

Attachment 5
James Bloodgood
Candidate for Faculty Senate President Elect

There are several reasons why I am running for Faculty Senate President Elect. First, I believe the Faculty Senate plays a critical role in the University and I would like to participate in that role to a much larger degree. I see the faculty Senate's role continuing to become even more important over the next few years. With the combination of state and national economic difficulties and the rollout of the K-State 2025 plan this fall we have a tremendous opportunity to help guide the University toward a bright future as we navigate through the internal and external instability. Second, I believe that each of us should contribute to the mission of the University in whatever ways we can. In particular, we should more fully utilize our abilities and areas of expertise in helping the University advance through service activities. Many of you already do this through your membership on Faculty Senate and on various committees. However, I have seen many instances of where the University does not always access its own internal capabilities when engaging in various endeavors. I am sure this is a common problem among universities, so I am not trying to single out K-State as being worse than other universities in this regard. In fact, the University administration has been demonstrating a consistent willingness to change this culture. An example of this problem that I am most familiar with is the inconsistent request for assistance by the University in the areas of marketing, organizational structure, employee motivation and compensation, and strategy (all College of Business Administration areas – as well as in some other Colleges). All of these areas have multiple faculty members teaching courses and engaging in research that enables them to provide significant insight that could be useful to the University. I have often asked myself why particular University activities are sometimes organized in a way that makes them overly complex, why some rewards are dispensed in a manner that research has shown to be counter-productive, and why communication and administrative actions are not as transparent as research suggests that they should be in order to have the most positive effect on the organization in the long run. I can think of other academic disciplines, such as architecture, engineering, many of the arts and sciences, and other areas that have probably also been insufficiently utilized in this manner. I think we can improve the utilization of these areas in a way that assists the University through these trying times and on a more permanent and consistent basis. We can help our willing administration identify additional ways to use our faculty expertise to better serve the University. A third reason why I am running for President Elect is that I believe I could be effective in representing the faculty and in leading the Faculty Senate toward making the university better. There are a variety of traits and behaviors that would assist an individual in doing a good job in leading the Faculty Senate. I see many of these traits among the membership of Faculty Senate, so I think there are several members who would be good candidates for this position. My particular traits and behaviors that would be most beneficial toward leading the Faculty Senate are that I am open-minded, I listen, I think strategically, and I act. Those of you who have become most familiar with me know that I am a man of few words. I do not speak just to hear my own voice and I do not politic to gain favor with others. Instead, I listen and help form logical, straightforward plans of action that get things accomplished. I believe I would be very capable at creating and maintaining an atmosphere where faculty and administrators get things done together in a way that best represents the faculty's interests and concerns and assists the University in achieving its mission.

JAMES M. BLOODGOOD{PRIVATE }

EDUCATION:

- 1997 Ph.D. in Management at the University of South Carolina
- 1989 M.S. in Manufacturing Management at GMI Engineering and Management Institute
- 1984 B.S. in Accounting at Indiana University

PROFESSIONAL EXPERIENCE:

- 2005-present Associate Professor, Department of Management, College of Business Administration, Kansas State University
- 1999-2005 Assistant Professor, Department of Management, College of Business Administration, Kansas State University
- 1997-1999 Assistant Professor, Department of Management and Information Systems, College of Business and Industry, Mississippi State University
- 1996-1997 Management Consultant, Union Camp Corporation, Eastover, South Carolina
- 1996 Adjunct Instructor in Entrepreneurship, Columbia College, Columbia, South Carolina
- 1992-1996 Research Assistant and Instructor in the Department of Management, University of South Carolina
- 1990-1992 Statewide Credit Manager and Sales Planning Analyst, Olinger Distributing, Indianapolis, Indiana
- 1982-1990 Accounts Receivable Supervisor, Financial Analyst, and other accounting and financial positions, Delco Remy Division of General Motors, Anderson, Indiana

PROFESSIONAL CERTIFICATION:

- 1991 Certified Public Accountant License (Inactive) - State of Indiana, License # CP09100495

RELATED ACADEMIC ADMINISTRATIVE EXPERIENCE

- 2005-Present Chair, College of Business Administration Committee on Planning
- 2011 Chair, Department of Management Promotion and Tenure Document Revision Task Force
- 2010 Co-Director and case writer, KSU Business Ethics Case Competition
- 2008 Coordinator, Department of Management Teaching Forum
- 2004 Chair, Department of Management Teacher Assistance Forum

OTHER RELATED SERVICE

University

- 2008-Present Member, Kansas State University Faculty Senate
- 2010-Present Member, Faculty Senate Executive Committee
- 2005-present Member, FSCOUP (Faculty Senate Committee on University Planning)
- 2009-present Member, Higher Learning Commission University Sub-Committee "Preparing for the Future"
- 2009-2010 Member, Faculty Senate Committee on Faculty Affairs
- 2009-2010 Member, University Technology and Textbook Committee
- 2009, 2010 Member, All-University Campaign Committee
- 2008-2009 Member, KSU Sustainability Task Force
- 2007 Member, University Entrepreneurship Curriculum Task Force

College

- 2010 Search committee member, Vanier Chair in Retail Selling in the Department of Marketing
- 2003-2008 Faculty Advisor, KSU Entrepreneurship Club
- 2002-2011 MBA Practicum Student Group Advisor (4 semesters)
- 2005 Facilitated the Strategic Planning discussion at the CBA Faculty and Staff Retreat
- 2002-2005 Faculty Advisor, Rudd Fund
- 2004 Liaison, Strategic Management Group of the Dean's Advisory Council
- 2001-2003 Member, College of Business Faculty Awards Committee

2002 Chair, CBA Academic Advisor Search Committee
 2002 Member, Assistant Dean for the College of Business Administration Search Committee
 2001-2002 Faculty Advisor, KSU Business Management Consulting Club.
 2001 College of Business Administration Reinstatement Committee - Adhoc Member
 2000, 2001 Faculty Representative Speaker, Honors Banquet
 1999 Presented "Creating Knowledge and Disseminating it to Others" at the Faculty Research Seminar Series, College of Business Administration, Kansas State University

Department

2010-2011 Search committee member, Head of the Management department
 2009-2010 Member, Management Department Committee on Planning (DCOP)
 2009 Search Committee member, Interim Head of the Management department
 2006 Member, Department of Management Tenure and Promotion Policy Revision Committee
 2006 Member, Interim Management Department Head Search Committee
 2005 Search committee member, Management Instructor
 2004 Member, BGS/Business Strategy Faculty Search Committee

External Service

2009-present Member, Editorial Board of the Strategic Entrepreneurship Journal
 2002-2008 Member, Editorial Board of Journal of Management
 2005 Chair, Strategic Management/International Management Track of the Midwest Academy of Management
 2002, 2004 Group Facilitator, New Research Discussions Track of the Midwest Academy of Management
 1997, 1998 Session Chair, Annual Strategic Management Society International Conference

COURSES TAUGHT AT KANSAS STATE UNIVERSITY

MANGT 420 Management Concepts
 MANGT 440 Entrepreneurship
 MANGT 497 Achieving Career Success
 MANGT 595 Business Strategy
 MANGT 596 Business, Government, and Society
 MANGT 840 Advanced Entrepreneurship
 GENBA 880 Business Strategy

AWARDS

2005 CBA Graduate Student's Professor of the Semester, Fall.
 2003 CBA Award for Outstanding Contributions in Research, Kansas State University.
 1996 Babson College-Kauffman Foundation Entrepreneurship Conference Doctoral Consortium scholarship.
 1996 University of South Carolina Certificate of Recognition for Outstanding Graduate Research for presentation of "Advancing the Conceptualization and Empirical Testing of the Role of Resources in Building Competitive Advantage."

PUBLICATIONS:

Bloodgood, J.M. & Chae. B. 2010. Organizational Paradoxes: Dynamic Shifting and Integrative Management. Management Decision, 48(1): 85-104.

Bloodgood, J.M., Turnley, W.H., and Mudrack, P.E. 2010. Ethics Instruction and the Perceived Acceptability of Cheating. Journal of Business Ethics, 95(1): 23-37.

Chilton, M.A. & Bloodgood, J.M. 2010. Adaption-Innovation Theory and Knowledge Use in Organizations. Management Decision, 48(8): 1159-1180.

- Chilton, M.A. & Bloodgood, J.M. 2010. Measuring the Dimensions of Tacit and Explicit Knowledge: Enhancing Knowledge Management. In M. Jennex (ed.) Ubiquitous Developments in Knowledge Management: Integrations and Trends (Advances in Knowledge Management Series): 264-281. Hershey, PA: IGI Global.
- Bloodgood, J.M. 2009. Organizational Routines as Mechanisms for Knowledge Creation, Utilization, and Storage. In W.R. King (ed.) *Knowledge Management and Organizational Learning*, Annals of IS Volume 4: 41-58. New York, NY: Springer.
- Bloodgood, J.M. 2008. Competitive Analysis of Industry to Enhance Planning. Strategic Direction, 24(11): 2-4.
- Bloodgood, J.M., Turnley, W.H. & Mudrack, P. 2008. The Influence of Ethics Instruction, Religiosity, and Intelligence on Cheating Behavior. Journal of Business Ethics, 82(3): 557-571.
- Chilton, M.A. & Bloodgood, J.M. 2008. The Dimensions of Tacit and Explicit Knowledge: A Description and Measure. International Journal of Knowledge Management, 4(2): 75-91.
- McFarland, R.G., Bloodgood, J.M. & Payan, J.M. 2008. Supply Chain Contagion. Journal of Marketing, 72 (March): 63-79.
- Bloodgood, J.M. 2007. The Business Planning Process: Maintaining Strategic Fit. Strategic Change, 16: 33-41.
- Bloodgood, J.M., Turnley, W.H. & Bauerschmidt, A. 2007. Intra-Industry Shared Cognitions and Organizational Competitiveness. Strategic Change, 16(6): 257-269.
- Bloodgood, J.M. 2006. The Influence of Organizational Size and Change in Financial Performance on the Extent of Organizational Change. Strategic Change, 15(5): 241-252.
- Bloodgood, J.M. 2006. Venture Adolescence: Internationalization and Performance Implications of Maturation. International Journal of Entrepreneurial Behaviour & Research, 12(2): 67-84.
- Chae, B. & Bloodgood, J.M. 2006. The Paradoxes of Knowledge Management: An Eastern Philosophical Perspective. Information and Organization, 16: 1-26.
- Bloodgood, J.M. & Katz, J.P. 2004. Is Increasing Your Business Always Good? An Examination of the Relationship Between Capacity Increases and the Competitive Behavior of Rivals. Competitiveness Review, 14(1/2): 60-71.
- McFarland, R.G. & Bloodgood, J.M. 2004. New Product Innovation: A Comparison of the Risks and Rewards of Offering New Products and Brand Extensions. Journal of Business and Entrepreneurship, 16(2): 23-36.
- Turnley, W.H., Bolino, M., Lester, S.W., & Bloodgood, J.M. 2004. The Effects of Psychological Contract Breach on Union Commitment. Journal of Occupational and Organizational Psychology, 77(4): 421-428.
- Bloodgood, J.M. & McHaney, R. 2003. DSS-Supported Knowledge Acquisition and Transfer: An Exploration. Journal of Information & Knowledge Management, 2(3): 219-228.
- Bloodgood, J.M. & Morrow, J.L. 2003. Strategic Organizational Change: Exploring the Roles of Environmental Structure, Internal Conscious Awareness and Knowledge. Journal of Management Studies, 40(7): 1761-1782.
- Katz, J.P., Pagell, M. & Bloodgood, J.M. 2003. Strategies of Supply Communities. Supply Chain Management: An International Journal, 8(4): 291-302.

Turnley, W.H., Bolino, M., Lester, S.W., & Bloodgood, J.M. 2003. The Impact of Psychological Contract Fulfillment on the Performance of In-Role and Organizational Citizenship Behaviors. Journal of Management 29(2): 187-206.

Bolino, M.C., Turnley, W.H. & Bloodgood, J.M. 2002. Citizenship Behavior and the Creation of Social Capital in Organizations. Academy of Management Review, 27(4): 505-522. (Finalist for best paper of 2002).

* Reprinted in 2010 in K.W. Koput and J.P Broschak (eds.) Social Capital in Business. Williston, VT: Edward Elgar Publishing.

Bloodgood, J.M. & Bauerschmidt, A. 2002. Competitive Analysis: Do Managers Accurately Compare Their Firms to Competitors? Journal of Managerial Issues, 14(4): 418-434.

Lester, S.W., Turnley, W.H., Bloodgood, J.M. & Bolino, M.C. 2002. Not Seeing Eye to Eye: Differences in Supervisor and Subordinate Perceptions of and Attributions for Psychological Contract Breach. Journal of Organizational Behavior, 23(1): 39-56.

Bloodgood, J.M. & Salisbury, W.D. 2001. Understanding the Influence of Organizational Change Strategies on Information Technology and Knowledge Management Strategies. Decision Support Systems, 31(1): 55-69.

Niehoff, B.P. & Bloodgood, J.M. 2001. Technology Patent Donations: Decisions that Impact Small Business Creation. Journal of Business and Entrepreneurship, 13(1): 53-65.

Bloodgood, J.M. & Morrow, J.L. 2000. Strategic Organizational Change within an Institutional Framework. Journal of Managerial Issues, 12(2): 208-226.

Bloodgood, J.M. 2000. Understanding a Firm's Culture Before Changing the Business Planning Process. Strategic Change, 9(4): 237-247.

Bloodgood, J.M., Sapienza, H.J. & Almeida, J.G. 1996. The Internationalization of New High-Potential U.S. Ventures: Antecedents and Outcomes. Entrepreneurship Theory and Practice, 20(4): 61-76.

Bloodgood, J.M., Sapienza, H.J., & Carsrud, A.L. 1995. The Dynamics of New Business Start-ups: Person, Context, and Process. In J. A. Katz & R. H. Brockhaus Sr. (eds.), Advances in Entrepreneurship, Firm Emergence, and Growth, Volume 2: 123-144. Greenwich, CT: JAI Press.