Redlands, Whitehead College, Redlands, CA. ADJUNCT PROFESSOR of Management. Taught graduate courses in management theory and strategic management in Redlands and Ontario.

6/94 - 12/94

Valley College, San Bernardino, CA. INSTRUCTOR of statistics,

bookkeeping, spreadsheets, and word processing.

1/94 - 7/95 **Pepperdine University**, School of Business and Management, Culver City, CA and Irvine, CA. INSTRUCTOR of Strategic Management. Taught facilitation skills including focused discussion, workshop design and action planning.

1/89-6/91 **California State University, Fullerton**, School of Business Administration and Economics, Fullerton, CA. INSTRUCTOR of strategy and organizational behavior.

PROFESSIONAL AND VOLUNTEER EXPERIENCE

2008 **Thomas W. Wathen Foundation**, Riverside, CA. Volunteer Director of Education Research. January 2008 to present. Work with board and staff to develop strategic plans and organize aviation education programs.

2008-2010 **Town and Gown**, University of Redlands, Redlands, CA. Board member for community service group.

2006-present **Wathen Aviation High School**, Rubidoux, CA. Volunteer for charter school.

2007 **Redlands Symphony Association**. Group facilitator for board retreat.

2007 **Local Arrangements Committee**, Organizational Behavior Teaching Conference, Pepperdine University, Malibu, CA

2001-2006 **The Performance Loft**, Redlands, CA. TREASURER for nonprofit avant garde theater group.

2003 **Reelect Pat Kohlmeier for School Board**, Redlands, CA. TREASURER for schoolboard reelection campaign.

2002 **Mike Ramos for District Attorney**, Redlands, CA. WEB DESIGNER AND EMAIL COMMUNICATIONS SPECIALIST for local nonpartisan election campaign.

Self Employed, Redlands and Claremont, California. CONSULTANT to nonprofits, start up firms, publishing companies.

- Created business plan for used car dealership planning expansion across Southern California.
- Consulted with Sheriff's department prisoner education program.
- Developed and implemented plans for improving the performance of small businesses in three key areas: getting new business, doing business more efficiently, and getting paid.
- Produced a set of 300 Powerpoint slides, three instructor's guides and a

video casebook.

- Researched potential customers and competitors for a client interested in providing health and retirement benefits administration services.
- Assisted newly formed agencies in the development of long and short range strategic plans to help board, staff and chief executive achieve their mission.

9/86 - 12/93 **Claremont Graduate School**, Peter F. Drucker Management Center, Claremont, CA. RESEARCHER in organization theory, strategy and human resource management outsourcing.

6/92 - 8/93 **Boys & Girls Club of Redlands**, Redlands, California. EXECUTIVE DIRECTOR of youth development agency. Implemented leadership change at youth development agency by replacing board president, and by recruiting new board members and program volunteers.

9/84 to 1/85 **Claremont Graduate School**, Graduate Management Center, Claremont, CA. RESEARCH ASSISTANT for various faculty. TEACHING ASSISTANT for MBA management class.

1/83 to 8/83 **Boeing Commercial Aircraft Corporation**, Seattle, WA. TEST ENGINEER for high speed and supersonic wind tunnel. Used mini-computers to analyze data from tests of complex aircraft and spacecraft models.

INTERNATIONAL EXPERIENCE

May 2005 **Johnston Center for Integrative Studies**. Co-taught course on International Advertising with two Johnston seniors in Rome, Italy and Paris France.

January 2000 **Bangladesh Education Extension Services**, Dhaka, Bangladesh. Visited community development program in several districts of Bangladesh.

May 1999 **Cambridge INSTEP Program**, Cambridge, England. Attended two week course in Global Political economy conducted by lecturers from various UK institutions.

January 1999 **University of Redlands**, College of Arts and Sciences, Salzburg, Austria. Taught lower-division undergraduate course on the Culture of Business and the Business of Culture to 17 students from the Redlands Campus. Half of the course was taught in Salzburg, the other consisted of travel around Europe to compare cultural and business institutions with their counterparts in the United States.

May 1998 **Cambridge INSTEP Program**, accompanied group of Whitehead College students to University of Cambridge for two week course on

global political economy.

1/80 to 5/83

Christian Reformed World Relief Committee, Bogra, Bangladesh and Grand Rapids, MI. PROGRAM COORDINATOR for community development project serving over 10,000 poor farm families in the northwest corner of Bangladesh, South Asia. Set employee policies, created strategic and action plans, supervised 150-member staff across 20 field offices.

SYMPOSIA, PUBLICATIONS, AND RESEARCH PAPERS

Publications

McCormick, D. and Spee, J. (2008) IBM and Germany 1922-1941. Organization and Management Journal (Teaching and Learning Section) Volume 5, pp. 208-213.

McCormick, D. and Spee, J. (2008) Teaching Notes: IBM and Germany 1922-1941. Organization and Management Journal (Teaching and Learning Section) Volume 5, pp. 214-223.

Spee, J. (2007) Reducing Poverty Through Strategy and Innovation in a Bangladesh Community Development Project. Book chapter in Wankel, C. and Stoner, J. (eds) Innovative Approaches to Reducing Global Poverty. Charlotte, NC: Information Age Publishing.

Spee, J. (2007) Volunteer vs. Professional Management of Academic Conferences: A Comparison of Five Meetings. Journal of Systemics, Cybernetics, and Informatics, 5 (3) pp. 70-79. Available from: <http://www.iiisci.org/Journal/SCI/Contents.asp?var=&Previous=ISS5052>

Spee, J. (2005) Using Focused Discussion in the Classroom. Journal of Management Education, 29 (December) pp. 833 - 851

Montemayor, E.F. and Spee, J.C. (2004) The Dimensions in Emotional Intelligence: Construct Validation using Manager and Self Ratings. Best Paper Proceedings, Academy of Management 2004 Annual Meeting, New Orleans, LA.

Spee, J.C. (2003) The Leadership Acid Test: Using Assessments in Teaching Leadership. Book Chapter. Pillai, R. and Stites-Doe, S. (eds.) Teaching Leadership. Information Age Publishing.

Spee, J.C. and Tompkins, T. (2001) Design for a Competency Based Masters in Management Program. Journal of Management Education.

Spee, J.C. (1998) Classical Leadership and Saving Private Ryan. In Tompkins, T., ed. (2000) Cases in Management and Organizational Behavior. Upper Saddle River: New Jersey: Prentice Hall.

Spee, J.C. (1999) Introduction to Technology of Participation in Proceedings of the 1999 International Association of Facilitators Annual Conference, Williamsburg, VA, January 1999. J.C. Spee, editor.

Spee, J.C. (1999) Using the Systems Thinking Tools from The Fifth Discipline Toolkit, in Proceedings of the 1999 International Association of Facilitators Annual Conference, Williamsburg, VA, January 1999. J.C. Spee, editor.

Guthrie, R. and Spee, J.C. (1998) Making On-Line Faculty Visible the Professorate for Virtual

Faculty. Proceedings for the 1998 AACE/Alliance Conference, San Diego, CA, November 1998.

Spee, J.C. (1998) Technology of Participation (ToP) in the Classroom, in Proceedings of the 1998 International Association of Facilitators Annual Conference, Santa Clara, CA, January 1998. J.C. Spee, editor.

Spee, J.C. (1995) Addition by Subtraction: Outsourcing strengthens business focus. HRMagazine, March, 1995, 40(3), pp. 38-43.

Spee, J.C. (1986) CRC Deacons: Meeting the challenge or just meeting? The Banner, June 2, 1986.

Spee, J.C. (1985) A look at the Inland Empire Dairy Industry, Inland Business Magazine, December 1985.

Book Review in Journal

Spee, J.C. (1997) Book Review: Creative Action in Organizations: Ivory Tower Visions and Real World Voices, Cameron M. Ford and Dennis A. Gioia, editors. *Management Learning*, January.

Edited books (sole, multiple author)

Spee, J.C. editor (2004) Resource CD for 2004 Organizational Behavior Teaching Conference. ISBN 0-9741259-1-1.

Spee, J.C. editor (2002) Proceedings of the 7th International Western Academy of Management, Lima, Peru, July 2002. Redlands, CA.

Spee, J.C., editor (2000) Proceedings of the International Association of Facilitators Annual Conference, Toronto, Ontario, Canada, April 2000. Available online at <<http://www.iaf-world.org/iaf2000/TableofContents.htm>>

Spee, J.C., editor (1999) Proceedings of the International Association of Facilitators Annual Conference, Williamsburg, Virginia, January 1999. Available on line at http://www.iaf-world.org/iaf99/proc_con.html

Spee, J.C., editor (1997) Proceedings of the International Association of Facilitators Annual Conference, Santa Clara, CA, January 1998. (Available online at <http://www.iaf-world.org/IAF98/>)

Spee, J.C. (1993) Restructuring Corporate Staff Functions Through Outsourcing, Doctoral Dissertation. The Claremont Graduate School, December 1993.

Papers, symposia, and workshops presented at professional meetings.

Spee, J. and others. (2009) MED Writers Workshop. Annual Meeting of the Academy of Management, Chicago, IL, August .

Spee, J. and Schmidt-Wilke, J. (2008) MED Writers Workshop. Annual Meeting of the Academy of Management, Anaheim, CA, August 8.

Spee, J. (2008) New Rules for Management Education. Organizational Behavior Teaching Conference, Babson College, Wellesley, MA. June 14.

Spee, J. (2007) MED Writers Workshop. Annual Meeting of the Academy of Management,

Philadelphia, PA, August.

Kernochan, R. and Spee, J. (2007) Renewing Reflective Learning and Teaching: What do the data show? Organizational Behavior Teaching Conference, Malibu, CA, June.

Spee, J. (2006) Volunteer vs. Professional Management of Academic Conferences: A comparison of five Meetings. Proceedings of the 2nd International Symposium on Knowledge Communication and Conferences in context of International Conference on Knowledge Generation, Communication, and Management. Orlando, FL.

Spee, J.; Baack, S.; Milton, L. and Hwang, A. (2004) Landing Your First Academic Job: Survival Training For Abds In The Market For The First Time. Preconference Development Workshop. Academy of Management 2004 Annual Meeting, New Orleans, LA.

Spee, J. (2004) Closing workshop, Organizational Behavior Teaching Conference, Redlands, CA, June 26, 2004.

Spee, J.; McCormick, D. and Bento, R. (2004) Opening workshop for the Organizational Behavior Teaching Conference. Redlands, CA. June 23, 2004.

McCormick, D.; Tompkins, T. and Spee, J (2002) Reflections on Implementing an Innovative Management Curriculum OR Tracking Between Scylla and Charybdis: Academy of Management Annual Meeting, Denver, CO. August.

Spee, J.C. (2002) 360 Assessment. Presentation to ASTD Santa Monica Chapter, May, 2002.

Spee, J. and Tompkins, T. (2002) Solving the Dilemmas of Teaching International Management. Organizational Behavior Teaching Conference. Orange, CA, July.

Mallinger, M.; Pillai, R.; Rossey, G.; and Spee, J.C.(2002) Symposium on film and cultural competence. Western Academy of Management, Santa Fe, NM. April.

Spee, J. and McCormick, D. (2002) Using the ECI in program assessment. Workshop for the Western Organization and Management Teaching Conference. February.

Mallinger, M.; Pillai, R.; Rossey, G.; and Spee, J.C.(2002) One day workshop on film and cultural competence. CIBER C4 Meeting, UCLA, February.

Mallinger, M; Champoux, J.E.; Phillips, M.; Roney, J.; Rossy, G.; and Spee, J. (2001) Symposium--Film as a Resource for Teaching and Consulting. Western Academy of Management, Sun Valley, Idaho.

Pillai, R.; Nielson, T.R.; Beak, J.;Thompson, K.; Cogliser, C.C.; Vance, C.M.; Murphy, S.E.; and Spee, J. (2001) Teaching Leadership in the 21st Century: Symposium on New Futures and New Forms. Western Academy of Management, Sun Valley, Idaho.

Spee, J.C.(2001) Training for high reliability: Complexity and tight coupling in a helicopter fleet replacement squadron. Western Academy of Management, Sun Valley, Idaho.

Spee, J.C. (2000) Using the Systems Thinking Tools from *The Fifth Discipline Toolbook* (Revised) Workshop at the 2000 International Association of Facilitators Annual Conference, Toronto, Ontario, Canada, April 2000.

Spee, J.C. (2000) Transformation in the teaching of organizational change, strategy, and conflict

management. Symposium panelist at the 41st Annual Meeting of the Western Academy of Management, Wailokai, Kona, Hawaii, April.

Spee, J.C. (1999) The Ontology of Organizational Change. Paper presented to the University of Redlands Faculty Forum, Redlands, California, November.

Spee, J.C. (1999) Who are the leaders in Saving Private Ryan? Paper presented to the 1999 Popular Culture Association meeting, San Diego, California. April.

Spee, J.C. (1999) Transformational Leadership in Saving Private Ryan. Paper presented to the 40th Annual Meeting of the Western Academy of Management, Redondo Beach, California. March.

Spee, J.C. (1999) Case Teaching Note for Saving Private Ryan. Western Case Writers Association, Redondo Beach California. March.

Spee, J.C. (1999) Teaching Classical Leadership Models Using Saving Private Ryan. Workshop at the Organizational Behavior Teaching Conference, Las Cruces, New Mexico. June.

Spee, J.C. (1999) Using the Systems Thinking Tools from *The Fifth Discipline Toolbook*. Workshop at 1999 International Association of Facilitators Annual Conference, Williamsburg, VA, January 1999.

Spee, J.C. (1999) Introduction to Technology of Participation (ToP). Presentation to 1999 International Association of Facilitators Annual Conference, Williamsburg, VA, January 1999.

Spee, J.C. (1998) Do Case Teaching Methods Support Espoused Theories for Organizational Learning? 25th Organizational Behavior Teaching Conference at University of LaVerne. June 10-13, 1998

Spee, J.C. (1998) Do we teach cases the way we say people should manage? Presentation to Western Casewriters Association, Annual Meeting, Portland, Oregon, April 1998.

Spee, J.C. (1998) Leadership in Saving Private Ryan. Presentation to University of Redlands Faculty Forum.

Spee, J.C. (1997) Jack Dangermond ESRI and the Atlas GIS Users Group (A), (B) and Teaching Note. Teaching case study for presentation at the Western Casewriters Association, April 1997.

Spee, J.C. (1997) Lecturing from Topics Students Generate Through Their Reading and Writing. Presentation to the Western Organizational Behavior and Management Teaching Conference, San Francisco, CA, March 1997.

Spee, J.C.; Garcia, J.; Keleman, K.; Lewis, F; and Lamka, K. (1997) Transforming Group Process with Group Support Systems. Preconference workshop for 1997 International Association of Facilitators Annual Meeting, Tulsa, OK. January 1997.

Spee, J.C. (1997) Designing Lectures based on students' learning journals. Workshop for the Western Organizational and Management Teaching Conference, San Francisco, March 1, 1997.

Spee, J.C. (1996) Poster session: Competitive advantage of Geographic Information Systems. Business Geographics Conference, Chicago, Illinois, May 1996.

Spee, J.C. (1996) Student Designed Learning Activities. Presented to the Western Academy of Management 37th Annual Meeting, Banff, Alberta, Canada. March 29, 1996.

Spee, J.C. (1994) Practitioner Oriented Research on Nonprofit Organizations. Symposium, Organizations Conference at Asilomar, April 25, 1994.

Spee, J.C. (1991) Beyond existing ways of collecting, analyzing and presenting data: Using interactive computer media in research. Presentation at the Western Academy of Management meeting, Santa Barbara, March 1991.

Unpublished papers or reports

Spee, J.C. (2002) A Quantum Theory of Organizational Change.

Spee, J.C. (2000) Training for high reliability: The helicopter fleet replacement squadron. Working paper.

Spee, J.C. and Rendler, D. (2000) Using the evaporating clouds method to resolve group conflict. Working paper.

Spee, J.C. (1999) The Thin Red Line: Case Study of an Integrative Theory of Leadership. August 1999. Working paper.

Spee, J.C. (1996) Teaching Conflict Management While Managing a Conflict Paper submitted to Western Academy of Management 1997 Meeting (not accepted)

Spee, J.C. (1998) An Experimental Comparison of Two Case Teaching Methods. Paper submitted to the 1998 Academy of Management Annual Conference (not accepted). Currently in revision with co-author Professor Carolyn Egri.

Spee, J.C. (1998) Classic Leadership Models in *Saving Private Ryan*. Working Paper.

Other publications:

Spee J. (2009) Champion Hydraulic Brakes B-C Contact (Bellanca Champion Club Newsletter) October issue.

Spee, J. (2006) Bellanca Champion Club West Coast Fly-in, B-C Contact (Bellanca Champion Club Newsletter). July issue.

Spee, J. (2005) Visit to Burls Aircraft Repair. Aeronca Aviator.

Spee, J. (2004) Bellanca Champion Club West Coast Fly-in Report, B-C Contact (Bellanca Champion Club Newsletter). July issue.

Spee, J. (2002) Keeping Track of Your Tools. Experimenter, 22 (5) May, 39-40. (Publication of the Experimental Aircraft Association.

Spee, J. (2002) Practice, Practice, Practice. Experimenter, 22, (1) January, 37.

Spee, J.C. (2000) Strategic Thinking Assessment for the Master of Arts in Management Program. Redlands, CA: University of Redlands.

Spee, J.C., Editor (2001) Western Academy of Management Newsletter, Volume 9. August

Spee, J.C., Editor (2000) Western Academy of Management Newsletter, Volume 8. August

Spee, J.C., Editor (1999) Western Academy of Management Newsletter, Volume 7. June.

Spee, J.C., Editor (1998) Western Academy of Management Newsletter, Volume 6. June.

Spee, J.C. (1998) Business Plan for Repo Ranch, A Liquidation Company. September.

Tompkins, T. and Spee, J.C. (1997) Organizational Learning Inventory. Survey instrument underdevelopment, February 1997.

Spee, J.C. (1997) Collaborative Spatial Decision Systems using values that lead to effective facilitation. Working Paper. January 1997.

Spee, J.C. (1997) Managing Conflict in a Conflict Management Course. Symposium Proposal for Western Academy of Management Meeting, Spring 1997 (Not accepted).

Spee, J.C. (1995) Powerpoint slides to accompany Robbins Organizational Behavior. Englewood Heights, NJ: Prentice Hall. 300 slides including text and graphics for instructors in electronic form to supplement textbook, June 1995.

Spee, J.C. (1991) What I learned about TQM from the film Tampopo. Working Paper. August 1991.

Spee, J.C. (1988) Metaphor Computer Systems Chairman David Liddle, April 3, 1987. Video tape of executive interview. May 1988.

Spee, J.C. (1988) Metaphor Computer Systems, November 1984 to May 1985. Follow up case for course on corporate culture. The Claremont Graduate School, April 1987.

Spee, J.C. (1988) Metaphor Computer Systems, June 1985 to April 1987. Follow up case for course on corporate culture. The Claremont Graduate School, April 1987.