

REGINALD A. BRUCE, PH.D.

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EDUCATION

University of Michigan
Ph.D. in Organizational Psychology (1989)

University of California, Irvine
BA in Psychology (1981)

EXPERIENCE

1993-
present **Associate Professor of Management**
Department of Management
College of Business and Public Administration
University of Louisville (Louisville, Kentucky)

Directed the International MBA Programs (Athens, Singapore, Panama City, and Hong Kong) from March 2000 until January 2003. Coordinated the Undergraduate Management Major program (September 1997 till July 2000).

- Undergraduate Courses Taught at UofL:
 - Images of Leadership
 - Professional Skills for Managers
 - Careers in a Changing World
- Graduate Courses Taught at UofL:
 - Pre-MBA Module in Management
 - Pre-MBA Module in Statistics
 - Organizational Behavior and Leadership
 - Organizational Change and Development
 - Managing Creativity and Innovation

Additional University and Community responsibilities:

- Commissioner, Metro Louisville's *Citizens Commission on Police Accountability*. Appointed April 2003.
- University Project Coordinator (2000-present), *The Collaborative: Greater Louisville Business School Network for Urban Development*. This initiative connects urban businesses with consultant teams from MBA programs at the local universities. My role is to provide oversight to the overall effort, work with local business school administrators and faculty, and be the general spokes person for the program.
- Facilitated system-wide improvement activities of the Planning and Coordinating Committee overseeing Jefferson County District and Circuit Courts (1999 – 2000).
- Process Manager for the *Jefferson County Governance Task Force* (1994-1996). This subsequently led to the City/County merger plan that was signed into law March 21, 2000.
- Program Evaluator for the federally-funded Housing and Neighborhood Development Strategies (*HANDS*) project (1994-1996).

Awarded College of Business and Public Administration Outstanding Researcher Award for 1994-1995. Awarded Management Department Outstanding Researcher Award for 1994-1995. Promoted to Associate Professor with Tenure in 1997.

1989-1993 **Assistant Professor of Organizational Behavior**
Department of Management
College of Business Administration
University of Cincinnati (Cincinnati, Ohio)

1985-1989 **Research Psychologist**
Personnel Systems Research Department
Navy Personnel Research and Development Center (San Diego, California)

COMMUNITY INVOLVEMENT

I have served or currently serve in the following areas: Board Member (Chair HR Committee), Center for Women and Families (2003-present); Board Member (Finance/Executive Committee), University of Louisville University Club (2003-present); Co-Chair, Citizens for Better Judges (1995-present); Board Member, Public Radio Partnership (1994-2001); African-American Leadership Campaign Chair, Metro United Way (1996-1998); Board Member, Kentuckiana Literacy Council (1997-1998); Board Chair, "Team Louisville" (1996-1998); Chair, Economically Stable Families Community Investment Team (Metro United Way, 2001-2003); Vice-Chair ECO CIT (1997-2000); Member, Community Investment Cabinet, Metro United Way (1997-2003); 2000 Class of Leadership Louisville.

PUBLICATIONS

Recent Articles Published, In Press, and Under Review

Gilderbloom, J. & Bruce, R. (in press). Housing and Neighborhood Development Strategies. In *Promise and Betrayal: The University and the Creation of Sustainable Urban Neighborhoods*,. Contracted for publication with SUNY Press. Accepted after refereed review. Expected publication date September 2004

Scott, S., & Bruce, R. (1998). Following the leader in R&D: The joint effect of subordinate problem-solving style and leader-member relations on innovative behavior. *IEEE Transactions on Engineering Management*, 45, 3-10. *Received the 1998 Second Runner-up Engineering Management Society Transaction Publication Award.*

Scott, S., & Bruce, R. (1995). Decision-making style: The development and assessment of a new measure. *Educational and Psychological Measurement*.

Bruce, R., & Scott, S. (1994). Varieties and commonalities of career transitions: Louis' typology revisited. *Journal of Vocational Behavior*, 45, 17-40.

Scott, S., & Bruce, R. (1994). The influence of leadership, individual attributes, and climate on innovative behavior: A model of individual innovation in the workplace. *Academy of Management Journal*, 37, 580-607.

Recent Paper Presentations

Bruce, R. (2005) *Transforming U.S. Congregations: The Impact of Leadership on Congregational Vitality*. Paper to be presented at the 2005 Meeting of the American Psychological Society, Los Angeles, May.

- Bruce, R. (2004) *Leadership Practices across Denominational Families*. Paper presented at the 2004 Meeting of the Association for the Sociology of Religion, San Francisco, August.
- Bruce, R. (2004) *Leadership's Impact on Followers' Perceptions and Behaviors: Some Surprising Results*. Paper presented at the 2004 Meeting of the American Psychological Society, Chicago, May.
- Bruce, R., Domicone, H., & Gerhardt, A. (2001) *A Reassessment of Hofstede's Typology for Current Cultural Comparisons*. Presented at the 2001 International Decision Science Institute meeting, July, Singapore.
- Bruce, R. (1999). *Student portfolios and management education: A faculty-driven approach*. Invited address presented at the 1998 AACSB Undergraduate Program Seminar, St. Louis, MO, January 1999.
- Bruce, R. (1997). *Using the Internet to facilitate learning in the college classroom*. Invited address presented at the 1997 AACSB Continuous Improvement Symposium, San Diego, CA, September 1997.
- Bruce, R. (1997). *Internet technologies in the university classroom: Extending the reach of learning*. Invited address presented at the International Education Conference, Haagse Hogeschool, The Hague, Netherlands.

DOCTORAL DISSERTATION COMMITTEES

Member, Mathusami Kumaran "*The Outcome of Affirmative Action in Stage Government Workforce: An Evaluation of Kentucky's Affirmative Action Plan*"

- University of Louisville
- Successfully defended, December, 2002

Member, Rob L. Mullins "*The University in the Community: Town and Gown Partnerships for Renewing America's Neighborhoods*"

- University of Louisville
- Successfully defended, Spring, 1996

Member, Susanne G. Scott "*The Influence of Climate Perceptions on Innovative Behavior: A Model of Individual Innovation in the Workplace*"

- University of Cincinnati
- Finalist for the ORSA/TIMS Best Dissertation Award, Fall 1992
- Successfully defended, Winter, 1993

Member, Mary Uhl-Bien "*Teamwork of the Future: An Investigation into Team Characteristics and Performance of Professional Work Teams in Knowledge-Based Organizations*"

- University of Cincinnati
- Winner of the Irwin Foundation Doctoral Fellowship in Business and Economics
- Successfully defended, Spring, 1991