

## CURRICULUM VITAE

Dr. Floyd S. Ormsbee, PhD

Assistant Professor

Clarkson University David D. Red School of Business Organizational Studies Unit

Clarkson University Beacon Institute for Rivers & Estuaries MSEM Program

### Office:

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## EDUCATION

- **Ph.D.**, Management (Organizational Behavior), Carleton University, Ottawa Ontario Canada  
September 2011
- **M.S.**, Management Systems, Clarkson University, Potsdam, New York  
May 1998
- **B.S.**, *Summa Cum Laude*, Business Economics, SUNY Potsdam, Potsdam, New York  
May 1997
- **A.A.S.**, Business Administration, SUNY Canton, Canton, New York  
May 1987
- **A.A.S.**, Banking, Insurance & Real Estate, SUNY Canton, Canton, New York  
December 1986

## AREAS OF SPECIALIZATION

- Organizational Behavior
- Negotiations/Conflict Resolution
- Change
- Strategic Management
- Australia (business travel classes)
- Workplace Generational Issues
- Employment Relationships
- Management

## ACADEMIC AND ADMINISTRATIVE EXPERIENCE

- *Associate Dean of Undergraduate Programs and Operations*, Clarkson University David D. Red School of Business (2020 to Present)
- *Assistant Professor*, Clarkson University David D. Red School of Business (2013 to Present)
- *Adjunct Assistant Professor*, Clarkson University Beacon Institute (2013 to Present)
- *Lecturer*, Clarkson University School of Business (2012 to 2013)
- *Instructor*, Clarkson University School of Business (2002 to 2012)
- *Adjunct Instructor*, Extended Studies Department, SUNY Potsdam (2011 to 2013)
- *Adjunct Instructor*, Business Administration Department, SUNY Potsdam (2009 to 2011)
- *Visiting Instructor*, School of Business and Public Service, SUNY Canton (2001 to 2002)

- *Curriculum development* for Financial Services Bachelor's degree program, School of Business and Public Service, SUNY Canton (2001 to 2002)
- *Adjunct Instructor*, Continuing Education Department, SUNY Potsdam (2001 to 2002)
- *Instructor*, Clarkson University Summer HEOP program (Summer Sessions 2001 to 2007)
- *Visiting Instructor*, Business and Economics Department, SUNY Potsdam (1999 to 2003)

## **COURSES TAUGHT**

- ***Organizational Behavior/Leadership/Human Resource Management***
  - Organizational Behavior (EM/OS/PY386/286 – Clarkson University)
  - Negotiations and Relationship Management (OS466/OS666/667 – Clarkson University undergraduate programs, Clarkson University graduate MBA and online MBA, and Beacon Institute for Rivers & Estuaries Engineering & Management Masters programs)
  - Organizational Behavior Business Concepts (SB570 – Clarkson University)
  - Change Management (OS657 – Clarkson University online MBA, and Beacon Institute for Rivers & Estuaries Engineering & Management Masters programs)
  - Special Topics in Human Resource Management (OS554 – Clarkson University)
  - Organizational Behavior and Ethics (MGMT310– SUNY Potsdam)
  - Leadership in Organizations (BUEC375 and MGMT420 – SUNY Potsdam)
  - Organizational Development (EMRE432 – SUNY Potsdam)
  - Change Processes (IT610 – SUNY Potsdam)
  - Conflict Resolution (IT609 – SUNY Potsdam)
  - Staff Development (IT601 – SUNY Potsdam)
- ***Management***
  - Strategic Management/Planning (OS610/611/681 – Clarkson University online MBA)
  - Operations Strategy & International Competitiveness (OM650 Clarkson University Beacon Institute for Rivers & Estuaries Engineering & Management Masters program)
  - Strategic & Global Management/Organization Policy and Strategy (OS432 – Clarkson University; BUEC451 and MGMT490 – SUNY Potsdam)
  - Introduction to Business and Economics (Clarkson University HEOP Program)
  - Principles of Management (BUEC350 – SUNY Potsdam; Special section of BUEC350 at Awkwasne Mohawk Reservation for Casino Managers – through SUNY Potsdam, 2002)
  - Business Organization and Management (BSAD100 SUNY Canton)
  - Management Communications (BSAD340 SUNY Canton)
- ***Global Business***
  - Global Experience (UNIV399/SB693 - Clarkson University School of Business Global Business Programs expatriate training and Australia in-country experiential course – undergraduate. MBA travel to Australia and combined Thailand/Australia trips)

## **COURSE AREAS OF INTEREST WITH DEVELOPMENT POTENTIAL**

- Advanced/Micro Organizational Behavior
- Organization Theory
- Conflict Resolution

## **GUEST/PROFESSIONAL SPEAKING ENGAGEMENTS**

- Half-day Seminar discussion on “Managing & Leading in a Municipal Environment” for industrial client – delivered through Loyalist College (Trenton, Ontario Canada)
- Conduct ongoing periodic seminars on intergenerational management issues for Loyalist College (Trenton, Ontario Canada) “Managing & Leading in a Municipal Environment” program
- Keynote speaker on negotiations for St. Lawrence Leadership Institute
- Keynote speaker on managing organizational change for St. Lawrence Leadership Institute
- Speaker for Reh Center for Entrepreneurship (Clarkson University) on generational issues for local business owners
- Keynote speaker on intergenerational management issues for New Brunswick ScotiaBank Regional Manager’s Meeting (St. Andrew’s By The Sea, New Brunswick Canada)
- Keynote speaker on intergenerational management issues for Nova Scotia ScotiaBank Regional Manager’s Meeting (Halifax, Nova Scotia Canada)
- Keynote speaker for annual meeting of the Northern New York Library System presenting on strategic planning
- Keynote speaker on professionalism in the workplace for Mount St. Vincent University Cooperative Education Symposium (Halifax, Nova Scotia Canada)
- Conducted roundtable discussions for consulting clients concerning generational issues and the employment relationship and marketing issues in an intergenerational marketplace
- Hosted webinar series for consulting client concerning generational issues in the workplace
- Keynote Speaker on professionalism in the workplace for Brockville Education and Employment Opportunity Center “PERCS” (Partners in Education Readiness and Certification for Students) program (Brockville, Ontario Canada)
- Keynote Speaker on intergenerational management issues for Brockville Ad and Sales Club (Brockville, Ontario Canada)
- Keynote Speaker on intergenerational management issues for Brockville Chapter of Human Resource Practitioner’s Association (Brockville, Ontario Canada)
- Keynote Speaker on intergenerational management issues for Cornwall Chapter of Human Resource Practitioner’s Association (Cornwall, Ontario Canada)
- Conference call presentation to mid-level managers concerning “Generation Y Workers” for the Kellogg Corporation
- Keynote Speaker on intergenerational management issues for Canadian Society of Association Executives Ottawa-Gatineau Chapter (Ottawa, Ontario Canada)
- Hosted webinar series titled “Hiring and Retention of the GenX Employee” with BizXcel, Inc.
- Guest presenter speaking on “Leadership Perspectives” and implemented consensus building exercise for participants, St. Lawrence Leadership Institute (Potsdam, New York)
- Seminar presentation on current college management instruction to high school business teachers for “Economics America”, SUNY Canton (Canton, New York)

## **PROFESSIONAL BUSINESS AND ADMINISTRATIVE EXPERIENCE**

- *Associate Dean of Undergraduate Programs and Operations*, Clarkson University David D. Reh School of Business (2020 to Present)
- Private Consultant and Professional Speaker, Genaffex Training and Consulting (Owner)
- Consultant and speaker for BizXcel, Inc. in Brockville, Ontario Canada (2007 to 2012)
- “Adjunct” Admissions Counselor as needed, Clarkson University
- Market research consulting for SUNY Potsdam Continuing Education Department (2001)
  - Procured data and synthesized information concerning program expansion
  - Produced report used by Provost’s office to decide on future of expansion project
- Assistant Director of Transfer and International Admission, Clarkson University (1999 to 2000)
  - Supervise support staff and student workers
  - Increased applications, deposits, and quality of incoming transfer students
  - Worked to enhance school relationships to ensure future supply of transfer students
- Assistant Director of Freshman Admission, Clarkson University (1998 to 1999)
  - Successfully marketed University’s programs in New Jersey/Long Island territory
  - Exceeded enrollment targets
- Insurance Agent/Broker (1987 to 2001)
  - Procured and installed new computer network
  - Increased sales and service
- Store Manager/Assistant Area Supervisor, Ultramar Petroleum (1984 to 1986)
  - Developed gas station location into convenience store while concurrently reducing employee turnover and increasing employee participation and morale
  - Managed sales and profitability to among the best in local territory

## **AWARDS**

- Clarkson University Distinguished Teaching Award (Clarkson University, 2020)
- Department Service Award (Clarkson University, 2016)
- Recipient of Ralph Janero Memorial Beta Gamma Sigma Teaching Award (2016)
- Invited to participate in “Last Lectures” program (Clarkson University, 2015 – by nomination from student body)
- “Respect” Award (Clarkson University, 2014)
- “Wall Street Journal Award for Academic Excellence” (1997)
- “Business Economics Departmental Scholar” (1997)
- Elected to ΦΚΦ, ΟΔΕ and ΟΨ Honor Societies (1997)

## **RESEARCH PROJECTS/WRITING**

### ***Peer Reviewed Journal***

- Duxbury L. & Ormsbee F. (2017) "Does studying the past help us understand the future? an examination of the expectations of Gen X knowledge workers". *International Journal of Human Resource Management*. (Published online)

### ***Peer Reviewed Journal (under review)***

- Ormsbee F. & Duxbury, L. (present) " You Can Lead a Horse to Water But You Can't Make Them Drink: Exploring the Promotion Decisions of High Potential Gen X Knowledge Workers" under review

### ***Dissertation***

- "The impact of formative work experiences on the psychological contract: The case of the Generation-X knowledge worker ". Case study of one of Canada's "Top 5 Premier Employers" and issues with GenX employees (2011)

### ***Guest Author***

- Guest author for BizXcel, Inc. bi-weekly e-newsletter (various times).

### ***Textbook Supplement Work***

- Authored various video cases, quiz bank items and online tools, served as proof reader and focus group participant for several text titles for McGraw-Hill and Cengage Learning
- Online content lead-development coordinator and author for 2 organizational behavior titles (1 revision, 1 new franchise title) and management title (revision) for McGraw-Hill Irwin

### ***Conference Paper***

- Co-authored "Leadership Behavior Effects on Organizational Climate and Outcomes in Small Organizations". Submitted to and accepted by blind peer review to the International Society for the Study of Work and Organizational Values conference, Istanbul, Turkey, July 1998

### ***Papers in progress***

- "Can the sins of the past be forgiven? The moderating role of current work experiences on the impact of previous work experiences on engagement and trust". Paper targeted for The International Journal of Human Resource Management. Study focuses on the impact of past and present work experiences on the outcomes of trust and engagement.
- "Is it worth the cost of the plane ticket? Differential negotiation and trust outcomes in face-to-face vs. online business interaction". Paper focuses on the incremental increases in trust and other outcomes in face-to-face negotiations as opposed to online interaction.
- "The Costs of Conflict Irresolution". Paper focuses on the direct and indirect human costs of organizational failures in resolving workplace conflict.
- "Experiential Travel Courses in Business – the case of the 'Global Studies Program' in the David Reh School of Business at Clarkson University". Paper focuses on the global requirements for business students at Clarkson University and the vehicle designed to meet that requirement for students unable to complete a semester abroad. With William MacKinnon.

## **ACADEMIC COMMUNITY INVOLVEMENT/SERVICE**

### ***Clarkson University Faculty Senate***

- Senator, David Reh School of Business Representative (2006 to 2020)
- Faculty Senate Vice-Chair (2014 to 2020) charged with staffing all Senate committees
- Senate Representative on Greek Recognition Review Panel (2015 to 2020)
- Excellence in Teaching Senate Subcommittee (2013-2016)

- Academic Integrity Committee Alternate (2018 to 2020)
- Academic Integrity Policy Review Committee

***Clarkson University School of Business Faculty Secretary***

- Elected to position of Faculty Secretary (2014 to 2020). Charged with record keeping of All-School meetings, announcing and arranging for monthly meetings, obtaining agenda items and publishing agenda and all supporting materials

***Clarkson University School of Business Graduate Policy Committee***

- Elected to position on CUSB GPC (2015-2016). Charged with review and recommendation for various policies and issues related to the CUSB graduate programs.

***Clarkson University David D. Reh School of Business Global Business Program Review Committee***

- Elected to 2-year position (2018-2020). Charged with reviewing proposed trip courses, and follow-up review of post trip outcomes.

***Clarkson University Beacon Institute Admissions Committee***

- Selected to serve on admissions committee (2018-2020). Charged with review and recommendation for various policies and issues related to the Beacon Institute MSEM (Master of Science in Engineering & Management) executive/graduate program.

***Clarkson University Outstanding High School Teacher Award Committee***

- Selected to serve on committee (2013 to present) to review student's nominations of their previous high school teachers for Outstanding High School Teacher Award presented at commencement each year.

***Clarkson University Graduate Business Programs Admissions Committee***

- Appointed to admissions committee for Clarkson University School of Business MBA and Online MBA programs (2011-2014; 2015-2016)
- Appointed to admissions committee for Clarkson University Beacon Institute graduate programs (2012-2014)

***Society for Human Resource Management (SHRM) Professional Organization***

- Faculty advisor, 2005-2016

***Clarkson University Global Business Programs***

- Sponsor annual faculty-led trip for undergraduate students to Australia (annually 2012 to present)
- Sponsored faculty-led trip for MBA students to Australia (2015)
- Co-sponsor annual faculty-led trip for MBA students to Thailand and Australia (annually 2016 to present)
- Procured business contacts; arranged housing, transportation and site visits

***PRJ Reviewer***

- Public Personnel Management - serve as subject area peer reviewer (2019 to present)
- Societies – serve as subject area peer reviewer (2018 to present)

- Social Sciences - serve as subject area peer reviewer (2018 to present)
- Behavioral Sciences - serve as subject area peer reviewer (2018 to present)
- IJHRM (International Journal of Human Resource Management) - serve as subject area peer reviewer (2016 to present)
- Journal of International & Interdisciplinary Business Research - serve as subject area peer reviewer (2016 to present)
- Sustainability - serve as subject area peer reviewer (2015 to present)

### ***Conference Reviewer***

- ASAC (Administrative Science Association of Canada) - serve as subject area peer reviewer (2008 to present)
- IBAM (Institute of Behavioral and Applied Management) - serve as subject area peer reviewer (2014 to present)
- USR (University Social Responsibility Summit) - served as subject area peer reviewer (2014 to 2017)

### ***Clarkson University Inspirational High School Educators Selection Committee***

- Serve on annual committee to review applications and select award winners

### ***ΦΚΦ (Phi Kappa Phi) Honor Society***

- Chapter President (faculty), Clarkson University (2018 to present)
- Chapter Treasurer (faculty), Clarkson University (2014 to 2018)
- Selected for induction as student member, SUNY Potsdam (1997)

### ***ΒΓΣ (Beta Gamma Sigma) Professional Fraternity***

- Invited to join chapter in 2019.

### ***ΑΚΨ (Alpha Kappa Psi) Professional Fraternity***

- Invited to join and participate in advising chapter in 2004.
- Faculty advisor, 2005-2006

### ***ΟΔΕ (Omicron Delta Epsilon) Economics Honor Society***

- Participated in annual induction ceremony (2014 to present)

### ***ΟΔΚ (Omicron Delta Kappa) National Leadership Honorary***

- Invited to participate in exploratory committee concerning campus chapter foundation.
- Charter faculty advisor and membership induction at SUNY Potsdam (2001)

### ***Presidential Scholar Advisory Committee***

- Invited to participate on Presidential Scholar Student Advisory Committee.

### ***SUNY Canton Business Department Advisory Committee***

- Served on SUNY Canton’s Business Department Advisory Committee.

### ***Classroom Guest Activity***

- Serve as host instructor for visiting prospective students at Clarkson.
- Requested by SUNY Potsdam Admission office to host high school senior honor students in class as part of their campus visit.

### ***Internship Experience Administration Activity***

- Member of SUNY Potsdam Internship Advisory Committee (2002)
- Administered/sponsored student internship experiences (2001-2011 – SUNY Potsdam).
- Administered/sponsored student internship experience (2003-2005 – Clarkson University).

### **WORKSHOP/TRAINING ATTENDANCE**

#### ***“Quality Matters” Training Course – Clarkson University, January 2018***

- Completed 2-week workshop on development of online courses.

#### ***“Win-Win Negotiations” Training Seminar – Boston, Mass., March 2007***

- Attended 2-day seminar by Baker Communication on integrative negotiations

#### ***Attended the following SUNY Potsdam campus workshops:***

- Online teaching and pedagogy/course development
- General Education Designation workshop
- Student Advising workshop

### **COMMUNITY INVOLVEMENT/SERVICE**

#### ***Village of Heuvelton Zoning Board of Appeals***

- Appointed to office 2004 to 2007

#### ***Knights of Columbus, Heuvelton Council #12958***

- Successfully oversaw recruitment of 35 members with goal of pursuing Charter for Council in Heuvelton, NY.
- Served as founding “Deputy Grand Knight” for 3 initial years of Council existence

#### ***Finance Committee, St. Raphael’s Parish, Heuvelton, NY***

- Served on Finance Committee (2002-2003)

#### ***Heuvelton Lion’s Club***

- Held local offices of Director, Treasurer, 3rd, 2nd, and 1st Vice President, and President.
- Held seat on District Cabinet.
- Was the youngest member elected to a leadership office in 25-year history of the club.
- Received numerous awards including “Outstanding Service” awards and “Lion of the Year”.