

## Curriculum Vitae



### **Teresa J. Rothausen**

Susan E. Heckler Endowed Chair  
in Principled Leadership  
Professor of Management  
University John Ireland Scholar

Opus College of Business  
University of St. Thomas (UST), Minnesota  
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## **Creating Spaces and Fostering Practices for Wiser Leadership**

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(2-page Bio, Full Service List, and References available on request)

## RESEARCH INTERESTS

- Leader Development
  - Wiser leadership
  - Stages and levels of human development in leadership
  - Wiser leader development practices that access holistic wisdom, including spiritual, aesthetic, wilderness/nature, and relational
- Purposeful Work in Organizations
  - Meaning-based job-related well-being
  - Purpose, identity, and development at work
  - Well-being, job satisfaction, engagement, and retention in organizations
  - Systems and philosophies that build well-being, meaning, interaction, social justice, inclusion, and engagement in organizations
- Inclusion and diversity at intersections of person, family, organizations, and society
  - Gender and diversity in organizations, especially masculinity and whiteness
  - Worldview, spirituality, and religion at work
  - Inter-religious and interfaith leadership
  - The impact and meaning of work for family, life, and community
  - Dependency and dependent care in organizations

## TEACHING INTERESTS

- Leadership / Leader development
- Gender, race, religion and other diversity in organizations
- Career, calling, and vocation and work in life (work-family, work-life)
- People management in organizations
- Spirituality in work and work organizations



## EDUCATION AND PROFESSIONAL CERTIFICATION

M.A. candidate, St. Catherine University, expected 2020. *Theology and Spirituality*.  
School of Humanities, Arts, and Sciences.  
Post-graduate certificate in *Spiritual Direction*.

Special Student Masters-Level Program, Harvard University, 2018-2019.  
Harvard Divinity School, studying *Interfaith Spirituality in Leadership, and  
Spiritual Development Inclusive of Feminine Expression*.

Ph.D., University of Minnesota, 1994. *Human Resources and Industrial Relations*.  
School of Management.  
Emphases: *Organizational Behavior and Staffing, Training, and Development*.

Dissertation topic: *Expanding the boundaries of job satisfaction.*

B.A., St. Olaf College, 1986. *Economics, Magna Cum Laude.*  
Phi Beta Kappa, Departmental Distinction.  
Including semester at Cambridge University, Cambridge, U.K.

C.P.A., State of Minnesota, 1986. *Certified Public Accountant.*  
Passed all four parts of the C.P.A. exam on first attempt.

*Diversity and Inclusion* Instructor; Trainer and Train-the-Trainer Programs;  
(Inter)National MultiCultural Institute, Washington D.C., 2002.



On a panel on  
Inclusive  
Leadership  
(middle) in 2014

## PROFESSIONAL HISTORY

University of St. Thomas, Minneapolis, Minnesota—Current  
Fellow, Center for Ethical Organizations, 2017-present.  
Susan E. Heckler Endowed Chair in Principled Leadership, Opus College of  
Business, 2011-present.  
John Ireland Scholar, Awarded for Outstanding Achievement as a Teacher-  
Scholar, University of St. Thomas, 2011-present.  
Professor, Management Department, Opus College of Business, 2007-present.

WISeR Leadership and Spiritual Direction Coaching and Ministry, 2018.

Leader Development, Inclusion, and Purposeful Leadership Consultant, 1991-2017.

University of St. Thomas, Minneapolis, Minnesota—Past Positions  
Inaugural Research Fellow, Family Business Center, Opus College of Business,  
2011.  
Associate Professor, Management Department, Opus College of Business, 2001-  
2007.  
Founding Director, Full-time UST MBA program, Opus College of Business,  
2002-2005.  
Research Fellow, Center for Ethical Business Cultures, 2000-2001.

Assistant Professor, MBA Programs, Graduate School of Business, 1998-2001.

Texas A&M University, Mays College and Graduate School of Business, College Station, Texas; Assistant Professor, Department of Management, 1994-1998.

University of Minnesota, Carlson School of Management, Minneapolis, Minnesota; Visiting Associate Professor, Human Resources and Industrial Relations (HRIR) Department, 2001-2002.

Other adjunct positions at the University of Minnesota and St. Olaf College, 1990-1994 and 1999-2001.

Consultant and Manager, Hennepin County Medical Center, City of Northfield, and Rothausen Consulting, 1988-1991.

Senior Auditor, Auditor, and Tax Intern, Arthur Andersen & Co., 1986-1988.

## **SCHOLARSHIP & PROFESSIONAL PRACTICE**

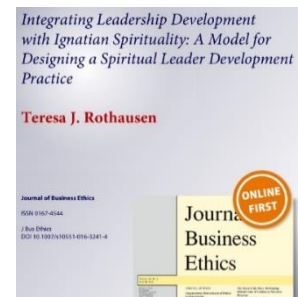
### **RESEARCH PUBLICATIONS: JOURNAL ARTICLES AND ACADEMIC CHAPTERS**

Rothausen, T.J. & Henderson, K.E. (in press). Meaning-Based Job-Related Well-being: Exploring a Meaningful Work Conceptualizations of Job Satisfaction. *Journal of Business and Psychology*.

Rothausen, T.J. (2017). Integrating Leadership Development with Ignatian Spirituality: A Model for Designing a Spiritual Leader Development Practice. *Journal of Business Ethics*, 145(4), 811-829.

Rothausen, T.J., Henderson, K.E., Arnold, J.K., & Malshe, A. (2017). Should I stay or should I go? Identity and well-being in sensemaking about retention and turnover. *Journal of Management*, 43(7), 2357-2385.

Rothausen, T.J. (2016). Understanding Deep, Socially Embedded Human Motivations and Aspirations for Work from Whole Person and Interdisciplinary Perspectives. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(4): 735-739.



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Should I Stay or Should I Go? Identity and Well-Being in Sensemaking About Retention and Turnover

Teresa J. Rothausen  
Kevin E. Henderson  
James K. Arnold  
Avinash Malshe  
University of St. Thomas

*Explanations of turnover from extant management research focus on the what (content) and how (process) of turnover. This study engages a sensemaking framework to explore the why (meaning) for employees of quitting or staying at an employing organization, in order to add a new layer to our understanding of retention and turnover. Analysis of data from in-depth interviews with leavers and stayers, both post hoc and in situ, using grounded theory methods, reveals identity and well-being assessment sensemaking cycles, which occur periodically or when threat to core elements of identity and well-being across life domains is perceived. Core elements of identity and well-being include purpose, trajectory, relatedness, expression, acceptance, and differentiation. Perceived threat to identity and well-being across life domains leads to varying levels of psychophysiological strain, coping with threat and strain, and reassessment, often in escalating cycles resulting in turnover and continuing into new jobs. Lack of threat to, or facilitation of, identity and well-being, and successful coping result in retention. Overall, these findings suggest that from the perspective of the actors "being retained" or "turning over," these phenomena are part of a deeply felt quest for positive, congruent identity and*

- Rothausen, T.J. (2016). Organizational dependent care support. In T.D. Allen & L.T. Eby (Eds.) *The Oxford Handbook of Work and Family* (pp. 271-285). New York: Oxford University Press.
- Rothausen, T.J. & Bazarko, D.M. (2015). Business education for nurse leaders: A case study of leadership development in a vital, highly gendered industry. In P.M Flynn, K. Haynes, & M. Kilgour (Eds.) *Integrating Gender Equality into Management Education: Lessons Learned and Challenges Remaining* (pp. 122-139). Sheffield UK: UNPRME/Greenleaf.
- Rothausen, T.J. (2011). Unpacking work-family: Core overarching but under-identified issues. Commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 379-384.
- Rothausen, T.J. & Sorenson, R.L. (2011). Leveraging family member capacity for the business and the family. In R.L. Sorenson (Ed.), *Family Business and Social Capital* (pp. 155-169). Cheltenham UK: Edward Elgar Publishing.
- Rothausen, T.J. (2009). Management work-family research and work-family fit: Implications for building family capital in family business. *Family Business Review*, 22, 220-234. (see award section for recognition of this article)
- Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2009). Are all the parts there everywhere? Facet job satisfaction in the United States and the Philippines. *Asia Pacific Journal of Management*, 26, 681-700.
- Rothausen, T.J. (2007). Making the impact of gender on business leadership visible: A tool for use in organizations and education. *Leadership Review*, 7, 93-110.
- Rothausen, T.J., Marler, J.H., and Wright, P.M. (2005). Research productivity, gender, family, and tenure in organization science careers. *Sex Roles: A Journal of Research*, 53, 727-738.
- Rothausen, T.J. (2004). Gender: Work-family ideologies and roles. *Organization Management Journal*, 1, 55-60.
- Power, S.J. & Rothausen, T.J. (2003). The work-oriented midcareer development model: An extension of Super's maintenance stage. *The Counseling Psychologist*, 31, 157-197. (see award section for recognition of this article).
- Rothausen, T.J. (1999). "Family" in organizational research: A review and comparison of definitions and measures. *Journal of Organizational Behavior*, 20, 817-836. . (see award section for recognition of this article).
- Rothausen, T.J., Gonzalez, J.A., Clarke, N.E., & O'Dell, L.L. (1998). Family-friendly backlash - fact or fiction?: The case of organizations' on-site child care centers.

*Personnel Psychology*, 51, 685-706.

Ostroff, C. & Rothausen, T.J. (1997). The moderating effect of tenure in person-environment fit: A field study. *Journal of Occupational and Organizational Psychology*, 70, 173-188.

Ostroff, C. & Rothausen, T.J. (1997). Selection and Job Matching. In D. Lewin, D.J.B. Mitchell, & M.A. Zaidi, (Eds), *The Human Resource Management Handbook* (Part III, pp. 3-51). Greenwich, Connecticut: JAI Press.

Rothausen, T.J. (1994). Job satisfaction and the parent worker: The role of flexibility and rewards. *Journal of Vocational Behavior*, 44, 317-336.

Rothausen, T.J. (1994). *Expanding the boundaries of job satisfaction: The effects of job facets, life satisfaction and family situation*. Dissertation, University of Minnesota. Advisor: Paul R. Sackett.

#### **CURRENT MANUSCRIPTS: BOOKS, RESEARCH, AND OTHER ARTICLES**

Rothausen, T.J. (2018). *Integration of Relational Leadership in a Women's Leadership Development Organization: A Case Study*. Working Paper, University of St. Thomas. Under review at *Human Relations*, special issue on Relational Leadership. Submitted June 15, 2018.

Rothausen, T.J. (2018). *Interfaith Ignatian Guidelines for Discernment: Timeless Wisdom for 21<sup>st</sup> Century Spiritual Direction and Leadership*. Working Paper, University of St. Thomas.

Rothausen, T.J. (2018). *Wiser Leadership: Developing the Soul-Centered, World-Generative Leaders We Need Now*. Partial manuscript and book proposal draft.

Rothausen, T.J. (2018). *A Model for Developing Wiser Leadership*. Working Paper, University of St. Thomas.

Rothausen, T.J. (2018). *The Feminine Leadership Archetype of Mary and her Magnificat for Women in Business*. Working Paper, University of St. Thomas.

Rothausen, T.J. (2017). *Priestess, Warrior, Mother, Healer, Queen: Using Jungian Insights to Understand Visible and Invisible Feminine Leadership Archetypes*. Working Paper, in development.

Ostroff, C. & Rothausen, T.J. (2016). *Racial Diversity in Young Adult Networks: Differential Implications for Well-being in Learning Environments for People of Color and White People*. Manuscript being edited based on feedback.

## PUBLICATIONS: ENCYCLOPEDIA, PRACTITIONER, AND TEACHING ARTICLES

- Rothausen, T.J. Business advice column. Business Section, *Minneapolis Star Tribune*. Most recent column appearing December 18, 2017 (in addition to 19 other columns starting in 2004).
- Rothausen, T.J. & Christenson, S.M. (2014). Leadership. In C. Cooper (Ed.) *Wiley Encyclopedia of Management, 3<sup>rd</sup> edition, Volume 2—Business Ethics* (pp. 271-277). London: Wiley Blackwell.
- Rothausen, T.J. (2014). We Need a New Ecosystem. Invited contribution to *Diversity Executive Magazine*.
- Rothausen, T.J. (2012). Bottom Line: Health Care and the Cost of Employee Retention. *B. Magazine*, spring, p. 17.
- Rothausen, T.J. & Ekelund, B.Z. (2008). MBTI and DI: Comparison of two psychological type measures for use in management education settings. In Ekelund, B.Z, and Langvik, E (Eds.), *Diversity Icebreaker: How to Manage Diversity Processes* (pp. 63-77). Oslo: Human Factors Publishing.
- Rothausen, T.J. (2007). Retention 2010. *B. Magazine*, fall, pp. 14-17. Note this article was also reprinted on the “Community Voices” page at MinnPost.com for its Thursday, January 10, 2008 edition.
- Rothausen, T.J. (2007). Exploring sex and gender roles. In S. Sweet, M. Pitts-Catsouphes, J. Mumm, J. Casey, and C. Matz, Eds. *Teaching Work and Family: Strategies, Activities, and Syllabi*. Washington DC: American Sociological Association, p. 231.
- Rothausen, T.J. (2005). Family Diversity. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2005). Exploring sex and gender roles: A suggested work and family class activity. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2005). Gender: Work-family ideologies and roles. In Pitt-Catsouphes, M. and Kossek, E. (Eds.) *Resources for Teaching: Work and Family Encyclopedia Website*. Boston: Sloan Work and Family Research Network.
- Rothausen, T.J. (2000). Is your business family friendly? *Ventures Magazine*. July, 10-11.

Rothausen, T.J. and Seitel, S. (2000). Researchers bemoan poverty of care. *Work and Family Trend Report*, April.

Rothausen, T.J. (1998). Family-friendly programs. In Bankston, C.L. III, Ed., *Encyclopedia of Family Life*. Pasadena, CA: Salem Press.

## **INVENTORIES AND MEASURES**

Rothausen, T.J. (2018). Meaning-Based Job-Related Well-Being (MJW).

Rothausen, T.J. (2000). Responsibility for Dependents (RFD) Measure.

## **WORK IN PROGRESS AND ON HOLD**

Rothausen, T.J. & Skirry, J. *Everything (Really) Old is New Again: An Ancient Philosophy Approach to Leader Development*. Manuscript in development.

Rothausen, T.J. *Ends Matter: Mindfulness, Buddhism, Spiritual and Health Practices, and Religion at Work*. Manuscript being edited based on feedback.

Rothausen, T.J. *What Makes Jobs Meaningful? An Exploration of Jobs' Contributions to Human Thriving*. Manuscript in development.

Rothausen, T.J., DeV Vaughn, M.L., Sailors, J.J., & Puto, C.P. *Full-time MBA student satisfaction: An exploratory facet model*. Manuscript in development.

## **PAPER PRESENTATIONS SINCE 2000: COMPETITIVE SUBMISSIONS**

Rothausen, T.J. (2018). The implications of Mary and her *Magnificat* for Women in Leadership Today. Presentation at the 6<sup>th</sup> International Colloquium on Christian Humanism in Economics and Business and 10<sup>th</sup> International Conference on Catholic Social Thought and Business Education; Conference on Building Institutions for the Common Good: The Purpose and Practice of Business in an Inclusive Economy, University of St. Thomas, St. Paul-Minneapolis, Minnesota, June 21-23, 2018.

Rothausen, T.J. (2018). An ancient gift to women today, cloaked to survive the patriarchy: Mary and her *Magnificat*. Upper Midwest American Association of Religion and Society of Biblical Literature annual conference, University of St. Thomas, St. Paul-Minneapolis, April 14, 2018.

Rothausen, T.J. (2018) The above paper was also presented at an award ceremony on April 18, 2018; it was nominated for, and won, the Abigail Quigley McCarthy Center for Women 2017-2018 Annual Award for Research and Creative Work at St. Catherine University, graduate student division.



- Rothausen, T.J. (2016). A case study of intentional integration of the archetypical feminine in a leader development organization: Successes and challenges. Paper presented at Closing the Gender Gap: Advancing Leadership and Organizations; Inaugural Leadership Excellence and Gender Symposium, Krannert School of Management, Purdue University, West Lafayette IN, March 28-30.  
Abstract published DOI: 10.5703/1288284316086
- Rothausen, T.J. (2015). Enhancing Business Leader Development through Ignatius's Spiritual Practices. Presented at the 4<sup>th</sup> International Colloquium on Christian Humanism in Economics and Business; Conference on Christian Ethics and Spirituality in Leading Business, IESE, Barcelona, April.
- Rothausen, T.J. & Christenson, S.M. (2013). Meaning-based job-related well-being: Related but separate from job satisfaction. Presented at the annual meeting of SIOP, Houston, April.
- Rothausen, T.J., Larson, A.M., & Christenson, S.M. (2012). Expanding "desirability" of turnover: Hedonic and eudaimonic job satisfactions and well-being. Presented at the annual meeting of the Academy of Management, Boston, August.
- Rothausen, T.J. (2012). Whole job satisfaction as job-specific wellbeing. Presented at the annual meeting of the American Psychological Association (APA), Orlando, August.
- Rothausen, T.J., Malshe, A., & Arnold, J.K. (2012). Emotional and physical strain and identity cycles in voluntary turnover. Presented at the annual meeting of SIOP, San Diego, April. (see award section for recognition of this manuscript).
- Rothausen, T.J. & Bazarko, D.M. (2012). Interacting industry and professional contexts: A case of nurse leader development. Presented as part of the symposium, "Understanding and Leveraging Context in Leader Development," at the annual meeting of SIOP, San Diego, April. Note: This paper session was identified as eligible for certification credit for the Human Resource Certification Institute (HRCI).
- Rothausen, T.J. (2011). A meso-level mnemonic framework for teaching and practicing leadership and leader development. Presented at the annual meeting of the Academy of Management, San Antonio, August.
- Rothausen, T.J., Malshe, A., & Arnold, J.K. (2010). The work and life iterative assessment model: A content and process model of turnover. Presented at the annual meeting of the Academy of Management, Montreal, August.
- Rothausen, T.J., DeV Vaughn, M.L., Sailors, J.J., & Puto, C.P. (2010). A facet model of full-time MBA student satisfaction: Program elements and outcomes. Presented at the annual meeting of the Academy of Management, Montreal, August. (see

award section for recognition of this manuscript).

- Rothausen, T.J. & Sorenson, R.L. (2009). Leveraging Family Member Capacity in Family Businesses. Presented at the Second Annual Family Capital, Family Business, and the Free Enterprise System Conference, University of St. Thomas Center for Family Business, Minneapolis, October.
- Rothausen, T.J. & Gonzalez, J.A. (2009). Are All The Parts There For Those Who Care? Facet Job Satisfaction and Caring Values. Presented at the annual meeting of SIOP, New Orleans, April.
- Rothausen, T.J. & Ekelund, B.Z. (2009). Construct Validity and Comparison of Two Psychological Type Models. Presented at the annual meeting of SIOP, New Orleans, April.
- Rothausen, T.J. (2008). Work-Family Research in Management: Implications for Family Members in Family Businesses. Accepted for presentation at the Inaugural Family Capital, Family Business, and the Free Enterprise System Conference, University of St. Thomas Center for Family Business, Minneapolis, September.
- Rothausen, T.J. (2008). Causes of turnover related to diversity and family demands. Presented at the annual meeting of SIOP, San Francisco, April.
- Rothausen, T.J., Gonzalez, J.A., and Griffin, A.E.C. (2006). Facet and Global Job Satisfaction and Intention to Quit: The Moderating Effects of National Culture and Economic Factors. Presented at the Academy of International Business (AIB) Annual Conference, Beijing, June.
- Rothausen, T.J. (2005). Why Good People Leave Good Companies in the Twenty-First Century: It's All About Careers and Organizations. Presented at The Center for Human Resources Careers Conference at the Wharton School of the University of Pennsylvania, Philadelphia, June.
- Rothausen, T.J., Marler, J.H., & Wright, P.M. (2003). Research productivity, gender, family, and tenure in organization science careers. Presented at the annual meeting of the Academy of Management, Seattle, August.
- Rothausen, T.J. (2003). Family diversity. Presented at the Fifth Annual Work-Family Academic Conference (WFAC) sponsored by the Business and Professional Women's Foundation, the Center for Families at Purdue University, and the Alfred P. Sloan Foundation, Orlando, February.
- Power, S.J. & Rothausen, T.J. (2002). A work and life oriented career development model for the new economy. Presented at the annual meeting of SIOP, Toronto, April.

- Rothausen, T.J. (2002). Work-family fit: A social-systems perspective on work-family. Presented at the annual meeting of SIOP, Toronto, April.
- Rothausen, T.J. (2002). Developing a model of successful work-family fit. Presented at the Fourth Annual WFAC, San Francisco, February.
- Rothausen, T.J. (2000). Conceptualizing work-family and work-life issues: What can the nonprofit sector learn from business? Accepted for presentation in a panel on work-family/life in the non-profit sector at the Association for Research on Nonprofit Organizations and Voluntary Action Conference (ARNOVA), New Orleans, November.
- Rothausen, T.J. (2000). Effects of doctoral experience, academic affiliation, and sex differences on research productivity and where organizational scientists hold tenure. Paper presented in a panel titled "Understanding Gender in Managerial and Organizational Contexts" at the annual meeting of the Academy of Management, Toronto, August.

#### **APPLIED RESEARCH REPORTS SINCE 2000**

- Rothausen, T.J. (2016). A Case Study for Organizational Development Purposes. Submitted June 30, 2016 to the board of the Center for Emerging Leadership.
- Rothausen, T.J. (2014). Governance and Structure of the Work-Family Researchers Network (WFRN): Considerations and Recommendations. For the President of WFRN, University of Pennsylvania, Philadelphia, Pennsylvania.
- Rothausen, T.J., Christenson, S.C., & Larson, A.M. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Maddens, Brainerd, Minnesota.
- Rothausen, T.J., Larson, A.M., & Christenson, S.C. (2012). Employee well-being, job satisfaction, and their relationship to retention and self-reported performance behaviors. For Cardinal of Minnesota, Rochester, Minnesota.
- Rothausen, T.J. (2002). Retention of key employees. For Research Colloquium sponsored by the Center for Ethical Business Cultures, Minneapolis, Minnesota. Report prepared for Medtronic, Inc., West Group, The Saint Paul Companies, Ceridian Corporation, and Imation.
- Rothausen, T.J. (2002). Customized employee turnover report. West Group, St. Paul, Minnesota.
- Rothausen, T.J. (2002). Customized employee turnover report. St. Paul Companies, St. Paul, Minnesota.

Rothausen, T.J. (2001). Academic literature scan. Work + Family Connections, Minnetonka, Minnesota.

Rothausen, T.J. (2000). Data collection from Minnesota organizations. Minnesota Children's Defense Fund, St. Paul, Minnesota. *Pro bono publico*.

## **TEACHING & FACILITATION**

### **TEACHING: EXECUTIVE DEVELOPMENT SESSIONS AND PROGRAMS**

Center for Ethical Organizations at the University of St. Thomas—Professional Leader Development

*Principled Leadership* one-day retreat workshop coordinated with other sessions in the ETHOS (Ethical Organizations) Cohort Program, December 2017 and scheduled November 2018.

*Photo at right from this session.*



Center for Emerging Leadership—Professional Leader Development

*Race, Culture, and the Implications of Whiteness for Women's Leadership*, four-part series of leader development sessions, Minneapolis, Minnesota, September and October, 2016 and in development for a more in-depth offering fall 2018.

*Integrating Spirituality and Leadership through Spiritual Direction*, evening seminar, St. Paul, Minnesota, November 2016.

*Women Leaders in Dialogue in the Patriarchy*, 2-part online study circle, May and June 2016.

*Spiritual Leader Development*, online workshop, November 2015.

*Leadership as Gift-giving and Gift-receiving*, full-day workshop, St. Paul, Minnesota, December 2013.

University of St. Thomas Executive Development

Executive Education in Nurse Leadership Program. Program for health care executives in leadership positions (CEO, CNO). Lead Faculty. Major clients: Allina and UnitedHealth Group, 2011, 2012, 2013.

Executive Education in Collaborative Leadership, Leader Development session. Custom program for US Bank, 2011.

Executive Education in Collaborative Leadership, Leader Development session. Program for leadership teams from six organizations, 2009, 2010.

Going (Much) Deeper on Gender: It's not about men and women. 21<sup>st</sup> Annual Multicultural Forum on Workplace Diversity, St. Paul, Minnesota, 2009.

Leading and Managing Without Authority. Custom program for cohorts in two local companies, 2008, 2009, 2010.

Texas A&M University Executive Development  
Recruiting, Selection, and Job Match, 1996.

### **TEACHING: FOR-CREDIT ACADEMIC PROGRAMS**

University of St. Thomas—Master of Business Administration: Core, Required Courses  
Leading Self and Others, Evening MBA program, 2017.  
Management of Organizational Behavior, Health Care MBA program, 2015, 2016, 2017.  
Management of Organizational Behavior, Evening MBA program, 2016.  
Management of Organizational Behavior, Full-time MBA program, 2003-2009 and 2012-2014.  
Leader Development Lab, Full-time UST MBA program, 2004-2013.  
Perspectives on Managing, Day MBA program, 1998-2002.  
Organizational Theory and Behavior, Evening MBA program, 1998-2003.

University of St. Thomas—Master of Business Administration Electives  
(\* indicates seminar/tutorial course)  
Inclusive Leadership in Diverse Organizations, with Dr. Dominic Longo, 2018.  
\*Engaging Managers in Employee Wellbeing and Engagement, 2012.  
The Relationships Between Employee Wellbeing and Performance\*, 2011.  
Intercultural and Diversity Management, 2006-2009.  
\*Optimizing Human Capital, spring 2005.  
Gender in Organizations: Women and Men in Management, 2003.

University of St. Thomas—Undergraduate  
Leadership, Religions, and the Workplace; Undergraduate Core, Option for 3<sup>rd</sup> Theology Requirement, with Dr. Dominic Longo, 2017.  
Theology, Leadership, and the Common Good; Undergraduate Core, Option for 3<sup>rd</sup> Theology Requirement, with Dr. Bernard Brady, 2016.  
Human Resource Performance Assessment, Development, and Career Management; HR concentration required course, 2007.  
Organizational Behavior; Management concentration core required course, 2000.

Texas A&M University—Graduate  
Career Development: Multiple Perspectives, MS-HR elective, 1997-1998.  
Human Resource Selection and Job Matching, MS-HR core, 1996-1998.

Texas A&M University—Undergraduate  
Career Development: Multiple Perspectives, HR major elective, 1997-1998.  
Organizational Staffing and Job Match, HR major core, 1995-1998.  
Human Resource Management; Management and HR major core, 1994-1998.

University of Minnesota Carlson School of Management—Graduate  
Organizational Behavior, MA-HRIR core, 2001-2002.  
Staffing, Training, and Development, MA-HRIR core, 1998-1999.  
Work-Family/Work-Life, MA-HRIR and MBA elective, 1999.

University of Minnesota Carlson School of Management—Undergraduate  
The Individual in the Organization, Management major core, 1992-1993.  
Personnel and Industrial Relations; HR major core, 1991-1992.

St. Olaf College—Undergraduate  
Industrial and Organizational Psychology, 1994.  
Auditing, 1990.  
Principles of Accounting, 1989.

### **INVITED PROFESSIONAL PRESENTATIONS SINCE 2000 (Paid and Pro Bono)**

- (2018) *Leadership Myths and Realities*. Keynote at the Minnesota City/County Management Association, Brainerd, Mn, May 2.
- (2018) *#MeToo, Women's Voices, and Women's Leadership* speech, panel, and Q&A evening speaker / workshop, The Argument Club for Women, Minneapolis, Mn, May 1, 2018.
- (2017) *Inclusion is About White Leaders (or, "It's the White People, Stupid!)*. Spotlight Presentation at the Forum for Workplace Inclusion, Annual Conference, Minneapolis, March 29.
- (2015) *Spiritual Leader Development: An Integrative, Generative Approach to Leadership*. Workshop for Center for Emerging Leadership Storytelling and Learning Circle Series, October 8.
- (2015) *Leader Development Labs: Innovative Leadership and Interpersonal Curriculum in MBA programs*. AACSB International Curriculum Conference: Re (Invent + Think + Design), St. Louis, May 19.
- (2014) *Hidden potential for brand engagement by leveraging employee well-being*. Conference Board conference, New York City, June 18.
- (2014). *Creating a New Ecosystem: Abundance versus Scarcity*. Keynote Speech. The Forum on Workplace Inclusion Annual Conference. Minneapolis, March 20. *Photo above from this session.*



- (2011) Women CEOs Panel. Invited Moderator, Women's Health Leadership Trust and UST MBA in Health Care, September 18.
- (2010) Leadership and learning. Invited Keynote Speaker, Learners to Leaders: A Program for High Potential African American College Students, Minneapolis, Minnesota, April.
- (2010) Work-family choices and challenges. Featured Speaker, Fall Speaker Series on Workplace Justice in the Women at Work series. Women's Center at St. Cloud State University, St. Cloud, Minnesota, November 14.
- (2010) Using leadership brand to differentiate on innovation. 3M, Industrial and Transportation Business, Maplewood, Minnesota.
- (2010) Levers for unleashing human capacity. Architectural Alliance Partner's Meeting, Minneapolis.
- (2009) Leader self-development through self- and other- awareness. Ameriprise Financial, Strategy and Business Development Group, Minneapolis.
- (2001) Why good workers leave: Preliminary results from new data. Invited Featured Speaker. Minnesota Professional Psychologists for Psychology Applied to Work (MPPAW), Minneapolis.
- (2000) Work-family: Implications for your career. Invited Featured Speaker, Women's Foodservice Forum. General Mills hosted, Minneapolis.

### **INVITED ACADEMIC PRESENTATIONS**

- (2013) Coping with identity and well-being threat in turnover: A cyclical life quest process. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.
- (2012) Integrating work-family, work-life, and work-nonwork into core constructs: Job satisfaction and retention/turnover. Invited peer-reviewed presentation. Presented at the Work and Family Researchers Network Inaugural Conference, New York City, June.
- (2012) Mapping job-specific wellbeing and drawing in missing elements to better predict outcomes: Adding fulfillment of job purpose and general facets to job satisfaction. Research Workshop Series, Department of Work and Organizations, Carlson School of Management, University of Minnesota, April.
- (2010) Personal and professional balance. Practicum for Future Faculty at the University of Minnesota (GRAD 8102), Minneapolis. December.

(2001) Work-family, work-life, and careers. Award Acceptance Speaker, Career Planning and Adult Development Network, Minneapolis, Minnesota, 2001.

## **PROFESSIONAL DEVELOPMENT**

Common Good Seminar, UST Center for Catholic Studies, June 5-6, 2017.  
Designing Your Hybrid Course, Quality Matters Seminar, July 16-30, 2015.  
Online Teaching Seminar, UST Faculty Development, July 14-16, 2015.  
Writing Across the Curriculum, UST Faculty Development, June 8-12, 2015.  
Engage Seminar on Civic Engagement, UST Faculty Development, May 26-28, 2015.  
Harvard Business Publishing Teaching Cases On-line Teaching Seminar, May 20-June 4, 2015.  
Harvard Business Publishing Case Method Teaching Seminar. Minneapolis, 2014.  
AACSB Curriculum Development Series: Leadership. Chapel Hill, 2013.  
Institute of Work Psychology conference, Sheffield, UK, June 2012.  
Attended four workshops in research methodology through the Figure It Out Statistical Consultancy

- Structural Equations Modeling using MPlus
- Multilevel Modelling Using SPSS
- Multiple Regression using SPSS
- Data Management using SPSS Syntax

Redesigning the MBA: A curriculum development symposium. AACSB, International seminar, Tampa, 2011.  
Faculty Partnership Program, University of St. Thomas, Incorporating Sustainability into Management, 2009.  
Faculty Partnership Program, University of St. Thomas, Integrating Marketing and Human Capital, 2009.  
Workplace Diversity: Practice and Research. George Mason University 3<sup>rd</sup> annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2009.  
Excellence in Teaching Human Resources and Industrial Relations. HRIR Conference, University of Minnesota Carlson School, Minneapolis, Minnesota, 2007.  
Teaching and Training Workplace Diversity: Best Practices and Research Conference, George Mason University inaugural annual conference on diversity teaching, training, and practice, Fairfax, Virginia, 2007.

## **SELECTED SERVICE, AWARDS, & MISCELLANEOUS**

### **PROFESSIONAL ACTIVITIES AND SERVICE TO PROFESSION SINCE 2000**

Editorial Board Member, *Sex Roles: A Journal of Research*, 2018-2020 term.  
Ad hoc reviewer for the following journals:  
*Human Relations*, 2010, 2015, 2017.  
*Sex Roles: A Journal of Research*, 2007- 2017.



*Journal of Organizational Behavior*, 1997-2002, 2012-2017.  
*Academy of Management Learning and Education*, 2010-2017.  
*Journal of Business Ethics*, 2017-2018.  
*Human Resource Management*, 2015-2016.  
*Journal of Vocational Behavior*, 1995, 2016.  
*Family Business Review*, 2016.  
*Human Resource Management Journal*, 2015.  
*Journal of Management Education*, 2012-2013.  
*Journal of Occupational Health Psychology*, 2010.  
*Journal of Occupational and Organizational Psychology*, 1997, 2007.  
*Personnel Psychology*, 1996-2002.  
*Journal of Applied Social Psychology*, 2002.

Leadership Learning Resources and Relations Board Member, Center for Emerging Leadership, Lutsen and St. Paul Minnesota, 2014-2017 (Secretary during 2014; Special Projects during 2015 and 2016), and advisor 2018.

Steering Committee Member, Committee on Leadership and the Arts, Grand Marais, Minnesota, 2016.

Beta Tester, International Leadership Association's new online community platform, 2016.

Executive Committee Member and Treasurer, Organizational Behavior Division of the Academy of Management, 2013-2015 term.

Consultant to the Work-Family Researchers Network President, Strategy Session, University of Pennsylvania, August 2014.

Executive Committee Member and Secretary, Gender and Diversity in Organizations division of the Academy of Management, 2008-2011 term.

Reviewer and Member, Kanter Award Committee. 2013-2015, 2005-2007, and 2000-2002. This committee is a partnership between the Center for Families at Purdue University and the Center for Work and Family at Boston College.

Editorial Board Member, *Journal of Organizational Behavior*, 2002-2004.

Reviewer, Society for Industrial and Organizational Psychology conference, 1994-2002, 2005-6, 2008-13, 2015-present.

Reviewer, Organizational Behavior Division, Academy of Management, 2009-2014, 2016. (see award section for Outstanding Reviewer Awards).

Reviewer, Gender and Diversity in Organizations Division, Academy of Management, 2007-2011, 2013, 2016.

Reviewer, Management Education and Development Division, Academy of Management, 2011, 2012.

Editorial Board of the Sloan Work-Family Encyclopedia, 2004-2007 term.  
 This is a website-based encyclopedia of teaching resources designed for ongoing revision and updating. The encyclopedia includes key teaching concepts and topics, key readings, sample assignments, and sample PowerPoint slides.

Virtual Think Tank: Teaching Work and Family, 2000-2002. This committee was a virtual think tank with seven members nation-wide (members representing Boston College, Harvard, Baruch, Columbia, University of Seattle, Michigan State, Portland State, and University of St. Thomas). This group advised and provided direction for the formation of Boston College's Sloan Work-Family Researchers

Electronic Network Website.

### **PROFESSIONAL SERVICE TO UNIVERSITY, COLLEGE, AND DEPARTMENT**

Major appointments and elected positions at the University of St. Thomas, Opus College of Business, and Management Department since 2000 are listed below; full detailed service record available upon request in vita addendum.

Co-chair (2017-18) and Inaugural Member, Women Faculty Leadership Council, Office of Faculty Development (University level), 2012-present.  
Inaugural Member, Learning Symposia Planning Committee, Forum for Workplace Inclusion, Office for Mission (University level), 2016-17.  
Chair (elected by members, 2014-15 and 2015-16) and Member (elected, two 4-year terms), University Tenure and Promotion Committee, 2008-2016.  
University Mentor for Assistant Professor in Engineering, 2015-2016.  
Member, Associate Dean's and Strategic Research Task Forces, (College level), 2011-2016.  
Member, Diversity Steering Committee, (College level), 2010-2012 and 2014-2016.  
Inaugural Lead Faculty (2008-2009) and Member, Full-time UST MBA Core Faculty Team, (College level), 1998-2015.  
Chair (2007-2008, 2008-2009, 2010-2011, and 2011-2012) and Member, Faculty Search Committees, (Department level), 1999-2012.  
Chair (2010-2011) and Member, Curriculum Committee, (College level), 2003-2012.  
Founding Director, Full-time UST MBA Program, College Academic Program, 2002-2005.  
Member, Diversity Steering Committee, (University level), 2001-2005.

### **SELECTED COMMUNITY SERVICE SINCE 2000**

Mount Olive Lutheran Church; Community Volunteer; Minneapolis, Minnesota; 2013-present.  
Lector, 2018; Family Nurturing Volunteer, 2017; Neighborhood Graffiti Cleanup Volunteer, 2014; Host for visiting choirs, December 2013.  
Minneapolis Police Department; Community and Citizen Relations; 2005-2012.  
Block Captain, 2012; Participant, Force Facts day-long seminar, April 2007; Graduate, Citizen's Academy; ten 3-hour training sessions, Fall 2006; Participant, Ride Along Program, 2005- 2006.  
Minneapolis Public Schools; 1998-2011.  
South High Aquatic Boosters, South High School  
Program and new-parent coordinator, 2008-2011.  
Member, 2007-2011.  
South High School Girls' Swim Team  
Volunteer, 2007-2011.  
South High PUSH member, 2007, 2009.  
Founding Chair, Millers Raising Dough, Washburn High School  
Accomplishments include setting up infrastructure for this separate nonprofit group, recruiting and directing a team of parent and student volunteers, representing the group to the Washburn Parent Council, Washburn faculty and staff, and Minneapolis

School Board, raising \$20,000 for the school. 2005-2006.  
Miller Mart School Store, Washburn High School (Minneapolis Public Schools); raising funds for various student activities (e.g., band). 2005-2006.  
Volunteer and PTA member, Keewaydin Community School, Minneapolis, Minnesota, 1998-2000.  
First Unitarian Society, Religious Education (also known as Sunday School) teacher, Minneapolis, Minnesota, 1999-2000.

## **PRESS**

See “Publications: Encyclopedia, Practitioner, and Teaching Articles” section above for information about a series of business advice columns I’ve written for the Minneapolis StarTribune. Also, I have been interviewed or quoted in the press; selected examples follow.

- Leader Development Practice for Generative Leadership, featured interview on radio show and podcast, “Best of Ourselves” Leadership for WTIP, a public radio station in Grand Marais, Minnesota. May 2016.
- Quoted in article on work-life by Minnesota News Network, November 2015.
- Quoted in internal press release about work-life poll, October 2015.
- Quoted in article on best companies to work for in the twin cities, Minneapolis Star Tribune, published June 14, 2015.
- Featured on the Diversity Executive Magazine feature on [www.talentmgmt.com](http://www.talentmgmt.com), December 10, 2014.
- Quoted in column on management by Eric Barton; BBC Capital, June 14, 2014.
- Quoted in on-air news story on holiday bonuses, KSTP-TV, December 19, 2013.
- Quoted in feature article on salary negotiation, Minnesota Monthly, December 2013.
- Quoted in article on best companies to work for in the twin cities, Minneapolis Star Tribune, October 2013.
- Featured expert for WCCO TV “Good Question” feature on gender wage gap, January 2011.
- Quoted in feature article “When It Comes to Pay, Size Matters” *Minneapolis Star Tribune*, Front page, Variety Section, January 6, 2011 (reproduced in five major cities)
- Guest columnist in business section (as above), *Minneapolis Star Tribune*, 2004-present.
- Featured expert for WCCO TV news story on gender wage gap, July 2007.
- Interviewed for and quoted in article on female CEOs in *Minneapolis St. Paul Business Journal*, 2006.
- Quoted in front-page article on education spending, *Minneapolis Star Tribune*, 2005.
- Quoted in business section feature story, *St. Paul Pioneer Press*, 2005, 2001
- In-studio guest, Mid-Morning program, Minnesota Public Radio, 1999.

## **PROFESSIONAL ASSOCIATIONS**

Academy of Management, 1992-present.  
Society for Industrial and Organizational Psychology, Division 14 of the American Psychological Association, 1993-present.  
Work-Family Researchers Network (WFRN; formerly Sloan Work-Family Researcher

Network), founding member, 1999-present.  
 International Leadership Association, 2012, 2016-present.  
 Spiritual Directors International, 2016-present.  
 Organizational Behavior Teaching Society, 2014.  
 Institute of Work Psychology, 2012.  
 Association to Advance Collegiate Schools of Business (AACSB International), 2003-2009.  
 Graduate Management Admissions Council (GMAC), 2003-2006.  
 Academy of International Business (AIB), 2006-2007.  
 Diversity Leadership Forum, Washington D.C. 2001-2004.  
 American Institute of Certified Public Accountants (AICPA), 1986-1994.  
 Minnesota Society of CPAs, 1986-1994.

### **PROFESSIONAL AWARDS, GRANTS, AND HONORS SINCE 2000**

- 2018, Awarded the Abigail Quigley McCarthy Center for Women 2017-2018 Annual Award for Research and Creative Work at St. Catherine University, graduate student division, on April 3. For the paper:  
 Rothausen, T.J. (2018). An ancient gift to women today, cloaked to survive the patriarchy: Mary and her *Magnificat*.
- 2018, Catherine Michaud Scholarship Award for academic achievement and commitment to graduate studies in theology, St. Catherine University, St. Paul, Minnesota.
- 2016-2017, Gardner-Gross Scholarship Award for theology studies at midlife, St. Catherine University, St. Paul, Minnesota.
- 2014, 2013, 2011 Outstanding Reviewer Award, Organizational Behavior Division of the Academy of Management.
- 2012 *Featured Top Rated Poster* due to “extremely high ratings and very favorable comments,” for the paper:  
 Rothausen, T.J., Malshe, A., & Arnold, J.K. (2012). Emotional and physical strain and identity cycles in voluntary turnover. Presented at the annual meeting of SIOP, San Diego, April.
- 2012 Luann Dummer Center for Women, University of St. Thomas, Graduate Research Fellowship for research on topics related to women, with full-time UST MBA student Sara Christenson. Competitive proposals reviewed by the Center’s Advisory Board.
- 2012, 2005 Sabbatical Grants. University of St. Thomas, awarded for spring 2012 and fall 2005. Competitive proposals are reviewed by the Center for Faculty Development.
- 2011 named Susan E. Heckler Endowed Chair in Business Administration, Opus College of Business, ongoing award.
- 2011 named John Ireland Presidential Award for Outstanding Achievement as Teacher-Scholar, University of St. Thomas, ongoing award. Designation recognizes outstanding achievement of faculty in teaching and scholarship that exemplifies the mission and values of the University of St. Thomas as an educational institution committed to the teacher/scholar model.
- 2011 Inaugural Fellow, Family Business Center, Opus College of Business, University of

St. Thomas.

- 2011 2010 2009 2008 2007 2006 Faculty Summer Research Grants, Opus College of Business, University of St. Thomas. Awarded \$7,500 for summer 2011, \$10,000 for summer 2010, and \$5,000 each for summers 2006-2009. Competitive proposals are reviewed by the College Research Committee and Associate Dean.
- 2010 *Academy of Management Learning and Education* Invited for Competitive Writers' Workshop with the editors of the journal for the paper:  
Rothausen, T.J., DeVaughn, M.L., Sailors, J.J., & Puto, C.P. (2010). A facet model of full-time MBA student satisfaction: Program elements and outcomes. Presented at the Academy of Management Annual Meetings, Montreal, August.
- 2009 *Family Business Review* Honorable Mention, one of three finalists for best article of 2009, selected by editorial board, award presented October 2010, for:  
Rothausen, T.J. (2009). Management work-family research and work-family fit: Implications for building family capital in family business. *Family Business Review*, 22, 220-234.
- 2010 Faculty of Honor, Elected by Full-time UST MBA Class of 2010, May 2010.
- 2009 Invited participant, Family Enterprise Research Conference. Grant for Conference participation, Opus Chair in Family Enterprise, Schulze School of Entrepreneurship, Opus College of Business, University of St. Thomas, Winnipeg, April.
- 2007 2006 Faculty Leadership Program, University of St. Thomas. A faculty member from each college was nominated by their dean and approved by the Provost and Chief Academic Officer of the University for participation in this program. Inaugural group member.
- 2005 Alia Award. Awarded by the University of St. Thomas Committee on Women "in recognition of courageous actions taken that are supportive of women and promote women's issues."
- 2003 \$7,400 Maxi Grant for research, Fall 2002-Spring 2003, deferred to Spring 2006. University of St. Thomas, Competitive proposals are reviewed by the Center for Faculty Development.
- 2003 *The Counseling Psychologist* Significant Contribution. Designated a significant contribution with commentaries solicited and published, for:  
Power, S.J. & Rothausen, T.J. (2003). The work-oriented midcareer development model: An extension of Super's maintenance stage. *The Counseling Psychologist*, 31, 157-197.
- 2001 \$3,800 Grant for curriculum development, fall 2001. University of St. Thomas, Competitive proposals are reviewed by the Luann Dummer Center for Women; course delivered Fall 2002 was the MBA elective, "Gender in Organizations: Women and Men in Management."
- 2001 \$25,000 Research Fellow Grant. Center for Ethical Business Cultures.
- 2001 Award for Outstanding Research, Minnesota Career Development Network, 2001.

2000 *Rosabeth Moss Kanter Award for Excellence in Work-Family Research* nominee; awarded by the Center for Families at Purdue University and the Center for Work and Family at Boston College; one of 29 nominees from over 400 articles reviewed that were published in 1999, for: Rothausen, T.J. (1999). "Family" in organizational research: A review and comparison of definitions and measures. *Journal of Organizational Behavior*, 19, 817-836.

**REFERENCES** provided upon request

