

Steven M. Dunphy, Ph.D.
Associate Professor of Management

Indiana University Northwest
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EDUCATION AND TRAINING

Doctor of Philosophy	Indiana University, Bloomington, Indiana. Major: Strategic Management Minor: Entrepreneurship	1990
Masters of Business Administration	Wharton Graduate School, University of Pennsylvania Major: Management; Minor: Marketing	1980
Bachelor of Arts	Hampshire College, Amherst, Massachusetts Major: Economics	1978

ACADEMIC EXPERIENCE

Associate Professor	School of Business and Economics Indiana University Northwest, Gary, Indiana	2003-pres.
Associate Professor	The Dept. of Management, CBA Shippensburg University of Pennsylvania	2002-2003
Assistant Professor	The Dept. of Management, CBA The University of Akron, Akron, Ohio.	1997-2002
Assistant Professor	The Department of Management, Northeastern Illinois University, Chicago, Illinois	1991-1997
Visiting Assistant Professor	The Department of Management Ball State University, Muncie, Indiana.	1990-1991

BUSINESS EXPERIENCE

Owner	<i>Home Sweet Hoosier Rental Homes</i> (26 Rental Properties)	1985-pres.
Teacher, Part time	Stanley Kaplan Educational Services	1980

Graduate Courses Instructed

Human Resource Management
International Business via Distance Learning
Business Strategy and Policy: Domestic and International
Entrepreneurship

Undergraduate Courses Instructed

Human Resource Management
Business Policy
Organizational Behavior
Management Principles and Concepts
Business Information Systems
Principles of Entrepreneurship

Professional Training Seminars Instructed

Trainer, Indiana University Northwest

Crisis Management, Strack & Van Til Supermarkets, 2009, 2010.

Team Player Styles, City of East Chicago, Indiana, 2007.

Residential Rental Property Basics, 2004 – 2006

Trainer, University of Akron, Center for Organizational Development

“Motivation,” Holland Oil Company, 2000, 2001, 2002

“Arctic Survival,” Meyers Industries, 2001, 2002

“Managing Up,” Akron Beacon Journal, 2001, 2002

RESEARCH AND PUBLICATION

Publications

Meyer, D. & Dunphy, S. (2018). The effects of grievant value, politics and the seriousness of the offense on discipline severity. *The Journal of Management and Marketing Research*, 22. 1-18.

Dunphy, S. (2016). Quantity consumer goods pricing: has yesterday's surcharge become today's discount? *Journal of Product & Brand Management*, 25(7). 1-12.

Meyer, D. & Dunphy, S. (2016). The role of knowledge-based psychological climates in HRM systems. *Management Decision*, 54(5), 1-25.

Dunphy, S. (2016). Using keywords to construct wuzzle-picture-puzzles for the purpose of mastering management & organizational behavior terminology. *Behaviour & Information Technology*, 35(6). 1-8.

Meyer, D. & Dunphy, S. (2015). Strategic choices, their implementation, and their effects on workers: Evidence from the auto parts supply sector. *The Journal of Management and Marketing Research*, 19. 1-10.

Meyer, D. & Dunphy, S. (2014). Implemented strategy in the automobile parts supply sector: Direct and indirect effects on performance. *The Journal of Management and Marketing Research*, 17. 1-32.

Thomas, J. & Dunphy, S. (2014). Factors affecting moral judgment in business students. *Journal of the Indiana Academy of the Social Sciences*, 17. 130-153.

Dunphy, S. (2014). Home sweet Hoosier rental homes. *Business Journal for Entrepreneurs*, 1. 1-20.

Kern, G. & Dunphy, S. (2013). Testing Einstein's faux formula: Fast computers + slow humans = creative brilliance. *Behaviour & Information Technology*, 10(1). 1-7.

Dunphy, S. (2013). Developing an understanding of positive and negative organizational ethics by watching scenes from the greatest Hollywood business movies. *Journal of the Indiana Academy of the Social Sciences*, 16(1), 77-85.

Lin, Tin-Chun and Dunphy, S. (2013). Using the crossword puzzle exercise in Introductory Microeconomics to accelerate business student learning. *Journal of Education for Business*, 88(1), 88-93.

Dunphy, S. & Dobson, J. (2012). Using the Three Stooges to illustrate the scientific method. *Organization Management Journal*, 9(4), 249-254

Dunphy, S. & Meyer, D. (2012). Using a multimedia mix to teach concepts of business

- administration. *Journal of Instructional Pedagogies*, 10(1). 1-10.
- Dunphy, S. (2010). Management goes to the movies (and takes business ethics as a 'date'). *Journal of Business and Training Education*, 19(1), 47-55.
- Dunphy, S., Milbourne, C. & Meyer, D. (2010). Is the history of Management thought in jeopardy? *Journal for the Liberal Arts and Sciences*. 15(1). 105-114.
- Whisenand, T. & Dunphy, S. (2010). Accelerating student learning in the MIS course: The crossword puzzle exercise. *Journal of Information Systems Education*, 22(1). 141-148.
- Dunphy, S. & Milbourne, C. (2009). Using word scrambles as an information systems warm-up exercise. *Journal of Information Systems Education*, 20(1), 5-12.
- Dunphy, S. & Meyer, D. & Linton, S. (2008). The top ten greatest screen legends and what their definitive roles demonstrate about Management and Organizational Behaviour. *Behaviour & Information Technology*, 27(2), 183-188.
- Dunphy, S. (2007). Using Hollywood's greatest film scenes to illustrate concepts of Management. *Behaviour & Information Technology*, 26(2), pages 179-185.
- Dunphy, S. & Whisenand, T. (2006). Building camaraderie through information processing: The wuzzle picture puzzle exercise. *Journal of Information Systems Education*, 17(1), 11-16.
- Dunphy, S. (2004). Using Hollywood one-liners to illustrate the communication process: An interactive approach. *Behaviour & Information Technology*, 23(6), 423-426.
- Dunphy, S. (2004). Demonstrating the value of diversity for improved decision making: The 'wuzzle-puzzle' exercise. *Journal of Business Ethics*, 53, 325-331.
- Dunphy, S. (2004). Building group cohesiveness and teamwork: The ball toss exercise. *Journal of Volunteer Administration*, 22(4), 40-44.
- Dunphy, S. & Meyer, D. & Simmons, F. (2003). Build 'em, sell 'em: The Lincoln logs exercise. *Journal of Business and Training Education*, 12, 1-12.
- Aupperle, K. & Dunphy, S. (2003). Benchmarking financial assessment in the strategy course: A qualitative and quantitative template. *Journal of Education for Business*, 78(4), 205-212.
- Dunphy, S. & Meyer, D. (2002). Entrepreneur or Manager? A discriminant analysis based on Mintzberg's managerial roles. *Journal of Business & Entrepreneurship*, 14(2), 17-36.
- Dunphy, S. & Aupperle, K. (2001). Flight plan: Motivation. *Training & Development*, 55, 7-11.
- Dunphy, S. & Davids, M. (2001). Teaching teamwork: The paper airplane contest. *Journal of Business & Training Education*, 10, 125-132.
- Dunphy, S. & Simmons, B. (2001). Incorporating a promotional tool in business simulations: The Poster Exercise. *Marketing Management Journal*, 11(2), 132-134.
- Aupperle, K. & Dunphy, S. (2001). Managerial lessons for a new Millennium: Contributions from Chester Barnard and Frank Capra. *Management Decision incorporating The Journal of Management History*, 39(1), 156-164.
- Herbig, P. & Dunphy, S. (1998). Culture and innovation. *Cross Cultural Management: An International Journal*, 5(4), 13-21.
- Dunphy, S., & Herbig, P. (1997). Seven steps to innovation. *Entrepreneurship, Innovation and Change*, 6(2), 109-125.
- Dunphy, S., & Herbig, P. (1997). The evolution of technological centers in the United States. *Review of Business*, 18(2), 37-46.

- Dunphy, S., & Herbig, P. & Howes, M. (1996). The innovation funnel. *Technological Forecasting and Social Change*, 53(3), 279-292.
- Rao, N., & Dunphy, S. & Rao, B. (1996). International perspectives on privatization of State owned enterprises. *Journal of Business and Economic Perspectives*, 22(1), 97-106.
- Dunphy, S. (1996). The entrepreneurial grid. *Journal of Business & Entrepreneurship*, 8(2), 68-73.
- Dunphy, S. & Herbig, P. (1996). India and Japan: A longitudinal study on innovation and development 1850-1990, *Journal of Applied Management and Entrepreneurship*, 1(2), 104-119.
- Dunphy, S., Herbig, P., Palumbo, F. (1995). Structure and innovation. *Journal of Strategic Change*, 4, 137-154.
- Herbig, P. & Dunphy, S. (1995). Acceptance of innovation: The customer is the key. *Journal of High Technology Management Research*, 6(2), 193-209.
- Herbig, P., Golden, J., Dunphy, S. (1994). The relationship of structure to entrepreneurial and innovative success. *Marketing Intelligence & Planning*, 12(9), 30-37.
- Dunphy, S. & Herbig, P. (1994). Comparison of innovative capabilities among the Anglo-American countries: The case for structural influences on innovation. *Management Decision*, 32(8), 50-57.
- Dunphy, S., Herbig, P., Palumbo, F. (1994). A longitudinal study of the United Kingdom 1500-1900: The rise and fall of innovative leadership. *Management Decision*, 32(9), 50-61.
- Dunphy, S. (1993). An ethnographic study comparing the nature of managerial work to the nature of entrepreneurial work. *Journal of Business & Entrepreneurship*, 5(2), 63-71.
- Dunphy, S. (1990, July). Entrepreneurs and intrapreneurs: Why one is not the other and the other does not exist. *Journal of Business & Entrepreneurship*, 2(1), 22-29.

Book Chapter:

- Hussey, D., (Ed.). (1997). *The innovation challenge*. (Chapter 9: Structure and Innovation by Dunphy, S., Herbig, P., & Palumbo, F.), New York, New York: John Wiley & Sons.

PROFESSIONAL ACTIVITIES

Grant Recipient:

2015-2016 recipient of a \$25,000 Gateway grant sponsored by Indiana University's Office of Online education for the purpose of leading a team of scholars in the development and implementation of the online course: "W:100, Introduction to Business Administration."

2018 recipient of a \$2000 CISTL Research Fellowship.

Chair, Management Education Division:

2012-present, American Society of Business and Behavioral Professionals, Annual meeting held in Las Vegas, Nevada.

2001 Annual Meeting of the Academy of Management, The Mary Parker Follett Symposium. Washington, D.C.

2000 Annual Meeting of the Academy of Management, The Chester Barnard Symposium. Toronto, Canada. August 6-11.

Panelist:

1999, Sixth Annual Meeting, American Society of Business and Behavioral Sciences, Las Vegas, Nevada. February 18-23.

Discussant:

1999, Sixth Annual Meeting, American Society of Business and Behavioral Sciences, Las Vegas, Nevada. February 18-23.

PROFESSIONAL RECOGNITIONS**Certifications:**

2015: Quality Matters- APPQMR Certification

Awards:

2016: Best Track Presentation Award, "Using Comic Art to Illustrate Various and Nefarious Business Practices," Academy of Business and Retail Management Conference, New York, New York.

2015: Indiana University Northwest School of Business & Economics Award for Innovation In Teaching.

2009: Best Paper Award, "Management goes to the movies." ASBBS Conference, Las Vegas, Nevada

2009: Indiana University Northwest Trustees Teaching Award

2002: Leavey Award for Excellence in Private Enterprise Education

SERVICE CONTRIBUTIONS**Department and University Service:**

Chair, Indiana University Northwest Security Committee, 2009 – present.

Indiana University Northwest Human Subjects Committee, 2004 – 2011.

Indiana University Northwest Strategic Planning Committee, Recorder, 2003-present.

Indiana University Northwest Assessment Committee, 2007 – present.

Beta Gamma Sigma Club Advisor, Indiana University Northwest, 2008 – present.

Shippensburg University Undergraduate Research Awards Committee, 2002-present

Shippensburg University Scholarship Awards Committee, 2002-present.

Community Service:

2007- present. Editor, *Journal of Business and Behavioral Sciences*

REFERENCES

Dr. Sara Linton

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