

Matthew A. Liao-Troth
curriculum vitae

Academic Appointments and Administrative Experience with Select Accomplishments

St. Petersburg College, St. Petersburg, FL

Vice President, Academic Affairs, 2020-present

- Lead the division of academic affairs, \$65M budget and 1400 faculty and staff
- Oversee entire learning solution design for all academic programs (more than 100 certificate, associate, and bachelor programs) as well as public safety academies and collegiate charter high schools

Hawai'i Pacific University (2013-2019)

Professor of Public Administration on sabbatical, 2018-2019

Senior Vice President and Provost/Vice President of Academic Affairs, 2013-2018

- Led two divisions (academic and student affairs), \$30M budget and 400 faculty and staff
- Led successful reaffirmation of accreditation of the university by WASC Senior Colleges & University Commission
- Led the development of the 2017-2027 Strategic Plan for the University
- Operationalized the 2012-2017 Strategic Plan for the University
- Implemented process improvements and enhanced technology support for faculty and staff to ensure student success with a 54% increase in the four-year graduation rate
- Expanded peer mentoring to all traditional freshmen to improve college transition and first year retention, and secured external funding for program
- Implemented revised peer review process for faculty review and promotion
- Implemented revised general education curriculum and new institutional learning objectives
- Oversaw successful reaccreditation of the School of Social Work (undergraduate and graduate), Nursing (undergraduate and graduate), and initial accreditation of the School of Education (undergraduate and graduate) and the Master of Clinical Mental Health Counselling through respective professional accreditation bodies
- Oversaw introduction of 14 new degree programs including the university's first doctorate (nursing), as well as a residential honors program and engineering programs
- Improved quality (SAT/ACT and GPA) in the admitted and enrolled freshmen population while maintaining the size of the entering class as well as its ranking as the most diverse private university in the US during interim oversight of admissions office
- Established public budgeting process during interim oversight of budget office that evolved into university-wide shared governance budget prioritization committee
- Secured \$15M in gifts and grants

Georgia College & State University (2010-2013)

Interim Provost and Vice President of Academic Affairs, 2012-2013

- Led three divisions (academic affairs, enrollment, and information technology) as provost, \$64M budget and 700 faculty and staff
- Implemented budget alignment with mission process as provost that led to 6.5% reallocation of resources to strategic demand areas

Dean of the J. Whitney Bunting College of Business, 2010-2013

- Led academic college as dean, \$6M budget and 70 faculty and staff
- Oversaw 30 position climb in undergraduate and graduate business rankings in *US News and World Reports*
- Oversaw climb in ranking of Online MBA to #15 Nationally by *US News and World Reports*
- Built a community partnership for a \$50k-prize new-business competition for downtown Macon
- Secured reaccreditation from AACSB
- Increased college annual giving three-fold

Professor of Management with tenure, 2010-2013

Western Washington University (2002-2010)

Professor Emeritus, granted 2013

President of the Faculty Senate, 2008-2009

- Led rewrite of faculty handbook and adoption by faculty and Board of Trustees
- Worked with peers at other public institutions to sponsor faculty-legislature day

Director of MBA Programs/Director of Graduate Business Programs, 2007-2009

- Established Weekend MBA program in urban center 60 miles from campus
- Oversaw expansion of graduate program offerings

Chair of the Department of Management, 2007-2010

- Led department through rewrite and adoption of mission and strategic plan

Assistant/Associate/Professor of Management with tenure, 2002-2010

Washington University in St. Louis (2000-2002)

Visiting Assistant Professor of Organizational Behavior, 2000-2002

DePaul University (1998-2000)

Director of the American Humanics Program, 1999-2000

- Established undergraduate curricular and certificate program

Assistant Professor of Public Service Management, 1998-2002

- On research leave from 2000-2002 while at Washington University

Education

Ph.D., *The University of Arizona*, Management, 1999

M.S., *The University of Arizona*, Management and Policy, 1995

M.B.A., *San Diego State University*, Personnel and Industrial Relations, 1993

B.A., *University of California at Santa Cruz*, American Studies, 1989

Professional Development in Higher Education Leadership

American Academic Leadership Institute, Executive Leadership Academy, July 2013 and June 2014

American Council on Education, Institute for New Chief Academic Officers, August 2012, January 2013, and June 2013

Harvard University Graduate School of Education, Management and Leadership in Education, June 2012

AACSB International, New Deans Seminar, June 2010

Professional Development in Higher Education Administration and Accreditation

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2022.

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2018.

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2017.

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2016.

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2015.

Western Association of Schools and Colleges Senior College and University Commission, Academic Resource Conference, April 2014.

Western Association of Schools and Colleges Senior College and University Commission, Institutional Meeting, September 2013.

Southern Association of Colleges and Schools Commission on Colleges, Annual Meeting, December 2012

Southern Association of Colleges and Schools Commission on Colleges, Reaffirmation Orientation, June 2012

Advancement Resources, The Art and Science of Donor Development, May 2012

Texas A&M University Office of Institutional Assessment, Annual Assessment Conference,
February 2012

AACSB International, Maintenance of Accounting Accreditation Seminar, February 2012

AACSB International, Optimizing B-School Financial Performance: Strategies for Sustaining
Quality, December 2011

Council for Advancement and Support of Education, Development for Academic Leaders,
November 2011

EDGE Forum, Emerging Directions in Global Education, March 2011

AACSB International, Mentor and Peer Review Training, February 2011

Georgia Department of Community Affairs and Georgia Department of Economic Development,
Georgia Academy for Economic Development, January to May 2011

AACSB International, Advisory Council Seminar, March 2010

AACSB International, Assessment Seminar, October 2009

AACSB International, Business Accreditation Seminar, March 2008

AACSB International, Lessons for Aspiring Deans, December 2007

Administrative Service Activities

Western Association of Schools and Colleges Senior College and University Commission
Interim Report Committee, 2018-present
Review Team Chair and Member, 2016-present

Asia Pacific Higher Education Research Partnership
Strategic Plan Steering Committee, 2015

Hawai'i Pacific University, Office of the President
Shared Governance Task Force Co-Chair, 2015-2016
Budget Prioritization Task Force Co-Sponsor, 2014-2015

Georgia College & State University, Office of the President
Program Prioritization Co-Champion, 2012-2013
India Economic and Higher Education Delegation, October 2011
Enterprise Risk Management Task Force, 2011-2012
Staff Compensation Study Committee, 2011-2012
India Economic and Higher Education Delegation, February-March 2011

Georgia College & State University, Office of the Provost
Chair of the Chief Information Officer Search Committee, 2011-2012

Western Washington University, Office of the President
Vice President for Business and Financial Affairs Search Committee, 2009-2010

Western Washington University, Office of the Provost
Special Assistant to the Provost Search Committee, 2010
Wilson Library Assistant Dean for Public Services Search Committee, 2009
University Faculty Special Merit Committee, 2009
Committee on the Role of Graduate Education, 2009
College of Business and Economics Dean Search Committee, 2006 to 2007

Western Washington University, Faculty Senate
Immediate Past President (2009 to 2010)
President (2008 to 2009)
Vice President, Parliamentarian, and President-Elect (2007 to 2008)
Elections and Appointments Officer (2006 to 2007)
Senator At-Large (2005 to 2007)
Senator College of Business and Economics (2004 to 2005)

Western Washington University, Faculty Senate, Academic Coordinating Commission
Admissions and Inter-College Relations Committee (2002 to 2005)
Graduate Council (2007 to 2010)
Chair, Program Review Team for Speech-Language Pathology (2009 to 2010)
Chair, Program Review Team for Geology (2008 to 2009)
Program Review Team for Natural Science/Science Education (2007 to 2008)

Western Washington University, College of Business and Economics
MBA Program Committee (2005 to 2010; Chair 2007 to 2008)
Policy Council (2003 to 2004; 2007 to 2010)
Junior Faculty Publication Club Founder and Convener (2003 to 2006)
Syllabus Review Committee (2002 to 2003)
Technology Committee (2002 to 2007)

Western Washington University, Management Department
Faculty Advisor, Sigma Iota Epsilon Honorary (2004 to 2009)

Western Washington University, Associated Students
Faculty Advisor for Alpha Phi Omega National Service Fraternity (2004 to 2007)

Washington University in St. Louis, Olin School of Business
Group of Management Education Researchers (2001 to 2002)

DePaul University, Kellstadt School of Business
Human Resources M.S. Program Faculty (1999 to 2002)

DePaul University, Psychology Department
Community Psychology Ph.D. Program Faculty (1999 to 2002)

DePaul University, College of Liberal Arts and Sciences
American Humanics Program Committee (1998 to 2002)

DePaul University, Public Services Graduate Program
Curriculum Committee Member (1998 to 2000)
Faculty Research Series Coordinator (1998 to 2000)
Human Subjects Local Review Board Chair (1999 to 2000)
Liaison, Academy of Management (1998 to 2000)
Liaison, Association for Research on Nonprofit Organizations and Voluntary Action
(1998 to 2000)

Awards, Grants, and Recognitions

Honolulu Business Magazine, Black Book of Executives to Know, December 2017, p85

Honolulu Business Magazine, Black Book of Executives to Know, December 2016, p73

Honolulu Business Magazine, Black Book of Executives to Know, December 2015, p105

Atlanta Business Chronicle, Who's Who Atlanta's Top 100 Leaders in Education, 11-17 May 2012, p10B

Western Washington University, MBA Association
Professor of the Year, 2010
Professor of the Year, 2007
Honorary Professor of the Year, 2006

Western Washington University, College of Business and Economics
Dean's Research Award, 2010
Dean's Research Award, 2005
Competitive Research Grant, 2004
Competitive Research Grant, 2003

Western Washington University, Office of the President
Workstation Grant, 2007

Western Washington University, Office of Research and Sponsored Programs
Faculty Development Grant, 2007

Research Mini-Grant, 2007

Western Washington University, Teaching-Learning Academy
Student Choice Award, 2005

Western Washington University, Bureau for Faculty Research
Competitive Research Grant, 2005
Faculty Development Grant, 2004

Association for Research on Nonprofit Organizations and Voluntary Action
Focus Field Award (psychology), 2003
Emerging Scholars Award, 1997

Academy of Management Review
Theory Development Workshop, 2001

Academy of Management Public & Nonprofit Division's Nominee
George P. Newman Award for best paper based on a dissertation, 2000

DePaul University, College of Liberal Arts and Sciences
Competitive Research Grant, 2000
Travel Grant, 1999
Travel Grant, 1998

American Humanics, Inc.
Scholarship, 1999

DePaul University, University Research Council
Competitive Research Grant, 1999

DePaul University, Quality of Instruction Council
Competitive Summer Stipend, 1999

The University of Arizona
Travel Grant, 1995

Indiana University Center on Philanthropy
Research Fellowship, 1993

Colonial American Dames of San Diego
Research Fellowship, 1988

Civic Organizations, Clubs, and Community Service Activities

Hawai'i Council on Economic Education
Board of Directors 2017-present

Myron B. Thompson Academy
Board Member 2017-present

Boy Scouts of America Central Georgia Council
Board of Advisors, 2011 to 2013

Knight Fund for Milledgeville, Community Foundation of Central Georgia
Grants committee 2011-2013

Rotary Club of Downtown Macon
Member 2011-2013

United Way of Central Georgia
Board of Trustees, 2011 to 2013
Oconee Region Chair and Executive Committee of the Board, 2012 to 2013
President/CEO Search Committee, 2012

Bellingham Friends Meeting, Religious Society of Friends (Quakers)
Finance Committee (2006-2007)
Communications Committee, Webmaster (2005 to 2009)

Whatcom Day Academy
Director, Board of Directors (2006 to 2007)

Boy Scouts of America Mount Baker Council
Friends of Scouting campaign volunteer (2002-2007)

Book

Liao-Troth, Matthew A. (Ed.), (2008). *Challenges in Volunteer Management*. Research in Public Management (Lawrence R. Jones & Nancy C. Roberts, Series Ed.). Charlotte, NC: Information Age.

Book reviewed by Y. Harrison (2010). *Nonprofit and Voluntary Sector Quarterly*, 39 (2): 375-378.

Refereed Discipline-Based Publications

Sass, M. D., & Liao-Troth, Matthew A. (2015). Personal values and negotiation outcomes: Understanding ourselves and others. Available at *Social Science Research Network*: <http://ssrn.com/abstract=2551706>. Accepted in peer-reviewed *Journal of Collective Negotiations*; journal ceased publication in 2014.

Sass, Mary D., & Liao-Troth, Matthew A. (2015). Personality and negotiation performance: The people matter. Available at *Social Science Research Network*:

<http://ssrn.com/abstract=2549992>. Accepted in peer-reviewed *Journal of Collective Negotiations*; journal ceased publication in 2014.

- Sass, Mary D., Liao-Troth, Matthew A., & Wonder, Bruce D. (2011). Determining person-organization fit for healthcare CEOs: How executive equity sensitivity relates to nonprofit and for-profit sector selection. *Nonprofit Management & Leadership*, 22 (2): 199-216. doi:10.1002/nml.20049
- Seal, Craig, Sass, Mary D., Bailey, James, & Liao-Troth, Matthew A. (2009). Integrating the Emotional Intelligence Construct: The Relationship between Emotional Ability and Emotional Competence. *Organization Management Journal*, 6 (4): 204-214. doi: 10.1057/omj.2009.28
- Liao-Troth, Matthew A. (2008). Correlates of faculty unionization voting behavior. *Journal of Collective Negotiations*, 32 (4), 305-315. doi: 10.2190/cn.32.4.d
- Liao-Troth, Matthew A., & Dunn, Craig P. (2006). Making sense of volunteer motivation. *Vrijwilliger inzet Onderzocht [Volunteer Research]*, 3 (1), 43-51.
- Liao-Troth, Matthew A. (2005). Are they here for the long haul? The effects of functional motives and personality factors on the psychological contracts of volunteers. *Nonprofit and Voluntary Sector Quarterly*, 34 (4), 510-530. doi: 10.1177/0899764005279513
- Liao-Troth, Matthew A. (2004). Prosocial behavior. In Dwight Burlingame (Ed.), *Philanthropy in America: A comprehensive historical encyclopedia, Volume 2* (pp. 386-390). Santa Barbara, CA: ABC-CLIO.
- Cowman, Shaun E., Ferrari, Joseph R., & Liao-Troth, Matthew A. (2004). Mediating effects of social support on firefighters sense of community and perceptions of care. *Journal of Community Psychology*, 32 (2), 121-126. doi: 10.1002/jcop.10089
- Kickul, Jill, & Liao-Troth, Matthew. (2003). Making sense of the meaning behind the message: Climate perceptions and the psychological contract. *Mid American Journal of Business*, 18 (2), 23-32.
- Liao-Troth, Matthew A., & Griffith, Terri L. (2002). Software, shareware and freeware: Multiplex commitment to an electronic social exchange system. *Journal of Organizational Behavior*, 23 (5), 635-653. doi: 10.1002/job.158
- Liao-Troth, Matthew A. (2001). Job attitudes of paid and unpaid workers: Are volunteers really that different? *Nonprofit Management & Leadership*, 11 (4), 423-442.
- Guterk, Barbara A., Bhappu, Anita D., Liao-Troth, Matthew A., & Cherry, Bennett. (1999). Distinguishing between service relationships and encounters. *Journal of Applied Psychology*, 84 (2), 218-233.

Liao-Troth, Matthew A., & Dunn, Craig P. (1999). Social constructs and human service: Managerial sensemaking of volunteer motivation. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 10 (4), 345-361.

Refereed Practitioner Publications

Smith, Joy T., & Liao-Troth, Matthew A. (2009). The psychological contract of volunteers: What we do and do not yet know. *International Journal of Volunteer Administration*, 26 (3): 12-20.

Liao-Troth, Matthew A. & Drumm, H. Michael (2004). The psychological contract, part II: What motives and personality to anticipate in your college student volunteers. *Journal of Volunteer Administration*, 22 (2): 5-11.

Liao-Troth, Matthew A., & Drumm, H. Michael (2004). The psychological contract, part I: What motives to anticipate in your volunteer firefighters. *Journal of Volunteer Administration*, 22 (1): 12-17.

Liao-Troth, Matthew A., & Dunn, Craig P. (1999). Managerial sensemaking of volunteer motivation: Do managers see things the volunteer way? *Journal for Nonprofit Management*, 3 (1): 27-37.

Refereed Teaching Publications

Sackel, Matthew, Morrison, Jay, & Liao-Troth, Matthew A. (2008). Pacifica Foundation: The Battle Over the Airwaves. *The Electronic Hallway*. 14 pp.

Liao-Troth, Matthew A. (2008). Pacifica Foundation: The Battle Over the Airwaves, Teaching Note. *The Electronic Hallway*. 4pp.

Liao-Troth, Matthew A. (2007, April). Teaching writing proficiency in groups. *Signal*, 22 (1): 16, 18.

Ng, Rudolph & Liao-Troth, Matthew A. (2006/2009/2014). Midwestern::Contemporary Art (A) and (B). In Roy Lewicki, Bruce Barry, and David Saunders, *Negotiation: Readings, Exercises, and Cases (5th Ed./6th Ed./7th Ed.)*, pp. 661-667; 649-655; 673-679.

Liao-Troth, Matthew A., Ng, Rudolph & Lee, Jane (2006/2009/2014). Teacher's note for Midwestern::Contemporary Art. In Roy Lewicki, Bruce Barry, and David Saunders, *Instructor's Manual CD-ROM for Negotiation: Readings, Exercises, and Cases (5th Ed./6th Ed./7th Ed.)*, pp. 532-546.

Technical or Institutional Research Reports

Liao-Troth, Matthew, Thorndike-Christ, Tracy, and Vander Kooy, Coby. (2010, June). *Report to*

the Graduate Council: Speech-language pathology program review. Graduate School, Western Washington University, Bellingham, WA.

Liao-Troth, Matthew, Peterson, Merrill, Rybczyk, John, Rutschman, Edward, Smith, Elliott, Sulkin, Steve, Wayne, Kate, & Zeine, Lina (2009, August). *Committee report on the role of graduate education at WWU.* Retrieve from Western Washington University Provost website:
http://www.wwu.edu/provost/documents/WhitePaperGraduateStudyFinalReport8_21_09.pdf

Liao-Troth, Matthew, Giffen, Allison, and Thorndike-Christ, Tracy. (2009, May). *Report to the Graduate Council: Geology program review.* Graduate School, Western Washington University, Bellingham, WA.

Bodensteiner, Leo, and Liao-Troth, Matthew. (2008, May). *Report to the Graduate Council: Natural Science/Science Education program review.* Graduate School, Western Washington University, Bellingham, WA.

Liao-Troth, Matthew A., Murphy, Christine, Smith, Joy Turnheim, Paarlberg, Laurie, Meijs, Lucas, Schneider, Marguerite, Card, Michael, Boyd, Neil, Lazar, Rick, Marabella, Santo, and Seman, Michelle. (2006, February). *Report to the Academy of Management Professional Division Review Committee: Five-year review of the Public and Nonprofit Division.* Retrieve from Academy of Management website:
<http://division.aomonline.org/pnp/>

Crowder, Kyle, Henson, Steve H., Liao-Troth, Matthew A., Lyne, William H., and Newcomer, Jeffrey L. (2006, January). *Faculty unionization voter information guide.* Retrieve from Western Washington University Faculty Senate website:
http://www.acadweb.wwu.edu/senate/VOTER%20faculty_unionization%201%2023%2006.htm

Northcraft, Gregory B., Liao-Troth, Matthew A., Fuller, Mark, and Perry, Elissa L. (2003, September). *Feedback and performance appraisal in the high-tech work world.* Center for Human Resource Management, University of Illinois, Urbana-Champaign.

Liao-Troth, Matthew A. (1998, April). *Nonprofit organization development and technical assistance programs.* (Pub No. CNLM 98-2). Department of Recreation Management & Tourism, College of Public Programs, Arizona State University.

Liao-Troth, Matthew A. (1998, April). *Curriculum development recommendations.* (Pub No. CNLM 98-1). Department of Recreation Management & Tourism, College of Public Programs, Arizona State University.

Newspaper Columns

Liao-Troth, Matthew A. (12 June, 2013). An alternative to college? *The Telegraph* (Macon, GA), 7C

Liao-Troth, Matthew A. (15 May, 2013). Developing interpersonal skills. *The Telegraph* (Macon, GA), 7C

Liao-Troth, Matthew A. (30 March, 2013). Teams need structure when solving problems. *The Telegraph* (Macon, GA), 7C, 8C

Liao-Troth, Matthew A. (20 February, 2013). First impressions matter. *The Telegraph* (Macon, GA), 7C, 8C

Liao-Troth, Matthew A. (23 January, 2013). Working toward a more civil workplace. *The Telegraph* (Macon, GA), 7C

Liao-Troth, Matthew A. (30 November, 2012). Mentoring is good business practice. *The Telegraph* (Macon, GA), 7C.

Liao-Troth, Matthew A. (1 November, 2012). Reacting to change often difficult to manage. *The Telegraph* (Macon, GA), 6C, 5C.

Liao-Troth, Matthew A. (5 September, 2012). Finding a job takes the right skills, research. *The Telegraph* (Macon, GA), 7C-8C.

Liao-Troth, Matthew A. (8 August, 2012). The three R's of workplace politics. *The Telegraph* (Macon, GA), 7B, 9B.

Liao-Troth, Matthew A. (11 July, 2012). Changing behavior is hard. *The Telegraph* (Macon, GA), 7C-8C.

Liao-Troth, Matthew A. (6 June, 2012). Businesses should maximize midstate's advantages. *The Telegraph* (Macon, GA), 7C-8C.

Liao-Troth, Matthew A. (9 May, 2012). Authors give some insights to better decision making. *The Telegraph* (Macon, GA), 9C.

Liao-Troth, Matthew A. (11 April, 2012). Consortium aims to help business students maximize degrees. *The Telegraph* (Macon, GA), 9C-10C.

Liao-Troth, Matthew A. (14 March, 2012). Company values, culture should influence hiring. *The Telegraph* (Macon, GA), 9C-10C.

Liao-Troth, Matthew A. (18 January, 2012). The power of using the right words. *The Telegraph* (Macon, GA), 7C.

- Liao-Troth, Matthew A. (21 December, 2011). The problem employee. *The Telegraph* (Macon, GA), 7A, 9A.
- Liao-Troth, Matthew A. (24 October, 2011). Managers need solutions for workers who underperform. *The Telegraph* (Macon, GA), 7C-8C.
- Liao-Troth, Matthew A. (28 September, 2011). Starting and growing a business. *The Telegraph* (Macon, GA), 7C-8C.
- Liao-Troth, Matthew A. (31 August, 2011). Economy not heading toward a double-dip recession. *The Telegraph* (Macon, GA), 7C.
- Liao-Troth, Matthew A. (6 July, 2011). There is no shame in work and there is plenty to learn. *The Telegraph* (Macon, GA), 5C.
- Liao-Troth, Matthew A. (8 June, 2011). Managing expectations important. *The Telegraph* (Macon, GA), 1C, 4A.
- Liao-Troth, Matthew A. (11 May, 2011). Building better business relationships. *The Telegraph* (Macon, GA), 6C.
- Liao-Troth, Matthew A. (13 April, 2011). Knowledge, recognition key to planning for unexpected. *The Telegraph* (Macon, GA), 4A.
- Liao-Troth, Matthew A. (16 March, 2011). Is India in the future for your business? *The Telegraph* (Macon, GA), 8C.
- Liao-Troth, Matthew A. (16 February, 2011). It may be time to reinvest in your business. *The Telegraph* (Macon, GA), 6C.
- Liao-Troth, Matthew A. (22 December, 2010). What is your firm's giving plans for 2011? *The Telegraph* (Macon, GA), 6A.
- Liao-Troth, Matthew A. (24 November, 2010). Managing workplace policies is an active part of success. *The Telegraph* (Macon, GA), 8C.
- Liao-Troth, Matthew A. (1-7 October, 2010). Education can double your salary. *Atlanta Business Chronicle* (Atlanta, GA), 29a.

Presentations

Liao-Troth, Matthew (2016, October). *Building global citizenship through general education*. Presentation at the Global K-12 Education Research Association 2016 Annual Conference, Shijiazhuang, China.

Statler, Matt, Guillet de Monthoux, Pierre, Adkins, Christopher, Adler, Nancy J., Antonacopoulou, Elena P., Austin, Robert D., Bazin, Yoann, Dunbar, Roger L.,

- Gudmand-Hoyer, Marius, Hernes, Tor, Inesta, Anna, Krom, Cynthia L., Laufer, Romain, Liao-Troth, Matthew, Merryman, Amanda, Nesteruk, Jeffery, Raffnsoe, Sverre, Shrivastava, Paul, Sullivan, William, and Wiesenfeld, Batia Mishan (2013, August). *Integrating Liberal Learning and Business Education: The Carnegie Conversation Continues*. Professional Development Workshop conducted at the Annual Meeting of the Academy of Management, Orlando.
- Liao-Troth, Matthew (2011, May). International university and economic development partnership. In *Marketing your community internationally*. Panel presentation with Mark Lytle, Becca Hardin, and Ani Agnihotri at the Georgia Economic Developers Association Spring Workshop, St. Simons Island, GA.
- Liao-Troth, Matthew A. (2009, August). Creating a research environment. In J. Kickul (chair), *The care and feeding of co-authors*. Symposium conducted at the Annual Meeting of the Academy of Management, Chicago.
- Sass, Mary D., & Liao-Troth, Matthew A. (2008, August). *Personality and negotiation performance*. Paper presentation at the Annual Meeting of the Academy of Management, Anaheim, CA.
- Dubard Barbosa, Saulo, Kickul, Jill R., & Liao-Troth, Matthew A. (2007, August). *Development and validation of a multidimensional scale of entrepreneurial risk perception*. Paper presentation at the Annual Meeting of the Academy of Management, Philadelphia.
- Liao-Troth, Matthew A., & Wonder, Bruce D. (2007, August). *Healthcare executive equity sensitivity and employment sector in the Pacific Northwest*. Paper presentation at the Annual Meeting of the Academy of Management, Philadelphia.
- Liao-Troth, Matthew A., & Dunn, Craig P. (2007, June). *The Dirty Little Secret of Corporate Giving*. Paper presentation at the Annual Meeting of the International Association for Business and Society, Florence.
- Sass, Mary D., & Liao-Troth, Matthew A. (2007, June). *Personal values and negotiation performance*. Paper presentation at the Annual Meeting of the International Association for Business and Society, Florence.
- Liao-Troth, Matthew A. & Wonder, Bruce D. (2005, November). *Equity sensitivity and executive employment selection*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Washington, D.C.
- Smith, Joy T. & Liao-Troth, Matthew A. (2005, August). *Managing the psychological contract of volunteers*. Paper presentation at the Annual Meeting of the Academy of Management, Honolulu.
- Liao-Troth, Matthew A. & Wonder, Bruce D. (2003, November). *Executive compensation: Equity in the nonprofit sector*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver.

- Smith, Joy T. & Liao-Troth, Matthew A. (2003, November). *Psychological contracts in the nonprofit organization: Mapping what we do and do not yet know*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Denver.
- Cowman, Shaun E., Liao-Troth, Matthew A., & Ferrari, Joseph R. (2003, May). *Social support, sense of community and caregiving perceptions by firefighters*. Paper presentation at the Midwestern Psychological Association, Chicago.
- Liao-Troth, Matthew A. (2003, April). *Equity and the psychological contract*. Paper presentation at the Western Academy of Management, Palm Springs.
- Liao-Troth, Matthew A. (2003, April). *Perspective and inference: How our world view shapes our observations of helping behavior and influences our behavioral intentions*. Paper presentation at the Western Academy of Management, Palm Springs.
- Cowman, Shaun E., Ferrari, Joseph R., & Liao-Troth, Matthew A. (2002, March). *United, but why?: Social support and its effect on sense of community among firefighters*. Paper presentation at the Eastern Psychological Association, Boston.
- Liao-Troth, Matthew A. (2001, December). *Altruism: How the actions of good people change the observer*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Miami, Florida.
- Liao-Troth, Matthew A. (2001, November). *Using motives and personality to understand the formation of psychological contracts among volunteers*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Miami, Florida.
- Liao-Troth, Matthew A. (2001, August). *Motives and the psychological contract: Using the Volunteer Functional Inventory*. Paper presentation at the Annual Meeting of the Academy of Management, Washington, D.C.
- Kickul, Jill, & Liao-Troth, Matthew. (2001, April). *Making sense of the meaning behind the message: Climate perceptions and the psychological contract*. Paper presentation at the Annual Conference of the Midwest Academy of Management, Toledo, Ohio.
- Liao-Troth, Matthew A. (2000, August). *Job attitudes of paid and unpaid workers: Are volunteers really that different?* Paper presentation at the Annual Meeting of the Academy of Management, Toronto. Division nominee for the Newman Award (best paper based on a dissertation).
- Liao-Troth, Matthew A. (2000, August). *A new time for altruism: Findings from divergent fields and a proposed cross-disciplinary model*. Paper presentation at the Annual Meeting of the Academy of Management, Toronto.
- Clark, Marcia, Drumm, H. Michael, Ferrari, Joseph, & Liao-Troth, Matthew. (2000, May). *A sense of community among firefighters: Effects of working in and outside a firehouse*.

Paper presentation at the Annual Meeting of the Midwest Psychological Association, Chicago.

Liao-Troth, Matthew A., Kickul, Jill, & Gilliland, Stephen W. (2000, April). *Differentiating between psychological contract obligations and normative expectations*. Paper presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans.

Kickul, Jill R., & Liao-Troth, Matthew A. (2000, March). *The meaning behind the message: How employees' motives and perceptions of organizational climate influence their interpretation of the psychological contract*. Paper presentation at the Annual Conference of the Midwest Academy of Management, Chicago.

Ferrari, Joseph R., Liao-Troth, Matthew, Clark, Marcia, & Drumm, H. Michael. (2000, March). *Sense of community and levels of social support among volunteer and paid firefighters working within and outside of a station house*. Paper presentation at the Annual Meeting of the Eastern Psychological Association, Baltimore.

Liao-Troth, Matthew A., Ferrari, Joseph R., Drumm, H. M., & Clark, Marsha. (1999, November). *The role of motives of volunteers and paid employees in determining psychological contracts*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Arlington, Virginia.

Liao-Troth, Matthew A. (1999, August). *The effects of psychological contract strength and violation on organizational commitment and organizational justice*. Paper presentation at the Annual Meeting of the Academy of Management, Chicago.

Liao-Troth, Matthew A. (1998, November). *What should they be doing? The policy of volunteer use in hospitals across three sectors*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Seattle.

Gutek, Barbara A., Bhappu, Anita D., Liao-Troth, Matthew A., & Cherry, Bennett. (1998, May). *Delivering service in relationships and encounters*. Paper presentation at the Fifth International Research Seminar in Service Management, La Londe les Maures, France.

Gutek, Barbara A., Bhappu, Anita D., Liao-Troth, Matthew A., & Cherry, Bennett. (1998, February). *Delivering quality to customers through service relationships and encounters*. Paper presentation at the Quality & Management: Quality Now and Directions for the 21st Century conference, Tempe, Arizona.

Liao-Troth, Matthew A. (1997, December). *The psychological contract and volunteer workers*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis.

Gutek, Barbara A., Bhappu, Anita D., & Troth, Matthew A. (1997, April). *Quality in service encounters*. Symposia presentation at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis.

Troth, Matthew A. (1995, October). *Managing new technology in nonprofit organizations*. Symposia presentation at the Annual Meeting of the Institute for Operation Research and Managerial Science, New Orleans.

Troth, Matthew A. and Griffith, Terri L. (1995, August). *Three-way altruism and institutional commitment: A voluntary association example*. Paper presentation at the Annual Meeting of the Academy of Management, Vancouver, Canada.

Troth, Matthew A. (1994, October). *Social constructs and human service: Gender roles and other influences on the perceptions of volunteer motivation*. Paper presentation at the Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Berkeley.

Troth, Matthew A. & Dunn, Craig P. (1994, August). *The role of altruism: Universal needs motivation among nonprofit managers and volunteers*. Paper presentation at the Annual Meeting of the Academy of Management, Dallas.

Dissertation Committees

Chair for Lina Parra, NOVA Southeastern University, Public Administration (2003). *The effect of safety re-training on workplace accident incidents*.

External Member for H. Michael Drumm, NOVA Southeastern University, Public Administration (2002). *The ethical difference in the fire service as compared to other municipal departments based on the defining issues test*.

Member for James H. Brooks II, DePaul University, Industrial-Organizational Psychology (2000). *Personal characteristics and congruence in multi-rater feedback ratings*.

Member for Brian Kitzman, DePaul University, Industrial-Organizational Psychology (1999). *The effects of the type of service interaction on the relationship between employee and customer attitudes*.

Journal Editorial Board

Journal of Management Development & Research (2011-2013)

Journal of Nonprofit & Public Sector Marketing (2003-2009)

Journal Ad Hoc Reviewer

Academy of Management Journal

Business & Society

Human Relations

International Journal of Organization Theory and Behavior
International Sociology
Journal of Managerial Issues
Journal of Organizational Behavior
Nonprofit & Voluntary Sector Quarterly
Nonprofit Management & Leadership
Organization Science
Public Administration Review
Sloan Management Review
Voluntas: International Journal of Voluntary and Nonprofit Organizations

Professional Affiliations

Academy of Management, including the following divisions:

Conflict Management
Organizational Behavior
Public and Nonprofit

American Psychological Association

Association for Research on Nonprofit Organizations and Voluntary Action

Association of Chief Academic Officers

Leadership Roles in the Academy of Management Public and Nonprofit Division

Chair of the Best Dissertation Award Committee, 2013

Co-Chair of the Best Dissertation Award Committee, 2012

Best Dissertation Award Committee, 2010

Immediate Past Division Chair, 2006-2007

Division Chair, 2005-2006

Division Chair-Elect, 2004-2005

Program Chair, 2003-2004

Council Representative, 2002-2003

Professional Development Workshops Chair, 2001-2002

Membership Committee, 2000-2002

Professional Activities for-, & Service to-, the Academy of Management

Chair, “Non-Profit Boards and Executive Leadership” (2009, August). The Annual Meeting of the Academy of Management, Chicago.

Chair and Discussant, “Valuing the volunteers in PNP: Challenges and strategies” (2008, August). The Annual Meeting of the Academy of Management, Anaheim, CA.

Discussant, “Issues in nonprofit management” (2007, August). The Annual Meeting of the Academy of Management, Philadelphia.

Chair, “Developing person-organization fit” (2006, August). The Annual Meeting of the Academy of Management, Atlanta.

Chair, “Assumptions and perceptions of psychological contract and psychological contract breach” (2005, August). The Annual Meeting of the Academy of Management, Honolulu.

Symposia Organizer and Chair, “Challenges in Volunteer Management” (2005, August). The Annual Meeting of the Academy of Management, Honolulu.

Chair, junior faculty consortium (2003, August). Public and Nonprofit Division at the Annual Meeting of the Academy of Management, Seattle.

Discussant, “Different psychological contracts for different types of people in different types of settings” (2002, August). The Annual Meeting of the Academy of Management, Denver.

Panelist, doctoral student consortium (2002, August). Public and Nonprofit Division at the Annual Meeting of the Academy of Management, Denver.

Caucus Co-Chair with Jill Kickul, “Psychological contracts in changing organizations” (2001, August). The Annual Meeting of the Academy of Management, Washington, D.C.

Co-chair with Judith Weisinger, junior faculty consortium (2001, August). Public and Nonprofit Division at the Annual Meeting of the Academy of Management, Washington, D.C.

Co-organizer with Joel West, “Statistical software and freeware for data analysis in management” (2000, August). Professional Development Workshop in the Management Education and Research Methods Divisions at the Annual Meeting of the Academy of Management, Toronto.

Discussant, “Are there any universal best practices? An examination of governance, human resources management, and information technology” (1999, August). The Annual Meeting of the Academy of Management, Chicago.

Co-host with J. Patrick Murphy, for DePaul University, division social hour (1999, August). Public and Nonprofit Division at the Annual Meeting of the Academy of Management, Chicago.

Co-chair with Karen Schnog, new doctoral student consortium (1996, August). All Academy event at the Annual Meeting of the Academy of Management, Cincinnati, Ohio.

Founding Committee Member, new doctoral student consortium (1995, August). All Academy event at the Annual Meeting of the Academy of Management, Vancouver.

Professional Activities for-, & Service to-, the Association for Research on Nonprofit Organizations and Voluntary Action

Committee Member, emerging scholars selection committee (2002, September to 2007, September)

Committee Member, focus field scholars selection committee (2002; 2004)

Committee Member, Membership Committee (1999, December, to 2001, December)

Session Chair and Discussant, “Volunteer motives” (1997, December). The Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis.

Discussant, “The changing world of volunteerism” (1995, November). The Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action, Cleveland.

Other Professional Activities & Service

Moderator, “Challenges and opportunities for global multinationals: How new business models, scale, technology and frugal innovation can combine to create real breakthroughs in India’s supply chain” (2012, January). India’s Supply Chain: Markets and Opportunities Conference, Atlanta.

Panelist, “The effective management of volunteers” (1999, November). The Annual Meeting of the International Convention of Volunteer Administrators, Chicago.

Presenter, “The future of volunteerism: Where will the volunteers come from?” (1999, November). Workshop at the Annual Meeting of the International Convention of Volunteer Administrators, Chicago.

Discussant, “Resource management: An assessment of national policy.” (1993, November). The Graduate Student and Faculty Interdisciplinary Symposium, Northern Arizona University, Flagstaff.

Professional Development in Teaching

Harvard Business School, Art and Craft of Discussion Leadership, June 2007

Northwestern University Dispute Resolution Research Center, Negotiation Teaching Workshop, November 2006

Northwestern University Dispute Resolution Research Center, Negotiation Teaching Workshop, October 2004

Courses Taught

Administration of Nonprofit Organizations / Managing Nonprofit Organizations
Evaluating Organizational Effectiveness
Global Negotiation
Human Resource Management
Industrial-Organizational Psychology
Influence, Power, and Politics in Organizations
Introduction to Business
Introduction to Management and Organizational Behavior / Management and Organizational Behavior / Managing Organizations and People / Organizational Behavior / Organizational Behavior within the Firm
Introduction to Public Service Management
Leadership and Management
Legal, Social, and Political Environment of Business / Social and Ethical Issues in Business
Managing Cultural Diversity
Managerial Skills
Negotiations and Labor Relations
Organizational Theory and Design / Organizational Design
Quantitative Methods
Statistical Research Software for Management
Teamwork Basics

Courses taught at the undergraduate, masters, and/or doctoral level across multiple universities
Similar titles are grouped together

Collegiate Honors

Alpha Phi Omega (National Service Fraternity)
Alpha Chi (Honor Society)
Beta Gamma Sigma (Business Honorary)
Delta Sigma Pi (Business Fraternity)
Sigma Iota Epsilon (Management Honorary)
Phi Kappa Phi (Scholastic Honorary)
Psi Chi (Psychology Honorary)

Non-Academic Administrative Experience

Rocket Land #1, Bellingham, Washington
Owner, non-partner (2007 to 2011)

Carter Furniture, Inc., Urbana, Illinois
Director, Board of Directors (1993 to 1996)

Boy Scouts of America, Stanford Area Council, Palo Alto, California
Division Executive (1989 to 1991)
Intern (1988 to 1989)

410 North Vine Building Corporation, Urbana, Illinois
Director, Board of Directors (1985 to 1990; 1999 to 2004)
Vice President (1986 to 1989)

Corporate Executive Education

Change Management
Conflict Management and Negotiation
Performance Appraisal
Quantitative Analysis Using SPSS