

David Hollingworth
The University of North Dakota
Management
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Education

Ph D, University of Minnesota, 1998.
Major: Operations Management
Dissertation Title: "An Examination of Relationships Among Plant Performance Outcomes."

MBA, University of Utah, 1990.
Major: General Business

BS, University of Utah, 1989.
Major: Management

Academic, Military and Professional Positions

Academic

Professor, University of North Dakota. (August 2013 - Present).

Department Chairperson: Management, University of North Dakota. (August 2012 - Present).

Associate Professor, Management, University of North Dakota. (August 2004 - August 2013).

Assistant Professor, Lally School of Management and Technology, Rensselaer Polytechnic Institute. (1998 - 2004).

Instructor, Lally School of Management and Technology, Rensselaer Polytechnic Institute. (1997 - 1998).

Visiting Assistant Professor, University of Utah. (July 1996 - June 1997).

Research Associate, Instructor, and Teaching Assistant, University of Minnesota. (1990 - 1996).

Adjunct Instructor, University of Utah. (June 1990 - August 1990).

Professional

Manager: Production, Inventory, and Purchasing, Great Mountain West Supply. (April 1982 - October 1989).

Licensures and Certifications

The Protection of Human Research Subjects, CITI. (February 2, 2006 - Present).

Professional Memberships

Production and Operations Management Society. (1994 - Present).

Academy of Management. (1992 - Present).

Decisions Sciences Institute. (1992 - Present).

Institute for Operations Research and the Management Sciences. (1992 - 2003).

American Production and Inventory Control Society. (1992 - 1996).

Awards and Honors

Member, Beta Gamma Sigma. (April 28, 2008).

Member, Sigma Iota Epsilon. (April 30, 2007).

TEACHING

Teaching Experience

The University of North Dakota

Management 301, Operations Management, 55 courses.

Management 309, Quantitative Methods for Mgrs, 8 courses.

Management 310, Organizational Behavior, 1 course.

Management 395, Special Topics, 4 courses.

Management 432, Supplier Relationship Mgmt, 8 courses.

Management 494, Readings in Management, 1 course.

Management 501, Quant Analys for Mgmt Decis, 17 courses.

Management 575, Special Topics, 3 courses.

Management 596, Individual Research, 1 course.

Directed Student Learning

Directed Individual/Independent Study, "Ethics and Continuous Process Improvement",
Management 596. (August 2012 - December 2012).

Advised: John Macki

Directed Individual/Independent Study, "Supply Chain Social Responsibility", Management. (May
2012 - August 2012).

Advised: John Macki

Supervised Research, "Masters Project". (January 2009 - May 2009).

Advised: Curt Huot

Supervised Research, "Masters Project". (January 2008 - December 2008).

Advised: Daniel Ward

Supervised Research, "Masters Project". (August 2005 - May 2006).

Advised: Jeremy Roessler

Supervised Research, "Masters Thesis Project". (June 2005 - May 2006).

Advised: Matt Nankivel

RESEARCH

Published Intellectual Contributions

Book Chapters

Hollingworth, D., Glieden, C. (2016). Is there any Virtue in the ISM Purchasing Code of Conduct? In Alejo José G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management*. Springer.

Hollingworth, D. (2014). Ethical Decision-Making in the Operations Function of Organizations: Managerial Challenges and Opportunities. In Sean Valentine (Ed.), *Organizational Ethics and Stakeholder Well-Being in the Business Environment*. Charlotte, NC: Information Age Publishing.

Refereed Journal Articles

Hollingworth, D., Valentine, S. (2015). The Moderating Effect of Perceived Organization Context on Employees' Ethical Issue Recognition and Ethical Judgments. *Journal of Business Ethics*.

Valentine, S., Hollingworth, D., Eidsness, B. (2014). Ethics-based selection and reduced ethical conflict as drivers of positive work attitudes: Delivering on employees' expectations for an ethical workplace. *Personnel Review*, 43(5), 692-716.

Hollingworth, D., Valentine, S. (2014). Corporate Social Responsibility, Continuous Improvement Orientation, Organizational Commitment and Turnover Intentions. *International Journal of Quality & Reliability Management*, 31(6), 629-651.

Valentine, S., Nam, S.-H., Hollingworth, D., Hall, C. (2014). Ethical Context and Ethical Decision Making: Examination of an Alternative Statistical Approach for Identifying Variable Relationships. *Journal of Business Ethics*, 124(3), 509-526.

Valentine, S., Hollingworth, D. (2014). Communication of Organizational Strategy and Coordinated Decision Making as Catalysts for Enhanced Perceptions of Corporate Ethical Values in a Financial Services Company. *Employee Responsibilities and Rights Journal, Online*.

Valentine, S., Hollingworth, D., Francis, C. (2013). Quality-Related HR Practices, Organizational Ethics, and a Positive Work Attitude: Implications for the Development of Human Resources. *Human Resource Development Quarterly*, 24(4), 493-523.

Hollingworth, D., Abdelrazak-Fahmi, S. (2012). Re-visiting the Roots of JIT and Lean Manufacturing. *Journal of Supply Chain and Operations Management*, 10(2 (2012)), 29-49.

Hollingworth, D., Ahmad, S. (2011). An Empirical Examination of Product-Process Matrix Position and EDI Implementation. *CJOM*, 9(2), 42-58.
<http://www.csupom.org/Journal%20Archives/2011-2.htm>

Valentine, S., Hollingworth, D. (2011). Moral Intensity, Issue Importance, and Ethical Reasoning in Operations Situations. *Journal of Business Ethics*, 108(4), 509-523.

Hollingworth, D., Moser, S. (2011). Summer Budgeting: Optimal Allocation of Teaching Resources to Courses. *Journal of Academic Administration in Higher Education*, 7(2), 37-46.

Presentations Given

Hollingworth, D., Valentine, S., "Organizational Ethics and Quantitative Analyses: Are they compatible?," Decisions Sciences Institute. (November 22, 2015).

Francis, C. (Co-Author), Hollingworth, D. (Co-Author), Valentine, S. (Co-Author), "Perceptions of Supervisor Behavior and Ethical Character: A Simulation Study of Employee Helpfulness," Decisions Sciences Institute. (November 21, 2015).

Hollingworth, D., POMS-Denver-2013, "Quantitative Analysis: Friend of Foe of Business Ethics?," Production and Operations Management Society, Denver, CO. (May 6, 2013).

Valentine, S. (Author Only), Hollingworth, D. (Presenter & Author), Francis, C. (Author Only), Decision Sciences Institute Annual Meeting, "Quality Oriented HR practices, Organizational Ethics and Employee Attitudes," DSI. (November 2011).

Hollingworth, D. (Presenter & Author), Valentine, S. (Co-Author), Production and Operations Management - Annual Meeting, "The Relationship Between Corporate Social Responsibility and Continuous Improvement Orientation and Their Effects upon Employee Attitudes," POMS, Reno, NV. (April 2011).

Moser, S. (Presenter & Author), Hollingworth, D. (Co-Author), 2008 Midwest Academy of Management meeting, "Summer Budgeting: The Optimal Allocation of Teaching Resources and Courses," Midwest Academy of Management meeting, St. Louis, MO. (October 2, 2008).

Contracts, Grants and Sponsored Research

Grant

Hollingworth, David, "Organizational Ethics and Quantitative Analyses: Are they compatible?," Sponsored by CoBPA, The University of North Dakota, \$7,000.00. (June 2015 - August 2015).

Hollingworth, David, "The Moderating effect of employee perceptions of an Organization's Ethical Context upon Operational Ethical Decision-Making," Sponsored by CoBPA, The University of North Dakota, \$2,500.00. (June 2013 - August 2013).

Hollingworth, David (Co-Principal), Valentine, Sean (Co-Principal), "Challenges to Ethical Decision Making in Business Operations," Sponsored by Office of the Vice President for Research, The University of North Dakota, \$20,000.00, Funded. (January 1, 2011 - December 31, 2012).

Hollingworth, David (Co-Principal), Valentine, Sean (Co-Principal), "Summer Professorship," Sponsored by UND, The University of North Dakota, \$7,000.00, Funded. (May 2012 - July 2012).

Valentine, Sean (Co-Principal), Hollingworth, David (Co-Principal), "Ethical Decision Making and Production Operations Management," Sponsored by College of Business & Public Administration, The University of North Dakota, \$2,500.00, Funded. (May 2010 - December 2010).

Hollingworth, David, "Mini Project Grant Award," Sponsored by UND/FIDC, The University of North Dakota, \$1,500.00, Funded. (June 2007 - August 2007).

Hollingworth, David, "Total Productive Maintenance," Sponsored by SBDC/CoBPA, The University of North Dakota, \$5,000.00. (June 2006 - May 2007).

Hollingworth, David (Co-Principal), Nam, Seong-Hyun (Co-Principal), "development of a major in Operations and Supply Chain Management.," Sponsored by OID, The University of North Dakota, \$3,000.00. (July 2006 - December 2006).

Other

Hollingworth, David, "Sabbatical," Sponsored by UND/CoBPA, The University of North Dakota. (August 2016 - December 2016).

Awards and Honors

Emerald Publishing (journals) top 10 article related to Quality and Sustainability, Emerald Publishing Group. (January 13, 2016).

SSAC Travel Grant, SSAC (UND). (February 2011).

Intellectual Contributions in Submission

Refereed Journal Articles

Valentine, S., Hollingworth, D., Schultz, P. Data-based ethical decision making, lateral relations, and organizational commitment at a financial services firm. *Journal of Business Research*.

Journal Articles

Hollingworth, D., Valentine, S. Employees' Perceptions of Corporate Social Responsibility, Top Management Support for Quality, and Customer Involvement. *Journal of Business Ethics*.

Research Currently in Progress

"Communication of organizational strategy, small group problem-solving, and perceived ethical conflict" (Writing Results).

"Cooperation, Continuous Improvement, Corporate Ethics and Employee Satisfaction" (On-Going).

Dave 3: Do Continuous Improvement and Corporate Ethics mediate the relationship between cooperative/coordinated decision-making and employee satisfaction?

Does a cooperative decision-making organizational climate enhance continuous improvement/six sigma, corporate ethics and the relationship between them?

SERVICE

Editorial and Review Activities

Ad Hoc Reviewer, Papers, "Business and Society." (March 2015 - Present).

Editorial Board Member, "Journal of Organizational Culture, Communications and Conflict." (January 2011 - Present).

Ad Hoc Reviewer, Papers, "International Journal of Operations and Production Management." (2005 - Present).

Ad Hoc Reviewer, Papers, "International Journal of Quality and Reliability Management." (2013).

Ad Hoc Reviewer, Papers, "Personnel Review." (2013).

Ad Hoc Reviewer, Papers, "organizational ethics and employee well-being book - Information Age Publishing." (June 2013 - July 2013).

Ad Hoc Reviewer, Papers, "Asian Journal of Business Ethics." (2012).

Invited Manuscript Reviewer, "Employee-Centered Ethical Leadership." (June 2012).

Ad Hoc Reviewer, Papers, "Decision Sciences Conference," 2 reviews. (April 2011 - May 2011).

Ad Hoc Reviewer, Papers, "Southern Management Association - Annual Conference," 3 reviews. (April 2011 - May 2011).

Ad Hoc Reviewer, Papers, "Western Casewriters Annual Conference," 1 review. (February 2010).

Ad Hoc Reviewer, Abstracts, "Journal of Operations Management." (1998 - December 2008).

General Service

College

Committee Member, Journal Quality List Committee. (June 2015 - Present).

regular member, Executive Committee, Member. (August 2012 - Present).

Chairperson, Search Committee - Director, School of Entrepreneurship. (March 2015 - May 2015).

Committee Member, Curriculum Committee. (September 2009 - May 2015).

Curriculum Committee vice-chair/acting chair, Member. (September 2011 - May 2012).

CoBPA/Management. (2010).

Committee Chair, CoBPA Curriculum Committee, Member. (August 2007 - May 2009).

Committee Member, CoBPA Curriculum Committee - member, Member. (2006 - 2007).

Developer, Optimizing Summer Session Course Offering Model. (January 2007 - February 2007).

Department

Chairperson, Faculty recruiting committee. (March 2015 - Present).

Committee Member, SCM-assessment committee. (April 2014 - Present).

Various Assessment activities - see teaching for details. (2012 - Present).

Chairperson, Management Department Chair. (July 2012 - June 2015).

CoBPA/Management Department. (November 2010).

Committee Chair, Management Department - SCM Major Development Sub-committee, Member. (2006 - 2008).

Committee Member, Management, X Merit Review Committee, Member. (2005 - 2006).

Other

Chairperson, Department Chair. (August 2012 - Present).

Professional

Excelsior College. (May 2010 - January 2011).

Excelsior College. (2010).

Public/Community

Board of Directors of a Company, Greater Grand Forks Soccer Club, President/Elect/Past. (October 2007 - August 2009).

Orchestrated Service Learning opportunities for students that benefitted GGFSC, Greater Grand Forks Soccer Club. (January 2006 - June 2006).

Student Organization

Student Org Advisor (Professional Org), Operations and Supply Chain Management Club. (August 2012 - Present).

Student Org Advisor (Professional Org), Sigma Iota Epsilon, Co-advisor. (2004 - Present).

The University of North Dakota

Committee Member, UND Senate Summer Session Committee, Member. (2006 - September 2014).

Consulting

Academic, Excelsior College, Albany, NY. (January 2009 - April 2009).

Academic, Excelsior College, Albany, NY. (September 2008 - December 2008).

Academic, Excelsior College, Albany, NY. (May 2008 - August 2008).

Academic, Excelsior College, Albany, NY. (January 2008 - April 2008).

Academic, Excelsior College, Albany, NY. (September 2007 - December 2007).

Academic, Excelsior College, Albany, NY. (May 2007 - September 2007).

Academic, Excelsior College, Albany, NY. (January 2007 - May 2007).

Management, Altru Health Systems, Grand Forks, ND. (2005 - 2006).

Academic, Excelsior College, Albany, NY. (May 2006 - August 2006).