

W. GIBB DYER, JR.

**Marriott School of Business
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Brigham Young University
Provo, Utah 84602**

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ACADEMIC APPOINTMENTS

O. Leslie Stone Professor of Entrepreneurship, Department of Management, Marriott School of Business, Brigham Young University.

Academic Director, Ballard Center for Social Impact, Marriott School of Management, 2003-Present.

Director. Masters Program in Organizational Behavior, Marriott School of Management, Brigham Young University, 1993-2000.

Department Chair. Organizational Behavior Department, Marriott School of Management, Brigham Young University, 1993-1996.

Visiting Scholar, University of Bath, 2005.

Visiting Professor, IESE, Barcelona Spain, 1997.

Faculty-in-Residence. Whittemore School of Business and Economics, University of New Hampshire, Fall 1983 - Spring 1984.

Instructor. MIT, Fall 1983.

EDUCATION

Ph.D., Alfred P. Sloan School of Management, Massachusetts Institute of Technology. Field: Organization Studies, 1984.

MBA, Brigham Young University, 1979. Concentration: Organizational Behavior. Graduated Cum Laude.

B.S., Brigham Young University, 1977. Major: Psychology. Minor: Political Science. Graduated Magna Cum Laude.

AWARDS

2008 Outstanding Faculty Award, Marriott School of Management, Brigham Young University

2007 Teaching Award, Division of Continuing Education, Brigham Young University

2006/2007 and 2008/2009 Research Scholar, Family-Owned Business Institute

2001 Named Raymond Research Fellow, Raymond Family Business Institute, Alfred University

1991 Ascendant Scholar Award, Western Academy of Management.

1991 Family Firm Institute's "Godparent Award" for recognition of his contribution to the Family Business Review.

1990 Leavy Award for Excellence in Private Enterprise Education from the Freedoms Foundation at Valley Forge

1987, Family Business Research Award, for the book ***Cultural Change in Family Firms***. The book was selected as the most outstanding contribution to research on family business by the Chicago Family Business Council.

1982, Outstanding Paper Award, National Industrial Organization and Organizational Behavior Graduate Student Convention, University of Maryland, College Park, Maryland.

REFEREED ARTICLES

Dyer, W. G. My forty years in studying and helping family businesses. ***European Journal of Family Business***, 11(1), 2021, 56-63.

Dyer, W. G. Are family firms really better? Reexamining “Examining the ‘family effect’ on firm performance,” ***Family Business Review***, 31(2), 2018, 240-248.

Jaskiewicz, P. and Dyer, W. G. Addressing the Elephant in the Room: Disentangling Heterogeneity to Advance Family Business Research. ***Family Business Review***, 30(2), 2017, 1-9.

Dyer, W. G. and McKean, A. E. Learning to “Know Oneself” Through an Intellectual Genogram: A New Approach to Analyzing Academic Careers. ***Academy of Management Learning and Education***, 15(3), 2016, 1-19.

Dyer, W. G., West, B., Peacock, I., Yamada, S., and Dyer, J. Can the Poor be Trained to be Entrepreneurs? The Case of the Academy for Creating Enterprise in Mexico. ***Journal of Developmental Entrepreneurship***, 21(2), 2016, 165008-1-22.

Dyer, W. G., Nenque, E., and Hill, E. J. Toward a Theory of Family Capital and Entrepreneurship: Antecedents and Outcomes. ***Journal of Small Business Management***, 52 (2), 2014, 266-285.

Dyer, W. G., Dyer, W. J., Gardner, R. G. Should my Spouse be my Partner? Preliminary Evidence from the Panel Study of Income Dynamics. ***Family Business Review***, 26 (1), 2013, 68-80.

Bingham, J. B., Dyer, W. G., Smith, I. and Adams, G. L. A Stakeholder Identity Orientation Approach to Corporate Social Performance in Family Firms, ***Journal of Business Ethics***, 99 (4), 2011, 265-285.

Dyer, W. G., Jr. Are you the Right Type of Family Business? ***Organizational Dynamics***, 39 (3), 2010, 269-278.

Dyer, W. G., Jr. and Dyer, W. J. Putting the Family into Family Business Research. ***Family Business Review***, 22 (3), 2009, 216-219.

- Dyer, W. G., Jr. Examining the "Family Effect" on Firm Performance. *Family Business Review*, 19 (4), 2006, 253-273.
- Dyer, W. G., Jr. and Whetten, D. A. Family Firms and Social Responsibility: Preliminary Evidence from the S & P 500. *Entrepreneurship: Theory and Practice*, 30 (6), 2006, 785-802.
- Dyer, W. G., Jr. and Mortensen, S. P. Entrepreneurship and Family Business in a Hostile Environment: The Case of Lithuania. *Family Business Review*. 18 (3), 2005, 247-258.
- DeTienne, K. B., Dyer, W. G., Jr., Hoopes, C., and Harris, S. Toward a Model of Effective Knowledge Management and Directions for Future Research: Culture, Leadership, and CKOs. *Journal of Leadership and Organizational Studies*, 10 (4), 2004, 26-43.
- Dyer, W. G., Jr. The Family: The Missing Variable in Organizational Research. *Entrepreneurship: Theory and Practice*, 27 (4), 2003, 401-416.
- Hilburt-Davis, J. and Dyer, W. G., Jr. Special Challenges of Consulting to Family Businesses. *OD Practitioner*, 35 (2), 2003, 29-33.
- Dyer, W. G., Jr. Network Marketing: An Effective Business Model for Family-Owned Businesses? *Family Business Review*, 14 (2), 2001, 97-104.
- Dyer, W. G., Jr. Training Human Resource Champions for the Twenty-First Century. *Human Resource Management*, 38 (2), 1999, 119-124.
- Dyer, W. G., Jr. and Sanchez, M. Current State of Family Business Theory and Practice as Reflected in the *Family Business Review* 1988-1997, *Family Business Review*, 11 (4), 1998, 287-295.
- Reprinted in *The Best of FBR: A Celebration*, Volume 2.
- Dyer, W. G., Jr. Organization Development in the Entrepreneurial Firm. *Journal of Applied Behavioral Science*, 33 (2), 1997, 190-208.
- Reprinted in French, W. L, Bell, C. H., and Zawacki, R. A. (Eds.) *Organization Development and Transformation*. New York: Irwin McGraw-Hill, 2000, 424-438.
- Nahas, F.V., Ritchie, J.B., Dyer, W. G., Jr. and Nakashian, S. The Dynamics of Palestinian Family Business. *Middle East Business Review*, 2 (1), 1997, 57-79.
- Dyer, W. G., Jr. Toward a Theory of Entrepreneurial Careers. *Entrepreneurship: Theory and Practice*, 19 (2), 1994, 7-21.
- Reprinted in P. Westhead and M. Wright (Eds.) *Advances in Entrepreneurship*. Cheltenham, U.K.: Edward Elgar Publishing Limited, 2000, 3-17.
- Dyer, W. G., Jr. and Handler, W. C. Entrepreneurship and Family Business: Exploring the Connections. *Entrepreneurship: Theory and Practice*, 19 (1), 1994, 71-83.
- Dyer, W. G., Jr. Potential Contributions of Organizational Behavior to the Study of Family-Owned Businesses. *Family Business Review*, 7 (2), 1994, 109-131.

- Dyer, W. G., Jr. and Wilkins, A. L. Better Stories Not Better Constructs to Generate Better Theory: A Rejoinder to Eisenhardt. *Academy of Management Review*, 16 (3), 1991, 613-619.
- Dyer, W. G., Jr. Integrating Professional Management into a Family Owned Business. *Family Business Review*, 2 (3), 1989, 221-235.
Reprinted in R. Beckhard (ed.) *The Best of FBR: A Celebration*. Boston: Family Firm Institute, 1996, 44-50.
- Peay, R. and Dyer, W. G., Jr. Power Orientations of Entrepreneurs and Succession Planning. *Journal of Small Business Management*, 27 (1), 1989, 47-52.
- Dyer, W. G., Jr. Culture and Continuity in Family Firms. *Family Business Review*, 1 (1), 1988, 37-50.
Reprinted in C.E. Aronoff and J.L. Ward: (Eds.) *Family Business Sourcebook*. Detroit, Michigan: Omnigraphics, Inc., 1990, 282-293.
Reprinted in R. Beckhard (ed.) *FBR: A Celebration*. Boston: Family Firm Institute, 1996, 14-20.
- Dyer, W. G., Jr. and Page, R. The Politics of Innovation. *Knowledge in Society: An International Journal of Knowledge Transfer*, 1 (2), 1988, 23-41.
- Wilkins, A. L. and Dyer, W. G., Jr. Toward Culturally-Sensitive Theories of Culture Change. *Academy of Management Review*, 13 (4), 1988, 522-533.
- Dyer, W. G. and Dyer, W. G., Jr. Organization Development: System Change or Culture Change? *Personnel*, 63 (2), 1986, 14-22.
Reprinted in W. F. French, C. Bell, Jr. and R.A. Zawacki: (Eds.) *Organization Development: Theory and Practice*. Homewood, Illinois: BPI/Irwin, 1989, 643-649.
- Beckhard, R. and Dyer, W. G., Jr. Managing Continuity in the Family-Owned Business. *Organizational Dynamics*, 12 (1), 1983, 5-12.
Reprinted in Baumbach, C.M. and J.R. Mancuso. (Eds.) *Entrepreneurship and Venture Management, 2nd Edition*. Englewood Cliffs, N.J.: Prentice-Hall, 1987, 342-350.

BOOK CHAPTERS

- Dyer, W. G. Who is considered as part of the family? In Jaskiewicz, P. and Rau, S. (eds.) *Next Generation Legacies: 35 questions that next generation members in enterprising families ask*. Family Enterprise Knowledge Hub Publishing: Ottawa, Canada, 2021 (e-book).
- Dyer, W. G. Family capital: The key to entrepreneurial and family success, in Allen, M. R. and Gartner, W. B. (eds.) *Family Entrepreneurship*. New York: Palgrave, 2021, 7-21.
- Dyer, W. G. Why do so many qualitative studies of family businesses get rejected? Confessions of a recovering associate editor of the *Family Business Review*, in De Massis, A. and Kammerlander, N. (eds.) *Handbook of Qualitative Research Methods for Family Business*, Cheltenham, UK: Edward Elgar, 2020, 390-398.

- Dyer, W. G. Edgar Schein, Organizational Culture and Me: A Reflection, in Fatzer, G., Van Maanen, J., Schmid, D. C. and Weber, W. G. (eds.). **Edgar H. Schein: The Spirit of Inquiry**. Innsbruck, Austria: Innsbruck University Press, 2019, 57-72.
- Dyer, J. H. and Dyer, W. G., Jr. Leading Innovative Teams, in Rothwell, W. J., Stavros, J. M., Sullivan, R. L, and Sullivan, A. (eds) **Practicing Organization Development: A Guide for Leading Change, 4th Edition**, San Francisco: Pfeiffer, 2016, 257-269.
- Godfrey, P. C. and Dyer, W. G., Jr. Subsistence Entrepreneurs and Formal Institutions: Semi-formal Governance among Ghanaian Entrepreneurs, in Godfrey, P. C. (ed.) **Management, Society, and the Informal Economy**, New York: Routledge, 2015, 142-160.
- Dyer, W. G., Jr. The Role of Family Capital in Necessity Entrepreneurship, in Brewer, J. and Gibson, S. W. (eds.). **Necessity Entrepreneurs: Microenterprise Education and Economic Development**. Cheltenham, UK: Elgar, 2014, 145-159.
- Whetten, D. A., Foreman, P., and Dyer, W. G. Organizational Identity and Family Business, in Melin, L., Nordqvist, M. and Sharma, P. (eds). **The SAGE Handbook of Family Business**. Los Angeles, CA: Sage, 2014, 480-497.
- Dyer, W. G., Jr. How to Create Trust in Family Firms and Rebuild it When it's Lost: Implications for Practice and Research, in Carsrud, A. & Brännback, M. (eds.) **Understanding Family Businesses**, Heidelberg: Springer, 2011, 157-168.
- Dyer, W. G., Jr. and Dyer, J. H. Team Building and the Four Cs of Team Performance, in Rothwell, W. J., Stavros, J. M., Sullivan, R. L, and Sullivan, A. (eds) **Practicing Organization Development: A Guide for Leading Change**, San Francisco: Pfeiffer, 2009, 329-344.
- Dyer, W. G., Jr. MicroFranchising: Opportunities and Challenges, in Fairbourne, J., Gibson, S., and Dyer, W. G., Jr. (eds) **MicroFranchising: Creating Wealth at the Bottom of the Pyramid**. Northampton, MA: Elgar, 2007, 235-239.
- Dyer, W. G., Jr. and Mortensen, S. P. Entrepreneurship and Family Business in a Hostile Environment: The Case of Lithuania (2001-2005) in Gupta, V., Levenburg, N., Moore, L., Motwani, J., Schwarz, T. (eds.) **Culturally-Sensitive Models of Family Business in Eastern Europe**. ICFAI University Press, 2007, 151-171.
- Hilburt-Davis, J. and Dyer, W. G., Jr. Hilburt-Davis/Dyer Consulting Model, in Kaslow, F. (ed.) **Handbook of Family Business and Family Business Consultation: A Global Perspective**. Binghamton, NY: Haworth, 2006, 73-93.
- Dyer, W. G., Jr. Teambuilding: Past, Present, and Future, in. Rothwell, W. J., Sullivan, R., and McLean, G. N. (eds.) **Practicing Organization Development: A Guide For Consultants (2nd Edition)**. San Francisco: Pfeiffer, 2005, 403-419.

- Dyer, W. G., Dyer, W. G., Jr., and Dyer, J. H. Organizational Team Building: What Companies say and What they do, in W. G. Dyer, **Team Building: Current Issues and New Alternatives (3rd Edition)**. Reading, MA: Addison-Wesley, 1995, 7-18.
- Page, R.A., Jr. and Dyer, W. G., Jr. The Politics of Radical Technical Innovations, in L.R. Gomez-Mejia and M.W. Lawless (Eds.) **Organizational Issues in High Technology Management**. Greenwich, CT: JAI Press, 1990, 95-118.
- Dyer, W. G., Jr. The Cycle of Cultural Evolution in Organizations, in Ralph Kilmann and Associates (Eds.), **Gaining Control of the Corporate Culture**, San Francisco: Jossey-Bass, 1985, 200-229.
- Dyer, W. G., Jr. Organizational Culture: Analysis and Change in W.G. Dyer **Strategies for Managing Change**. Reading, MA: Addison-Wesley, 1984, 153-165.

OTHER ARTICLES/WORKS

- Dyer, W. G. The case for mandatory family leave. Op-ed Article, **Deseret News**, December 11, 2021.
- Dyer, W. G. Transferring “Family Capital”: A new approach to succession planning. **Nautilus Group Navigator**, August 2021 (On-Line).
- Dyer, W. G. All children deserve the privilege of a strong, two-parent household. Op-ed Article, **Deseret News**, January 25, 2021.
- Dyer, W. G. Forward, in Mohanakrishnan Raman, **Family Business: Methods and Essentials of Building Business Families**. Notion Press: Mylepore, India, 2020, 11-13.
- Dyer, W. G. Good people voted for both Biden and Trump. We can respect them. Op-ed Article, **Deseret News**, December 1, 2020.
- Dyer, W. G. Creating, Preserving, and Transferring Family Capital: The Keys to Family Business Success. **FFI Practitioner**, August, 7, 2019 (online: https://digital.ffi.org/editions/creating-preserving-and-transferring-family-capital-the-keys-to-family-business-success/?utm_source=The+Family+Firm+Institute&utm_campaign=7a35532381-EMAIL_CAMPAIGN_2019_08_05_09_12&utm_medium=email&utm_term=0_a3f171fa6c-7a35532381-305976813).
- Dyer, W. G. Why income inequality? There’s a “family capital gap.” Op-ed Article, **Deseret News**, July 14, 2019.
- Dyer, W. G. and Dyer, W. J. Religion still matters; here are some reasons for flocking to the faith. Op-ed Article, **Deseret News**, September 13, 2018.
- Dyer, W. G. Family Matters: Why Strong Families Make Strong Economies. **Marriott Alumni Magazine**, Fall, 2014, 30-35.
- Reay, T., Pearson, A.W., and Dyer, W. G. Advising Family Enterprise: Examining the Role of Family Firm Advisors. **Family Business Review**, 26(3), 2013, 209-214.
- Dyer, W. G., Jr. Small business security: New entrepreneurial solutions. **Marriott Alumni Magazine**, Fall, 2008, 18-21.

- Hilburt-Davis, J. and Dyer, W. G., Jr. Consulting with family businesses. *Marriott Alumni Magazine*, Winter 2005, 14-19.
- Dyer, W. G. and Dyer, W. G., Jr. Team building. In Nicholson, N., Audia, P., and Pillutla, M. (eds.) *Encyclopedia of Management 2nd Edition*. Oxford, UK: Blackwell, 2005, 387-389.
- Dyer, W. G., Jr. Conflictos en la Empresa Familiar (Conflict in the Family Business). *Iniciativa*, January-February, 1998, 15-21.
- Dyer, W. G., Jr. The Dilemmas of an Entrepreneurial Career. *Exchange*, Fall 1992, 11, 12, 29.
- Dyer, W. G. Jr., Meek, C. and Woodworth, W. Why Americans Can't Innovate. *Harvard International Review*, February 10, 1988, 17-43.
- Dyer W. G., Jr. Bringing Family into the Business. *Exchange*, Winter 1987, 2-5.
- Beckhard, R. and Dyer, W. G., Jr. Challenges and Issues in Managing Family Firms. *Sloan*, Winter 1984, 12-15.
- Dyer, W. G. Cultural Evolution in Organizations: The Case of A Family-Owned Firm. Sloan School of Management Dissertation, 1984.
- Beckhard, R. and Dyer, W. G., Jr. SMR Forum: Managing Change in the Family Firm: Issues and Strategies. *Sloan Management Review*, 24 (3), 1983, 59-65.
- Reprinted in C.E. Aronoff and J.L. Ward: (Eds.) *Family Business Sourcebook*. Detroit, Michigan: Omnigraphics, Inc., 1990, 421-429.
- Dyer, W. G. and Dyer, W. G., Jr. How Organizations Lose Their Integrity. *Exchange*, Fall 1982, 26-31.
- Dyer, W. G. Culture in Organizations: A Case Study and Analysis. Sloan School Working Paper, 1982.

BOOKS

- Beyond Team Building: How to Build High-Performing Teams and the Culture to Support Them.*** New York: Wiley, 2020, with J.H. Dyer.
- The Family Edge: How Your Biggest Competitive Advantage in Business isn't What You've Been Taught—It's Your Family.*** Sanger, CA: Familius, 2019.
- Team Building: Proven Strategies for Improving Team Performance (5th Edition).*** San Francisco: Jossey-Bass, 2013, with J. H. Dyer and W. G. Dyer.
- Creating Effective Organizations: Essentials of Organizational Behavior, Human Resource Management, and Strategy (fifth edition).*** Dubuque, IA: Kendall/Hunt Publishing, 2008, with D. Cherrington.
- MicroFranchising: Creating Wealth at the Bottom of the Pyramid.*** Northampton, MA: Elgar, 2007, with S. Gibson and J. Fairbourne.

Team Building: Proven Strategies for Improving Team Performance (4th Edition).
San Francisco: Jossey-Bass, 2007, with W. G. Dyer and J. H. Dyer.

Consulting to Family Businesses: Contracting, Assessment, and Implementation.
San Francisco: Jossey-Bass/Pfeiffer, 2003, with J. Hilburt-Davis.

The Entrepreneurial Experience: Confronting Career Dilemmas of the Start-up Executive. San Francisco: Jossey-Bass, 1992.

Managing by the Numbers: Absentee Owners and the Decline of American Industry. Reading, MA: Addison-Wesley, 1988, with W. Woodworth and C. Meek.

Cultural Change in Family Firms: Anticipating and Managing Business and Family Transitions. San Francisco: Jossey-Bass, 1986.

BOOK REVIEWS

Dyer, W. G., Jr. *Succeeding Generations: Realizing the Dream of Families in Business*, by Ivan Lansberg. ***Administrative Science Quarterly***, 45 (2), 2000, 401-403.

Dyer, W. G., Jr. *Corporate Culture and Organizational Effectiveness*, by Daniel R. Denison. ***Administrative Science Quarterly***, 36 (4), 1991, 662-664.

Dyer, W. G., Jr. Research in Organizational Behavior: So What? A review of L. L. Cummings and B. Straw (eds.) *Research in Organization Behavior*, Vol. 7, Greenwich, CT: JAI Press, 1985. ***Contemporary Psychology***, 3 March 1988, 257-258.

Dyer, W. G., Jr. *Gaining Control of the Corporate Culture*, by R. Kilmann, M.J. Saxton, R. Serpa and Associates. ***Administrative Science Quarterly***, September 1987, 484-487.

SELECTED SEMINARS, PRESENTATIONS, AND PAPERS

"Team Building," BYU Wellness Seminar, November 18, 2021.

"Will Learning Contracts Boost Training Transfer for Entrepreneurs Enrolled in Business Training in Developing Countries?" Family Enterprise Research Conference (FERC), May 24-27, 2021. (with Matt Karlsven)

"The role of trainers in entrepreneurship training in Peru: A multiple case study." Family Enterprise Research Conference (FERC) to be held virtually May 24-27, 2021. (with Matt Karlsven)

"The role of trainers in entrepreneurship training." 81st Annual Meeting of the Academy of Management, 29 July-4 August, 2021. (with Matt Karlsven)

"Helping Family Businesses: The Family Capital Approach." Family Firm Institute Global Conference (virtual). October 27, 2020.

"Succession in Family Business: The Family Capital Approach," Utah Bankers Association, St. George, UT, January 17, 2020.

"What is Family Capital and Why do we need it? Education Week, BYU, Provo, UT,

- August 19, 2019.
- “How we are losing Family Capital, Education Week, BYU, Provo, UT, August 20, 2019.
- “Building Family Capital,” Education Week, BYU, Provo, UT, August 21, 2019.
- “Transferring Family Capital,” Education Week, BYU, Provo, UT, August 22, 2019.
- “Team Building,” Honors Student Leadership Council, Brigham Young University, Provo, UT, January 19, 2018.
- “Happiness and Family Capital,” Change Maker Forum, Provo, UT, November 9, 2017.
- “Helping Entrepreneurial Firms and Family Businesses,” New York Life, Dallas, TX, January 25, 2017.
- “What’s your contribution? A workshop on developing a real theoretical contribution,” Academy of Management, Anaheim, CA, August 5, 2016.
- “Succession in Family Business,” University of St. Thomas, Minneapolis, MN, May 13, 2016.
- “Entrepreneurship Education in the Marriott School of Management,” University of St. Thomas, Minneapolis, MN, May 10, 2016.
- “You can take it with you. Three keys to career success as a family business scholar.” Family Enterprise Research Conference, Burlington, VT, June 5, 2015.
- “Do you have the Right Type of Family Business? Ways to Measure and Improve Family Capital.” Oregon State University Family Business Seminar, Portland, OR, June 6, 2014.
- “Strategies for Tenure and Promotion Success.” Family Enterprise Research Conference, Portland, OR, June 5, 2014.
- “Growing and Managing Continuity in Family Business.” Zions Bank Family Business Seminars, Cedar City, UT, May 1, 2014, Logan, UT, June 24, 2014, Park City, UT, Sept., 25, 2014.
- “Advising Family Firms: Family Business Review Special Issue,” Family Firm Institute Conference, San Diego, CA, October 17, 2013.
- “Consulting to Family Businesses,” Financial Planning Association of Utah, Utah Valley University, April 21, 2013.
- “Are You the Right Type of Family Business?” Meiji University, Tokyo, Japan, June 2, 2012.
- “Are You the Right Type of Family Business?” Gakushuin University, Tokyo, Japan, June 4, 2012.

“Cultural Issues in Family Businesses.” INSEAD, Fontainebleau, France, June 15, 2010.

“Cultural Issues in Family Businesses.” European Institute for the Advanced Study of Management, Barcelona, Spain, June 7, 2010.

“How to create trust in family firms and rebuild it when it’s lost: Implications for practice and research,” Family Enterprise Research Conference, Cancun, Mexico, April 17, 2010.

“Team Building: Proven Strategies for Improving Team Performance,” Utah SHRM Conference, Salt Lake City, UT, September 12, 2007.

“Organizational Culture and the Contributions of Edgar Schein,” Seminar in Honor of Edgar H. Schein, MIT, Cambridge, MA, June 16, 2007.

“Team Building: Proven Strategies for Improving Team Performance,” Family Firm Institute Essentials Seminar, Chicago, IL, April 27, 2007.

“Consulting to Family Businesses,” Family Firm Institute Essentials Seminar, Chicago, IL, April 26, 2007.

“Team Building: Proven Strategies for Improving Team Performance,” Dyer Institute Conference, Midway, UT, April 4, 2007.

“Team Building,” National Association of Graduate-Professional Students, BYU, Provo, UT, March 30, 2007.

“Consulting to Family Businesses,” PKF North American Network of Independent Accounting Firms,” Deer Valley, UT, July 11, 2006.

“The Essentials: What Family Business Advisors Need to Know,” Family Firm Institute, Chicago, Illinois, April 27-28, 2006.

“Is Development Freedom?” CESR Conversations, Brigham Young University, Provo, UT, April 14, 2006.

“Organizing for Economic Self-Reliance,” Economic Self-Reliance Conference, Provo, UT, March 10, 2006 (with Joan Dixon).

“ESR Conference Goals: How to Alleviate Poverty,” Economic Self-Reliance Conference, Provo, UT, March 9, 2006.

“Examining the Family Effect on Organizational Performance,” University of Bath, October 27, 2005.

“Family Business and Entrepreneurship in a Hostile Environment: The Case of Lithuania,” University of Bath, October 14, 2005.

“Family Business Research: Past, Present, and Future,” INSEAD, Fontainebleau, France, October 4, 2005

- “Economic Self-Reliance,” Brigham Young University Management Conference, Provo, Utah, June 23, 2005.
- “Family Businesses and Social Responsibility: Evidence from the S & P 500” (with David Whetten). Family Business Research Conference, University of Alberta, Edmonton, Canada, June 2, 2005.
- “Examining the Performance of Family Firms,” Western Academy of Management, Las Vegas, NV, April 2, 2005.
- “Research on Economic Self-Reliance,” Conference on Economic Self-Reliance, Brigham Young University, Provo, Utah, March 10, 2005.
- “ESR Outcomes,” Conference on Economic Self-Reliance, Brigham Young University, Provo, Utah, March 11, 2005.
- “Helping Family Businesses: Theory and Practice,” University of Illinois, Champaign, IL, March 7, 2005.
- “Economic Self-Reliance,” University of Illinois, Champaign, IL, March 7, 2005.
- “Lessons from Twenty Years of Research and Publishing in the Family Business Field,” Family Firm Institute Conference, Cambridge, MA, October 9, 2004.
- “Economic Self-Reliance,” UCLA Center for International and Development Education, Los Angeles, CA, July 23, 2004.
- “OD in Entrepreneurial Firms and Family Businesses,” Organizational Behavior Conference, Brigham Young University, March 28, 2003
- “What Management Scholars can Learn by Studying Family-Owned Businesses,” Family Business Research Conference, U. of Alberta, Sept. 26, 2001.
- “Repentance: The Key to Eternal Progression,” Brigham Young University Devotional, May 15, 2001.
- “The Widows Might: Lessons of Service from Latter-Day Widows,” Brigham Young University Women’s Conference, May 4, 2001
- “Family Business Research Critique,” Academy of Management, San Diego, CA, Aug. 11, 1998.
- “The Family Business in a Global World”, Colegio Mayor University, Monterols, Barcelona, Spain, December 15, 1997.
- “Generating Theory Through Case Study Research”, IESE, Barcelona, Spain, November 20, 1997.
- “Resolving Conflict in the Family Business”, IESE, Barcelona, Spain, November 13, 1997.
- “Palestinian Attitudes about Leadership and the Future.” Implications for Economic Development,” Strategic Management Society, Barcelona, Spain, October 8, 1997.
- “Research on Organizational Culture, Family Business and Entrepreneurial Careers”, IESE (International Business School) Barcelona, Spain, June 5, 1997.

- “Survival of the Family Business”, 11th Annual Governor’s Conference on Business and Economic Development, St. George, UT, May 6, 1997.
- “Organization Development in the Entrepreneurial Firm,” Academy of Management, Vancouver, B.C., August 9, 1995.
- “The Internal Dynamics of Palestinian Family Business,” Arab Management Conference, Bradford, England, July 5, 1995.
- “A Comparison of Entrepreneurs and Their Subordinates Perceptions of the Entrepreneur’s Management Practices,” Babson Research Conference, London, April 9, 1995.
- “Management Skills and Practices of Entrepreneurs,” Babson Research Conference, Babson College, MA, June 10, 1994.
- “Innovation in High Tech Organizations,” Alliance for Industry, Provo, UT, April 7, 1994.
- “Family Business and Organizational Behavior,” ICSB Conference, Las Vegas, Nevada, June 22, 1993.
- “Toward a Theory of Entrepreneurial Careers,” ICSB Conference, Las Vegas, Nevada, June 22, 1993.
- “The Entrepreneurial Experience,” Family Firm Institute Conference, Boston, Massachusetts, October 1, 1992.
- Family Business Research Panel, Family Business Educators Conference, Boston, Massachusetts, September 30, 1992.
- “Starting and Staying at the Top: Confronting the Dilemmas of an Entrepreneurial Career,” Academy of Management, Las Vegas, Nevada, August 11, 1992.
- “Research on Family Firms,” Family Firm Institute Conference, Beaver Creek, Colorado, October 18, 1991.
- Family Business Seminars, Conducted at the Instituto De Estudios Superiores De La Empresa, Universidad de Navarra. Madrid, Spain, October 7-8, 1991.
- “Family Business Cultures,” Keynote Address, Family Business Network Conference, Barcelona, Spain, October 4, 1991.
- “On Becoming a Scholar,” Invited presentation, Western Academy of Management, Santa Barbara, California, March 22, 1991.
- Discussant for a panel on “Commitment and Trust in Organizations,” Western Academy of Management, Santa Barbara, California, March 23, 1991.
- “The Dilemmas of an Entrepreneurial Career,” Keynote Presentation, Family Firm Institute, Atlanta, Georgia, October 18, 1990.
- “The Culture of Culture Change: Change Agents Accounts of Culture Change,” Academy of Management, San Francisco, August 14, 1990.
- “Ownership Structure as a Context for the Development and Change of Organizational Culture,” Western Academy of Management, Salt Lake City, Utah, March 1990.
- “The Impact of Venture Capitalists on Organizational Culture and Innovation,” Academy of Management, Anaheim, California, August 9, 1988.

- “Research on Family Firms,” Family Firm Institute Conference, Provo, Utah, December 5, 1987.
- “Helping Family Firms,” Family Firm Institute Conference, Provo, Utah, December 4, 1987.
- “The Politics of Innovation,” Academy of Management, New Orleans, August 11, 1987.
- “Transforming Organizational Cultures,” Academy of Management, New Orleans, August 11, 1987.
- “Toward a Theory of Culture Change,” Academy of Management, New Orleans, August 11, 1987.
- “Cultural Change in Family Firms,” Chicago Family Business Council, May 19, 1987.
- “Do You Really Need a Professional Manager?” Family Business Conference, Kohler, Wisconsin, December 6, 1986.
- Discussant for Conference on Family Business Research, University of Southern California, Los Angeles, California, November 14-16, 1985.
- “Toward a Theory of Culture Change,” Decision Sciences Institute Annual Meetings, Las Vegas, Nevada, November 13, 1985.
- “The Cycle of Cultural Evolution in Organizations,” Academy of Management, San Diego, California, August 13, 1985.
- Discussant for symposium on “Managing the Continuity of Family Firms,” Academy of Management, San Diego, California, August 12, 1985.
- “Cultural Change in the Family Firm,” Academy of Management, San Diego, California, August 12, 1985.
- “Tracking Cultural Evolution in Organizations: An Historical Approach,” 44th Annual Meeting, Academy of Management, Boston, Massachusetts, August 14, 1984.
- “The Professionalization of the Family Firm,” 44th Annual Meeting, Academy of Management, Boston, Massachusetts, August 14, 1984.
- “Cultural Evolution in Organizations.” Conference on Interpretive Approaches to Organizational Communication, Alta, Utah, August 10-13, 1983.
- “A Multi-method Approach to Studying Culture in Organizations.” Invited paper, American Psychological Association, Division 14, Washington, D.C., August 23, 1982.
- “A Multi-method Approach to Studying Culture in Organizations.” National Industrial Organization and Organizational Behavior Graduate Student Convention, University of Maryland, College Park Maryland, April 23-25, 1982.

PROFESSIONAL ACTIVITIES

- Advisory Editorial Board, *Family Business Review*, 2017-
- Associate Editor, *Family Business Review*, 1993-1995, 2014-2017.
- Editorial Board Member, *Family Business Review*, 1988–2014.
- Editorial Board Member, *Entrepreneurship: Theory and Practice*, 1998-2013.

Editorial Board Member, ***Journal of Family Business Strategy***, 2011-present.
Editorial Board Member, ***Journal of Small Business Management***, 2001-2011.
Guest Editor, ***Family Business Review***. Special Issue on Advising Family Firms, 2014.
Guest Editor, ***Entrepreneurship: Theory and Practice***, Special Issue on Family Business and Entrepreneurship, 1994.
Founding Board Member, Family Firm Institute.
Member of Academy of Management.
Program Chair, National Family Firm Institute Conference, December, 1987.

CITIZENSHIP ACTIVITIES

Member of University Graduate Council, 2017-2019
Member of Academic Review Committee, 2017-2019
Undergraduate HRM program Coordinator, 2015-2018
Academic Director, Ballard, Center, 2003-
Department Rank and Status Committee, 2017-

GRANTS

Family Firm Research Project, 1980-1983, with Professors Richard Beckhard and Edgar H. Schein. Study to investigate problems of managing family firms funded by leaders of family controlled businesses in the U.S., Canada, and Latin America. Total Grant: \$71,000.

Political Processes in New Product Development, 1995-1996, with Robert Page, from Lehigh University Center for Innovation Studies. Total Grant: \$25,000.

Family Owned Business Institute, 2006/2008. Family Business Research. Total Grants: \$10,000.

MENTORING STUDENTS

PH.D Committees:

Marlow Christensen, BYU
Roger Peay, BYU
Julie Hite, U of U
Tammy Boyd, U of U
Kathy Marshack, Fielding Institute
Matt Karlsven, BYU

REVIEWING

Ad Hoc Referee for the following journals:

Sloan Management Review, Academy of Management Review, Administrative Science Quarterly, Human Organization, IEEE Spectrum, Journal of Management Studies, Academy of Management Journal, Human Resource Management, Organizational Change Management, Organization Science, Journal of Business Venturing, Journal of Management Education, Journal of Developmental Entrepreneurship, Journal of Business Research, Academy of Management Learning and Education, Journal of Business Ethics.

CITED IN THE FOLLOWING PERIODICALS

Fortune

New York Times

Wall Street Journal

Nation's Business

INC.

Fast Company, 8/13/2020. Sick of the Zoom Happy Hour? Try these Virtual Team-building Activities Instead (Steven Melendez).

CONSULTING EXPERIENCE

Southwestern Bell Telephone, St. Louis, MO, General Growth Properties, Chicago, IL, Western Area Power Administration, Salt Lake City, UT, Culinary Crafts, Pleasant Grove, UT, NuSkin Enterprises, Provo, UT, All Metals, Inc., Ogden, UT

MEDIA EVENTS

Interview on "The Rod Arquette Show" (KNRS 105.9 FM, iHeartMedia), July 15, 2019. Topic: The "family capital gap" in income inequality. <https://www.iheart.com/podcast/rod-arquette-show-20686511/>