

MURRAY MAC TAVISH
CURRICULUM VITAE

1. CONTACT INFORMATION

School of Business
Trinity Western University
7600 Glover Road
Langley, British Columbia, Canada V2Y 1Y1
Email: murray.mactavish@twu.ca

2. EDUCATION

Doctor of Philosophy: The Pennsylvania State University
University Park, Pennsylvania, 2007
Research Focus: Values-Based Leader Development
Thesis Title: An Examination of the Dynamics of Organizational Culture and Values-Based Leader Identities and Behaviors: One Company's Experience

Master of Business Administration: Eastern University
St. Davids, Pennsylvania, 1993
Concentration: Economic Development
Research Focus: Entrepreneurship & Social Development

Bachelor of Arts: McMaster University
Hamilton, Ontario, Canada, 1990
Major: Sociology
Research Focus: Urban Poverty

Small Business Management Courses: University of Pennsylvania
Wharton School Small Business Development Center, 1996
Philadelphia, Pennsylvania

3. PROFESSIONAL EXPERIENCE

Associate Professor, Leadership and International Development,
2007 - Present
Director, MBA Programs, 2009 - Present
Director, International Development Studies Minor, 2007 - Present
School of Business
Trinity Western University
Langley, British Columbia, Canada

PROFESSIONAL EXPERIENCE (Continued...)

Professor, Leadership in the Global Context course
 Travel Study to South Korea and China, Summer 2009
 School of Business
 Trinity Western University
 Langley, British Columbia, Canada

Director and Professor, Leadership in Enterprise for Asian Development
 (LEAD) Executive Seminars, 2006 - Present
 Eastern University
 St. Davids, Pennsylvania
 "Mini-MBA" seminars are offered in China to executive leaders from
 industry, State-Owned Enterprises, and government departments at
 Chongqing University and Qingdao Technological University.
 I teach the *Leadership for Corporate Social Responsibility* course.

Visiting Professor, NGO Leadership Institute, Fall 2007
 Nanjing University, China
 Taught 50 NGO leaders and government officials *Leadership* and *Project
 Management* courses.

Interim Director, MS in Health Services Program, Spring 2007
 Campolo College of Graduate and Professional Studies
 Eastern University
 St. Davids, Pennsylvania
 Finalized development and coordinated a rapid start-up of this masters degree
 program in 3 months.

Co-Instructor & Teaching Assistant, Graduate Professional Seminar, Fall 2005
Leadership & Values: Personal, Professional, and Organizational Responsibilities
 The Pennsylvania State University
 University Park, Pennsylvania

Associate Faculty member of the School of Management Studies and School
 of Leadership & Development, 1994 - Present
 Eastern University
 St. Davids, Pennsylvania

Guest Instructor in World Vision International PATHWAYS Leadership
 Development Program, Asian cohort in Melbourne, Australia, August 2004
 Eastern University
 St. Davids, Pennsylvania

PROFESSIONAL EXPERIENCE (Continued...)

Director of Institutional Advancement, 2003 – 2004
New Life Youth & Family Services
Harleysville, Pennsylvania

Director of Educational Opportunities
& Principal of Alternative High School, 2000 – 2003
New Life Youth & Family Services
Harleysville, Pennsylvania

Director, Curriculum and Faculty, 1996 – 1998
School of Management Studies
Eastern University
St. Davids, Pennsylvania

Director, Fast-Track MBA Program, 1995 – 1996
School of Management Studies
Eastern University
St. Davids, Pennsylvania

Assistant to the Dean, 1994 - 1996
Graduate Programs
Eastern University
St. Davids, Pennsylvania

International Visiting Professor
“Introduction to Marketing” Undergraduate Course, Fall 1994
Université Chrétien d'Haiti
Gonaives, Haiti

Co-Founder and Director, Detroit Center for Entrepreneurship (DCE),
1992 – 1993
Entrepreneurship Instructor (Certified Master Teacher of Entrepreneurship)
National Foundation for Teaching Entrepreneurship
New York, New York

4. RESEARCH & CONSULTING PROJECTS

Community Assessment, Ugandan Cooperative Legal Requirements & Best
Practices and Co-operative Business Plan Development, Spring 2009
DuncanAfrica Society Guitar Cooperative
Mpigi, Uganda

RESEARCH & CONSULTING PROJECTS (Continued...)

Examination of Critical Thinking Processes in Korean Nurses in an American Hospital, Spring 2006
The Pennsylvania State University
University Park, Pennsylvania

Examination of an RN to BSN Nursing Program for Korean Nurses in the USA, Spring 2006
The Pennsylvania State University
University Park, Pennsylvania

Asian Program Opportunity Assessment (Internship), Fall 2005
Four week exploration in China, South Korea and Thailand
Eastern University
St. Davids, Pennsylvania

Consultant, Teacher Training Seminar (2 Days)
How to Teach Entrepreneurship to Youth, Winter 1995
Boston Urban Youth Foundation
Boston, Massachusetts

Consultant, Organizational Development, Spring 1994
Food for Life
For CoreStates Bank NA
Philadelphia, Pennsylvania

Consultant, Business Plan Development,
Philadelphia Youth Organization, Spring 1992
For CoreStates Bank NA
Philadelphia, Pennsylvania

5. RELATED EXPERIENCE

Co-Leader, Adventure-Based Teambuilding Program, 2000 - 2001
New Life Youth & Family Services
Harleysville, Pennsylvania

Co-Founder and Director, Chester Entrepreneurship Camp
Summer 1998, Spring 2000
Chester Entrepreneurship Center
Chester, Pennsylvania

RELATED EXPERIENCE (Continued...)

Program Administrator, Young Entrepreneurs Program, Summer 1992
 Graduate School of Business, Community Collaboration
 Columbia University
 New York, New York

Program Administrator and Instructor, KidzBiz, Summer 1992
 South Bay Community Services, Inc.
 Chula Vista, California

Program Administrator and Instructor, Young Entrepreneurs Summer
 Program, 1992
 CityTeam Ministries
 San Jose, California

Program Administrator, Youth Entrepreneurship Boot Camp, Summer 1992
 World Impact
 Newark, New Jersey

6. COURSES TAUGHT AND DEVELOPED*

a. Undergraduate Courses at Eastern University (Department)

Ethical Character of Leadership* (School of Management Studies)
 Cross-Cultural Studies (School of Management Studies)
 Conflict Management* (School of Management Studies)
 Creative Problem Solving* (School of Management Studies)
 Marketing Environment of Management (School of Management Studies)
 Introduction to Marketing* (School of Arts & Science
 and at Université Chrétien d'Haiti)

b. Undergraduate Courses at Trinity Western University

Issues in Third World Development*
 Theory and Practice of Development*
 Leadership in the Global Context*
 Strategic Management*

COURSES TAUGHT (Continued...)

c. Graduate Courses at Eastern University (Department)

Leadership (School of Management Studies)
 Business Ethics (School of Management Studies)
 Issues in Management* (School of Management Studies)
 Strategic Thinking I* & II* (School of Management Studies)
 Non-Profit Marketing* (School of Leadership Development)
 Marketing for Urban Enterprises* (School of Leadership Development)
 Teaching Entrepreneurship to Urban Youth* (cross-listed in School of Leadership
 Development and Education Department)
 Principles of Continuing Education (School of Management Studies)

d. Graduate Courses at Trinity Western University

Christian Leadership and Ethics*
 Managing a Global Organization*
 Comparative International Management*

e. Courses Delivered Internationally

Entrepreneurship* (Chamber of Commerce, Gonaives, Haiti)
 Project Management* (Nanjing University, China)
 Leadership* (Nanjing University, China)
 Leadership for Corporate Social Responsibility* (LEAD Program,
 Chongqing & Qingdao, China)
 Introduction to Marketing* (School of Arts & Science
 and at Université Chrétien d'Haiti)
 Critical Thinking and Higher-Ordered Analysis* (for delivery in a
 Masters of Arts in Leadership, China)

7. PUBLICATIONS

a. Articles in Refereed Journals/Proceedings

MacTavish, M. D., & Kolb, J. A. (2009). An Examination of the Dynamics of Organizational Culture and Values-based Leader Identities and Behaviors: One Company's Experience [Monograph]. *Representing the Cutting Edge: The Top Ten Papers from the 2008 Academy of Human Resource Development Conference Proceedings*. Bowling Green, OH: The Academy of Human Resource Development.

PUBLICATIONS (Continued...)

MacTavish, M. D., & Kolb, J. A. (2008). An examination of the dynamics of organizational culture and values-based leader identities and behaviors: One company's experience. In T. J. Chermack & J. Storberg-Walker (Eds.), *2008 Conference Proceedings of The Academy of Human Resource Development* (pp. 99-106). Bowling Green, OH: The Academy of Human Resource Development.

MacTavish, M. D. (2007). Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. *Conference Proceedings of the Sixth International Conference of the Academy of HRD (Asia Chapter)*. Beijing, China: The Academy of Human Resource Development.

MacTavish, M. D., & Kolb, J. A. (2006). Encouraging Teacher Engagement: A New Approach to Performance Improvement in Schools. In M. L. Morris, & F.M. Nafukho (Eds.), *2006 Conference Proceedings of The Academy of Human Resource Development* (pp. 1378-1385). Bowling Green, OH: The Academy of Human Resource Development.

MacTavish, M. D., & Kolb, J. A. (2006, Spring). Involving teacher leaders in authentic learning: Moving beyond empowerment to engagement. *The Beacon* 2(4), 1-8.

MacTavish, M. D. (2005). Cultivating Leader Identities in Lower-Level Employees: An Intentional Strategy. In M. L. Morris, & F.M. Nafukho (Eds.), *2005 Conference Proceedings of The Academy of Human Resource Development* (pp. 866-873). Bowling Green, OH: The Academy of Human Resource Development.

MacTavish, M. D. (2004). Motivating Employees During Lean Times: A Review of the Employee Participation Literature. In T. M. Egan, & M. L. Morris (Eds.), *2004 Conference Proceedings of The Academy of Human Resource Development* (pp. 695-702). Bowling Green, OH: The Academy of Human Resource Development.

PUBLICATIONS (Continued...)

b. Articles in Non-refereed Proceedings

MacTavish, M. D., & Kolb, J. A. (2005). How Educational Leaders Can Influence Authentic Learning: Moving Beyond Empowerment to Engagement. In P.T. Begley (Ed.), *Proceedings of the Tenth Annual Values and Leadership Conference* (pp. 1-28). University Park, PA: The Pennsylvania State University, Department of Policy Studies.

c. Book Chapters

MacTavish, M. D. (2008). Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. In M. Xiao (Ed.), *Global Human Resource Development Theories and Practice*. Beijing, China: Higher Education Press.

MacTavish, M. D. (1994). Entrepreneurship: Empowering the black male. In S. D. Nix (Ed.), *Preparing Boys For Manhood: State-Of-The-Art Strategies For Developing A Comprehensive Ministry To African American Boys* (pp. 84-104). (Available from Nonprofit Development Institute, 2500 West 4th Street, Suite 2, Wilmington, DE 19805)

d. Other Articles

MacTavish, M. D. (1994, Fall). Entrepreneurial Checklist. *International Urban Associates*, p. 6.

MacTavish, M. D. (1993, Fall). How Do You Develop Young Entrepreneurs? *CCDA Restorer*, 4(3), p. 10.

MacTavish, M. D. (1993, Spring). A NFTE (nifty) Approach To Community Economic Development. *CCDA Restorer*, 4(1), p. 4.

8. EDITORIAL WORK

Manuscript Reviewer for *Proceedings of the Academy of Human Resource Development Annual Meeting*. (2010, February). Knoxville, Tennessee.

Manuscript Reviewer for *Proceedings of the Fifth International Conference of the Academy of Human Resource Development (Asia Chapter)*. (2006, December). Kuala Lumpur, Malaysia.

9. PRESENTATIONS

a. Papers Presented at Professional Conferences

An examination of the dynamics of organizational culture and values-based leader identities and behaviors: One company's experience. (2008, February). With J. A. Kolb. Presented at The Academy of Human Resource Development Annual Meeting, Panama City, Florida.

Korean Nurses in an American Hospital: An Examination of the Factors Influencing Critical Thinking Processes. (2007, November). Paper accepted for presentation at *The Sixth International Conference of the Academy of HRD (Asia Chapter)*, Peking University, Beijing, China.

Encouraging Teacher Engagement: A New Approach to Performance Improvement in Schools. (2006, February). With J. A. Kolb. Paper presented at The Academy of Human Resource Development Annual Meeting, Columbus, Ohio.

How Educational Leaders Can Influence Authentic Learning: Moving Beyond Empowerment to Engagement. (2005, October). With J. A. Kolb. Paper presented at The Tenth Annual Values and Leadership Conference, The Pennsylvania State University, University Park, Pennsylvania.

Cultivating Leader Identities in Lower-Level Employees: An Intentional Strategy. (2005, February). Paper presented at The Academy of Human Resource Development Annual Meeting, Estes Park, Colorado.

Motivating Employees During Lean Times: A Review of the Employee Participation Literature. (2004, March). Paper presented at The Academy of Human Resource Development Annual Meeting, Austin, Texas.

b. Professional Poster Sessions

Management Development Need Projections. (2004, April). Poster presented at the Spring 2004 Learning & Performance Systems Department Poster Session, The Pennsylvania State University, University Park, Pennsylvania.

PRESENTATIONS (Continued...)

c. Other Invited Presentations

An Overview of Canadian Economics and the Economics of NGOs and Philanthropy (2008, 2009 Fall). For visiting Diplomats from Democratic People's Republic of Korea at Trinity Western University, Langley, British Columbia, Canada.

International Teaching Opportunities for CBFA Members Pre-conference Session (2008, Fall). With V. A. LaFrance.
Christian Business Faculty Association Conference, Indianapolis, Indiana.

The L.E.A.D. Program: An Economic Development Strategy in China. (2007, Fall).
Christian Business Faculty Association Conference, Seattle, Washington.

Teaching in the Leadership in Enterprise for Asian Development (LEAD) Executive Seminars in China. (2006, Fall).
Christian Business Faculty Association Conference, Dayton, Ohio.

Student Evaluation Across the Curriculum. (2003, Winter).
Faculty Development Plenary Session, School of Management Studies Eastern University, St. Davids, Pennsylvania.

How to Become an Entrepreneur. (2000, Fall).
Milton Hershey School, Hershey, Pennsylvania.

Human Dynamics, Summer. (2000).
New Life Youth & Family Services
Harleysville, Pennsylvania.

Diversity in the Classroom: Integrating Differences With an Objective in Mind. (1999, Fall).
Faculty Development Session, School of Management Studies Eastern University, St. Davids, Pennsylvania.

Economic Development Strategies. (1999, Fall).
Graduate Class Guest Speaker, Institute for Urban Studies Eastern University, Philadelphia, Pennsylvania.

PRESENTATIONS (Continued...)

Institutional Audits and Strategic Planning. (1997, February).
Economic Development Graduate Seminar
Eastern University, St. Davids, Pennsylvania.

Entrepreneurship Seminar (Full Day). (1994, Fall).
Chamber of Commerce, Gonaives, Haiti.

Economic Empowerment Through Entrepreneurship. (1994, Fall).
Community & Economic Development Conference Plenary Panel
Akron, Ohio.

How Can Businesses Support Young Entrepreneurs? (1993, Spring).
Rotary Club, Detroit, Michigan.

Developing an Entrepreneurship Program. (1993, Fall).
Christian Community Development Association 5th Annual Conference,
Jackson, Mississippi.

Entrepreneurship Education to Urban Youth. (1992, Fall).
Christian Community Development Association 4th Annual Conference,
Detroit, Michigan.

10. FUNDED PROJECTS

Values in Leadership. Research assistant grant funded by The Pennsylvania
State University, 2005
University Park, Pennsylvania

Chester Entrepreneurship Camp (\$11,000 in grants), Spring 2000
Chester Entrepreneurship Center
Chester, Pennsylvania

Chester Entrepreneurship Camp (\$13,000 in grants), Summer 1998
Chester Entrepreneurship Center
Chester, Pennsylvania

11. SERVICE

a. Professional

"Business of the Year" Panel Judge, 1998 - 2001, 2005
Main Line Chamber of Commerce, Wayne, Pennsylvania.

b. Campus

Graduate Academic Council, 2009 - Present
Trinity Western University
Langley, British Columbia

Research Advisory Board, 2008 - Present
Centre for Entrepreneurial Leadership
Trinity Western University
Langley, British Columbia

Faculty Student Club Advisor, 2008 - Present
Microfinance Club
Trinity Western University
Langley, British Columbia

Harassment Officer, 2008 - 2009
Trinity Western University
Langley, British Columbia

Guest Speaker for ESLI Students, Fall 2008
Trinity Western University
Langley, British Columbia

Guest Speaker in University 101, Spring 2008
Trinity Western University
Langley, British Columbia

Student Advisor, 2007 - Present
Trinity Western University
Langley, British Columbia

Advisor, Economic Development Curriculum, Institute for Urban Studies, 1999
Eastern University
St. Davids, Pennsylvania

SERVICE (Continued...)

Curriculum Committee member, School of Management Studies, 1995 – 1998
 Eastern University
 St. Davids, Pennsylvania

Graduate Admissions and Scholastic Standing Committee member,
 Graduate Programs, 1995 – 1998
 Eastern University
 St. Davids, Pennsylvania

12. PROFESSIONAL AFFILIATIONS

Academy of Human Resource Development, 2004 – present
 Academy of Management, 2003 – present
 American Society of Training and Development, 2004 – 2008

13. ACADEMIC AWARDS

Cutting Edge Award, 2009: Academy of Human Resource Development.
 Top 10 Research Paper, 2008 Academy of Human Resource Development
 Conference Proceedings.

Dissertation nominated as The Pennsylvania State University's submission
 to the University Council for Workforce and Human Resource Education
 (UCWHRE) Outstanding Dissertation Award 2007.

Thesis Title: An Examination of the Dynamics of Organizational Culture and
 Values-Based Leader Identities and Behaviors: One Company's Experience

Barbara Crenshaw Student Development Fund in Workforce Education and
 Development, 2004, 2006
 The Pennsylvania State University
 University Park, Pennsylvania

Doris M. Niebel Scholarship in Education, 2004, 2005
 The Pennsylvania State University
 University Park, Pennsylvania

ACADEMIC AWARDS (Continued...)

Delta Mu Delta Honors Society National Scholarship Award for Excellence
in Business Education and Community Service, 1992

Delta Mu Delta International Honors Society in Business Administration,
Brookfield, Illinois.