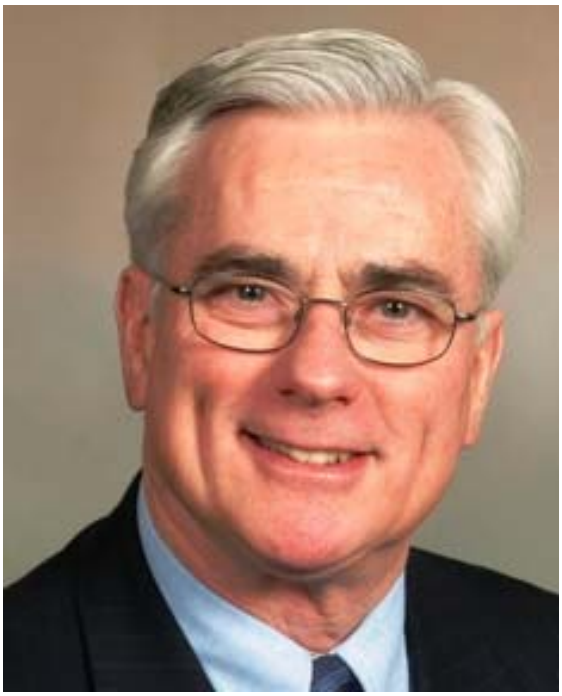
VITA

Dr. Stephen F. Hallam



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Summary of Accomplishments

Dr. Hallam currently teaches courses in the areas of Leadership, Strategic Planning, Creative Thinking, and Management & Organizational Behavior. His research, writing, and consulting focus on leadership, business ethics, and strategic planning. He holds the rank of full professor with tenure in the Department of Management at The University of Akron. His eighth and most recently completed book, *"How in the World Do We Make a Difference?"* co-authored with The Rev. Norman Douglas and Larry Vuillemin was published in early 2006 by ACTA Publications and addresses the issues of connecting our inner self and our work. His ninth book is a work-in-process entitled *"Hallmarks of Leadership"* and is being used in draft form by students in the required course in Leadership in the MBA program at The University of Akron. A tenth book *"Million Dollar Rain"* describes management principles applied in successful organizations is scheduled for completion during 2007.

Graduating as valedictorian and class president earned Hallam the scholarship he needed to attend college and complete a B.S. in Business Education with a comprehensive major including both business administration and secondary teaching certification requirements at Illinois State University. Next he received a graduate assistantship affording him the opportunity to complete his M.S. degree. By age 22 he was teaching statistics I and II, computer programming, accounting I and II, marketing, and introduction to business at Northern Arizona University. Next he accepted a teaching assistantship at the University of Iowa and completing his Ph.D. in Business Administration by age 29. He taught at Northern Illinois University earning promotion to associate professor and tenure within three years. He held various administrative positions, including Director of the Executive MBA, Assistant Dean, and Associate Dean while continuing to teach and coauthor seven college textbooks plus numerous articles and scholarly papers.

Hallam became Dean of the School of Management at The University of Michigan-Flint in 1992, then Dean of the College of Business Administration at The University of Akron in 1995. At both positions, enrollment and revenue were substantially increased and AACSB accreditation maintained. At Akron, new degree programs were initiated in areas such as International Business, Financial Services, E-Business, and International Executive MBA. During his two four-year terms as Dean of the College of Business at The University of Akron, fundraising exceeded $27 million. He continued his teaching and writing despite being responsible for faculty and staff of over 140, student enrollment of over 3,000, and budgets totaling approximately $10 million per year. In 2002 Hallam was interviewed live on national television at MSNBC regarding his views about teaching ethics in business schools and was quoted in over 100 newspapers on the same subject. In 2003 he completed a sabbatical at Case Western Reserve University and in 2004 returned to teaching, research, writing, and consulting. Hallam is married to Teresa A. Hallam who is a co-author of several of his books and articles and is currently completing her Ph.D. at The University of Akron. They are parents of two daughters (Patricia and Margaret) and live in Bath Township, near Akron, Ohio.

Teaching and University Administration Experience

The University of Akron
College of Business Administration
2003 - Present
Professor of Management, Department of Management. Currently teaching courses on Creative Thinking, Leadership, Business Policy, and Management Concepts and Principles and doing research, consulting, and writing on Leadership, Ethics, Vocational Maturity, and Strategic Planning.

July 1995 - 2003
***Dean of the College of Business Administration, tenured full Professor of Management,* and since March, 2002, *Interim Director, Fitzgerald Institute for Entrepreneurial Studies*.** Was responsible for overall leadership of the College consisting of the departments of Finance, Marketing, Management, and the Daverio School of Accountancy, plus the Institutes for Global Business, Entrepreneurial Studies, and Professional Selling, and the Centers for Organizational Development, Family Business, and Career Services, with annual expense budgets totaling over $10 million, over 3,000 students, and a faculty and staff of over 140. Heavy involvement in business community and fund raising. Member of several AACSB accreditation review committees, numerous university-wide and community-wide committees including the University Planning and Budgeting Committee, Greater Akron Chamber of Commerce, Heart to Heart, Summit Choral Society, and other church and community activities.

University of Michigan-Flint
July 1992 - June 1995
Dean of the School of Management and tenured full Professor of Management. Was responsible for the overall leadership of the school plus administration of the various undergraduate and graduate programs in business including faculty recruiting and evaluation, budgeting, scheduling, curriculum, maintaining AACSB graduate and undergraduate accreditation, and professional staffing. Served as advisor and reviewer for several business colleges seeking AACSB accreditation or reaffirmation of accreditation. Served on numerous community boards and agencies promoting economic development of the region.

Northern Illinois University
July 1989 - June 1992
***Associate Dean and Director of Graduate Studies in Business*.** Was responsible for the overall administration of the various masters and doctoral programs in business including scheduling, budgeting, curriculum, advertising, advisement, and evaluation. Had extensive interaction with business firms that recruit graduates. Solicited funds for and administered MBA Foundation account, Chair of College Curriculum Committee, College Research Committee, College Library Committee, College Computer Advisory Committee, and Graduate Admissions Committee. Involved in all major faculty and administrative searches. Involved in several AACSB self-study reports. Represented the college in a variety of settings including the university-wide Academic Planning Council, Computer Resource Committee, University Resources Advisory Committee, and, whenever the Dean was away, represented the College of Business in the Council of Deans (chaired by Provost) and the

Administrative Cabinet (chaired by President). Administered various parts of the college general revenue budget plus several hundred thousand dollars in non-tax revenue per year. Tenured full professor in the Operations Management and Information Systems Department, teaching, researching, and writing in the areas of management and management information systems.

May 1982 - July 1989
Director, Executive Masters in Business Administration Program. Started and administered Executive MBA Program including budget, faculty selection, curriculum development, and promotion. Extensive interaction with corporate sponsors of the program resulting in outside funding of several hundred thousand dollars per year. Taught management information systems courses in graduate and undergraduate programs.

June 1978 - May 1982
Assistant Dean of the College of Business and Associate Professor. Administered undergraduate policies; articulation with other colleges; orientation, advising, and counseling of undergraduate students; and admissions, probations, and dismissals for College of Business students. Acted as liaison between the College of Business and Career Planning and Placement Office, Community College Relations, Registration and Records, Orientation, and Admissions, served on the College Curriculum Committee, chaired the Undergraduate Committee, served as a member of the College Senate, advised the College Student Advisory Committee, and acted as a liaison interdepartmentally, intercollegally, and with central administration.

1976 - 1978
Associate Professor (Promotion to Associate Professor and tenure were both approved early, before the customary six years). Taught graduate and undergraduate courses in Computer Simulation, Information Systems, and Data Processing.

January 1974 - 1976
Assistant Professor teaching same courses as listed above plus heavy involvement in research and writing in management information systems.

University of Iowa
1970 - 1973
Graduate Assistant, The University of Iowa, taught courses offered for graduate and undergraduate credit in Business Data Processing and COBOL Programming and coordinated multiple sections of Principles of Management.

Northern Arizona University
1967 - 1970
Instructor, Northern Arizona University, Flagstaff, Arizona, taught undergraduate courses in Business Data Processing, Accounting I and II, Quantitative Methods in Business I and II, Introduction to Business, and Marketing.

Illinois State University
1966 - 1967
Graduate Assistant, Illinois State University, helped students in the computer lab debug programs.

Education

Independent Study in Leadership Education, Case Western Reserve University, 2003
Leadership Education Program, Harvard University, 2000
Ph.D., University of Iowa, Business Administration Major with comprehensive areas in Management Systems and in Computer Simulation, 1973.
M.S., Business Education, Illinois State University, 1967.
B.S., Business Education, Illinois State University, 1966.

Consulting Experience

During the past ten years, industrial consulting has focused on issues of leadership, business ethics, career planning, and strategic planning. Academic consulting has focused on building high quality educational programs for management education and international business.

Publications and Research

Books and Monographs:

How in the World Do We Make a Difference? with Norman Douglas and Larry Vuillemin, ACTA Publications, February, 2006.

Microcomputer Uses: Software Applications and Problem Solving with WordPerfect, WordStar, Lotus 1-2-3, and dBase III Plus, with Teresa Alberte-Hallam, Harcourt Brace Jovanovich, 1989.

Introduction to VP-Planner, with Teresa Alberte-Hallam, Harcourt Brace Jovanovich, 1989.

Microcomputer Use: Word Processors, Spreadsheets, and Data Bases, Second Edition with Teresa Alberte-Hallam, James A. Hallam, And BDM Software, Harcourt Brace Jovanovich, 1988.

Introduction to Microcomputer Spreadsheets, with Teresa Alberte-Hallam and James A. Hallam, Harcourt Brace-Jovanovich, 1986.

Introduction to Microcomputer Word Processing, with Teresa Alberte-Hallam and James A. Hallam, Harcourt Brace Jovanovich, 1986.

Microcomputer Use: Word Processors, Spreadsheets, and Data Bases, with Teresa Alberte-Hallam, James A. Hallam, and BDM Software, Harcourt Brace Jovanovich, 1985.

Introduction to Automated Data Processing, with S. J. Wanous and J. Wagner, South-Western, 1979.

Chapter on "Needed Training in Data Processing for Teachers," with J. Hallam, in *Business Education for the 1980's, Illinois Business Education Association*, 1979.

Chapter on "Metrics in Education - A Brief History," with L. Barnes and J. Hallam, in *Think Metrics in Business Education*, Illinois Business Education Association, 1976.

Articles:

"Twelve Important Questions to Answer Before You Offer a Web-Based Curriculum," with Khris McAlister and Julio C. Rivera, *Online Journal of Distance Learning Administration*, Summer 2001, Volume 4, No. 2.

"Entrepreneurism Rising from the Ashes of Communism," with Jeffrey Dilts, Fletcher Birmingham, and Frank Craig, *Proceedings of the 42nd World Conference, Entrepreneurship: The Engine of Global Economic Development*, (San Francisco: International Council for Small Business, 1997).

"Recommendations for Successful Consulting and Development of Business Opportunities in Russia," with Jeffrey Dilts, *Proceedings of the 21st National Small Business Consulting Conference*, Verona K. Beguim, editor (Orlando, Florida: Small Business Institute Directors' Association, 1997).

"Beyond the Technical Problems of LAN Implementation," with Mark Misic, Summer 1992, *Journal of Computer Information Systems.*

"What Executives Perceive They Really Need to Know About Information Systems," with Joachim Lauer and David Lee, Winter 1987-1988, *Journal of Computer Information Systems*.

"Computer Simulation in Business: A Microcomputer Approach," *Journal of Computer Information Systems*, December 1986.

"A Comprehensive Model for Information Systems Evaluation and Control," with T. A. Hallam and J. A. Hallam, *Journal of Systems and Management*, January, 1983.

"Computer Simulation - Fortran vs Basic," with R. J. Hallam, *Journal of Data Education*, October 1980.

"Educational Tours of Data Processing Centers," with E. R. Carey and J. A. Hallam, *Computers & Education*, Great Britain, May 1980.

"Bridging the Management-EDP Gap," with M. McAlister, *Infosystems*, March 1980.

"The Design and Development of a Master's Degree in Management Information Systems," with M. Dumler, *Journal of Data Education*, April 1978.

"Structured Programming," *Data Reporter*, April 1978.

"Computer Simulation of a Waiting Line Model," *Journal of Data Education*, July 1977.

"Utilization of Computer Simulation in Education," *Journal of Data Education*, July 1977.

"New Approaches to Computer Performance Evaluation," with D. Scriven, *Infosystems*, October 1976.

"Flowcharting: A Conceptual View," with J. Hallam, *Business Education Forum*, December 1975.

"Implementation of Selected Applications of Simulation in Business," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, December 1975.

"Utilization of Computer Simulation in Education," *Journal of Data Education*, October 1975.

"The Validation of Simulation Models," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, October 1975.

"Five Practical Guidelines for Successful Completion of Simulation Models," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, August 1975.

"The Responsibilities of the Simulation Project Manager," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, June 1975.

"Basic Steps in Developing Simulation Models," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, April 1975.

"An Empirical Investigation of the Objectives and Constraints of Electronic Data Processing Departments," *Academy of Management Journal*, March 1975.

"Understanding Simulation," with J. A. Hallam, D. D. Scriven, and M. R. Bomball, *Data Management*, February 1975.

"The Advantages of Teaching More Than One Programming Language," *Business Education Forum*, December 1972.

"Interviewing Programmers? Guides to Selecting the Right People," with R. C. Cornwell, *Administrative Management*, September 1969.

"How to Set Up an Adult Course in EDP," *Business Education World*, June 1969.

"Businessmen Speak About Data Processing Education," *Balance Sheet*, September 1967.

Significant Speeches or Papers Presented in last 10 years:

“Ethical Leadership” presented to several Rotary and other professional organizations in Northeast Ohio, 2003-2006.

“Leadership, Ethics & Corporate Governance,” presented to FirstEnergy through Center for Organizational Development, April 8, 2002.

“Honor Wisdom Earnestness,” presented at Beta Gamma Sigma Initiation Banquet, March 8, 2002.

“Effective Fundraising Strategies for Business School Deans,” presented at AACSB Mid-Continent East Deans Meeting, October 15, 2001, Chicago, Illinois.

“Business Ethics,” presented to Ohio Society of CPAs, September 11, 2001.

“Leadership,” presented to Summa Health through Center for Organizational Development, September 6, 2001.

“Leadership,” presented to MetroHealth through Center for Organizational Development, August 29, 2001.

“Emotional Intelligence,” presented to Akron Beacon Journal through Center for Organizational Development, June 28, 2001.

“Critical-Creative Thinking,” presented to MetroHealth through Center for Organizational Development, February 8, 2001.

“Lessons Learned in Moscow to be Applied in Akron,” presented to various civic and business groups in Akron since 1996.

“Hallmarks of a High-Quality Management Education,” presented to various groups of educators in Moscow and Talyatti, Russia, June 1996.

“Building a Renowned College of Business,” presented to various business groups in Akron-Cleveland area since 1995.

“Managing for Excellence: Business Education as a Catalyst for Promoting Regional Economic Excellence,” presented to Institute of Management Accountants, March 20, 1996, Akron, Ohio.

“Role of the College of Business in Local Economic Development,” presented to various business groups in the Akron area during since 1995.

“Characteristics of High Quality Management Education,” presented to a conference of Mexican education leaders, Mexico City, Mexico, November 1993.

“Leadership Information Systems,” Midwest Business Administration Association Annual Meeting, Chicago, Illinois, March 27, 1992.

“Implementation of LAN's,” Midwest Business Administration Association Annual Meeting,

Chicago, Illinois, March 26, 1992.

"Preparing for Graduate Study in Business," presented to numerous groups as part of the promotion of the MBA and other graduate programs at Northern Illinois University, July 1989 -June 1992.

"Telecommunications and the Executive MBA," with Teresa Alberte-Hallam, Sixth Annual AACSB Conference on Executive MBA Programs, Denver, Colorado, October 18, 1988.

"What Senior Executives Should Be Asking About Information Systems," with William Cummings, Midwest Decision Science Institute, Louisville, Kentucky, May 2, 1988.

Service

University Services:

The University of Akron

Chair, Tenure Committee, Department of Management
Member, Accreditation Committee, College of Business Administration
Past Chair, Strategic Initiatives Team
Former Member, Council of Deans
Former Member, University Budget & Planning Committee
Former Member, Vice Presidents & Deans Committee
Former Member, Numerous Search Committees
Former Member, Board of Directors, H. Kenneth Barker Center for Economic Education

Professional Service:

Former Member, AACSB International – Association to Advance Collegiate Schools of Business
Former Chair or Member, Numerous AACSB Peer Review Teams

Other Service:

Vice President, Development, Summit Choral Society
Member, Board of Directors, Summit Choral Society

Business Experience:

1979-1996
Partner in Investments Unlimited, a firm involved in real estate acquisitions and management.

1976-1989
Partner in family-owned farming business.

1967-1970
Business Manager - Flagstaff Summer Festival, Inc.

Areas of Teaching, Research, and Writing:

Principles of Management
Business Policy
Creative Thinking
Business Ethics
Strategic Planning
Leadership
Vocational Maturity
Emotional Intelligence