

Michael A. Sheppeck Ph.D.
Curriculum Vitae

Associate Professor
University of St. Thomas
Management Department
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Education

PhD, University of South Florida, 1977.
Industrial/Organizational Psychology

MA, Western Washington University, 1975.
General Psychology, Statistics

BA, Slippery Rock University, 1973.
Psychology

Academic Work Experience

Associate Professor, University of St. Thomas. (August 1996 - Present).

Assistant Dean, Division of Executive and Professional Development Organization: College of Business, University of St. Thomas. (June 2004 - August 2007).

Invited Lecturer, University of the West Indies - Mona School of Business. (June 2005).

Assistant Professor, University of St. Thomas. (September 1991 - July 1996).

Adjunct Instructor, College of St. Thomas. (February 1985 - August 1991).

Adjunct Instructor, College of St. Thomas. (September 1980 - December 1983).

Adjunct Instructor, Wayne State University. (September 1978 - December 1978).

Adjunct Instructor, University of South Florida. (September 1976 - June 1977).

Courses Taught

Undergraduate

BUSN 201, Ethics & Practice: Foundation of Business

MGMT 305, Management and Organizational Behavior

MGMT 360, Organization and Employee Development

MGMT 362, Attract and Reward Talent

MGMT 380, Organizational Change and Development

MGMT 420, Performance Assessment, Development and Career Management

MGMT 460, Human Resource Strategy

Graduate

MGMT 600, Management of Organization Behavior

MGMT 610, Human Resource Management

MGMT 611, Human Resource Planning and Staffing

MGMT 613, Employee Performance and Development

MGMT 746, Leading Strategic Change and Human Capital Investment

MGMT 747, Human Capital Management

MGMT 791, Human Resource Strategy

Peer Reviewed Publications

Sheppeck, M., and Militello, J. (2018). A case of organization expertise: An ideal-types organization typology that predicts market performance. *Journal of Business and Behavioral Sciences*, fall edition.

Sheppeck, M. and Militello, J. (2014). An exploratory study of organization design configurations in health care delivery organizations. *Journal of Health and Human Services Administration*, 37(1): 2-33.

Militello, J. F., Sailors, J. J., Sheppeck, M. A. (2010). The Equifinality of Success the Operational Excellence Market Discipline. *Journal of Business and Behavioral Sciences*, 22(1), 2-24.

Militello, J. F., Sheppeck, M. A. (2008). Strategic Focus/Core Assets Relational Analysis: Aligning the Firm for Competitive Advantage. *Journal of Business and Behavioral Sciences*, 16(3).

Sheppeck, M. A., Militello, J. F. (2008). The Mediating Effect of Strategic Processes in Affecting firm Market Performance. *Journal of Business and Behavioral Sciences*, 19(2), 180-198.

Militello, J. F., Sheppeck, M. A. (2007). Determining organizational alignment: A research model. *Journal of Business and Behavioral Sciences*, 15(1), 128-143.

Ramlall, S. J., Sheppeck, M. A. (2007). Educating Highly Competent & Principled HR Professionals in the 21st Century. *International Journal of Human Resource Development & Management*, 7(3/4), 215-226.

Ramlall, S. J., Shepeck, M. A. (2006). Increasing the Relevance of Graduate HR Education. *Human Resource Planning Journal (HR)*, 29(2), 6-11.

Militello, J. F., Shepeck, M. (2003). Making the Right Match: Finding a Consulting Style that Fits Your Firm. *Journal of Business and Economic Research*, 1(10).

Shepeck, M. A. (2000). Strategic HR configurations and organizational performance. *Human Resource Management*, 39(1), 5-16.

Peer Reviewed Presentations

Shepeck, M., and Militello, J. "A Case of Organization Expertise: An Ideal-Types Organization Typology That Predicts Market Performance," American Society for Business and Behavioral Sciences Annual Conference, Las Vegas, NV (March 2018).

Shepeck, M., and Militello, J. "Aligning Strategic Focus with Talent Management," MGMA Conference, San Francisco, CA (November 1, 2016).

Owens, E. L., Shepeck, M. A., "Dimensions for Project Success Enabled by the Sponsor / P3M Relationship," Project Management Institute Conference, Washington, District of Columbia. (July 2010).

Shepeck, M. A., Militello, J., "Mediating Effect of Strategic Processes in Affecting Firm Market Performance," American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada. (February 2009).

Shepeck, M. A., Militello, J. F., Sailors, J. J., "Research Findings That Challenge Current Alignment Models," American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada. (February 2009).

Shepeck, M. A., Militello, J. F., "Organizational Configurations and Firm Performance: A Research Model," Academy of Management, Philadelphia, Pennsylvania. (2007).

Shepeck, M. A., Militello, J., "Strategic Focus/Core Assets Relational Analysis: Aligning the Firm for Competitive Advantage," American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada. (February 2007).

Militello, J. F., Shepeck, M. A., "'Strategic Alignment: Health Care Configurations'," American Society of Business & Behavioral Sciences Conference, Las Vegas, NV. (2007).

Shepeck, M. A., Ramlall, S., "Educating highly competent and principled HR professionals in the 21st century," Southern Management Association, Clearwater Beach, Florida. (October 2006).

Militello, J. F., Sheppeck, M., "Determining Organizational Alignment: A Research Model," American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada. (February 2006).

Sheppeck, M. A., Militello, J. F., "'Configurations and Organization Performance: A Model and Case Study'," European Applied Business Research Conference, Venice, Italy. (2005).

Militello, J. F., Sheppeck, M., "Organizational Alignment and Competitive Advantage: a Model and Research Report," American Society of Business and Behavioral Sciences Conference, Edinburgh, Scotland. (June 2004).

Sheppeck, M. A., Militello, J., "HR practice configurations," International Applied Business Research Conference, Acapulco, Mexico. (March 2003).

Sheppeck, M. A., Militello, J., "Re-thinking the SWOT analysis: Testing an analytical framework for competitive advantage," International Applied Business Research Conference, Acapulco, Mexico. (March 2003).

Militello, J. F., Sheppeck, M., "Configuration Models and Case Studies," International Applied Research Conference, Venice, Italy. (2003).

Sheppeck, M. A., Militello, J., "Making the right match: Finding the consulting style that fits your firm," International Business & Economics Research Conference, Las Vegas, Nevada. (October 2002).

Non-Peer Reviewed Presentations

Sheppeck, M. A., "Project Management Essentials to Successfully Run or Rescue Your Projects," Minnesota Government Information Technology Symposium, Saint Paul, MN. (December 6, 2011).

Sheppeck, M. A., Jones, D., "Improving project performance: Keeping projects healthy," Minnesota Government Information Technology Symposium,, St. Paul, MN. (December 7, 2010).

Sheppeck, M. A., "Manager development over time," Minnesota Medical Group Management, Saint Paul, MN. (March 2010).

Sheppeck, M.A. "Organization and workforce strategy," SHRM Regional HR Games conference, Minneapolis, MN. (March 27, 2009).

Magazine/Trade Publication

Militello, J. F., Sheppeck, M. A. (2012). The Affordable Care Act Passed. Now What? *B. Magazine*.

Sponsored Research

Sheppeck, Michael A, "Healthcare Execution Curriculum Development Phase 1a," Sponsored by Agency for Healthcare Research and Quality (US Government). (2010 - 2011).

Memberships

Society for Human Resource Management

Society for Industrial/Organizational Psychology

Consulting

Proto Labs, Inc. (2017-2018). Development of an internal communications Manual and protocol for all managers at all locations.

Seagate Technologies (2017): Assessment and career training for engineers and technicians.

J&B Group (No Name Steaks) (2016-Present): High talent management assessment and training.

Northwood Children's Services (2013-2016): Selection and high talent management.

Palm Beach Community College (2013): Organization development and redesign of performance appraisal system.

GPRE - Green Plains Renewal Energy, Omaha, NE (2008-2012): Organization development

Starbucks Corporate (2007-2010): Culture and organization design of high performing stores.

Beckman-Coulter, Inc, Chaska, MN (March 2011- May 2011): Training

Bonestroo, Inc. (2009-2010): Organization development

Episcopal Homes Management (2009): Organization development-strategic alignment consulting

First Data (2008): Employee attitude surveying

Micron, Boise, ID (2008): Employee attitude surveying

Non-Academic Work Experience

Director, Organization Development Department, Honeywell Inc., Corporate Headquarters. (January 1987 - August 1991).

Manager, Systems & Planning Department, Honeywell Inc., Corporate Headquarters. (December 1985 - December 1986).

Senior Human Resource Development Specialist, Honeywell Inc., Corporate Headquarters. (January 1985 - November 1985).

Project Director, Assessment Designs Inc. (now a part of Wilson Learning). (March 1984 - December 1984).

Manager, Human Resources Research Department, Honeywell Inc., Corporate Headquarters. (March 1980 - February 1984).

Human Resource Specialist, Honeywell Inc., Aerospace Division. (January 1979 - February 1980).

Manager, Personnel Research & Planning Department, National Bank of Detroit. (August 1977 - December 1978).