VITA

Susan C. Hanlon
330-972-7685

EDUCATION

August, 1989	University of Memphis, Memphis, TN Degree: Doctor of Business Administration
May, 1983	Kent State University, Kent, OH Degree: Master of Business Administration
May, 1977	Grove City College, Grove City, PA Degree: Bachelor of Arts

EMPLOYMENT

1990-present	The University of Akron College of Business Administration Department of Management Akron, OH Title: Assistant professor (1990-1995) Title: Associate professor (1995-present)
2001 – January-August	Case Western Reserve University Weatherhead School of Management Cleveland, OH Title: Research Scholar
1998 – 1999	The University of Akron, Akron, OH Title: Interim Director, Fitzgerald Institute for Entrepreneurial Studies College of Business Administration
1997 - 2006	The University of Akron, Akron, OH Title: Director, Center for Family Business Fitzgerald Institute for Entrepreneurial Studies College of Business Administration
1983 - 1985	Dyke College, Cleveland, OH Title: Management Instructor/Acting Director, Business Administration Division

REFEREED ARTICLES

Figler, R. and Hanlon, S.C. (2008). Management development and the unconscious from an analytical framework. Journal of Management Development. 27(6), p. 613-630.

Poza, E.J., Hanlon, S.C., & Kishida, R. 2004. Does the family business interaction Factor represent a resource or a cost?. Family Business Review, 17 (2): 99-118.

Hanlon , S.C., and Figler, R. (2002). An unlikely topic in an unlikely setting: Poetry in the MBA classroom. Journal of the Academy of Business Education, 3, 67-74.

Dilts, J. C., and Hanlon, S.C. (2002). Impact of entrepreneurial orientation and Environmental management on firm performance: A contingency framework. Marketing Management Journal, 12, 32-48.

Lado, A.A., Boyd, N.G., & Hanlon ,S.C. (1997). Competition, cooperation, and the search for economic rents: A syncretic model. Academy of Management Review, 22 (1), 110-141.

Hanlon, S.C., Meyer, D.G., & Taylor, R.R. (1994). Consequences of gainsharing: A field experiment revisited. Group and Organization Management, 19, 87-111.

Hanlon, S.C., and Taylor, R.R. (1992). How does gainsharing work?: Some preliminary answers following application in a service organization. Applied Human Resource Management Research, 3, 73-91.

Taylor, R.R., Boyd, N.G., & Hanlon, S.C. (1992). Can leaders and subordinates be friends? A classroom approach for addressing an important managerial dilemma. Journal of Management Education, 16, 39-57

Hanlon, S.C., and Taylor, R.R. (1991). An examination of changes in work group communication behaviors following installation of a gainsharing plan. Group and Organization Studies, 16, 238-267.

Hanlon, S.C., and Miller, T.R. (1988). The Lady Western Jeans Case. Case Research Journal, autumn, pp. 175-188.

INVITED ARTICLES (non-refereed)

Hanlon, S.C. (2000). Board doesn't fit?: Try an alternative on for size. Inside Business, August, 62-63.

Hanlon, S.C. (1992). Moving ahead to gainsharing: The impact on employee motivation. Horizons, a quarterly publication of the National Association of Suggestion Systems, September, Vol. 4, 3.

CHAPTER IN BOOK

Hanlon, S.C. (1995). History and development of management thought. Chapter in Management, a principles of management text by Gatewood, R., Ferrell, O.C. and Taylor, R., Flossmoor, IL: Austen Press/Irwin.

INSTRUCTIONAL MATERIALS

"Study Guide: Management (1995)," to accompany Management, 5th edition by Griffin, R.W., Houghton-Mifflin.

CASE IN BOOK

Hanlon, S.C. with co-authors (1995). Rubbermaid beyond Gault. Case published in the following: Digman, L. (1997, 1995). Strategic Management, Houston, TX: Dame Publishing.

Harcourt Brace's Custom Publishing on Demand Casebook (1995).

INTERNATIONAL AND NATIONAL PROCEEDINGS

Lado, A., Boyd, N.G., & Hanlon, S.C. (1995). Beyond sustained competitive competitive advantage: Metacompetency and sustained business performance. Academy of Management Meeting Proceedings, p. 489.

Hanlon, S.C., and Osyk, B.A.(1993). Spice-Rite, Inc. Decision Sciences Institute Proceedings, Vol. 1, 30-33.

Meek, G.E., Dunning, K.A., and Hanlon, S.C., Gainsharing as part of a PM company's TQM plan. Advances in Powder Metallurgy & Particulate Materials 1993, Volume 1. Proceedings of the 1993 International Conference and Exhibition on Powder Metallurgy & Particulate Materials.

Hanlon, S.C., Meyer, D.G., and Taylor, R.R. (1992). Reversal of a successful gainsharing program: Experimental evidence of residual effects. Academy of Management Best Papers Proceedings, 1992, 264-268.

Hanlon, S.C., and Meyer, D.G. (1992). Consequences of gainsharing in a service industry setting: Assessment of cognitive, behavioral and attitudinal effects. Decision Sciences Institute Meeting 1992 Proceedings, 442-444.

Hanlon, S.C., and Taylor, R.R. (1988). Assessment of the temporary services industry: Management tool or crutch? 1988 Conference Proceedings: Association of Human Resource Management and Organizational Behavior, vol.2, 16-20.

REGIONAL PROCEEDINGS

Hanlon, S.C., Peterson, T., & Logan, J.W. (2001). To team team or not?: Now that is the question. Southwest Academy of Management Annual Conference Proceedings, 266-270.

Hanlon, S.C. with Logan, J.W., Lannes, W., and Javanovich, K. (1997). Innovation, technology transfer, and reward systems: A preliminary study of the United States shipbuilding industry. Decision Sciences Institute - Southwest: Annual Conference Proceedings, pp. 64-66.

Hanlon, S.C. (1995). Job Stress: A managerial perspective for understanding stress. Southwest Academy of Management Proceedings, pp. 118-122.

Hanlon, S.C., and Taylor, R.R. (1991). The impact of gainsharing on organizational communication and qwl variables: An examination of how gainsharing works. Southwest Division Academy of Management Proceedings, pp. 108-111.

Hanlon, S.C., and Taylor, R.R. (1990). A test of the effects of gainsharing participation on communication behaviors: A quasi-experiment. Southwest Decision Sciences Institute Conference Proceedings, pp. 146-148. (NOTE: Nominated for Best Paper Award)

Hanlon, S.C. with Taylor, R.R., (1990). Can leaders and subordinates be friends? Theoretical support for close leader-subordinate relationships. Southwest Academy of Management Meeting Proceedings.

Hanlon, S.C., Taylor, R.R., and Babakus, E. (1989). Gainsharing: Theory integration and conceptual model. Southwest Academy of Management Meeting Proceedings, pp. 208-212.

PRESENTATIONS (All papers listed as proceedings were also presentations.)

Hanlon, S.C. (2002). Invited speaker. Family business compensation practices and attitudes. Presented in The Next Generation program, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH (May).

Hanlon, S.C. (1999) Invited member of panel on innovative family business programming, United States Association for Small Business and Entrepreneurship Conference, San Diego, CA.

Hanlon, S.C. and Klimczak, T. (1998). Compensation in family-owned businesses, presented at a workshop sponsored by The University of Akron Center for Family Business.

Hanlon, S.C. (1998). Realigning work, rewards, and organization design for the 21st century: Practice and concepts, presented at the AIESEC Management in the 21st Century Conference at the Universiti Utara Malaysia, Kedah Darul Aman, Malaysia.

Hanlon, S.C. (1997). Compensation issues in family-owned businesses, presented at a workshop sponsored by Indiana University of Pennsylvania Center for Family Business.

Hanlon, S.C., Osyk, B.A., and Kraebber, H. (1996). Norka, Inc., a case presented at the Allied Southern Business Association Case-Writing Workshop.

Hanlon, S.C. (1989). The impact of gainsharing participation on communication behaviors, communication outcomes and organizational outcomes: An empirical study of the Federal Express gainsharing plan. Paper presented as participant and chairperson of a symposium entitled "Gainsharing consultation: Who's gaining and what are we sharing?" on the program of the Organizational Development and Managerial Consultation Divisions at the Academy of Management Meeting, August, Washington, D.C.

Hanlon, S.C., and Todd, J. (1987). The evolution of assessment centers: A theoretical perspective. Academy of Management Meeting.

All other previously listed national and regional meetings papers were presented.

HONORS AND AWARDS

2008 Dean's Service Excellence Award

2003 Winner of CBA Chili Cook-Off

1992 Academy of Management Personnel Human Resources Division Outstanding Paper Award recipient for paper presented at the 1992 Academy of Management Meeting.

1991 George and Sara McCune Best Paper Award recipient for article published in Group and Organization Studies in 1991.

Recipient, Coleman Foundation scholarship, 1999.

Recipient Fisi Summer Research Grant, 1999, College of Business Administration, The University of Akron.

EPIC/Stoller Case Writing Grant recipient, 1994, (co-authored with Bernard Deitzer and Alan Krigline), College of Business Administration, The University of Akron.

Stoller Summer Research Grant recipient, 1993, (co-authored with James Divoky). College of Business Administration, The University of Akron.

Awarded a partial scholarship to attend the 1992 Southwest Academy of Management Junior Faculty/Doctoral Student Symposium.

Stoller Summer Research Grant recipient, 1991. College of Business Administration, The

University of Akron.

Delta Sigma Phi Honorary Faculty Initiate, 1991. Theta Kappa Chapter, The University of Akron.

Phi Kappa Phi, member, 1988.

Beta Gamma Sigma, member, 1987.

Delegate to Southwest Academy of Management Doctoral Students Consortium, 1987.

UNIVERSITY AND COMMUNITY SERVICE

College of Business Administration Director of Undergraduate Programs Search Committee, 2007, 2008

College of Business Administration, Associate Dean Search Committee, 2008

CBA Honors Faculty Committee, Chair, 2008-2009

CBA Summer Scholars Awards Committee, Chair, 2007-2008

College of Business Administration Dean Search Committee, 2006

College of Business Administration Undergraduate Curriculum and Standards Committee, 2005, 2006, 2007, 2008

Faculty Advisor, Deans Advisory Council 2005, 2006

Faculty Advisor, Department of Management Honors Students

College of Business Administration Appeals Committee, 2001, 2002

Department of Management Reappointment Committee Chair, 2000, 2002

Faculty Senator, The University of Akron, 1999-2001
Committees: Budget and Planning Committee
Conflict of Interest Policy Committee

Management Department Search Committee, Chair, 1999-2000 (this committee conducted 6 faculty position searches and one search for department chair.)

Search Committee, Fitzgerald Institute for Entrepreneurial Studies Director, 1999.

Search Committee, Entrepreneurship Faculty position, 1996-97

Member, Fisher Institute for Professional Sales Faculty Advisory Board,
1998-present.

Dissertation committees in Industrial and Organizational Psychology (member of 8 committees – 1998-2007).

Search Committee, Management Department Faculty positions, 1996-97

Fitzgerald Institute for Entrepreneurial Studies, curriculum development committee and committee to plan Center for Family Business Inaugural Forum, 1996-97.

Elected as the College of Business Administration representative to the Faculty Advisory Committee to the President, The University of Akron May, 1996-97, 1995-96.

University Review Committee for the Psychology Department, 1996.

Elected to the Ohio Library Council Board of Trustees and as Secretary, Executive Board, 1995 (three year term).

Appointed to the Graduate Policy Committee, 1993.

Management Department Self-Study Committee, 1995-96.

Appointed to the Graduate Admissions Committee, College of Business Administration, 1993 to present.

President, Ohio Library Trustees Association, 1996.

Elected to the Teaching Evaluation Committee of the Department of Management, 1993, 1994.

Appointed faculty advisor, Delta Sigma Pi, Theta Kappa Chapter, 1992 to present.

Appointed to the Curriculum Committee of Graduate Council, 1992, 1993.

Elected to the University Hearing Board Pool, 1992, 1993.

Appointed to the Wadsworth Public Library Board of Trustees, 1997, 1991 (seven year terms). President, 1997 to 1999.

Participated as a speaker and discussion leader at the Graduate Student Colloquium, November, 1991, College of Business Administration, The University of Akron.

Faculty Advisory to the Dean Committee, Fall, 1990.

Guest Speaker, Wadsworth Lions Club, September, 1990.

PROFESSIONAL ACTIVITIES/SERVICE

Historian and Archivist, 1995-present, Southwest Academy of Management.

Editorial Board, Group and Organization Management, appointed 1997.

Track Chair, Southwest Academy of Management, 1997, 2001. 2002. 2003

Reviewer, Academy of Management Meeting, 1999, 1998, 1997, 1994;

University of Akron Center for Organization Development Management Development Training: First Energy; Myers Industries; Akron Beacon Journal

Management Development Training: Press of Ohio; JR Engineering.

Supervisory Training/Consulting, Kovatch Castings, Akron, OH in cooperation with the Center for Organization Development, College of Business Administration.

Interpersonal skills training, Bruner Cox, C.P.A.'s and Consultants, October, 1994.

Invited Speaker: Association of Women Accountants, 1998; Women's Network of Canton, OH; Women Realtors of Medina County, Fall, 1994.

Organization Issues Division Chair, 1993 Southwest Academy of Management Meeting.

Invited speaker, Bruner Cox, C.P.A.'s and Consultants, September Breakfast Forum speaker, 1993, 1994.

Research/Consulting, Aircraft Braking Systems, on-site visits and discussions regarding their interest in devising a team incentive system.

Invited speaker, National Association of Suggestion Systems Lower Great Lakes Regional Chapter Meeting, January, 1992.

Guest Lecturer, Memphis State University Executive M.B.A. Program, August, 1994, 1993, 1992, 1991, 1990, 1989, Memphis, TN.

Member, reviewer, discussant for Southwest Academy of Management and Southwest Decision Sciences Institute.

Consulting reviewer, revision of Baird, Post and Mahon, Principles of Management text, Harper-Collins.

Member, Academy of Management, Southwest Academy of Management.

Seminar presenter, Wadsworth Public Library Staff In-Service and Development Day.

Meeting moderator, Wadsworth Chamber of Commerce Task Force on Planning Commission Effectiveness, April, July, 1993.

Management development and training consultant to Kroger Co.and LeBohner Medical Center, 1991, 1990, Memphis, TN.

COURSES TAUGHT

The University of Akron:	Management: Principles and Concepts (Honors)
	Human Resource Staffing and Selection
	Management and Organizational Behavior (graduate)
	Management of Organization Transformation (graduate)
	Career Orientation
	Data Analysis for Managers (graduate)
	Human Resource Systems for Managers (graduate)