

**Scott David Williams, Ph.D.**  
*Curriculum Vitae*

Department of Management  
Raj Soin College of Business  
Wright State University  
3640 Colonel Glenn Hwy.  
Dayton, OH 45435-0001  
Phone: 937. 775.4513  
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scott.williams@wright.edu

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**EXPERIENCE**

PROFESSOR, September 2008 – present  
ASSOCIATE PROFESSOR, September 2004 – September 2008  
ASSISTANT PROFESSOR, September 2000 – September 2004  
Department of Management  
Raj Soin College of Business  
Wright State University

EXECUTIVE DIRECTOR, September 2006 – June 2013  
Center for Innovation Management  
Raj Soin College of Business  
Wright State University

VISITING ASSISTANT PROFESSOR, August 1999 - June 2000  
Department of Management  
College of Business and Economics  
West Virginia University

**EDUCATION**

Ph.D. in MANAGEMENT, December 1999  
Department of Management  
Texas A&M University  
College Station, Texas  
Minors: Psychology, and Research Methods  
Dissertation: Personality, Attitude, and Leader Influences on  
Divergent Thinking and Creativity in Organizations.

MASTER OF BUSINESS ADMINISTRATION, May 1993  
Southern Illinois University at Carbondale  
Carbondale, Illinois  
Honors: The Outstanding MBA Student, Class of 1993

BACHELOR OF SCIENCE in MANAGEMENT, May 1991  
Southern Illinois University at Carbondale  
Carbondale, Illinois

## **SPONSORED RESEARCH (Since 2009)**

Title: High Rez Camera Market Study

Sponsor/Grantor: Development Projects, Inc.

Investigators: Scott Williams

Organization: ESP

Amount: \$2,500

Brief Abstract: Conducted market and competitive research for the commercialization of a gigapixel camera.

Status: Completed

Type: Sponsored, applied research.

Start date: August 2012

End date: September 2012

Title: KnowledgeNow Competitive Pricing Study

Sponsor/Grantor: Development Projects, Inc.

Investigators: Scott Williams

Organization: ESP

Amount: \$4,000

Brief Abstract: Conducted research on pricing models and price points of collaboration software.

Status: Completed

Type: Sponsored, applied research.

Start date: August 2012

End date: December 2012

Title: Physician-Owned Hospitals

Sponsor/Grantor: Development Projects, Inc.

Investigators: Scott Williams

Organization: ESP

Amount: \$1,570

Brief Abstract: Determine the number and create a list of physician-owned hospitals.

Status: Completed

Type: Sponsored, applied research.

Start date: August 2012

End date: September 2012

Title: Market Research and Strategy Recommendations for the Entrepreneurial Signature Program (ESP)

Sponsor/Grantor: Development Projects, Inc.

Investigators: Scott Williams

Organization: ESP

Amount: \$130,000

Brief Abstract: Evaluating commercialization opportunities, participating in technology evaluations, performing market research projects, and attending semi-monthly ESP

TechNet collaboration meetings.

Status: Completed  
Type: Sponsored, applied research.  
Start date: 12-01-2010  
End date: 06-30-2012

Title: NEWCHAIR Business Opportunity Analysis

Sponsor/Grantor: Dr. Jack Bantle, VP Research and Graduate Studies

Investigators: Scott Williams

Organization: N/A

Amount: \$4,000

Brief Abstract: Studied the market and competitive landscape for a cutting-edge wheelchair with advanced assistive technologies to be developed at WSU for the purpose of more fully integrating students and professionals with disabilities. The report included market size and trends, competition, industry regulation and third-party payers, mobility innovations, product development plan recommendations, marketing and sales plan recommendations, and financial projections.

Status: Completed

Type: Sponsored, applied research.

Start date: 08-01-2011

End date: 08-23-2011

Title: Composite Coil Spring Market and Competitive Study

Sponsor/Grantor: Development Projects Inc.

Investigators: Scott Williams

Organization: Entrepreneurial Signature Program (ESP)

Amount: \$7,500

Brief Abstract: ESP hired CIM to conduct market and competitive research for the a polymer/carbon composite spring product and to provide strategy consultation.

Status: Completed.

Type: Sponsored, applied research.

Start date: 2009

End date: 2010

Title: Savoodle Market Study and Strategy Consultation

Sponsor/Grantor: Development Projects Inc.

Investigators: Scott Williams

Organization: Entrepreneurial Signature Program (ESP)

Amount: \$7,500

Brief Abstract: ESP hired CIM to conduct market research and provide strategy recommendations to Savoodle regarding their social shopping internet service.

Status: Completed.

Type: Sponsored, applied research.

Start date: 2010

End date: 2010

Title: Tec^Edge Open Innovation Market and Competitive Study

Sponsor/Grantor: Ohio's Third Frontier

Investigators: Scott Williams

Organization: Wright Brother's Institute

Amount: \$7,500

Brief Abstract: The purpose of the project was to review an open innovation service's competition, its unique value proposition, the size of the market opportunity and likely resistance from prospective customers. CIM's strategy analyses and recommendations were to assist with the strategic planning for the open innovation service.

Status: Completed.

Type: Sponsored, applied research.

Start date: 2010

End date: 2010

Title: Commercialization of NATUREZAP PRO

Sponsor/Grantor: Edison Materials Technology Center (EMTEC)

Investigators: Scott Williams

Organization: Edison Materials Technology Center (EMTEC)

Amount: \$4,463

Brief Abstract: Global Neighbor, Inc. asked CIM to study the prospective market for NatureZap Pro and provide marketing strategy recommendations. Specifically, CIM was asked to 1) analyze the target market to identify what should be the key points of emphasis in the marketing messaging for NatureZap Pro, 2) determine the best channels of distribution, and 3) propose a promotions strategy.

Status: Completed.

Type: Sponsored, applied research.

Start date: 2010

End date: 2010

Title: Energy Control System Market and Competitive Study

Sponsor/Grantor: Development Projects Inc.

Investigators: Scott Williams

Organization: Entrepreneurial Signature Program (ESP)

Amount: \$9,999

Brief Abstract: ESP hired CIM to conduct market and competitive analyses on the emerging wireless sensor network for energy management market.

Status: Completed.

Type: Sponsored, applied research.

Start date: 2010

End date: 2010

Title: Feasibility Study for a Composite Materials Research and Commercialization Centre

Sponsor/Grantor: The Municipality of Chatham-Kent, Ontario, Canada

Investigators: the prime contractor was the National Composite Center in Dayton, Ohio.

Organization: Chatham-Kent economic development office

Amount: \$28,200

Brief Abstract: The purpose of the project was to assess the feasibility of creating a composite materials research and commercialization center. The National Composite Center in Kettering, Ohio was led the research effort, and WSU's Center for Innovation Management was included as a subcontractor.

Status: The project was canceled by the sponsor prior to completion in October 2009.

Type: Sponsored, applied research.

Start date: 2008

End date: 2009

Title: Air Force Research Laboratory Institute Valuation Model

Sponsor/Grantor: Wright Brother's Institute

Investigators: Aaron Miller of Wright State Research Institute was the Principal Investigator

Organization: sponsor

Amount: \$35,000

Brief Abstract: The research team created a framework for quantifying the Air Force's return on its investment in collaborative research institutes.

Status: completed.

Type: Sponsored, applied research.

Start date: 2009

End date: 2009

Title: LO1 Tracker Market and Competitive Study

Sponsor/Grantor: Development Projects Inc.

Investigators: Scott Williams

Organization: Entrepreneurial Signature Program (ESP)

Amount: \$10,000

Brief Abstract: ESP hired CIM to conduct market and competitive research for the LO1 Tracker product and to provide strategy consultation.

Status: Completed

Type: Sponsored, applied research.

Start date: 2008

End date: 2009

Title: Market Study for GigaPixel Surveillance Camera with Dynamic Multiple Foveation

Sponsor/Grantor: Development Projects Inc.

Investigators: Scott Williams

Organization: Entrepreneurial Signature Program (ESP)

Amount: \$7,500

Brief Abstract: ESP hired CIM to conduct market and competitive research for the a surveillance camera product and to provide strategy consultation.

Status: Completed

Type: Sponsored, applied research.

Start date: 2009

End date: 2009

## PRINTED SCHOLARSHIP

### Peer-Reviewed Journal Articles

- Williams, S. D., Martin, J. A., Choi, Y., Stoutner, O., & Sturm, R. (2021). The role of information or the information from roles? A meta-analysis of planning and performance. *International Studies of Management & Organization* 51(1), 1-25.
- Williams, S. D. & Williams, J. R. (2021). Traumatic stress sufferers: Work as therapy or trigger? *Management Research Review*, 44(7), 991-1011. <https://doi.org/10.1108/MRR-01-2020-0050>
- Sengupta, A., & Williams, S. (2021). Can an engagement platform persuade students to stay? Applying behavioral models for retention. *International Journal of Human-Computer Interaction*, 37(11), 1016-1027.
- Williams, S. D. (2020). A textual analysis of racial considerations in human resource analytics vendors' marketing. *Management Research and Practice*, 12(4), 49-63.
- Williams, S. D., & Williams, J. R. (2020). Posttraumatic stress in organizations: Types, antecedents, and consequences. *Business and Society Review*, 125(1): 23-40.
- Williams, S. D. (2019). Climate change and preparations for the tide of traumatic stress: Implications for Asia-Pacific human resources. *Journal of Asia Pacific Business*, 20(1): 62-78.
- Williams, S. D. (2018). Social responsibility and potential management interventions to address employees' post-traumatic stress. *Review of General Management*, 28(2): 22-39.
- Williams, S. D., & Williams, J. R. (2017). Employee narcissism's implications for performance management: A review and research directions. *Organization Management Journal*, 14(4), 198-212.
- Williams, S. D. & Whittier, N. C. (2007). Competitive balance implications for hospitals of innovations in networked electronic health records. *Competitiveness Review*, 17(1): 26-36.  
**2008 Highly Commended Award, *Competitiveness Review***
- Dewett, T. C., Whittier, N. C. & Williams, S. D. (2007). Internal diffusion: Conceptualizing innovation implementation. *Competitiveness Review*, 17(1): 8-25.
- Williams, S. D. (2007). Gaining and losing market share and returns: A competitive dynamics model. *Journal of Strategic Marketing*, 15: 225-234.

- Weinstein, L., Paul, R. & Williams, S. D. (2007). Use of Baldrige assessment techniques for strategic planning and assessment for arts administration in higher education. *International Journal of Arts Management*, 9(3): 34-49.
- Dewett, T. C. & Williams, S. D. (2007). Innovators and imitators in novelty intensive markets: A review and research agenda. *Creativity and Innovation Management*, 16(1): 80-92.
- Whittier, N. C., Williams, S. D. & Dewett, T. C. (2006). Evaluating ethical decision making models: A review and application. *Society and Business Review*, 1(3): 235-247.
- Williams, S. D. & Dewett, T. C. (2006). Yes, you can teach business ethics: A review and research agenda. *Journal of Leadership and Organizational Studies*, 12(2): 109-120.
- Williams, S. D. (2004). Personality, attitude and leader influences on divergent thinking and creativity in organizations. *European Journal of Innovation Management*, 7(3): 187-204.  
**2005 Award for Excellence: Outstanding Paper, *European Journal of Innovation Management***
- Williams, S. D., Graham, T. S., & Baker, B. (2003). Evaluating outdoor experiential training for leadership and team building. *Journal of Management Development*, 22(1): 45-59.
- Williams, S. D., Slonaker, W. M., & Wendt, A. C. (2003). An analysis of employment discrimination claims associated with layoffs. *SAM Advanced Management Journal*, 68(1): 49-55.
- Baker, B., Graham, T. S., & Williams, S. D. (2003). Teaching under a glass ceiling: A study of gender equity in federal education career fields. *Advancing Women in Leadership*. 13: (electronic journal).
- Fairbank, J. F., Spangler, W. E. & Williams, S. D. (2003). Motivating creativity through a computer mediated-employee suggestion system. *Behaviour & Information Technology*, 22(5): 305-314.
- Slonaker, W. M., Wendt, A. C., & Williams, S. D. (2003). African American males in the front door but out the back door: Monitor discharges. *Equal Opportunities International*, 22(1): 1-12.
- Williams, S. D. (2002). Self-esteem and the self-censorship of creative ideas. *Personnel Review*, 31(4): 495-503.
- Fairbank, J. F. & Williams, S. D. (2001). Motivating creativity and enhancing innovation through employee suggestion system technology. *Creativity and Innovation Management*, 10(2): 68-74.
- Petrick, J. A., Quinn, J. F., & Williams, S. D. (2001). Integrity capacity, organizational innovation and global technological challenges. *Global Business & Economic Review*, 3(1): 1-19.
- Williams, S. D. (1997). Personality and self-leadership. *Human Resource Management Review*, 7(2): 139-155.

### **Other Scholarly Articles**

Williams, S. D. (2014). A strategic resource-based view of higher education institutions' resources." *International Journal of Business and Social Science*, 5(12): 8-23.

Williams, S. D. (2001). Increasing employees' creativity by training their managers. *Industrial & Commercial Training*, 33(2): 63-68.

### **Scholarly Book Chapter**

Kilbourne, L. M., O'Leary-Kelly, A. M., & Williams, S. D. (1996). Employee perceptions of fairness when human resource systems change: The case of employee layoffs. In Woodman, R. W. & Pasmore, W. A (Eds.), *Research in Organizational Change and Development*, 9: 25-48. Greenwich, CT: JAI Press.

### **PRESENTATIONS**

#### **National and International Conferences**

Williams, S. D., Sturm, R. E., Martin, J. A., Choi, Y., & Stoutner, O. (2018). The role of information or the information from roles? A meta-analysis of planning and performance. Presented at the *Academy of Management Meeting*, Chicago, Ill.

Williams, S. D., & Williams, J. R. (2017). Employee narcissism's implications for performance management: A review and research directions. Presented at the *Academy of Management Meeting*, Atlanta, Ga.

Sturm, R. E. & Williams, S. D. (2016). A cascading model of support, innovation empowerment, organizational pride, and behavioral outcomes. Presented at the *Academy of Management National Meeting*, Anaheim, Cal.

Williams, S. D. (2011). Assessing the Air Force's ROI from Collaborative R&D Projects: Analyzing Proposals and Performance Outcomes. *Proceedings of the Society for the Advancement of Management International Business Conference*, Orlando, Fla.

Williams, S. D. (2011). Hypothesis testing and progressive validation of the commercial viability of innovative products. *Proceedings of the Society for the Advancement of Management International Business Conference*, Orlando, Fla.

Williams, S. D. (2009). A normative model for assessing the return-on-investment in public-private R&D joint ventures. Presented at the *Global Business Development Institute Conference*, Las Vegas, Nev.



- Williams, S. D. & Dewett, T. C. (2006). Innovators and imitators in novelty intensive markets: A research agenda. Presented at the *Academy of Management National Meeting*, Atlanta, Ga.
- Slonaker, W. M., Wendt, A. C., & Williams, S. D. (2003). African American males in the front door but out the back door: Monitor discharges. *Proceedings of the Society for the Advancement of Management International Business Conference*, Orlando, Fla.
- Williams, S. D., Slonaker, W. M., & Wendt, A. C. (2002). Layoffs and employment discrimination: Lessons learned for the current recession. *Proceedings of the Society for the Advancement of Management International Business Conference*, McLean, VA, April: 143-149.
- Williams, S. D., Graham, T. S., & Baker, B. (2002). Evaluating outdoor experiential training for leadership and team building. Presented at the *Academy of Management National Meeting*, Denver, CO.
- Williams, S. D., & Petrick, J. A. (2001). Toward a theory of organizational creativity and integrity capacity. Paper presented in March at the international meeting of the *International Association for Business and Society*, Sedona, Arizona.
- Williams, S. D. (2001). Personality, attitude and leader influences on divergent thinking and creativity in organizations. Presented at the *Academy of Management National Meeting*, Washington, D.C.
- Williams, S. D. (1997). Can performance outcomes or training really change trait self-efficacy?: A dynamic equilibrium-based perspective. Presented at the *Academy of Management National Meeting*; Boston, Massachusetts.
- Williams, S. D. & Collins, J. (1996). Self-esteem and performance: A meta-analysis. Presented at the *Society of Industrial and Organizational Psychology Annual Meeting*, San Diego, California.
- Kilbourne, L. M., O'Leary-Kelly, A. M., & Williams, S. D. (1995). Employee perceptions of fairness when systems change: The case of employee layoffs. Presented at the *Academy of Management National Meeting*; Vancouver, BC, Canada.
- Williams, S. D. (1995). The motivational bases of mentoring behavior: An alternative to the mentoring process model. Presented at the *Academy of Management National Meeting*; Vancouver, BC, Canada.

### **Regional Conferences**

- Sengupta, A. & Williams, S. D. (2018). Using mobile technology to engage students: The Passport to Success story. Presented at the *Midwest Decision Sciences Institute Annual Meeting*, Indianapolis, Ind.
- Williams, S. D. & Williams, J. R. (2016). Narcissism and decision making in organizations. Presented at the *Midwest Decision Sciences Institute Annual Meeting*, Valparaiso, Ind.

- Williams, S. D. (1998). Individual creative performance in organizations: Issues of constructs, nomological nets, and practical significance. *Proceedings of the Southwest Academy of Management Annual Meeting*; Dallas, Texas.
- Williams, S. D. (1998). Training managers to foster subordinate creativity. *Proceedings of the Southwest Academy of Management Annual Meeting*; Dallas, Texas.
- Williams, S. D. (1998). Understanding and reducing the self-censorship of creative ideas. *Proceedings of the Southwest Academy of Management Annual Meeting*; Dallas, Texas.
- Williams, S. D. (1996). Strategic human resource development: An open systems approach. *Proceedings of the Southwest Academy of Management Annual Meeting*; San Antonio, Texas.
- Williams, S. D. (1996). Untangling needs for coordination and control: Changes in control systems during and after organizational decline. *Proceedings of the Southwest Academy of Management Annual Meeting*; San Antonio, Texas.
- Kilbourne, L. & Williams, S. D. (1996). Differentiating developmental dyads: The impact of intimacy. *Proceedings of the Western Academy of Management Annual Meeting*, Banff, Alberta, Canada.
- Kilbourne, L. & Williams, S. D. (1996). Identifying good mentors: Mentor characteristics that predict mentoring outcomes. *Proceedings of the Southwest Academy of Management Annual Meeting*; San Antonio, Texas.
- Williams, S. D. & Kilbourne, L. (1995). Are primary mentor-protege relationships a zero-sum game for organizations? *Proceedings of the Southwest Academy of Management Annual Meeting*; Houston, Texas.
- Williams, S. D. (1995). A model of mentor motivation. *Proceedings of the Texas Conference on Organizations*; Austin, Texas.

#### **OTHER SCHOLARLY ACTIVITY (SINCE 2018)**

REVIEWER – Academy of Management Meeting

- Organizational Behavior Division
- Human Resources Management Division

JOURNAL REVIEWER

- *Thinking Skills & Creativity*
- *Current Psychology*
- *International Journal of Human Resource Management*
- *Personnel Review*
- *Journal of Asia-Pacific Business*

## COURSES TAUGHT

### Wright State University

#### MGT 6750/4750 – SMALL BUSINESS MANAGEMENT

- Graduate-level elective course (6750)
- Senior-level required course for Entrepreneurship majors (4750)
- Fall 2017, Springs 2018 - 2021

#### MGT 3110 – BUSINESS ETHICS AND LEADER DEVELOPMENT

- Junior-level required course for business majors
- Summer 2017 – Fall 2021

#### MGT 3100 – LEADERSHIP, MANAGEMENT & ORGANIZATIONAL BEHAVIOR

- Junior-level required course for business majors
- Fall 2015, Fall 2016

#### MGT 4400 – PERFORMANCE MANAGEMENT

- Senior-level management major class
- Fall 2015 – Spring 2017

#### MBA 755/7550 – DEVELOPING AND IMPLEMENTING COMPETITIVE STRATEGIES

- MBA capstone course
- Fall 2003 – Summer 2005, Spring 2007, 2012, Summers 2006, 2009 – 2015

#### MBA 7500 – LEADERSHIP AND ETHICS

- MBA core management skills course
- Fall 2013, Spring 2015
- Online Fall 2014 – Fall 2021

#### MBA 750 – LEADING TEAMS AND ORGANIZATIONS

- MBA core management skills course
- Fall 2000 - Spring 2003, Winter Intersession 2008, Winter 2008, Fall 2008

#### MGT 680 – APPLIED LEADERSHIP DEVELOPMENT

- MBA elective
- Fall 2009 – 2012, Winter 2011

#### MGT 4990 – STRATEGY: DOMESTIC & INTERNATIONAL PERSPECTIVES

- Undergraduate capstone, core curriculum course
- Fall 2013 – Summer 2015

MGT 499 – STRATEGIC MANAGEMENT AND ORGANIZATIONAL POLICY

- Undergraduate capstone, core curriculum course
- Summer 2003 – Summer 2012

MGT 480/680 – ENTREPRENEURIAL BUSINESS DEVELOPMENT

- Special topics course on business growth strategies
- Undergraduate and graduate management students
- Winter 2006

MGT 480 – COMPETITIVE ENVIRONMENTS AND COOPERATIVE STRATEGIES

- Undergraduate management course
- Spring 2006

MGT 781 - SPECIAL STUDIES IN MANAGEMENT

- Transformational leadership, with Ben Hall, Summer 2006
- Project leadership, with Amy Wamsley, Winter 2003
- Project management, with Richa Gupta, Winter 2003

MGT 480/680 - SPECIAL TOPICS: EMPLOYEE TRAINING AND DEVELOPMENT

- Upper-level undergraduate management course
- Spring 2001

MGT 304 - MANAGEMENT AND ORG. BEHAVIOR

- Undergraduate business core curriculum course
- Fall 2000, Winter 2001, Winter 2003, Winter 2009

MGT 300 - BUSINESS INTEGRITY

- Undergraduate business core curriculum course
- Summer 2000, Winter 2001

MGT 321 - HUMAN RESOURCE MANAGEMENT

- Upper-level undergraduate management course
- Summer 2000, Summer 2002

MBA 751 – (leadership course)

- MBA elective course
- Fall 2009

**West Virginia University**

LEADERSHIP

- MBA core curriculum course
- Summer 2000

#### CREATIVITY AND INNOVATION MANAGEMENT

- Undergraduate special topics course
- Summer 2000

#### PRINCIPLES OF MANAGEMENT

- Undergraduate business core curriculum course
- Fall 1999, Spring 2000

#### ORGANIZATIONAL BEHAVIOR

- Upper-level undergraduate management course
- Fall 1999

### Texas A&M University

#### HUMAN RESOURCE MANAGEMENT

- Upper-level undergraduate course
- Fall 1996, Spring 1997, Spring 1999

#### ORGANIZATIONAL BEHAVIOR

- Upper-level undergraduate course
- Spring 1996, Summers 1996 & 1997, Fall 1998

#### ORGANIZATIONAL THEORY

- Upper-level undergraduate course
- Fall 1997, Spring 1998, Summer 1998

### TEACHING INNOVATION

#### In-Class Business Plan Competitions

Cash Prizes Provided by Local Businesses for Student Project Teams' Business Plans

- Spring 2004, MBA 755, with OneCall Now, Inc.
- Summer 2006, MBA 755, with Mound Advanced Technology Center
- Summer 2006, MBA 755, with the National Composite Center
- Spring 2007, MBA 755, with Cornerstone Research Group

#### Management Skills e-Newsletter

#### *LeaderLetter* WEEKLY NEWSLETTER

June 2001 – December 2004

- Published originally for my former students
- Delivers useful tips, via e-mail, in the workplace or home
- Provides an online resource for behavioral guidelines:  
[www.wright.edu/~scott.williams/LeaderLetter](http://www.wright.edu/~scott.williams/LeaderLetter)
- Added hundreds of non-student subscribers around the world
- Used by many subscribers to supplement leadership and management skills training in their workplace

## **Student Recognition**

### MBA SHOWCASE

April 29, 2003

- Developed a vision and goals
- Held event April 2003
- Converted to website in 2004:  
<http://www.wright.edu/rscob/grad/mba/mbashowcase/index.html>

## **SERVICE**

### **Community**

#### EXECUTIVE DIRECTOR

##### ***Center for Innovation Management***

- September 2006 – June 2013
- Conducted competitive analyses
- Developed strategic plans

#### GRANT WRITER

##### ***Entrepreneurial Signature Program***

- August and September 2006
- Hired by the Dayton Development Coalition to write a \$22.5M grant proposal to the State of Ohio's Third Frontier Commission for the Dayton Region's Entrepreneurial Signature Program

#### SENIOR STRATEGY CONSULTANT

##### ***Mound Advanced Technology Center***

- September 2005 – May 2006
- Generating market opportunity and competitive analyses

#### STRATEGY AND BUSINESS DEVELOPMENT CONSULTANT

##### ***National Composite Center***

- July 2005 – May 2006
- Conducting function analysis systems technique (FAST) analyses
- Conducting project prioritization analyses

#### FACULTY INTERN – GASPER CORPORATION

##### ***Faculty-Business Connections program***

- Coached managers
- Studied the organizational culture
- Led productivity improvement project
- Facilitated 360-degree feedback

#### ORGANIZER

##### ***Miami Valley Forum on Wartime Business and Economics***

- October 2001, November 2001, January 2002, September 2002
- Coordinated events
- Recruited panelists
- Marketed to the public
- Created web site: [www.wright.edu/~scott.williams/forum](http://www.wright.edu/~scott.williams/forum)

#### VP - LEADERSHIP DEVELOPMENT

##### ***American Society for Training and Development (ASTD), Western Ohio Chapter***

- Elected to a one-year term in 2002
- Participated, as a board member, in the leadership of the organization
- Recruited the 2003 board
- Assisted with the marketing of events and recruitment of speakers

#### INSTRUCTOR

##### ***PHR/SPHR Certification Workshop***

- Strategic Management module, March 2003, February 2002 and October 2002
- Compensation and Benefits module, March 2002, November 2002
- Management Practices module, September 2001, October 2001
- General Management module, March 2001

#### CORPORATE TRAINER

- ***Team Building Retreat*** for Greene Metropolitan Housing Authority, September 2003
- (*pro bono*) ***Strategic Market Management*** for Gasper Corporation, Spring 2003
- ***Leadership Training for Strategy Execution*** workshop, for Stough Enterprises, December 2002
- ***Team Building Retreats*** for Stough Enterprises, November and December 2002
- ***Developing Management Skills*** workshop for Stough Enterprises, November 2002
- ***360-Degree Feedback*** for executives of Gasper Corporation, Spring 2002
- ***Developing Management Skills*** workshop for Gasper Corporation, Winter 2002

#### CO-INSTRUCTOR

##### ***Junior Leadership Dayton***

- Assumed co-instructor role July 2019
- Coordinated learning experiences for high school juniors in the Dayton Region

MEMBER OF THE PRESIDENT'S COUNCIL

*Goodwill Easterseals of the Miami Valley*

- Financial supporter
- Merchandise repair and reconditioning (freelance)

University

SENATOR

*Faculty Senate*

- Fall 2019 – Spring 2021

COMMITTEE MEMBER

*Committee on Retrenchment*

- November 2020 – February 2021

COMMITTEE CHAIR

*Catholic Campus Ministry Steering Committee*

- 2003 – 2007
- Conducted needs analysis
- Commissioned architectural plans
- Conducted capital campaign feasibility study

COMMITTEE MEMBER

*Community and Civic Engagement Task Force*

- Spring and Summer 2005

SEARCH COMMITTEE MEMBER

*Technology Transfer Director*

- Fall 2006 – Summer 2007

SEARCH COMMITTEE MEMBER

*Vice President of Research and Graduate Studies*

- November 2011 – January 2012

SEARCH COMMITTEE MEMBER

*Dean of Graduate Studies*

- May 2013 – November 2013

Raj Soin College of  
Business

PROJECT CHAMPION

*MBA Showcase*

- Fall 2002 – August 2003
- Hired and supervised the first MBA Showcase Coordinator

ASSOCIATE DIRECTOR



***Institute for Business Integrity***

- December 2002 – Fall 2008
- Assisted Joe Petrick in launching the Institute, May 2003
- Contributed to ethics scholarship, meetings, newsletter, etc.
- Assisted in preparation of Ethics Bowl teams

COMMITTEE MEMBER

***Promotion & Tenure Committee***

- Fall 2018 – Fall 2020

COMMITTEE MEMBER

***Student Awards, Scholarships and Honors Committee***

- Vice Chair, Fall 2003
- Committee member, Fall 2000 – Spring 2013
- Lead the development of honors project criteria
- Evaluated applications for academic scholarship each spring

COMMITTEE MEMBER

***Undergraduate Programs Committee***

- Fall 2002 – Fall 2003, Fall 2014 – Spring 2018, Spring 2020
- Committee Chair, Fall 2016 – Spring 2018, Fall 2019

COMMITTEE MEMBER

***MBA Core Faculty Group***

- Spring 2003 – Spring 2005

COMMITTEE MEMBER

***MBA Planning Committee***

- Fall 2020 – Spring 2021

COMMITTEE CHAIR

***Honor Task Force***

- Spring 2016

COMMITTEE MEMBER

***Mission Review Task Force***

- Fall 2016 – Spring 2017

**Department of  
Management**

ASSOCIATE DEPARTMENT CHAIR

- Spring through Fall 2019
- Curriculum development
- Department graduate ceremony organizing committee

EXECUTIVE COMMITTEE MEMBER

***AAUP-WSU***

- May 2019 – April 2020

- Participated in review and decision making on matter pertaining to implementation of the collective bargaining agreement between WSU and the bargaining unit faculty
- Attended weekly executive committee meetings

COMMITTEE CHAIR

***Student Awards, Scholarships and Honors Committee***

- Summer 2000 – Spring 2013

COMMITTEE CHAIR

***Promotion & Tenure Committee***

- Fall 2018 – Spring 2020

COMMITTEE CHAIR

***Strategy Curriculum Committee***

- Spring 2005 – 2015
- Coordinated textbook adoption
- Recruited adjunct faculty

COMMITTEE MEMBER

***Research Committee***

- Fall 2016 – present

COMMITTEE MEMBER

***Department of Management Chair Search Committee***

- Spring 2006 – Spring 2007
- Fall 2016

COMMITTEE CHAIR

***Faculty Search Committee***

- Fall 2014
  - Recruited Oliver Stoutner, ABD

COMMITTEE MEMBER

***Faculty Search Committee***

- Spring 2002 – Fall 2002
  - Recruited Dr. Todd Dewett
- Spring 2006 – Spring 2007
  - Recruited Dr. Riad Ajami
- Spring 2014 – Fall 2014
  - Recruited Dr. John Martin
- Summer 2019 – Fall 2019
  - Recruited Dr. Jinhwan Jo

COMMITTEE MEMBER

***Promotion & Tenure Committee***

- Fall 2006 – present

- Reviewed colleagues' progress toward tenure
- Evaluated candidates for promotion and tenure

COMMITTEE MEMBER

*Management Major Curriculum Committee*

- Committee Chair Fall 2015 – Fall 2017
- Summer 2000 – present

COMMITTEE MEMBER

*Management Major Assessment Subcommittee*

- February 2006 – present
- Assisted with assessment plan development and implementation

ASSURANCE OF LEARNING COORDINATOR

*MGT 3110 – Business Ethics and Leader Development*

- Fall 2017 – present
- Facilitated development of assessment standards
- Facilitated data collection and reporting
- Facilitated development of continuous improvement plan

COMMITTEE MEMBER

*Human Resource Management Major Curriculum Committee*

- Summer 2000 – Summer 2003
- Served actively in 2001 as we converted to a 4-hour course curriculum

**AWARDS**

OUTSTANDING TEACHER AWARD, 2006-2007, 2014-2015

*Department of Management*

By vote of the undergraduate management and human resources management majors

EXCELLENCE IN TEACHING WITH WRITING, 2007

*WSU Writing Across the Curriculum Program*

40 UNDER 40 AWARD, 2002

*Dayton Business Journal* award for leaders in business and politics under the age of 40

AWARD FOR TEACHING EXCELLENCE, 2002

*Southwestern Ohio Council for Higher Education (SOCHE)*

OUTSTANDING SERVICE AWARD, 2002-2003, 2006-2007

*Raj Soin College of Business*

2005 AWARD FOR EXCELLENCE: OUTSTANDING PAPER,  
“Personality, attitude and leader influences on divergent thinking

and creativity in organizations,” *European Journal of Innovation Management*

2008 HIGHLY COMMENDED AWARD

“Competitive balance implications for hospitals of innovations in networked electronic health records,” *Competitiveness Review: An International Business Journal*

OUTSTANDING MBA STUDENT, 1993  
*College of Business and Administration*  
Southern Illinois University at Carbondale