

PAUL F. BULLER, Ph.D.

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WORK: School of Business Administration
Gonzaga University
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EDUCATION:

Doctor of Philosophy degree, Business Administration
University of Washington
Major: Administrative Theory/Organizational Behavior
Minors: Business Policy
Human Resource Systems
Research Methods
Completed: August 1982

Masters degree, Business Administration
University of Washington
Major: Human Resource Systems
Completed: August 1981

Masters degree, Social Work
University of Utah
Completed: June 1976

Bachelor of Science degree, Psychology
University of Utah
Completed: June 1974

ACADEMIC EXPERIENCE:

Teaching

Kinsey M. Robinson Professor 1998 - present
Professor September 1992 - present
Associate Professor 1989 - 1992
Gonzaga University, Management
Primary responsibility for teaching strategic management and management.

Associate Professor August 1986 - September 1989
Utah State University, Department of Business Administration. Tenured 1986.
Primary responsibility for teaching courses in business policy, management, organizational behavior, and small business consulting.

Assistant Professor August 1982 - July 1986
Utah State University, Department of Business Administration.
Taught courses in business policy, management, organizational behavior, organization development, and research methods.

Predocctoral Teaching Associate September 1979 - June 1980
 University of Washington, School of Business Administration.
 Taught courses in organizational behavior.

INTELLECTUAL CONTRIBUTIONS:

Peer-Refereed Journals

- Buller, P.F. & McEvoy, G.M. "A Model for Implementing a Sustainability Strategy through HRM Practices", Business and Society Review, 121(4), 2016, 465-495.
- Slocum, J., Lei, D. & Buller, P.F. "Executing Business Strategies through Human Resource Management Practices", Organizational Dynamics, 43, 2014, 73-87.
- Buller, P.F. & Finkle, T. "The Hogan Entrepreneurial Leadership Program: An Innovative Model of Entrepreneurship Education". Journal of Entrepreneurship Education, 16, 2013, 113-132.
- McEvoy, G. M. & Buller, P.F. "Human Resource Management Practices in Mid-Sized Firms". American Journal of Business, 28(1), 2013, 86-105.
- McEvoy, G.M. & Buller, P.F. "Research for Practice: The Management of Expatriates". Thunderbird International Business Review, 55(2), 2013, 213-226.
- Steverson, B.K., Rutherford, M.W. & Buller, P.F. New Venture Legitimacy Lies and Ethics: An Application of Social Contract Theory. Journal of Ethics and Entrepreneurship, 3(1), 2013, 73-92.
- Finkle, T.A. & Buller, P.F. "Wisdom from Warren Buffett". Research in Higher Education Journal, Volume 16, 2012, 1-10.
- Buller, P.F. & McEvoy, G.M. "Strategy, HRM and Performance: Sharpening Line of Sight", Human Resource Management Review, 22(1) March 2012, 43-56.
- Pepper, M., Loroz, P., Patil, V., Stevens, c. and Buller, P.F. "Advancing a Mission-Centered Business School: A Process for Engaging Faculty and Tracking Progress", Journal of Jesuit Business Education, 2(1), Summer 2011.
- Rutherford, M.W., Buller, P.F., and Stebbins, M. "Ethical Considerations of the Legitimacy Lie", Entrepreneurship Theory and Practice, July 2009, 949-964.
- Rutherford, M.W. & Buller, P.F. "Searching for the Legitimacy Threshold". Journal of Management Inquiry, 16 (1) 78-92, 2007.
- Rutherford, M.W., Buller, P.F., McMullen, P.R. "Human Resource Management Problems Over the Life Cycle of Small to Medium-Sized Family Firms". Human Resource Management Journal, 42(4), 2003.

Buller, Paul F., Kohls, J. and Anderson, K. When Ethics Collide: Managing Conflicts Across Cultures. Organizational Dynamics, Spring 2000.

Kohls, J., Buller, P., and Anderson, K. Resolving Cross-cultural Ethical Conflict: An Empirical Test of a Decision Tree Model in an Educational Setting. Teaching Business Ethics Journal, 3(1), 1999, 37-56.

Buller, Paul F. and McEvoy, G. Creating and Sustaining Ethical Capability in the Multi-National Corporation. Journal of World Business, 34(4), 1999, 326-343.

Buller, Paul F., Kohls, J.K., & Anderson, K.S. A Model for Addressing Cross Cultural Ethical Conflicts. Journal of Business and Society, 36(2), June 1997.

McEvoy, G. & Buller, P.F. The Power of Outdoor Management Development, Journal of Management Development, 16(9), Winter 1997.

Buller, Paul F. & McEvoy, G. International Management Research: Challenges and Exemplars. Journal of European Business Education, December 1996.

Buller, Paul F., McEvoy, G.M., and Cragun, J.R. A Model for Developing Student Skills and Assessing MBA Program Outcomes Through Outdoor Training. Journal of Management Education, 19(1), 1995, 35-53.

Kohls, J. and Buller, P. Resolving Cross-Cultural Ethical Conflict: Exploring Alternative Strategies. Journal of Business Ethics, 13, 1994, 31-38.

Buller, Paul F. and Napier, N. Strategy and Human Resource Management Integration in Fast Growth Versus Other Mid-sized Firms. British Journal of Management, 4, 1993, 77-90.

Buller, Paul F., Napier, N., & McEvoy, G. Popular Prescriptions: Implications for HR in the 1990s. Published as an extensive book review in Human Resource Management Journal, 30(2), 1991, 259-267.

Buller, Paul F. Reconceptualizing the Small Business Consulting Course: A Response to the Porter and McKibbin Criticisms. Journal of Management Education, 6(1), 1992, 56-75.

Buller, Paul F., Kohls, J., and Anderson, K. The Challenge of Global Ethics. Journal of Business Ethics, 10, 767-775, 1991.

Buller, Paul F. and Cragun, J. Networking: The Overlooked Benefit of Training Training and Development Journal, July 1991.

Shetty, Y. K. and Buller, P. F. Regaining Competitiveness Requires H.R. Solutions, Personnel, July 1990, 8-12.

Buller, Paul F. and McEvoy, G. Exploring the Long-Term Effects of Behavior Modeling Training. Journal of Organizational Change Management, 3(1), 1990.

- Buller, Paul F. and Stull, W. Strategy and Performance in Cooperative Education Programs. Research in Higher Education, 31(1), 1990.
- Buller, Paul F., Beck-Dudley, C., and McEvoy, G. Competitive Strategy and Human Resource Practices in a Professional Service Environment. Human Resource Planning, 12(4), 1990.
- Buller, Paul F., and McEvoy, G. Determinants of the Institutionalization of Planned Organizational Change. Group and Organization Studies, 1989, 14, 33-50.
- Buller, Paul F. Successful Partnerships: HR and Strategic Planning at Eight Top Firms, Organizational Dynamics, Fall 1988.
- Buller, Paul F. The Long Term Performance Effects of Goal Setting and Team Building Interventions in an Underground Silver Mine. Organization Development Journal, Summer 1988.
- McEvoy, G. M., Buller, P. F., and Roghaar, S. Peer Performance Ratings at Schreiber Foods. Personnel Administrator, May 1988.
- Buller, Paul F. For Successful Strategic Change: Blend OD Practices with Strategic Management. Organizational Dynamics, Winter 1988.
- McEvoy, G. M. and Buller, P.F. User Acceptance of Peer Appraisals in an Industrial Setting. Personnel Psychology, Winter 1987, 40(4), 785-797.
- Buller, Paul F., and Stull, W.S. Strategic Planning for the Cooperative Education Practitioner. Journal of Cooperative Education, Winter 1987.
- Buller, Paul F., and Stull, W.S. A Study of Strategic Planning Practices in Cooperative Education. Journal of Cooperative Education, Spring 1987.
- Buller, Paul F. Team Building and Task Performance: Some Conceptual and Methodological Refinements. Group and Organization Studies, Sep, 1986.
- Buller, Paul F., and Bell, Cecil H., Jr. The Effects of Team Building and Goal Setting on Productivity: A Field Experiment. Academy of Management Journal, June 1986.
- Buller, Paul F., and Timpson, Ladd. The Strategic Management of Hospitals: Toward an Integrative Approach. Health Care Management Review, 11(2), 1986.
- Buller, Paul F., Smith, Howard L., Saxberg, Borje O. A Cost Containment Philosophy: Suggestions for Administrators. American Health Care Association Journal, 7(3), 1981.
- Buller, Paul F. and Maki, William R. A Case History of A Manpower Planning Model. Human Resource Planning, 4 (3), 1981.

Peer-Refereed Proceedings

- Finkle, T. & Buller, P. "The Hogan Entrepreneurial Leadership Program: An Innovative Model

for Entrepreneurship Education", presented at the 2012 United States Association for Small Business and Entrepreneurship annual conference and published in the Proceedings.

Rutherford, M. & Buller, P. "An Examination of the Threshold Concept: A Self-Organizing Map Approach." A poster session at the 2002 Babson Kauffman Entrepreneurship Research Conference, Boulder, CO, June 5-8, 2002. Also in Frontiers in Entrepreneurship Research.

Buller, Paul F. and McEvoy, G. Developing Ethical Capability in the Multinational Corporation. Paper presented at the 9th Annual International Association of Business and Society meeting, Kailua-Kona, Hawaii, June 11-14, 1998 and published in the Proceedings.

McEvoy, G. and Buller, P.F. Employee Advocacy Is An Ethical Imperative: The Impending Demise of the HR Function. Paper presented at the 9th Annual International Association of Business and Society meeting, Kailua-Kona, Hawaii, June 11-14, 1998 and published in the Proceedings.

Kohls, J. and Buller, P.F. Applying a Decision Tree: Three Cases of Ethical Conflict in International Business. Paper presented at the Sixth Annual Meeting of the International Association for Business and Society, June 26-29, 1995, Vienna, Austria. Published in Proceedings.

Kohls, J. and Buller, P. A Decision Tree for Strategy Selection in Cases of Cross-Cultural Conflict. Proceedings of the International Association of Business and Society, 1994.

Buller, Paul F. and McEvoy, G. A Model for Developing Student Skills and Assessing MBA Program Outcomes Through Outdoor Training. Paper presented at the Association of Business Simulation and Experiential Learning Annual Conference, Honolulu, January 7-9, 1990 and published in the Proceedings.

Buller, Paul F., Beck-Dudley, C., and McEvoy, G. Competitive Strategy and Human Resource Practices: An Exploratory Study. Paper presented at the 26th annual Southern Management Association meeting in Atlanta, Georgia, November 5-8, 1988, and published in the Proceedings.

Buller, P.F. and McEvoy, G.M. Institutionalization of Planned Organizational Change: An Empirical Investigation. Proceedings of the Western Decision Sciences Institute, Honolulu, Hawaii, March 1988.

McEvoy, G.M. and Buller, P.F. Evaluating Outdoor Management Training: A Case Study with Preliminary Results. Proceedings of the Western Decision Sciences Institute, Hawaii, March 1988.

Stull, W.S. and Buller, P.F. Strategic Planning in Cooperative Education: An Empirical Study of Practice and Results. Paper presented at the 5th World Conference on Cooperative Education, Amsterdam, September 21-25, 1987; published in the Proceedings.

Buller, Paul F., and Bergh, D. Task Characteristics as Moderators of the Goal Setting--Task Performance Relation: A Meta-analysis. Paper presented at the Decision Sciences Institute, Honolulu, Hawaii, November 1986; published in the Proceedings.

McEvoy, Glenn, and Buller, Paul F. The Aging Workforce: Implications for Productivity and Job Performance. Paper presented at the national Association of Human Resource Management and Organizational Behavior, New Orleans, November 1986; published in the Proceedings.

Buller, Paul F. Team Building--Problem Solving and Performance: Conceptual Issues and a Theoretical Model. Paper presented at the Southern Management Association meetings in Atlanta, Georgia, November 1983, and published in the Proceedings.

Buller, Paul F., Saxberg, Borje O., Smith, Howard L. Institutionalization of Planned Organizational Change: Theoretical Considerations and a Proposed Model. Paper presented at the Southern Management Association Meeting in New Orleans, Louisiana, November 1982, and published in the Proceedings.

Peer-Refereed Conference Papers

Johnson, E., Hickman, K., & Buller, P. "Profit, People, Planet: Incorporating Sustainability in the Classroom", Washington Higher Education Sustainability Conference, Spokane, WA, February 16-17, 2017.

Pepper, M.B. & Buller, P.F. "Getting Out of the Mission Business", presentation at the Colleagues in Jesuit Business Education Conference, LeMoyne College, July 7-10, 2016.

Buller, P.F. & McEvoy, G.M. "Implementing a Sustainability Strategy through Human Resource Management Practices". Paper presented at the Western Academy of Management meeting in Kauai, March 13, 2015.

McEvoy, G.M. and Buller, P.F. "Human Resource Management Practices in Mid-Sized Enterprises". Presented at the Western Academy of Management meeting in Victoria, B.C., March 25, 2011. Nominated as one of four papers for "WAM Past Presidents' Best Paper" award.

Patil, V., Stevens, C., and Buller, P.F. "How Are We Doing? Modeling the Progress of Mission-Related Initiatives at a Jesuit Business School". Presented at the 13th Annual Colleagues in Jesuit Business Education (CJBE), in Milwaukee, Wisconsin in July 2010.

Buller, P.F. & McEvoy, G.M. "Strategy, HRM and Performance: Refocusing Line of Sight". Presented at the Western Academy of Management meeting, March 25-27, 2010 in Kona, Hawaii.

McEvoy, G.M., Buller, P.F., Warnick, A. and Bruya, K. "Human Resource Management and Strategic Change: Leveraging Alignment and Competency Perspectives". Paper accepted for presentation at the Western Academy of Management meetings in Missoula, MT, March 23, 2007.

Rutherford, M.W., Tocher, N., Buller, P.F., & Anderson, K.S. "Life Cycles, Entrepreneurs, and

Stakeholders: The Negotiation of Legitimacy". Paper presented at the Western Academy of Management, Long Beach, CA, April 2006.

Rutherford, M.W., Buller, P.F., and Stebbins, M.J. "An Examination of the Legitimacy Lie". International Council for Small Business, Washington, D.C., June 2005.

Rutherford, M.W. & Buller, P.F. "Searching for the Legitimacy Threshold". Presented to the Western Academy of Management, Las Vegas, March 2005.

Peterson, R., Shapiro, E., Feldman, G., Alphi, S., & Buller, P. "Creating a Truly Campus Wide E-Minor". Workshop presented at the United States Association for Small Business and Entrepreneurship conference, Palm Springs, Jan 12-15, 2005.

Rutherford, M.W., Buller, P.F., McMullen, P.R. "Human Resource Management Problems Over the Life Cycle of Small to Medium-Sized Family Firms". Paper presented to the Western Academy of Management, Alyeska, AK, April 2004.

Glenn M. McEvoy & P. F. Buller, "The Role of Human Resource Management in Mergers and Acquisitions: Experience at Cisco Systems and Agilent Technologies." Paper presented at the Western Academy of Management meeting, Santa Fe, March 21-23, 2002.

Buller, Paul F. , McEvoy, G., Warnick, A., and Krassowski, F. "New Forms, New Futures: The Role of Human Resource Management in Strategic Change. Symposium presented at the Western Academy of Management, Sun Valley, April 6, 2001.

Anderson, K.S., and Buller, P.F. Ethical Climate, Ethical Congruence, and Burnout: A Synthesis. Paper presented at the 9th Annual International Association of Business and Society meeting, Kailua-Kona, Hawaii, June 11-14, 1998.

Kohls, J., Buller, P.F., & Husted, B. U.S. - Mexico Conflict on Ethical Issues in Business. A symposium presented at the Western Academy of Management International conference, Guadalajara, Mexico, July 1-4, 1996.

McEvoy, G. & Buller, P.F. A Theory-Based Approach to Research in International Human Resource Management. Paper presented at the Western Academy of Management International conference, Guadalajara, Mexico, July 1-4, 1996.

Kohls, J., Buller, P.F., & Anderson, K. Cross-Cultural Ethical Conflict: Refining and Testing a Decision Tree. International Association for Business and Society, Santa Fe, New Mexico, 1996.

Buller, Paul F. and McEvoy, G.M. International Management Research: Challenges and Exemplars. Paper presented at the Western Academy of Management meeting, Santa Fe, March 23-26, 1994.

McEvoy, G.M. and Buller, P.F. New Directions in International Human Resource Management Research. Paper presented at the Academy of International Business annual meeting in Maui, Hawaii, October 21-24, 1993.

Ernst, T. and Buller, P. A Framework for Developing Mission Statements for

Multinational Companies. Paper presented at the Western Academy of Management meeting, San Jose, CA, March 24-27, 1993.

Buller, Paul F., and McEvoy, G.M. Determining Human Resource Management Practices in An International Context. Paper presented at the Western Academy of Management International conference, Leuven, Belgium, June 21-24, 1992.

McEvoy, G.M. and Buller, P.F. International Human Resource Management Publications: Even in the Eighties and Needs for the Nineties. Presented at the Western Academy of Management International meeting, Leuven, Belgium, June 21-24, 1992.

Buller, Paul F., Anderson, K.S., and McEvoy, G.M. Linking Strategy and Human Resource Management: A Decade of Theory, Practice, and Research. Paper presented at the Western Academy of Management meeting, Spokane, WA, April 8-11, 1992.

Buller, Paul F. & Terpening, W. A Comprehensive Approach for Successfully Implementing Advanced Manufacturing Technologies. Paper presented at APICS Educational and Research Foundation meeting, Seattle, WA, Oct 20-21, 1991.

McEvoy, G. and Buller, P. Evaluation of an Outdoor Management Skills Training Program. Paper presented at the Western Academy of Management meeting, Santa Barbara, March 20-23, 1991.

Shetty, Y.K. and Buller, P. The Impact of Mergers and Acquisitions on Competitiveness: A Survey of Corporate Executives. Paper presented at the Western Academy of Management meeting, Santa Barbara, March 20-23, 1991.

Anderson, K. S., Buller, P., and Shetty, Y.K. The Contribution of Technical and Human Resource Strategies to Product and Service Quality: An Empirical Assessment. Paper presented at the Western Academy of Management meeting, Santa Barbara, March 20-23, 1991.

Buller, Paul F. and Napier, N. Strategy and Human Resource Management Integration in Fast Growth Versus Other Mid-sized Firms. Paper presented at the national Academy of Management meeting, San Francisco, August 1990.

Buller, Paul F. and Beck-Dudley, C. Strategy and Performance in U.S. Law Firms. Paper presented at the Western Academy of Management meeting, S.L.C., Utah, Mar 29-Apr 1, 1990. Selected as one of five nominees for best paper.

Shetty, Y. K. and Buller, P. F. Strategies for Gaining Competitiveness. Paper presented at the Western Academy of Management meeting, Salt Lake City, Utah, March 29-April 1, 1990.

Kohls, J., Buller, P. and Anderson, K. Shaping a Global Ethic: Theory, Research, and Practice. Symposium presented at the International Association for Business and Society meeting, San Diego, California, March 16-17, 1990.

Buller, Paul F. Towards a Global Ethic? Paper presented at the Western Academy

of Management International Meeting, Shizuoka, Japan, June 17-20, 1990.

McEvoy, G. and Buller, P. F. Potholes Along the Road to Evaluating Learning Outcomes: The Case of Outdoor Management Training. Paper presented at the Association of Business Simulation and Experiential Learning Annual Conference, Honolulu, Hawaii, January 7-9, 1990.

Buller, Paul F., and Stull, W. Strategy and Performance in Not-for Profits: An Investigation in Higher Education. Paper presented at the Western Academy of Management meeting, San Francisco, California, March 1989.

Cragun, J., McEvoy, G., Buller, P. Adding Value to Outdoor Training: A Theory-Based Approach. Paper presented at the Western Academy of Management meeting, San Francisco, California, March 1989. One of five nominees for best paper.

Cragun, J.R., Stull, W.S., Buller, P.F. and McEvoy, G.M. Contribution of the Outdoor Environment to Executive Development Programs. Symposium presented at the Region VIII ASTD Conference, Snow Bird, Utah, September 1988.

Crouch, D., Webb, D., Peterson, L., Buller, P., and Rollins, D. A Critical Evaluation of the Utah Power and Light Company's Substance Abuse Management Program: Absenteeism, Accidents, and Costs. Paper presented to the National Institute of Drug Abuse meeting, Washington, D.C., Sep 1988.

Buller, Paul F. Integrating Strategic Management and Organization Development: Opportunities and Constraints. A symposium presented at the National Academy of Management Meeting, New Orleans, Louisiana, August 9-12, 1987. With John R. Kimberly, Cecil H. Bell, Jr., Craig C. Lundberg, and David B. Jemison.

Buller, Paul F. and McEvoy, G.M. Correlates of the Long-Term Effectiveness of Behavior Modeling Training. A paper presented at the National Academy of Management Meeting, New Orleans, August 9-12, 1987.

McEvoy, Glenn M., and Buller, P.F. User Reaction to a Peer Appraisal System in an Industrial Setting. A paper presented at the National Academy of Management Meeting, New Orleans, Louisiana, August 9-12, 1987.

Buller, Paul F. Longitudinal Performance Effects of Goal Setting and Team Building. Paper presented at the Western Academy of Management meeting. Los Angeles, California, March 1987.

Buller, Paul. F. Integrating Strategic Management and Organization Development. Paper presented at the Western Academy of Management, Reno, March 1986.

Buller, Paul F. Goal Setting Research: Neglected Issues. Paper presented at the Western Academy of Management meeting in San Diego, March 1985.

Buller, Paul F. and Bell, Cecil H., Jr. The Cognitive Effects of Goal Setting and Team Building On Task Performance. Paper presented at the Western Academy of Management

meetings, April 1984, Vancouver, B.C.

Boal, Kimberly B. and Buller, Paul F. Goal Difficulty and Task Performance: Another Look. Paper presented at the Western Academy of Management meeting, April 1984, Vancouver, B.C.

Buller, Paul F. and Bell, Cecil. H. Jr. The Effects of Team Building—Problem Solving and Goal Setting for Metal Miners: A Field Experiment. Paper presented at the Western Academy of Management meeting, Santa Barbara, March 1983.

Pizzi, Robert; Buller, Paul; and Brown, Karen. An Investigation of Age and Gender Bias in Co-Worker Preferences: A Law Enforcement Application. Paper presented at the Western Academy of Management, Colorado Springs, April 1-3, 1982.

Non-Refereed Publications

Porth, S.J., Lee, J., and Buller, P.F. Editorial. Journal of Jesuit Business Education, 8(1), 2017, iii-vi.

Porth, S.J., Lee, J., and Buller, P.F. Editorial: "The Politics of Anger and Jesuit Business Education", Journal of Jesuit Business Education, 7(1), 2016, iii-vii.

Porth, S.J., Lee, J., and Buller, P.F. Editorial: "The Journal of Jesuit Business Education, Journal of Jesuit Business Education, 6(1), 2015, iii-vi.

Porth, S.J., Van Hise, J.L., and Buller, P.F. Editorial: "Challenging the Assumptions of Conventional Business Education, Journal of Jesuit Business Education, 5(1), 2014, iii-vi.

Porth, S.J., Van Hise, J.L., and Buller, P.F. Editorial: "A Distinctively Jesuit Business Education: Will You Know It When You See It?" Journal of Jesuit Business Education, 4(1), 2013, iii-vii.

Rutherford, M.W., Tocher, N., Anderson, K.S. & Buller, P.F. "Negotiation and the Legitimacy Threshold", Encyclopedia of New Venture Management. May 2012, 343-345.

Schapker, H. & Buller, P.F. (2012). Creativity and Decision-making in the Context of Jesuit Business Education. Journal of Jesuit Business Education, 3(1), 2012, 37-56.

Porth, S.J., Van Hise, J.L., and Buller, P.F. Editorial: "Solidarity and Jesuit Business Education." Journal of Jesuit Business Education, 3(1), 2012, iii-vi.

Porth, S.J., Van Hise, J.L., and Buller, P.F. Editorial: What is Jesuit Business Education? Journal of Jesuit Business Education, 2(1), 2011. lii-vii.

Porth, S.J. and Buller, P.F. Editorial. Journal of Jesuit Business Education, 1(1), 2010, iii-v.

Buller, Paul F. Instructors Manual, Test Bank, Transparency Masters to accompany Randall Schuler's, Managing Human Resources (6th Ed.), West Publishing, 1998.

Buller, P. F. Instructors Manual for Schuler, R.S. & Buller, P.F. Cases in Management, Organizational Behavior, and Human Resource Management (5th Edition). West Publishing, 1996.

Buller, Paul F. Instructor's Manual, Test Bank and Transparency Masters to accompany R. Schuler, Managing Human Resources (5th Ed.), West Publishing Co., 1995.

Buller, Paul, F. Prepared Instructor's Resource Guide, Test Manual, and Transparency Masters to accompany Schuler & Huber, Personnel and Human Resource Management (5th Ed.), West Publishing, 1993.

Buller, Paul F., Cragun, J. and McEvoy, G. Getting the Most Out of Outdoor Management Training. Training and Development Journal, March 1991.

Buller, Paul F. and Beck-Dudley, C. Performance, Policies, and Personnel: How Does Your Firm Do It? American Bar Association Journal, Oct 1990, 94-97.

McEvoy, G. and Buller, Paul F. Five Uneasy Pieces in the Training Evaluation Puzzle. Training and Development Journal, August 1990, 39-42.

Beck-Dudley, C., and Buller, P. Marketing: Who's Doing It? Does It Pay? Legal Economics, March 1989.

Beck-Dudley, Caryn and Buller, P.F. Strategic Planning: Does It Affect Law Firm Performance? Law Office Economics and Management, Fall, 1988.

Beck-Dudley, Caryn and Buller, P.F. Strategic Planning in U.S. Law Firms. Law Office Economics and Management, Summer, 1988.

Buller, Paul F., and Cardon, Bartell, W. A Process for Organizational Renewal in Mental Health Centers. Letter to the Editor in Administration in Mental Health, Winter 1985.

Cardon, Bartell W., and Buller, Paul F. Organizational Evolution and Revolution in Mental Health Centers. Letter to the Editor in Administration in Mental Health, Winter 1985.

Non-Refereed Conferences

Knight, M., Cooper, M., Grayson, K., Gustafson, A., Purcell, T, & Buller, P. "The Ignatian-Centered DBA Program: Finding Yourself, Finding Others". Invited panel presentation at the Colleagues in Jesuit Business Education conference, Creighton University, July 8, 2017.

Van Hise, J. & Buller, P.F. "Ignatian Values in Business Education". Invited presentation to the Colleagues in Jesuit Business Education, Los Angeles, July 13, 2012.

Buller, P.F. "Reflections on Building an Entrepreneurship Program: More of, Less of, Same As", member of a panel of Coleman Foundation grant recipients at the United States Association for Small Business and Entrepreneurship annual conference, San Antonio, TX, January 2008.

Buller, P.F. "Center Structural Challenges: Use of Boards, Alignment with Departments, Internal/External Linkages", member of a panel presentation at the National Consortium of Entrepreneurship Centers annual conference, Syracuse University,

October 2007.

Buller, P.F. "The Coleman Excellence in Teaching Entrepreneurship Across College Campuses." A workshop panel of recipients of the Coleman Foundation grant at the United States Association for Small Business and Entrepreneurship Conference, Orlando, Jan 11, 2007.

Buller, P.F. "Assessing Entrepreneurship Student and Program Accomplishments." Presentation at the Collegiate Entrepreneurs Organization annual conference, Chicago, Nov 2-4, 2006.

Buller, P.F. "Cross-Campus Collaborations: Do they Create More Successful Entrepreneurs?" Presentation at the National Consortium of Entrepreneurship Centers conference, Cincinnati, Oct 12-14, 2006.

Buller, P.F. "Developing Entrepreneurship Programs at Small Schools." Symposium of Coleman Foundation Entrepreneurship Excellence Grant Recipients at the United States Association of Small Business and Entrepreneurship conference, Tucson, Jan 12-15, 2006.

Buller, P.F. "Enhancing Cross-Campus Collaboration". Symposium presented to the National Consortium of Entrepreneurship Center Directors conference, Portland, Oct 3, 2004.

Buller, Paul F. When Ethics Collide: Managing Conflicts Across Cultures. Paper presented at the Ethics Officer Association annual meeting, New Orleans, Oct 22-24, 1998.

Books, Chapters and Monographs

Buller, P.F. and McEvoy, G. "Creating and Sustaining Ethical Capability in the Multi-National Corporation." Previously published article selected as an essay in K. Hutchings & H. De Cieri (Eds), International Human Resource Management, Ashgate Publishing Ltd., Hampshire, England, 2007, pp. 497-514.

Buller, P.F. & Schuler, R.S. Managing Organizations and People: Cases in Management, Organizational Behavior, and Human Resource Management (7th Ed). Thomson South-Western Publishing, 2006.

Buller, P.F. & Schuler, R.S. Managing Organizations and People: Cases in Management, Organizational Behavior, and Human Resource Management (7th Ed). Southwestern Publishing, 2004. (This is an on-line casebook that allows professors to customize a collection of cases for their courses – visit www.textchoice.com.)

Buller, P.F. and McEvoy, G. "Creating and Sustaining Ethical Capability in the Multi-National Corporation." Previously published article selected as an essay in G. Redding and B. Stening (Eds), Cross-Cultural Management, E. Elgar Publishing, Cheltenham, UK, 2004.

Buller, P.F. and McEvoy, G. "Creating and Sustaining Ethical Capability in the Multi-National Corporation." Previously published article selected as an essay in V. Gupta (Ed.), Transformative Organizations: A Global Perspective. Sage Publications, 2004.

Buller, P.F., Kohls, J., & Anderson, K. "When Ethics Collide: Managing Conflicts Across

- Cultures". In D. Thomas (Ed.) Readings and Cases in International Management: A Cross-Cultural Perspective. Sage Publications, 2003.
- Buller, Paul F. and Schuler, R. Managing Organizations and People: Cases in Management, Organizational Behavior, and Human Resource Management (6th Ed.). Minneapolis: Southwestern College Publishing, 2000.
- Buller, Paul F. Instructors Manual for Buller and Schuler (Eds.) Managing Organizations and People: Cases in Management, Organizational Behavior, and Human Resource Management (6th Ed.). Minneapolis: Southwestern College Publishing, 2000.
- Buller, Paul F., Kohls, J., and Anderson, K. Towards a Global Ethic? (Chapter 3) In K. Paul (Ed.), Contemporary Issues in Business and Society in the United States and Abroad, Edwin Mellon Press, 1991.
- Buller, P. F. and McEvoy, G. "Creating and Sustaining Ethical Capability in the Multinational Corporation." In R. Schuler and S. Jackson (Eds.) Strategic Human Resource Management. London: Blackwell Publishers, 1999, 396-411.
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- Buller, Paul F. Human Resources Contributions to Competitive Strategy: An Overview. In Y.K. Shetty and V.M. Buehler (Eds.) Quality, Productivity, and Innovation: Strategies For Gaining Competitive Advantage, New York, Elsevier Science Publishing Co., 1987.
- Buller, Paul F., and Shetty, Y. K. Linking Human Resources to Strategy. In Y. K. Shetty and V. M. Buehler (Eds.) Productivity and Quality Through People: Practices of Well-Managed Companies. Quorum Books, 1985.
- Buller, Paul F., Saxberg, Borje O., Smith, Howard L. Institutionalization of Planned Organizational Change: A Model and Review of the Literature. The 1985 Annual: Developing Human Resources. University Associates, 1985.
- Buller, Paul F. The Effects of Team Building--Problem Solving and Goal Setting--Performance

Feedback on the Productivity of Underground Metal Miners: A Field Experiment.
 Doctoral dissertation, August, 1982.

Melber, B., Wood, M. T., Buller, P. F. and Shikiar, R. Alternative Approaches to Establishing Personnel Qualifications Requirements: Considerations for Nuclear Power Plant Operations. Technical Report (FIN B 2360) prepared for the Division of Human Factors Safety Office of Nuclear Reactor Regulations, U.S. Nuclear Regulatory Commission, December, 1981.

Grants

Co-Principal Investigator – \$50,000 KEEN Grant - 2008-2010

Developed and assisted in the administration of a grant from the Kern Family Foundation for the purpose of creating an entrepreneurial mindset among faculty and students in the School of Engineering and Applied Science. Grant activities included faculty, student and curriculum development. Successful implementation led to and award of a follow-on Phase II grant of \$75,000.

Herbert B. Jones Foundation - \$60,000 – 2006-2009

The Hogan Entrepreneurial Leadership Program awarded funds for to support Business Plan Competition.

Coleman Foundation - \$150,000 – 2005-2007

The Hogan Entrepreneurial Leadership Program awarded grant over three years from the Coleman Foundation's Entrepreneurship Excellence in Teaching Colleges program. Funds applied to develop New Venture Lab and development of entrepreneurship courses.

PROFESSIONAL DEVELOPMENT:

Consulting

Consulting September 2015-2016

School of Nursing and Human Physiology, Gonzaga University

Facilitating strategic planning process with School Advisory Council (pro bono).

Consulting June 2006-2011

Next IT Corporation

Facilitated strategic planning process and implementation; management development.

Consulting January 2001-2005

Inland Northwest Health Services

Facilitated strategic planning process and follow-up with Executive Team.

Consulting June 2000

American Electronic Sign, Inc.

Facilitated strategic planning process with top management team.

Management Development January 2000

Avista Corporation

Developed and conducted workshop on strategic thinking for internal change agents.

Consulting January 2000
St. Patrick Parish
Facilitated strategic planning retreat for Parish leaders.

Consulting November 1999
Northwest Masonry Industry
Facilitated strategic planning meeting for representatives of the Northwest Concrete Masonry Association and the Masonry Industry Promotion Group to identify and address critical strategic issues facing industry stakeholders.

Consulting June 1999
Public Relations Department, Gonzaga University
Facilitated planning retreat for PR Department members.

Management Development January 1999
Foley Center, Gonzaga University
Designed and conducted training session on building and maintaining effective teams.

Consulting May 1998
The Arc of Spokane
Facilitated strategic planning retreat for Board and top management.

Consulting May 1997
Warning Lites of Minnesota, Inc.
Planned and facilitated Board of Directors' retreat focusing on development of strategic goals and plans.

Consulting January 1997 - June 1997
Spokane County Library District, Spokane
Facilitating strategic planning process.

Management Development May 1996
U.S. Army Corps of Engineers, Walla Walla, WA
Conducted one-day workshop on systems thinking in management and leadership for Corps employees in the Management Intern program.

Consulting December 1996
Spokane Public Library, Spokane
Facilitated process to establish annual goals and action plans.

Consulting October 1994 - June 1996
Kaiser Aluminum and SIRTI, Spokane
Working as part of team to improve organizational effectiveness through the use of information technology. Project includes assessment and development of human resource management systems.

Consulting October 1993
Hewlett Packard, Spokane
Conducted focus groups to develop more thorough understanding of the results of

Division-wide employee survey.

Consulting September 1993
Spokane County Library District, Spokane
Facilitating process to update strategic plan and develop yearly working plan.

Consulting December 1992 - January 1993
Nor-West Construction
Facilitated strategic planning and organizational restructuring processes.

Consulting November 1992
Hewlett Packard, Spokane
Conducted focus group with PC Design team to examine issues related to redesigning the team's work processes.

Management Development October 1992
Hewlett Packard, Spokane
Developed and conducted short course on fundamentals of competitive advantage for marketing division.

Consulting October 1991 - June 1992
Spokane County Library District, Spokane
Facilitating strategic planning process and conducting focus groups with community citizens as one source of input for the strategic plan.

Management Development 1991 - 1995
Army Corps of Engineers, Walla Walla, WA
Conducted full-day workshops on project management, strategic management, decision-making, organizational change, and group dynamics for management trainees in the District Office.

Management Development August 1991
Hewlett Packard, Spokane
Conducted workshop on decision-making for a team of internal group process consultants in the Spokane Division.

Management Development April 1990
Data Processing Managers Association, Spokane
Conducted workshop on team building and breaking down the barriers between teams.

Consulting February-March 1991
Hewlett Packard, Spokane Division
Conducted assessment of organizational culture in the R&D Department using focus groups and individual interviews.

Consulting May-August 1990
Citizens League of Greater Spokane
Conducted focus groups with community leaders and employees in local government to investigate issues and alternatives related to the structure of local government.

Management Development May - August 1989
 Management Institute, Utah State University
 Developed and co-facilitated a three-phase outdoor management training program for managers at Thiokol, Inc..

Management Development April 1989
 Management Institute, Utah State University
 Developed and conducted a one and a half day session on managing strategic change for data processing managers at Hill AFB, Ogden, Utah.

Management Development December - July 1989
 Management Institute, Utah State University
 Co-developed and co-conducted a comprehensive management skills training program for managers at St. Benedict's Hospital, Ogden, Utah.

Management Development April 1989
 Management Institute, Utah State University
 Conducted a communications skills training program for managers and supervisors of Physical Plant at Utah State University.

Consulting April - August 1988
 Sunshine Terrace, Inc., Logan, Utah
 Facilitated organization development intervention using team building in a long-term care facility. Emphasis on productivity improvement.

Management Development March - June 1988
 Management Institute, Utah State University
 Co-developed and conducted customer service training program for USU Physical Plant managers and supervisors.

Management Development August - October 1987; May-October 1988
 Management Institute, Utah State University
 Developed and co-facilitated a three part management skill development program for senior managers in the Aerospace Division at Morton Thiokol, Inc. The major portion of the program was conducted in the outdoor environment.

Management Development January - February 1987
 Management Institute, Utah State University
 Coordinated and presented supervisory certification training program for supervisors from several Cache Valley firms.

Management Development February 1986 - February 1987
 Management Institute, Utah State University
 Developed and provided instruction in a year-long supervisor training program for Logan Manufacturing Company.

Management Development October 1986
 Management Institute, Utah State University
 Conducted six-week training program for supervisors from Cache Valley firms.

Management Development April 1986
 Management Institute, Utah State University
 Presented in-service session on managing organizational change for managers at Cottonwood Hospital.

Management Development October 1985
 Management Institute, Utah State University
 Developed and presented a workshop on performance appraisal for managers at Schreiber Foods, Inc.

Consulting September 1985
 Primary Childrens Medical Center, SLC, Utah
 Served as assessor for the hospital's assessment center and evaluated skills of potential hospital managers.

Consulting June 1985
 Utah State University Partners Program, Logan, Utah
 Conducted workshop on "Strategies for Small Business Growth" for local business owners.

Consulting January - March 1985
 Bear River Mental Health Services, Inc. Logan, Utah
 Supervised salary survey to determine the comparability of the organization's wage structure to other mental health centers in the State.

Management Development November 1984; April 1985
 Management Institute, Utah State University
 Conducted management skills sessions for supervisors and managers of the Utah State Department of Transportation.

Management Development October 1984
 Management Institute, Utah State University
 Facilitated Supervisor Institute for Norton Christensen Company employees in an outdoor environment. Emphasis on building leadership and problem-solving skills.

Consulting March - June 1984
 Bear River Mental Health Services, Inc. Logan, Utah
 Conducted a management and organization review including strategic planning and organizational restructuring.

Management Development March 1984
 Soil Conservation Service Logan, Utah
 Conducted sessions on delegation and goal setting.

Management Development June 1984
 Vice President of Business Office USU, Logan
 Conducted team building workshop for directors of services.

Management Development December 1982 - 1988
 Management Institute, Utah State University
 Coordinated U. S. Forest Service Seminar in Applied Management. Provided instruction in

basic management skills.

Consulting May - June 1982

Department of Housing and Food Services, University of Washington.

Interviewed 40 managers and supervisors in the department in preparation for a team building workshop.

Administrative:

Founding Director Hogan Entrepreneurial Leadership Program January 2000-Aug 2006
Gonzaga University

Developed and implemented an undergraduate program leading to a concentration in entrepreneurial leadership. The program combines four-year curriculum in entrepreneurship along with co-curricular activities such as internships and mentoring by entrepreneurs. Responsible for administering all aspects of the program including, recruiting and admitting students, curriculum development, relationships with business community, supervising staff, and planning and budgeting.

Director MBA Program July 1987 - September 1989

College of Business, Utah State University

Responsible for administering program for 180 on-campus and off-campus students. Duties included program administration, program development and marketing, student admissions and advising, and course scheduling.

Director Small Business Institute 1985 - 1989

College of Business, Utah State University

Supervised graduate business students in providing consulting services to local small businesses. Duties included matching students with clients, providing technical support, and monitoring the consulting relationship.

Director Mental Health Jail Project 1977 - 1979

Granite Mental Health Center, SLC, Utah.

Administered program responsible for providing mental health, recreation and education services to inmates in Salt Lake County Jail. Provided crisis intervention therapy to inmates, consulted with jail administration regarding problem inmates, trained correctional officers in assessment and management of inmates with mental health problems, served as liaison between criminal justice and mental health systems.

Clinical:

Clinical Social Worker Drug Division 1976 - 1979

Granite Mental Health Center, SLC, Utah.

Provided individual, group and family therapy to clients with wide range of drug-related problems. Developed and implemented community education course for primary prevention of drug abuse problems. Supervised social work student trainees.

Mental Health Worker Crisis Intervention Unit 1975 - 1976

Granite Mental Health Center, SLC, Utah

Provided short term therapy to individuals, couples, families with emotional and psychological crises. Participated as member of 24 hour on-call crisis staff.

Psychiatric Attendant 1974 - 1975
L.D.S. Hospital Psychiatric Unit, SLC, Utah.

Professional Affiliations and Service:

Professional Associations

Editor: *Journal of Jesuit Business Education* (2010 – present)
Board Member, Colleagues in Jesuit Business Education (1998-present)
Treasurer: Colleagues in Jesuit Business Education (2010-present)
President: Colleagues in Jesuit Business Education (Founding Board President, 1998-99;
Board president, 2007-08)
Editorial Board: *Journal of Leadership and Organizational Studies* (2016-present)
Editorial Review Board: *Human Resource Management* (1997-present)
Office of President, Western Academy of Management (1995-2000)
Member: Academy of Management; Western Academy of Management
Member: Phi Kappa Phi Honor Society (President, USU Chapter, 1986-87)
Program Director, Western Academy of Management International meeting,
Leuven, Belgium, 1992.
Program Committee, Western Academy of Management meeting (2000, 1999, 1998,
1997, 1996, 1992, 1990, 1988).
Site Committee Co-Chair, Western Academy of Management, Spokane, 1992.
Track Chair, Policy and Strategy, Western Decision Sciences Institute, March 1991.
Conference Treasurer, International meeting of the Western Academy of
Management, Japan 1990.

Community Service

Health Services Research Roundtable (2014-present)
Affiliate Board Member: STCU (2010-2013)
Board of Directors: Big Brothers and Sisters of Spokane (1991-present)
Chair, Next 50 Years Campaign (2016-present)
President (2000-2002)
President, Endowment Corporation (1998-2000)
Vice President of Program (1993-1997)
Board of Directors: Connect NW (2005 – 2010)
Board of Directors: INTEC (2004-2005)
Board of Advisors: Project Pals (1982-89)
Member: Community Advisory Council, Sunshine Terrace Foundation (1987-89)
Member: Cache Valley Community Health Council (1984-89)

Committee Membership

Gonzaga University

Search Committee member – Vice President for Administration (2017-2018)
Search Committee member – Dean of Foley Library (2015-2016)
University Core Integration Seminar Committee (2015-present)
Research Roundtable, Co-Founder and Co-Facilitator (2014-present)
Faculty Handbook Revision, Sabbatical Committee, facilitator, (2013-2016)
Gonzaga University Office of Mission – strategic planning team (2013-14)

Search Committee - Inaugural Dean of School of Nursing and Human Physiology (2012-2013)
 Hogan Entrepreneurial Leadership Program Advisory Board (2000-2014)
 KEEN Steering Committee (2008-2014)
 University President's Search Committee (2008-2009)
 Academic Vice President Search Committee, Chair (2007-2008)
 Visioning Committee (2004-2005)
 Strategic Plan Steering Committee (2005-2006)
 Gonzaga In Florence Dean Search Committee (2005)
 Core Curriculum Review Committee (2004-2005)
 V P Mission Search Committee (2004)
 University Ministry Search Committee (2004)
 Faculty Senate (2003-2004)
 Accreditation Committee Self-Study, Mission Subcommittee (2002-2003)
 Speakers' Policy Input Committee (2002-2003)
 Grievance Committee (2001- 2005)
 Graduate Council (1999-2003)
 NCAA Athletics Certification Steering Committee (1999-2001); Chair: Subcommittee Academic Integrity
 Executive Committee, Council for Partnership in Mission (1994-2000)
 Co-coordinator, Council for Partnership in Mission (1994-1996)
 University Rank and Tenure Committee (1993-1996)
 NWASC Accreditation Steering Committee (1992-1994)
 Academic Honor Review Board (1992-1993)
 Council for Partnership in Mission (1990-1998)
 Strategic Planning Committee (1991-1992; 1995-1996)
 Commencement Awards Committee (1991-1992)
 Executive Committee: Faculty Assembly (1990-1991)

Gonzaga University School of Business Administration

Director Search Committee, Hogan Entrepreneurial Leadership Program (2015)
 Jesuit Legacy Task Force, facilitator (2014-present)
 Writing Task Force, member (2015-present)
 Strategic Mission and Planning Committee (2013-present)
 Faculty Lead – Management Discipline (2014-2015; 2016- 2017; 2016-2017)
 Faculty Development Committee (2005- 2009; 2011-2013)
 Student Services Committee (1993-1994; 2001-2002; 2010-2011)
 Reappointment, Tenure, Promotion Committee (2007- 10; Chair 2009-10; 2014-17, Chair, spring 2017)
 Advisor: Edun Live on Campus (2007-2013)
 Search Committee Chair – Pigott Professorship (2008; 2009)
 Search Committee Chair – entrepreneurship faculty position (2007)
 Graduate Committee (Chair, 1995-1997) 1998, 1999)
 Strategic Initiatives Committee (1993-1998; Chair 1993)
 Curriculum Initiatives Committee (1993-1994)
 Reappointment Committee (1990-1992; 1999-2000)
 Aram Chair Ethics Committee (1991-2004)
 Undergraduate Curriculum (1990-1992; 2003-2004)
 Strategic Planning (1990-1993)
 Dean's Business Forum Board (1990-1992)

Advising Committee (1990-1991)

HONORS

Clarence Barnes Fellowship, 2017
 Wilfred and Patricia Loeken Vision and Values Award, School of Business, 2016
 Robert J. Spitzer, S.J. Service Award, Colleagues in Jesuit Business Education, 2016
 SBA Faculty Fellowship Award, 2014
 Gonzaga Forum Board Faculty Excellence Award, 2013
 Gonzaga Forum Board Faculty Excellence Award, 2012
 Exemplary Faculty Award, Gonzaga University, 2012
 Western Academy of Management "State of Mind" Award, 2012
 Finalist, Catalyst Award, Ken Gruzweig Innovator of the Year, 2011
 Centiulli Faculty Excellence Award, School of Business, Gonzaga University, 2008
 Paul F. Buller Entrepreneurial Leadership Scholarship (established 2006)
 Volunteer of the Year, United Way, 2002
 Kinsey M. Robinson Professor of Business Administration, Gonzaga University (1998-present)
 Board of Regents, Faculty Representative, Gonzaga University (1998-2000)
 Nominated for President's Award for Faculty Excellence, 1997, Gonzaga University
 Wilfred and Patricia Loeken Faculty Recognition Award, 1995, School of Business
 Board Member of the Year, 1995, 2001, Big Brothers and Big Sisters of Spokane County
 Nominated for Burlington Northern Teacher of the Year, 1993, Gonzaga University
 Nominated for Scholar of the Year, 1991, Gonzaga University
 Professor of the Year, 1987, College of Business, Utah State University
 Nominated for Professor of the Year, 1987, Utah State University