

January 2009

CURRICULUM VITAE

ROBERT L. TAYLOR

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College of Business and Public Administration
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EDUCATION

D.B.A., Management and Administrative Studies, Indiana University, 1972

MBA, Business Organization, The Ohio State University, 1966

A.B. (cum laude), American Studies, Allegheny College, 1961

PROFESSIONAL EXPERIENCE

Professor of Management
and Dean Emeritus
Director of International Programs
University of Louisville
Louisville, Kentucky

January 2003 – Present

Teach courses in Leadership and the International Residential for MBA students. Pursue research in leadership and continue to serve on boards and committees. Direct college international programs.

Academic leave from 1 January 2003 through 31 December 2003, to include teaching at the Haagse Hogeschool University during the spring term.

Dean of the College of Business
and Public Administration
University of Louisville
Louisville, Kentucky

August 1984 – December 2002

Provided leadership for 131 faculty, academic staff, and administrative personnel with an annual budget of more than \$15 million and an endowment of approximately \$30 million. From a School of Business in 1984, the people and programs grew threefold to include a doctoral program in Urban Affairs, the Master of Public Administration, Master of Business Administration, and undergraduate programs. Faculty disciplines include accountancy, computer information systems, economics, equine administration, finance, management, marketing, public administration (with the Department of Political Science), and urban and public affairs. An Urban Studies Institute has a staff of 21. University-wide activities managed include the Information Technology Research Center and Labor-Management Center. Considerable time is spent in community economic development activities,

friend-raising and fund-raising with alumni and business leaders, and representing the college to the region. Within the college, sharing the vision and providing active leadership are key responsibilities.

Accomplishments

AACSB International accreditation and reaffirmation of business and accountancy programs.

NASPAA accreditation of MPA Program.

Significant restructuring and reallocation of the college during periods of state budget reductions.

Development of overseas MBA programs in Hong Kong, Athens, Panama City, and Singapore.

Establishment of a prominent National Visiting Committee for the college.

Successful initiatives that resulted in increasing the numbers of African-American faculty and staff.

Supported creative program to increase the number of African-American students.

Development of a successful part-time, two-year Integrative MBA program.

Integration of the Information Sciences and Data Processing program (from engineering), Urban and Public Affairs program (from a discontinued college), and the Urban Studies Institute into a mature, well-established unit.

Development of an undergraduate program in equine administration.

Curricular emphases in computer literacy, communication skills, and international issues.

Establishment of school and faculty as major assets in regional economic development.

Fund-raising: Fivefold increase in annual fund giving, five endowed professorships, and the corporate affiliates program.

Fulbright travel awards to Turkey in summers of 1992 and 1993.

Enhanced visibility of school through service on community boards, approximately ten presentations annually, and hosting a weekly television program, "The Bottom Line."

Implementation of the first one-year Executive BSBA program.

Through a public-private partnership, development of a state-of-the-art Information Technology Research Center, housing a business incubator.

Active teaching and research agenda.

From January through June of 1994, on sabbatical leave with international travel (India, Germany, Netherlands) and three-month externship at Doe-Anderson, Inc. (advertising and public relations), Louisville, KY.

Associate Dean of the College of Letters
and Science; Head, Division of Business
and Economics; Carl N. Jacobs Professor
University of Wisconsin-Stevens Point
Stevens Point, Wisconsin

August 1981-August 1984

Administrative - Leadership of 35 faculty, academic staff, and administrative personnel in accounting, business administration, and economics. Development of vigorous programs serving 1,600 majors. Recruitment of faculty, initiation of research programs, fund raising, business outreach, and curriculum development were major emphases. Responsible for budget, curricula, staffing, and administration.

Teaching - Taught courses in business policy, organizational behavior, organization theory, and introduction to management.

Research - Major projects in performance appraisal, communication in organizations, and organizational change.

Professor of Management and Head,
Department of Economics, Geography,
and Management
USAF Academy, Colorado

January 1980 - August 1981

Administrative - Responsible for curricula, budget, and administration of 40 faculty in business administration (management), economics, geography, and operations research.

Teaching - Taught courses in business policy, organization theory, marketing management, and introduction to management.

Associate Professor and Director of
Instruction, Department of Economics,
Geography and Management
USAF Academy, Colorado

July 1977 - December 1979

Teaching - Taught courses in business policy, organization theory, marketing management, and introductory economics. Designed and developed first course in introductory management at USAF Academy for all students. Awarded tenure in July 1977 (only 10 percent of academy faculty may be awarded tenure).

Administrative - Responsible for behavioral management curriculum with nine faculty and six courses. Designed management major.

Assistant Professor and
Director of Research
USAF Academy, Colorado

June 1971 - June 1977

Teaching - Taught courses in corporate finance, organization theory, introductory economics, logistics management, management and the future, economics of technological change, and

distribution management. Designed and developed first courses offered in marketing management and organization theory. Taught graduate seminars until graduate-equivalent courses eliminated in 1975.

Administrative - Served as department research director and Director, USAF Procurement Research Office. Coordinated and supervised over 20 projects involving more than 30 faculty members.

Doctoral Candidate, Indiana University
Graduate School of Business
Bloomington, Indiana

September 1969 - May 1972

Professional assignments as
a commissioned officer, USAF

September 1961 - August 1969

PUBLICATIONS

"Leadership Strategies for Department Chairs and Program Directors: A Case Study Approach," Journal of Dental Education 66:4 (April 2002), pp. 514-519 (with R. Comer, K. Haden, and D. Thomas).

"Forget Company Loyalty," The Lane Report, August 1994, p. 17.

"Visionary Leadership," Kentucky Banker, (#759) October 1988, pp. 21-23.

"The Impact of Organizational Change on the Technological Gatekeeper Role," IEEE Transactions on Engineering Management, (EM-33:1) February 1986, pp. 12-16.

"Trends in Performance Appraisal: Guidelines for Managers," Personnel Administrator, (29:3) March 1984, pp. 71-81 (with Robert A. Zawacki).

"Survey Feedback As An Organization Development Strategy in a Public School District," Education, Summer 1983 (with Robert A. Gregory and William E. Rosenbach).

"Sexual Harassment Isn't Just A Passing Concern," Air University Review, December 1982 (with William E. Rosenbach).

"Blue Tube--A Total Learning Environment," Educational and Industrial Television, December 1979, pp. 35-39 (with William J. Wallisch).

"Don't Hesitate. . . Communicate," The Secretary, February 1979, pp. 12-14, 28-30 (with Jean Brewer).

"Identifying Criteria for Performance Appraisal Decisions," The Journal of Management Studies, October 1978, pp. 255-264.

"Case Study of Information Gathering for Policy Decisions in Public Schools," The Journal of Educational Research, (72:1) September-October 1978, pp. 23-28 (with F. Theodore Helmer).

- "Collaborative Goal Setting in Performance Appraisal: A Field Experiment," Public Personnel Management, (7:3) May-June 1978, pp. 162-170 (with Robert A. Zawacki).
- "A Longitudinal Analysis of Technical Communication in Research and Development," Journal of Technology Transfer, 1 (2), 1977, pp. 17-31.
- "Performance Appraisal: A View from Using Organizations," Personnel Journal, June 1976 (with R. A. Zawacki).
- "The Technological Gatekeeper," R & D Management, Vol. V, No. 3, June 1975, and Gerloff, Organizational Communication, McGraw-Hill, 1977.
- "Capturing Judgment Policies in Performance Rating," Industrial Relations, (15:2) May 1976, pp. 216-224 (with W. D. Wilsted).
- "A Longitudinal Study of Communications in Research," IEEE Transactions of Engineering Management, (EM 22:2) May 1975, pp. 80-87 (with J. M. Utterback).
- "Capturing Judgment Policies: A Field Study of Performance Appraisal," Academy of Management Journal, September 1974 (with W. D. Wilsted).
- "Moving Beyond the Physical Distribution Organization," Transportation Journal, Spring 1974, pp. 30-39, and Johnson, Readings in Contemporary Physical Distribution, Commerce Press, 1975 (with D. W. DeHayes, Jr.).
- "A Study of the Effects of Security Classification Restrictions on Technical Communication," IEEE Transactions on Professional Communication, (PC-16-4) December 1973, pp. 194- 200.
- "A Conceptual Approach to Macrologistics Systems Analysis," Logistics and Transportation Review, (IX: 1) 1973, pp. 11-26.
- "The Logistics System Concept as a Basis for Organization Design," Logistics Spectrum (Winter 1972) (with D. W. DeHayes, Jr.).
- "Making 'Logistics' Work In A Firm," Business Horizons, June 1972 (with D. W. DeHayes, Jr.).
- "Secrecy and the Dissemination of Scientific Information," Industrial Security, (XV: 3) June 1971, pp. 4-18; also in "The Pentagon Papers," Hearing of the Committee on Government Operations, U.S. Congress, July 8, 1971.
- "Computer Data Protection," Industrial Security, (XIV: 4) August 1970, pp. 20-30 (with R. S. Feingold).
- "Classification Survey," Journal of the National Classification Management Society, II (1966), pp. 62-69.

BOOKS, MONOGRAPHS, AND OTHER PUBLICATIONS

Military Leadership: In Pursuit of Excellence, 6th edition, Boulder and London: Westview Press, 2009 (edited with William E. Rosenbach and Eric B. Rosenbach).

Contemporary Issues in Leadership, 6th edition, Boulder and London: Westview Press, 2006 (edited with William E. Rosenbach).

Leadership: Challenges for Today's Manager, New York: Nichols Publishing Co., 1989 (edited with William E. Rosenbach).

"Pine School District: Survey Feedback in the Public Sector," case in John E. Dittich and Robert A. Zawacki, People and Organizations, Plano, TX: Business Publications, Inc., 1985 (with William E. Rosenbach).

"Central National Bank," case in David Hunger and Thomas Wheelen, Strategic Management and Business Policy, Addison-Wesley, Spring 1981.

"Woodford Manufacturing Company," Case Research Association, June 1981.

"Selecting a New Superintendent," Intercollegiate Case Clearing House, May 1981.

"The Open Air Market: A Plan for Downtown Revitalization," Intercollegiate Case Clearing House, March 1980 (with Kathleen M. Conley) and in French as "Le Marche: Un Projet Pour Renouveler Le Centre Ville."

Air Force Professional Military Education and Executive Leadership and Management Development, USAF Academy Technical Report 80-1, January 1980, 82 pp. (with Deonn M. Wall).

"Program Planning and Implementation," in Bittel, Lester R., Encyclopedia of Professional Management (New York: McGraw-Hill), 1979.

"The Mike Moore Case," "A Difficult Decision," and "The First Rating," cases appearing in Wendell, L. French, John E. Dittich, and Robert A. Zawacki, The Personnel Management Process: Cases on Human Resources Administration (Boston: Houghton Mifflin Company) 1978, pp. 145-146; 177-178; 227-228.

A Model for MBO in the Air Force, USAF Academy Technical Report 78-1, USAF Academy, 39 pp. (with Robert D. Eskridge).

A Method for Evaluating Contractor Management During Source Selection, AIIIE Monograph, 1977 (with F. T. Helmer).

"Hahn Incorporated: (A) and (B)," in Douglas J. Dalrymple and Leonard J. Parsons, Marketing Management, Wiley, 1976, pp. 619-631 (with J. M. Utterback).

Cadet Performance Rating: A Study of Rating Policies, USAF Academy Technical Report 75-2, January 1975, 43 pp.

"An Analysis of the Two-Step Flow of Scientific and Technical Information in a Military Research and Development Laboratory," unpublished doctoral dissertation, Indiana University, 1972.

"The Keystone of Effective Teaching," USAF Instructor's Journal, (VIII: 1) Summer 1969, pp. 58-61.

"Classification Management: An Analysis of the Need for Such Programs in Defense-Oriented Companies," unpublished master's thesis, The Ohio State University, 1966.

PROCEEDINGS

"Followership: Requisite for Leadership," Proceedings of the Ninth World Productivity Congress, Istanbul, Turkey, June 1995, pp. 111+.

"GDSS as a Tool in Public Policy: The Louisville Experience," Proceedings of DSS 89, June 1989, pp. 271-276.

Co-editor, Proceedings of the 36th Annual Meeting of the Academy of Management, Kansas City, 11-14 August 1976, and the Proceedings of the 37th Annual Meeting, Kissimmee, Florida, 14-17 August 1977.

"Logistics Support Research: Macrologistics Systems Analysis II," Proceedings of the Society of Logistics Engineers Eighth International Convention, August 1973, Section I.

"Logistics Education: A Normative Model," Proceedings of the 6th International Convention, Society of Logistics Engineers, August 1971.

PRESENTATIONS

"Family Business Intervention: A Case Study." Presented at the 106th Annual Meeting of the American Psychological Association, San Francisco, CA, August 1998.

"How Urban Universities Interact with Regional Business." Presented at the Sixth Annual Conference and Symposia of the Alliance of Universities for Democracy, Budapest, Hungary, November 1995.

"Leadership." Presented at the Association for Theatre in Higher Education meetings, San Diego, CA, August 1988, and New York, NY, August 1989.

"Administrative Team Building." Workshop presented at the Southern Association of Colleges and Schools Annual Meeting, New Orleans, LA, December 1987 (with W. E. Rosenbach).

"The Effects of Participative Job Redesign in Word Processing Centers." Refereed paper presented at the American Psychological Association annual meeting, Washington, D.C., August 1986 (with W. E. Rosenbach).

"Creativity in Leadership." Refereed paper presented at the Tenth Biennial Psychology in the DoD Symposium, Colorado Springs, CO, April 1986 (with P. D. McDonough and W. E. Rosenbach).

"Cue Generation In Creative Decision Making." Refereed paper presented at the Midwest Academy of Management, Champaign, IL, April 1985 (with B. A. Martin).

"Development of a Behavioral Observation Scale for University Classroom Teaching." Refereed paper presented at the Midwest Business Administration Association, Chicago, IL, March 1985 (with B. A. Martin).

"Creativity and Decision-Making: A Management Training Approach." Refereed paper presented at the Midwest Business Administration Association, Chicago, IL, April 1984 (with B. A. Martin and K. Strom-Guzowski).

"Training Decision-Makers to be Creative: A Management Process Model." Refereed paper presented at the Ninth Biennial Psychology in the DoD Symposium, Colorado Springs, CO, April 1984 (with B. A. Martin).

"Satisfaction, Motivation, and Productivity in Impoverished Jobs." Refereed paper presented at the Midwest Business Administration Association, Chicago, IL, April 1983.

"Communication in R & D: A Longitudinal Study." Refereed paper presented to the TIMS XXIII meetings, Athens, Greece, July 1977.

"Teaching the Basic Management Course," presented to the Mountain-Plains Management Conference, Omaha, Nebraska, October 1977.

"A Longitudinal Study of Communications in Research." Invited paper presented to the National Meetings of the Operations Research Society of America and the Institute of Management Sciences, Boston, April 1974 (with J. M. Utterback).

"The Technological Gatekeeper: A Boundary-Role Communicator," presented to the Western Division, Academy of Management, Santa Barbara, April 9, 1976.

"Policy-Capture: A Comparison of Two Methods for Analyzing Judgmental Decisions," presented to the Southeastern Meetings of the American Institute of Decision Sciences, New Orleans, February 1974 (with W. D. Wilsted).

"Training Women for Management," presented to the Western Division, Academy of Management, Sun Valley, Idaho, April 1977.

"A Longitudinal Analysis of Judgment Policy-Capturing," presented to the Western Division, Academy of Management, Las Vegas, March 22, 1975 (with W. D. Wilsted).

OTHER PROFESSIONAL ACTIVITIES

Editorial Board, Journal of Technology Transfer (1977-84).

Book Review Editor, Southern Journal of Public Administration (1981-84).

Book Reviewer, Academy of Management Review (1981-83).

Honorarium Lecturer in Business Policy, University of Colorado, Colorado Springs (1974-78).

Adjunct Professor of Organization Behavior, University of Northern Colorado (1975-78).

Instructor, Center for Management and Technical Programs, University of Colorado (1974-78).

PROFESSIONAL ORGANIZATIONS

Association to Advance Collegiate Schools of Business

Strategic Initiatives Task Force (2007-2008)
Accreditation Branding Task Force (2001)
President/Chair (1999-2000)
Board of Directors (1995-2001)
Chair, Initial Accreditation Committee (2003 - 2007)
Chair, Accreditation Transition Task Force (1995)
Initial Accreditation Committee (1988-1991)
Accreditation Management Committee (1991-1992)
Chair, Candidacy Committee (1992-1995)
Business Accreditation Committee (1993-1995)

Academy of Management

Chairperson, Public Sector Division (1980)
Editor Newsletter (1982-1985)
Member, Constitution/Bylaws Committee (1980-1982)
Program Chairman, Public Sector Division (1979)
Air Force Association
The Society of the Sigma Xi
Society of Logistics Engineers (1972-1978)
Awards Chairman, Mountain-Plains Management Conference, 1978

INSTITUTIONAL SERVICE

University of Louisville

Convener, Council of Academic Deans (1997-1999)
Compensation Task Force (1998)
Shelby Campus Task Force (1997-Present)
Outsourcing Task Force (1996)
Assistant VP for Development Search Committee (1993)
TQM in Academic Advising (1992-93)
Provost Search Committee (1988)
Speed Scientific School Dean Search Committee (1990)
President's Executive Cabinet
Arts and Sciences Dean Search Committee (1987)
Academic Program Review Committee (1987-89)
Administrator Awards Committee Chair (1987)

University of Wisconsin-Stevens Point Academic Leadership Group (1981-1984)

USAF Academy

Faculty Council and Curriculum Committee (1980)
Faculty Representative, Varsity Ice Hockey Team (1977-1980)
Professional Development Committee (1978-1979)

Management workshops for administrators, faculty, and secretaries (1975-1988)

BOARDS

Stock Yards Bancorp (NASDAQ: SYBT) (Trust Committee and Chair of Compensation Committee)
Louisville Public Media (Board Chair) (2007-present)
Center for Nonprofit Excellence (Board Chair) (2005-present)
Innovative Productivity Incorporated (2002-present)
The Rawlings Group (Advisory Board)
Jewish Hospital Healthcare Services (2000-2008)
Miller Consultants (Advisory Board from 1999-2005)
Chilton & Medley (Chair, Advisory Board)
Logan Aluminum (1997-2004)
Bank One Kentucky Corporation (1988-2000)
Kentucky Wood Floors (1988-1997)

COMMUNITY SERVICE

Board of Directors and Executive Committee, Metro United Way (2000-present)
Board of Directors, Venture Club of Louisville (1995-2004)
Board of Directors, Louisville Small Business Development Center (1997-2002)
Board of Directors, Enterprise Corporation of Greater Louisville, Inc. (1998-2002)
Board of Directors, Leadership Kentucky (1994-1997)
Board of Directors, Kentucky Center for Public Issues (1994-1996)
Louisville/Jefferson County Private Industry Council (1987-1997)
Board of Directors, Japan-America Society of Kentucky (1990-1995)
Board of Directors, Louisville Chamber of Commerce (1988-1994)
Board of Directors, Louisville Venture Forum (1986-92)
Board of Governors, City of Louisville Public Trust Fund
Executive Committee, Business Advocates (1988-93)
Board of Visitors, Air Force Institute of Technology (1989-92)
Board, Louisville Industrial Foundation (1984-86)
Board, Kentucky Better Business Bureau (1984-87)
Board, Goodwill Industries of Kentucky (1984-86)
Member of Stevens Point Community Development Authority (1983-1984)
Board of Directors, Kiwanis Club of Stevens Point (1982-1984)
Ad Hoc Committee for Accountability Goals, Colorado Springs School District 11 (1978-1980)
Board of Directors, Pikes Peak USO (1977-1979)
Chairman, Education Committee, Citizen's Goals for Colorado Springs (1977-1978)

HONORS AND AWARDS

Who's Who in America (1995-2008)
University of Louisville Outstanding Performance Award (1987 and 1990)
Kellogg National Fellowship Program Class VII Advisor (1985-1989)
Leadership Kentucky (1987)
Leadership Louisville (1986)
National University Extension Association Faculty Service Award (1976)
Society of Logistics Engineers Prize Paper Award (1973)
The Society of the Sigma Xi (1972)
Beta Gamma Sigma (1971)
Sigma Iota Epsilon (1971)

Who's Who in American Colleges and Universities (1961)
 Pi Gamma Mu (1960)
 Alden Scholar, Allegheny College (1961)

TEACHING EXPERIENCE

USAF Academy:

<u>Semester</u>	<u>Course Title</u>
Fall 1972	Corporate Finance
Spring 1973	Seminar in Organization Theory ^{1,2} Economics of Technological Change
Fall 1973	Marketing Management Introduction to Economics
Spring 1974	Seminar in Organization Theory ¹ Logistics Management
Fall 1974	Introduction to Economics
Spring 1975	Organization Theory Logistics Management
Fall 1975	Marketing Management ² Introduction to Management ²
Spring 1976	Organization Theory
Fall 1976	Business Policy ³ Marketing Management
Spring 1977	Organization Theory Introduction to Management
Fall 1977	Business Policy ³ Distribution Management Introduction to Management
Spring 1978	Organization Theory Introduction to Management
Fall 1978	Business Policy ³ Management and the Contemporary Manager Introduction to Management

¹A graduate-level course offered until 1975 when the Air Force Academy graduate cooperative program was discontinued.

²Designed and developed the first course offering at the USAF Academy.

³Graduate course taught as adjunct professor, University of Colorado, Colorado Springs.

Spring 1979	Business Policy Marketing Research ³
Fall 1979	Organization Theory
Fall 1980	Introduction to Management (Experimental television presentation)
Spring 1981	Introduction to Leadership and Management Business Policy

³Graduate course taught as adjunct professor, University of Colorado, Colorado Springs.

University of Wisconsin-Stevens Point:

<u>Semester</u>	<u>Course Title</u>
Fall 1981	Introduction to Management Organization Theory (MBA), UW-Oshkosh
Spring 1982	Introduction to Management Business Policy
Fall 1982	Business Policy
Spring 1983	Arts Management Business Policy
Fall 1983	Business Policy Organization Theory (MBA) UW-Oshkosh
Spring 1984	Introduction to Management
Summer 1984	Business Policy

University of Louisville:

<u>Semester</u>	<u>Course Title</u>
Fall 1984	Business Policy
Spring 1985	Graduate Business Policy
Fall 1985	Business Policy
Spring 1986	Business Policy Executive Leadership Seminar

Fall 1986	Business Environment (graduate) Executive Leadership Seminar
Spring 1987	Business Environment (graduate)
Spring 1988	Introduction to Leadership
Fall 1988	Leader Behaviors I Executive Leadership Seminar
Spring 1989	Business Policy
Fall 1989	Executive Leadership Seminar
Fall 1990	Executive Leadership Seminar
Fall 1991	Executive Leadership Seminar
Spring 1992	Business Strategy and Policy
Fall 1992	Executive Leadership Seminar
Fall 1993	Executive Leadership Seminar
Fall 1994	Executive Leadership Seminar
Fall 1995	Group Dynamics (Graduate) Lifelong Learning (Graduate)
Summer 1996	Lifelong Learning (Graduate)
Fall 1996	Group Dynamics (Graduate) Executive Leadership Seminar
Summer 1997	Team Dynamics (Graduate) Lifelong Learning (Graduate)
Fall 1997	Executive Leadership Seminar
Summer 1998	Team Dynamics (Graduate) Lifelong Learning (Graduate)
Spring 1999	Leadership (Two Graduate Independent Studies) Cross-National Strategy (Four Graduate Independent Studies)
Summer 1999	Team Dynamics (Graduate) Lifelong Learning (Graduate)
Summer 2000	Lifelong Learning (Graduate)

Spring 2001	Honors 202 (Undergraduate)
Summer 2001	Lifelong Learning (Graduate)
Spring 2002	Honors 202 (Undergraduate)
Spring 2003	MBAFT5 Strategic Human Resource Management (Haagse Hogeschool University)
	MBAPT10 Strategic Human Resource Management (Haagse Hogeschool University)
Summer 2003	MGMT 660 Leadership UofL German MBA Program
Spring 2004	MGMT 660 Leadership UofL Athens MBA Program
	MGMT 680 International Residential MBA Module in Germany
	MGMT 660 Leadership UofL Panama MBA Program
Summer 2004	MGMT 660 Leadership UofL European MBA Program
	MGMT 600 Organizational Behavior UofL European MBA Program
Spring 2005	MBA 645 Leadership Panama MBA Program
	MBA 645 Leadership Athens MBA Program
Summer 2005	MBA 645 Leadership UofL European MBA Program
	Organizational Behavior and Leadership Institut Universitaire Kurt Bösch, Prague
Fall 2005	Organizational Behavior and Leadership Institut Universitaire Kurt Bösch, Athens
Spring 2006	MBA 610 Organization Behavior and HRM MBA 645 Leadership and Ethics
Spring 2007	MBA 610 Organizational Behavior and HRM MBA 606 Leadership
Summer 2007	MBA 645 Leadership

	UofL European MBA Program
	MBA 606 Organizational Behavior UofL European MBA Program
Fall 2007	MBA 680 Organizational Behavior IMBA 636 Team Dynamics
Spring 2008	MBA 606-75 Leadership MBA 606-80 Leadership MBA 645 Leadership and Ethics IMBA 636 Team Dynamics
Summer 2008	MBA 606-94 Organizational Behavior UofL European MBA Program
	MBA 645-94 Leadership and Ethics UofL European MBA Program
Fall 2008	IMBA 620-76 Leadership IMBA 626-76 Team Dynamics
Spring 2009	MBA 645-77 Leadership IMBA 636-77 Team Dynamics