

# **Jonathan H. Westover, Ph.D., MPA, SFHEA, Academic FCIPD**

Resume Summary

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## **Professional Skills**

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- Highly motivated, results-oriented, proven history of setting and meeting/exceeding difficult goals/expectations, works well in a team, strong people and presentation skills.
- Expertise and proven record of accomplishment in strategic talent assessment, team management, performance management, organizational learning, and other key organizational and leadership competency areas.

## **Selected Recent Professional Distinctions**

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- Visiting Academic at Harris Manchester College, University of Oxford (Oxford, UK), 2019
- Fulbright/AMINEF Senior Scholar, Atma Jaya Catholic University of Indonesia (Jakarta, Indonesia), 2018
- Fulbright Scholar (Minsk, Belarus), 2011-2012
- Senior Fellow, The Higher Education Academy (Heslington, UK), 2018-present
- Academic Fellow, CIPD (London, UK), 2018-present
- Faculty Excellence Award, UVU Faculty Senate, 2018
- Board of Directors, HR Certificate Institute – HRCI, 2017-Present
- Educational Development Visiting Fellow, Centre for Teaching and Learning, University of Windsor (Ontario, Canada), 2018
- Learning Innovation Visiting Fellow, Institute of Teaching and Learning Innovation (ITaLI), University of Queensland (Brisbane, Australia), 2017
- POSCO Fellowship, East-West Center, 2016-2017
- Faculty Fellow, Melisa Nellesen Center for Autism, 2016-2017
- Fulbright Specialist Roster, Council for International Exchange of Scholars, 2015-Present
- Visiting Scholar, Kennan Institute, Woodrow Wilson International Center for Scholars (Washington D.C.), 2015
- UVU Community Engagement Fellow in Residence-Academic Service Learning Fellowship, Office of Engaged Learning, 2016
- UVU Presidential Fellowship for Faculty Scholarship, 2015-2016
- Utah Campus Compact Community Engaged Scholar Lifetime Achievement Award, 2015
- Ian Wilson Community Engagement Award, UVU Woodbury School of Business, 2014
- UVU Administrator Commitment to Excellence Award Finalist, Wolverine Achievement Awards, 2014
- J. Bonner Ritchie International Research Grant, UVU Woodbury School of Business, 2013-2015
- Fellow, Utah Valley Senior Executive Leadership Forum (UVSELF), 2013-2014
- UVU Faculty Fellow in Ethics for the Professions, 2012-2013
- UVU Board of Trustees Presidential Award of Excellence - Engagement, 2011-2012
- UVU Woodbury School of Business Scholar of the Year, 2011-2012
- UVU Full-time Faculty Member of the Year, Wolverine Achievement Awards, 2011
- UVU Presidential Faculty Scholarly Activities Award, 2010-2011
- UVU Service-Learning Fellowship, 2009

## **Education Summary**

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### **University of Utah: College of Social and Behavioral Sciences**

Salt Lake City, UT

- **Ph.D. in Sociology:** Comparative International Sociology: International Political Economy; Sociology of Work and Organizations May 2011
- **Graduate Demography Certificate** Dec. 2007
- **Graduate Higher Education Teaching Specialist Certificate** Jan. 2007

### **Brigham Young University: Marriott School of Management and College of FHSS**

Provo, UT

- **Master of Public Administration:** Human Resource Management Emphasis April 2005
- **Bachelor of Science in Sociology:** Research and Analysis Emphasis April 2003
- **Business Management Minor; Korean Language Minor** April 2003

### **Other Specializations:**

- Human Resource Management (5 courses), **University of Minnesota**, 2018
- Organizational Leadership (6 courses), **Northwestern University**, 2018
- Leading People and Teams (5 courses), **University of Michigan**, 2016
- Strategic Management and Innovation (5 courses), **Copenhagen Business School**, 2016
- Improving Leadership & Governance in Nonprofit Organizations (5 courses), **The State University of New York**, 2016
- Challenges in Global Affairs (4 courses), **Universiteit Leiden & Université de Genève**, 2015
- Virtual Teacher Program (5 courses), **University of California, Irvine**, 2015

## **Selected Professional Work Experience**

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### **Academic Director, Center for Social Impact; Social Metrics Impact Lab (SIMLab) Director of Academic Service Learning**

Orem, UT

2011–2014, 2016–Present

#### **Utah Valley University**

- Direct all campus academic service-learning initiatives, including the designated program initiative (25 designated programs across 7 of UVU's 8 schools), service-learning course designation (over 400 designated courses with over 8,600 students each year participating in service-learning community engagement projects), and other UVU community and civic engagement strategic initiatives.
- Generate a 180/1 ROI for all UVU Academic Service Learning budget dollars, creating \$5,740,800+ direct economic payback to the community.
- Provide training and assistance to faculty interested in incorporating service-learning and active engaged-learning into their curriculum (30+ faculty per semester), coordinating and facilitating all faculty development offerings (workshops, seminars, service-learning fellowship, faculty learning circles, faculty learning communities, faculty mentoring, etc.).
- Create and maintain a rolling strategic plan and program budget through the Academic Affairs Associate Vice President's office and seek after appropriate grants for additional funding.
- Lead the faculty service-learning committee (with two faculty representatives from each of UVU's eight colleges) and work with and support deans, department chairs, and designated program faculty liaisons in their service-learning efforts.

- Act as a liaison between Academic Affairs, Student Affairs, and University Relations, working closely with all staff and program offerings in the Volunteer and Service Learning Center and Corporate and Community Partnerships.
- Act as co-chair of the Utah Campus Compact Faculty Development Network and organize the annual Moab Retreat (for faculty and administrators across the state).

### **Associate Director, Center for the Study of Ethics**

Orem, UT

July 2014–June 2016

#### **Utah Valley University**

- Directed campus-wide efforts in integrating ethics across the curriculum, training and supporting faculty in their efforts, and plan and implement regular and special events designed to foster community, student and faculty discussions of ethics in all of its broad implications.
- Led enterprise outreach efforts to support and sustain organizational and leadership ethics in the regional business community.
- Organized and ran the annual “Ethics Awareness Week” programming and increased community, faculty, and student participation by 500% in first year and another 200% in the second year.

### **Associate/Assistant Professor of Organizational Leadership**

Orem, UT

2009–2015; 2015—Present

#### **Utah Valley University, Woodbury School of Business**

- Teach international human resource management, organizational development, and management strategy courses and serve as faculty advisor/co-advisor for UVU SHRM, Net Impact, and SIFE/Enactus Student Chapters.
- Actively involved in a variety of community and academic professional service and organizational leadership, including:
  - *Nationally:*
    - Board of Directors, HR Certification Institute – HRCI, 2016-Present
    - Board of Directors, National Association of Academies of Science, 2012-Present
  - *In Utah:*
    - Past-president, Utah Academy of Sciences, Arts, and Letters, 2017-Present
    - President, Utah Academy of Sciences, Arts, and Letters, 2015-2017
    - President-elect, Utah Academy of Sciences, Arts, and Letters, 2013-Present
    - Board of Directors, US National Committee for UN Woman, Utah Chapter, 2013-2015
    - Co-Chair, Utah Campus Compact Faculty Development Network, 2012-2014
    - Board Member/Business Chair, Utah Academy of Sciences, Arts, and Letters, 2009-2013
  - *In the Local Community:*
    - Board Member, Project Read, 2015-2016
    - Community Investment Committee Member, United Way of Utah County, 2011-Present
    - Board Member/Advisory Board Member, Self-Reliance of Utah, 2010-Present
  - *At Utah Valley University:*
    - Academic Director, Center for Social Impact; Social Metrics Impact Lab (SIMLab); Director of Academic Service Learning, Utah Valley University, 2011-2014, 2016-Present
    - Associate Director, Center for the Study of Ethics, 2014-2016
    - Program Coordinator, UVU Woodbury School of Business Human Resource Management Program, 2009-Present

- *Other:*
  - Conference/Session Organizer/Discussant and Journal Reviewer/Associate Editor, Various state, national, and international academic conferences and journals, 2007-Present
- Serve on the following department, college, and university strategic committees:
  - Member, UVU Provost Search Committee, 2018-Present
  - Member, UVU Presidential Transition Committee, 2017-Present
  - Member, UVU Centers and Institutes Advisory Committee, 2017-Present
  - Member, UVU Academic Affairs Council, 2017-Present
  - Member, UVU Appomattox Project Advisory Council, 2017-Present
  - Member, UVU Grants for Engaged Learning Committee, 2016-Present
  - Member, UVU Kirk Englehardt Utah Business Ethics Award Committee, 2016-Present
  - Member, UVU Office of Teaching and Learning OER Faculty Advisory Group, 2016-Present
  - Member, UVU WSB Retention, Tenure, and Promotion (RTP) Committee, 2016-Present
  - Faculty Advisory Board, ICON: Inquiry Connections, 2016-Present
  - Member, UVU Civic Action Design Team-Utah Campus Compact Community Engagement Institute, 2015-Present
  - Member, UVU Community Outreach Initiative, 2015-Present
  - Member, UVU Faculty Advisory Group: Open Educational Resources, 2015-Present
  - Member, UVU Scholarly Creative Undergraduate Learning Partnership Team (SCULPT), 2015-Present
  - Member, UVU Intercultural Ethics Working Group, 2015-Present
  - Chair, UVU WSB Strategic Scholarship and Intellectual Contributions Taskforce, 2015-Present
  - Member, UVU Quality Improvement Initiative for Faculty Merit Pay Working Group, 2014-Present
  - Member, UVU Civic Engagement Working Group, 2014-Present
  - Mentor, UVU MBA Capstone Student Consulting Team, 2014-Present
  - Member, UVU Scholarship of Teaching and Engagement Committee, 2013-Present
  - Member, UVU Engagement Week Committee, 2013-Present
  - Coordinator, UVU WSB – Polish Academy of Sciences Strategic Partnership, 2013-Present
  - Member, Woodbury School of Business Faculty Excellence Awards Committee, 2012-Present
  - Member, UVU Chinese Studies Faculty Committee, 2012-Present
  - Member, UVU Assessing Engagement Committee, 2011-Present.
  - Chair, UVU Service Learning Committee, 2011-Present
  - Strategic Task Force Chair, Woodbury School of Business Strategic Initiative: Student and Faculty Engagement, 2011-2012
  - Task Force Member, Woodbury School of Business MBA Strategy Task Force, 2011-Present
  - Committee Member, UVU Service Learning Committee, 2009-2011
  - Committee Member, Various UVU and WSB Hiring Committees (average of 3+ a year), 2009-Present

**President and Co-Founder**

Orem, UT

Winter 2007–Present

**Human Capital Innovations, LLC**

- Provide performance management consulting, training, and assessment solutions to a variety of public, private, and non-profit sector organizations (more than 50 clients locally, nationally, and abroad), including personality profile screening tools, 360-degree feedback, supervisory style, employee engagement/job satisfaction and organizational climate surveys, and a variety of management trainings and consultation services.

**Mentor Faculty, Ph.D. in Leadership and Change**

Seattle, Washington

2019–Present

**Antioch University**

- Mentor Ph.D. students in individualized learning experiences and dissertation projects.

**Part-time Faculty, Master of Science in Organizational Leadership Program**

Omaha, Nebraska

2018–Present

**Creighton University**

- Teach Organizational Leadership courses.

**Part-time Faculty, MBA Program**

Salt Lake City, Utah

2017–Present

**Roseman University of Health Sciences**

- Teach MBA Human Resource Management seminars

**Visiting Research Professor, Ph.D. in Global Leadership Program**

Fort Wayne, Indiana

2015–2019

**Indiana Institute of Technology, College of Business**

- Teach "Introduction to Research Methods," "Research Design," "Global Leadership Research," "Ethics, Governance, and Social Responsibility," "Managing Innovation and the Learning Organization," and "Developing Human Capital" courses in the Ph.D. in Global Leadership program.
- Leverage the Critical Action Learning, Action Research, and Practice-based learning approaches to facilitate the development of doctoral-level thinking and research skills.
- Chair and serve on doctoral dissertation committees.

**Community-based Research Scholar in Residence**

Lucerne, California

Fall 2015

**Marymount California University, College of Business**

- Taught "Social Entrepreneurship," "Entrepreneurship," and "Writing for the Social & Behavioral Sciences" courses in the undergraduate business administration program.

**Honorary Lecturer/Dissertation Chair, DBA Program**

Liverpool, UK

Fall 2013–2018

**University of Liverpool, School of Management**

- Taught "Ethics, Sustainability and Social Impact," "Leadership and Community," and "Knowledge Creation" courses in the University of Liverpool Doctor of Business Administration program.
- Leveraged the Critical Action Learning, Action Research, and Practice-based learning approaches to facilitate the development of doctoral-level thinking and research skills.

**Visiting Professor**

Paris, France

Fall 2013–2015

**International School of Management**

- Taught MBA Human Resource Management seminars.

**Visiting Professor/Scholar (DBA and MBA programs)**

Warsaw, Poland

Spring 2012–Present

**Polish Academy of Sciences, Institute of Economics and Institute of Computer Sciences**

- Teach human resource management, organizational behavior, and organizational development seminars in the Institute of Economics Doctor of Business Administration (DBA) program and the Institute of Computer Sciences MBA program.

**Visiting Fulbright Professor**

Minsk, Belarus

Spring 2012–Summer 2012

**Belarusian State University, School of Business and Management of Technology**

- Taught international human resource management and organizational behavior courses.
- Conducted collaborative international comparative research.
- Consulted with area business and government leaders.

**Visiting Professor**

Hefei, China

Fall 2011–2017

**University of Science and Technology of China, School of Management Science**

- Taught international human resource management and organizational behavior courses.
- Conducted collaborative international comparative research.

**Part-Time Faculty**

Provo, UT

Fall 2007–Spring 2009

**Brigham Young University, Marriott School of Management**

- Taught 2-3 business ethics and management communication courses per semester.

**Part-Time Faculty**

Salt Lake City, UT

Fall 2008–Spring 2009

**University of Utah, David Eccles School of Business; Department of Sociology**

- Taught organizational behavior, formal organizations, introductory sociology, and criminology courses.

**Part-Time Faculty**

Salt Lake City, UT

Winter 2007–Fall 2008

**LDS Business College, Business Administration Department**

- Taught human resources, business law, economics, and marketing courses.

**Part-Time Faculty**

Salt Lake City, UT

Spring 2005–Winter 2009

**Western Governors University, College of Business**

- Taught human resources, leadership, management fundamentals, measurement and evaluation, research fundamentals, marketing, accounting, finance, and business law.

### **Corporate Training and Development Consultant**

Salt Lake City, UT

Fall 2005–Spring 2006

#### **InterContinental Hotels Group**

- Developed and evaluated the effectiveness of e-learning materials and workshops.
- Worked closely with in-house corporate training department to create training strategy.

### **Economic Development Assistant Intern**

Tooele, UT

Summer 2005–Spring 2006

#### **Tooele City Corporation Office of Redevelopment and Economic Development**

- Conducted, compiled, and presented community and regional research in support of local and county economic development projects.
- Assisted in the development and start-up of the business incubation center and the creation of business resources to assist small businesses in the city.
- Participated in the Tooele Downtown Alliance and the Tooele Chamber of Commerce and assisted in the implementation and maintenance of various RDA projects/programs.

### **Training/Marketing Associate**

Orem, UT

Spring 2004–Spring 2005

#### **Targeted Learning Executive Consulting**

- Developed and evaluated the effectiveness of traditional/E-learning materials/workshops.
- Developed marketing strategies, campaigns and materials and developed new customer relationships with fortune 100 clients.

### **Community Research Analyst Intern**

Provo, UT

Summer 2004

#### **United Way of Utah County**

- Conducted and compiled research on community issues and public policy interventions.
- Assisted in the implementation of other community programs.

### **Professional Development Assistant/Trainer**

Provo, UT

Fall 2003–Spring 2005

#### **BYU Human Resource Development Consulting Services**

- Developed and implement training of professional courses, workshops, and orientations.
- Developed and conducted campus employee satisfaction and customer service studies.
- Performed training evaluations, needs analysis, and updated training reports.

### **International Human Resource Development Intern**

Gumi, Korea

Summer 2001

#### **LG Electronics**

- Assisted in training programs, needs analysis, and evaluation for 20,000+ employees.
- Developed and taught business English and culture courses to managers and staff.

# Jonathan H. Westover, Ph.D., MPA, SFHEA, Academic FCIPD

Complete CV

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## Education

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### University of Utah: College of Social and Behavioral Sciences

Salt Lake City, UT

**Doctor of Philosophy in Sociology** May 2011

- Comparative International Sociology: International Political Economy
- Sociology of Work and Organizations

**Graduate Demography Certificate** Dec. 2007

- Socio-economic Status and Occupational Differences in Health/Mortality

**Graduate Higher Education Teaching Specialist Certificate** Jan. 2007

### Brigham Young University: Marriott School of Management

Provo, UT

**Master of Public Administration** April 2005

- Human Resource Management Emphasis

### Brigham Young University: College of Family, Home, and Social Sciences

Provo, UT

**Bachelor of Science in Sociology** April 2003

- Sociological Research and Statistical Analysis Emphasis

**Business Management Minor** April 2003

**Korean Language Minor** April 2003

**Academic FCIPD, Chartered Institute of Personnel and Development** March 2018

**SFHEA, The Higher Education Academy** June 2018

### Other Higher Education Specializations:

- Human Resource Management (5 courses), **University of Minnesota**, expected 2018
- Organizational Leadership (6 courses), **Northwestern University**, 2017
- Leading People and Teams (5 courses), **University of Michigan**, 2016
- Strategic Management and Innovation (5 courses), **Copenhagen Business School**, 2016
- Improving Leadership & Governance in Nonprofit Organizations (5 courses), **The State University of New York**, 2016
- Challenges in Global Affairs (4 courses), **Universiteit Leiden & Université de Genève**, 2015
- Virtual Teacher Program (5 courses), **University of California, Irvine**, 2015

### Other Higher Education Certifications:

- Organizational Analysis, Stanford University
- Analyzing Global Trends for Business and Society, University of Pennsylvania
- Managing the Company of the Future, University of London
- Sustainable Development, Columbia University
- New Models of Business in Society, University of Virginia (Darden School of Business)
- Understand Organizations, Act, and Build a Meaningful World, Hautes études commerciales de Paris (HEC Paris)
- Business Ethics for the Real World, Santa Clara University (Markkula Center for Applied Ethics)
- Creating an Ethical Corporate Culture, Santa Clara University (Markkula Center for Applied Ethics)



## **Summary of Organizational Administrative/Leadership Experience**

- Board of Directors, HR Certificate Institute – HRCI, 2016-Present
- Academic Director, Center for Social Impact; Social Impact Metrics Lab (SIMLab); Director of Academic Service Learning, Utah Valley University, 2011—2014; 2016—Present.
- Academic Board Member; Director, Ethics and Corporate Division, Global Listening Centre, 2018-Present.
- Past-President, Utah Academy of Sciences, Arts, and Letters, 2017—Present
- Associate Director, Center for the Study of Ethics, Utah Valley University, 2014—2016.
- President, Utah Academy of Sciences, Arts, and Letters, 2015—2017.
- Board of Directors, Project Read, 2015—2016.
- President-elect, Utah Academy of Sciences, Arts, and Letters, 2013—2015.
- Board of Directors, National Association of Academies of Science, 2012—Present.
- Program Coordinator/Lead Teacher, UVU Woodbury School of Business Human Resource Management Program, 2009—Present.
- Board of Directors, US National Committee for UN Woman, Utah Chapter, 2013—2015.
- Business Chair/Board Member, Utah Academy of Sciences, Arts, and Letters, 2009—2013.
- President and Co-Founder, Human Capital Innovations LLC, 2007—Present
- Southeast Asian Area Training Supervisor, BYU-Missionary Training Center, 2003.

## **Summary of Professional Work Experience (outside of Academia)**

- President and Co-Founder, Human Capital Innovations LLC, 2007-Present
- Corporate Training and Development Consultant, InterContinental Hotels Group, 2005-2006
- Economic Development Assistant, Tooele City Corporation Office of Redevelopment and Economic Development, 2005-2006
- Operations Manager/Executive Trainee, Convergys Corporation, 2005
- Training/Marketing Associate, Learning Communities International (Targeted Learning Corporate Consulting), 2004-2005
- Policy/Social Analyst Intern, United Way of Utah County, 2004
- Training and Organizational Development Consultant, BYU Human Resource Development, 2003-2005
- International Human Resource Development Intern, LG Electronics (Gumi, South Korea), 2001
- Southeast Asian Area Training Supervisor/Korean Teacher, MTC, 2000-2003

## **Teaching Interests and Academic Teaching Experience**

**Teaching Interests Include:** Human resource management; organizational behavior; business ethics; management strategy; management communications; leadership and professionalism; entrepreneurship; interpersonal/group/organizational communications; formal organizations; training and development; globalization; global stratification; research methods; statistics.

### **Utah Valley University**

Orem, UT

Summer 2008—Present

- **Undergraduate Courses:** *Human Resource Management* (Business Management Department Associate Professor), *Organizational Development and Change* (Business Management Department Associate Professor), *Employee Training and Development* (Business Management Department Associate Professor), *Management Strategy* (Finance

and Economics Department Adjunct Faculty), *Organizational Communications* (Department of Communications Adjunct Faculty)

- **Graduate Courses:** *Ethical Decision Making* (MBA Program), *International Consulting Experience* (MBA Program)
- **Other:** *UVU Service Learning Fellowship* (Academic Service Learning), *Faculty Learning Circle—Service Learning* (Academic Service Learning), *Faculty Learning Community—Service Learning* (Academic Service Learning)

### **Antioch University**

2019–Present

Seattle, Washington

- Ph.D. Student Individualized Learning Experiences and Dissertation Projects (Ph.D. in Leadership and Change program Mentor Faculty).

### **Creighton University**

Omaha, Nebraska

2018–Present

- *Organizational Leadership* (MS in Organizational Leadership part-time faculty).

### **Roseman University of Health Sciences**

Salt Lake City, Utah

2017–Present

- *Human Resource Management* (MBA part-time faculty).

### **Indiana Institute of Technology**

Fort Wayne, Indiana

2015–Present

- *Introduction to Research Methods, Research Design, Global Leadership Research* (Ph.D. in Global Leadership Program Online Instructor); Dissertation Chair.

### **University of Liverpool**

Liverpool, UK

2013–2018

- **Graduate Courses:** *Ethics, Sustainability and Social Impact* (DBA Online Instructor) and *Leadership and Community* (DBA Online Instructor); *Knowledge Creation* (DBA Online Instructor); *Culture, Politics, and Power* (MPA Online Instructor); Dissertation Chair.

### **International School of Management**

Paris, France

2013–2015

- **Graduate Course:** *Human Resource Management* (MBA Visiting Professor).

### **Polish Academies of Science**

Warsaw, Poland

2012–Present

- **Graduate Courses:** *Human Resource Management* (Institute of Economics Doctor of Business Administration Visiting Professor) and *Organizational Development* (Institute of Computer Sciences MBA Visiting Professor).

### **Belarusian State University**

Minsk, Belarus

Summer 2012

- **Graduate Course:** *Human Resource Management* (School of Business and Management of Technology MBA Visiting Fulbright Scholar).
- **Undergraduate Courses:** *Business Student Success* (School of Business and Management of Technology Visiting Fulbright Scholar).

## **University of Science and Technology of China**

Hefei, China

2011-2017

- **Graduate Courses:** *Human Resource Management* (School of Management Science MBA Visiting Professor), *Organizational Behavior* (School of Management Science MBA Visiting Professor).

## **University of Utah**

Salt Lake City, UT

2005–2009

- **Undergraduate Courses:** *Human Behavior in Organizations* (Management Department Associate Instructor), *Sociology of Organizations and Entrepreneurs* (Sociology Department Graduate Instructor), *Criminology* (Sociology Department Graduate Instructor), *Introduction to Sociology* (Sociology Department Graduate Instructor), *Introduction to Sociology, Criminology, Policing and Society* (Sociology Department Graduate Teaching Assistant)

## **Brigham Young University**

Provo, UT

2000–2005, 2007–2009

- **Graduate Courses:** *Management Strategy, Public Budgeting and Finance* (Romney Institute of Public Administration Graduate Teaching Assistant)
- **Undergraduate Courses:** *Business Society and Ethics* (Romney Institute of Public Administration Part-Time Faculty), *Management Communications* (Organizational Leadership and Strategy Department Part-Time Faculty), *Student Supervisor Development* (Student Development Department Instructor), *Business and Society* (Romney Institute of Public Administration Graduate Teaching Assistant)
- **Other:** *Introductory Korean* (Missionary Training Center Instructor)

## **Western Governor's University**

Salt Lake City, UT

2005–2008

- **Graduate Courses:** *Leadership and Professionalism, Human Resource Management* (MBA Adjunct Faculty)
- **Undergraduate Courses:** *Business Management Fundamentals, Principals of Measurement and Evaluation, Research Fundamentals, Business Core Principles, Associate Level Business Core Principles, Marketing and Business Law* (Business Management Adjunct Faculty)

## **LDS Business College**

Salt Lake City, UT

2007–2008

- **Undergraduate Courses:** *Human Resource Management, Business Law and Ethics; Micro Economics; Macro Economics; Marketing* (College of Business Adjunct Faculty)

## **Grand Canyon University**

Phoenix, AZ

2007–2008

- **Undergraduate Courses:** *Introduction to Sociology, Drug Abuse Seminar* (Liberal Arts College Adjunct Faculty)

## **Other Guest Lectures, Seminars, and Research Presentations Delivered:**

University of Oxford (Oxford, UK, 2019); University of Utah (Utah, USA, 2018), Université de Sherbrooke (Sherbrooke, Canada, 2018), Bishop's University (Sherbrooke, Canada, 2018), Atma Jaya Catholic University of Indonesia (Jakarta, Indonesia, 2018), University of Konstanz

(Konstanz, Germany, 2018), University of Granada (Granada, Spain, 2018), University of Texas at Austin (Texas, USA, 2018), Shanghai Normal University (Shanghai, China, 2017), University of Queensland (Queensland, Australia, 2017), Charles Darwin University (Darwin, Australia, 2017), National University of Singapore (Singapore, 2017), University of Toronto (Toronto, Canada, 2017), University of Hawaii at Manoa (Hawaii, USA, 2017), Imperial College (London, UK, 2016), University of Granada (Granada, Spain, 2016), University of British Columbia (Vancouver, Canada, 2016), University of Hawaii at Manoa (Hawaii, USA, 2016), East-West Center (Hawaii, USA, 2016), Westminster College (Utah, USA, 2016), University of California, Santa Cruz (California, USA, 2015), Snow College (Utah, USA, 2015), Belarusian State University (Minsk, Belarus, 2014), Vitebsk State Technological University (Vitebsk, Belarus, 2014), Belarusian State University of Informatics and Radioelectronics (Minsk, Belarus, 2014), Dixie State University (Utah, USA, 2014), University of the Aegean (Mitolini, Greece, 2013), University of Auckland (Auckland, New Zealand, 2012), Belarusian State University of Informatics and Radioelectronics (Minsk, Belarus, 2012), Grodno State University (Grodno, Belarus, 2012), University of London (London, UK, 2012), Universidad Abat Oliba CEU (Barcelona, Spain, 2012), Lomonosov Moscow State University (Moscow, Russia, 2012), Utah State University (Utah, USA, 2012), Weber State University (Utah, USA, 2012), University of Waikato (Hamilton, New Zealand, 2011), University of Cambridge, (Cambridge, UK, 2010), Weber State University (Utah, USA, 2010), HEC—École des Hautes Études Commerciales (Montréal, Canada, 2010), Queen's University (Belfast, UK, 2010), Hong Kong Institute of Education (Hong Kong, 2010), Pusan National University (Busan, South Korea, 2010), Southern Utah University (Utah, USA, 2010), University of Cuenca (Cuenca, Ecuador, 2010), University of Cambridge, (Cambridge, UK, 2009), University of Athens (Athens, Greece, 2009), University of Barcelona, (Barcelona, Spain, 2009), Northeastern University (Massachusetts, USA, 2009), Zayed University (Dubai, United Arab Emirates, 2009), Texas A&M (Texas, USA, 2009), University of Utah (Utah, USA, 2008)

## **Research Interests, Recent Research, and Other Publications**

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**Research and Professional Interests Include:** Organizational theory; work and occupations; comparative international theory; job quality characteristics and job satisfaction; institutionalization of organizational trust; diversity and multiculturalism in the workplace; ethics in business and society; microfinance; criminology; adult learning and instructional design; research methods and statistics; organizational assessment, measurement, and evaluation.

### **Recent Research Includes:**

#### **Academic Journal Articles**

- Goodman, E., Westover, J.H., Workman, L., and Andrade, M. 2018. "A Model of Student Learning: A Cross-Disciplinary Examination of Student Reflections of Service-Learning Experiences." *Experiential Learning and Teaching in Higher Education*, Vol. 2, Issue 1, p. 26-36.
- Westover, Jonathan H. 2018. "Shifting Workplace Orientations and Conditions in Eurasian Nations, 1981–2016." *The Global Studies Journal*, Vol. 11, Issue 3, p. 27-49.
- Andrade, Maureen, and Westover, Jonathan H. 2018. "Generational Differences in Work Quality Characteristics and Job Satisfaction." *Evidence-Based Human Resource Management*, Vol. 18, Issue 3.

- Hughes, Kathryn, Westover, Jonathan H., and Cardon, Teresa. 2018. "Autism in the Workplace Today: A Literature Review and Examination of Five Autism Programs." *The International Journal of Interdisciplinary Organizational Studies*, Vol. 13, Issue 2, p. 1-13.
- Stephenson, R., Rothlisberger, C., and Westover, Jonathan H. 2018. "Extracurricular Engagement and Person-Organization Fit through Internalizing Organizational Mission Statements and Values." *Organizational Cultures: An International Journal*, Vol. 17, p. 3-19.
- Stephenson, R., Rothlisberger, C., and Westover, Jonathan H. 2018. "Extracurricular Engagement and Person-Organization Fit through Internalizing Organizational Mission Statements and Values." *Journal of the Utah Academy of Sciences, Arts, and Letters*, Vol. 94, p. 167-193.
- Westover, Jonathan H. 2018. "Utilizing Community-Engaged Experiential Learning and Service-Learning Pedagogy to Foster Increased Engaged Educational Experiences at Utah Valley University: A Research Proposal." *Journal of the Utah Academy of Sciences, Arts, and Letters*, Vol. 94, p. 229-246.
- Westover, Jonathan H. 2017. "The Evolving International Political Economy of the Northeast Asia Region: A Focus on Shifting Workplace Orientations and Conditions, 1981–2014." *International Journal of Interdisciplinary Global Studies*, Vol. 12:2, p. 1-26.
- Eskildsen, B., Light, J., Westover, J.H., and Carlisle, K. 2017. "Shifting Comparative Job and Life Satisfaction across the Globe, 1995-2014." *Global Studies Journal*, Vol. 10:2, p. 21-39.
- Eskildsen, B., Light, J., Carlisle, K., and Westover, J.H. 2017. "Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction." *Journal of the Utah Academy of Sciences, Arts, & Letters*, Vol. 93:1, p. 97-117.
- Costello, S. and Westover, Jonathan H. 2016. "Engaging Millennials: Leadership of the Global Millennial Generation in the Workplace," *Management Education: An International Journal*, Vol. 16:4.
- Westover, Jonathan H. 2016. "The International Political Economy of Worker Satisfaction: a Cross-national HLM Analysis." *Evidence-based HRM: a Global Forum for Empirical Scholarship*, Vol. 4:3.
- Westover, Jonathan H. 2016. "Shifting Societal Attitudes and Values in Belarus, 1989-2015." *The International Journal of Interdisciplinary Organizational Studies*, Vol. 11, Issue 3, p. 1-26.
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- Westover, Jonathan H. 2008. "The Impacts of Globalization on Changing Job Quality and Worker Satisfaction: From a Cross-National Comparative Perspective." *Western Academy of Management, 2008 Annual Conference Proceedings Issue.*
- Westover, Jonathan H. 2008. "A Cross-National Analysis of Job Quality Characteristics and Perceived Job Satisfaction in a Changing World Economy: Implications for Public Administrators Managing in a Multicultural Workforce." *American Society for Public Administration, 2008 Annual Conference Proceedings Issue.*
- Westover, Jonathan H. 2008. "A Cross-National Comparative Analysis of the Changing Nature of Gender in the Workplace." *Society for the Interdisciplinary Study of Social Imagery, 2008 Annual Conference Proceedings Issue.*
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health." *Society for the Interdisciplinary Study of Social Imagery, 2008 Annual Conference Proceedings Issue.*

### **Academic Conference Presentations**

- Westover, Jonathan H., Johnson, Jace, Harris, Colton B., Epley, Jake, and Dudgeon, Blaine. 2019. "Comparative Workplace Orientations and Conditions in the U.S., Western Europe, and Nordic Countries." *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Ogden, UT): March 23.
- Westover, Jonathan H. 2019. "Exploring the Effects of High Impact Practices on the Traditionally Underserved University Student." *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Ogden, UT): March 23.
- Westover, Jonathan H. 2019. "The Impact of Service-Learning on Student Learning, Engagement, Retention, and Completion." *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Ogden, UT): March 23.

- Westover, Jonathan H., Valente, Summer, and Hendrickson, Amber. 2019. "Transforming Volunteerism to Social Impact in Conservative Utah." *Campus Compact Continuums of Service Conference* (San Diego, CA): March 7.
- Westover, Jonathan H. and Valente, Summer. 2019. "The Center for Social Impact: A New Name and a New Integrated Strategic Framework." Utah Campus Community Engagement Network Engaged Faculty Institute (St. George, UT): February 8.
- Westover, Jonathan H., Valente, Summer, and Hendrickson, Amber. 2018. "Enhancing Student Learning and Community Impact through a New Integrated Strategic Framework." *UVU International Teaching Forum* (Orem, UT): November 9.
- Westover, Jonathan H. 2018. "Exploring Nine Ways of Learning across Academic Disciplines." *UVU International Teaching Forum* (Orem, UT): November 8.
- Westover, Jonathan H., Andrade, Maureen, Peterson, Jeff, and Milligan, Patrick. 2018. "Data Privacy Issues and Ethical Concerns in the Workplace." *UVU Ethics Awareness Week* (Orem, UT): September 25.
- Westover, Jonathan H. and Boulos, Pierre J. 2018. "Models of Millennial Student Learning: A Multi-University Examination of Service-Learning Experiences and Outcomes." *2018 Annual Conference of the Society for Teaching and Learning in Higher Education* (Sherbrooke, Canada): June 21.
- Hughes, Kathryn, and Westover, Jonathan H. 2018. "Examining Autism in the Workplace: A Focus on Vocational Organizations." *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.
- Hughes, Kathryn, and Westover, Jonathan H. 2018. "Examining Autism in the Workplace: What are the Public Schools Doing to Prepare Future Autistic Workers?" *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.
- Sherman, K., Stephenson, R., and Westover, Jonathan H. 2018. "Examining Employing Onboarding Best Practices in a Higher Education Environment." *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.
- Westover, Jonathan H. 2018. "Engaging Millennial Students through Community-Engaged Experiential Learning: Assessment of Student, Faculty, and Community Impacts." *2018 Campus Compact National Conference* (Indianapolis, IN): March 28.
- Westover, Jonathan H. 2018. "The Connection between Person-Organization Fit, Values Congruence, and Engagement." *International Conference on Knowledge, Culture, and Change in Organizations* (Konstanz, Germany): March 16.
- Schultz, J. L., Comer, D. R., Lundquist, T., Keyes, J., Lewis, V. J., Andrade, M., Westover, J., Workman, L. Sharp, B. M., Kupka, B. A., Soltwisch, B. W., Chapman, J. R., Jhamb, S., Szyliowicz, D., & Gardiner, S. P. 2018. "Idiot Box Learning: Boob Tube Teaching Across the Business Curriculum." *Western Academy of Management Annual Conference* (Salt Lake City, Utah): March 10.
- Westover, Jonathan H. and Andrade, Maureen. 2018. "The Role of Work-Life Balance and Worker Scheduling Flexibility in Predicting Global Comparative Job Satisfaction." *Western Academy of Management Annual Meeting* (Salt Lake City, UT): March 9.
- Zamora, K., Epley, J., Saban, K., Lundquist, T., Garrett, E., Keyes, J., Gonzalez, A., McIntyre, K., Westover, J., Workman, L., Kupka, B. A., & Schultz, J. L. 2018. "Student Experiences, Perceptions and Perspectives of Community-Engaged Learning Projects." *Western Academy of Management Annual Conference* (Salt Lake City, Utah): March 9.
- Westover, Jonathan H. 2018. "A New Leadership Ethic?: Organizational Change and the Future of Work." *UVU Emergency Services Leadership Annual Conference* (Orem, UT): March 5.

- Schultz, J. L., Andrade, M., Kupka, B. A., & Westover, J. (2017, November). *Educating students using experiential methods*. Professional development workshop presented at the Academy for Global Business Advancement's (AGBA) 14<sup>th</sup> World Congress, Eldoret City, Kenya.
- Westover, Jonathan H. 2017. "The Case for Interdisciplinarity: Finding Unity and Strength through Valuing our Academic Diversity." *UVU Roots of Knowledge Speaker Series* (Orem, UT), October 10.
- Westover, Jonathan H. 2017. "Assessing the Engagement of Millennial Students through Community-Engaged Experiential Learning." *Experiential Learning Leadership Institute Annual Conference* (Park City, UT): Paper Session, June 28.
- Westover, J.H., 2017. "The Evolving International Political Economy of South Korea and the Northeast Asia Region: A Focus on Shifting Workplace Orientations and Conditions, 1981-2014." *Global Studies Conference* (Singapore): Paper Session, June 8.
- Eskildsen, B., Light, J., Westover, J.H., and Carlisle, K. 2017. "Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction." *Global Studies Conference* (Singapore): Paper Session, June 8.
- Westover, J.H., Cardon, T., Wright, N., Miller, R.N., Hughes, K., Garrido, R., and Anglen, A. 2017. "The Coming HR Tsunami: Autism Awareness in the Workplace." *Association for Psychological Science Annual Conference* (Boston, MA): Poster Session, May 28.
- Westover, J.H. 2017. "Community-engaged Experiential Learning within the Technology-Enhanced Online Modality." *International Conference on e-Learning and Innovative Pedagogies* (Toronto, Canada): Paper Session, May 27.
- Castillo, S. and Westover, J.H. 2017. "Engaging Millennials: Leadership of the Global Millennial Generation in the Workplace." *International Conference on the Knowledge, Culture and Change in Organisations* (Darwin, Australia): Paper Session, April 21
- Westover, Jonathan H., Cardon, Teresa, Wright, Norman, Miller, Ronald, Hughes, Kathryn, and Garrido, Rebecca. 2017. "A Tsunami of Need: Autism Awareness in the Workplace." *Annual Conference of the Utah Academy of Sciences, Arts & Letters* (Orem, UT), April 7.
- Westover, Jonathan H., Rothlisberger, Colt, and Stephenson, Ryan. 2017. "Fostering Student Engagement Through Understanding and Internalizing the Mission Statement and Values of Extracurricular Organizations." *Annual Conference of the Utah Academy of Sciences, Arts & Letters* (Orem, UT), April 7.
- Westover, Jonathan H. 2017. "Engaging Millennial Students through Community-Engaged Experiential Learning." *Annual Conference of the Utah Academy of Sciences, Arts & Letters* (Orem, UT), April 7.
- Jorgensen, D., Rubenstein, A., Westover, J., Kupka, B., and Dishman, P. 2017. "Now you See it, Now you Don't: A Biometric Examination of Hiring Biases and Body Art," *Mid-South Management Research Consortium* (Oxford, MS), February 24.
- Westover, Jonathan H. 2017. "Engaging Millennial Students through Community-Engaged Experiential Learning." *Utah Campus Compact Faculty Development Network Retreat* (Moab, Utah), February 11.
- Westover, Jonathan H. 2016. "Shifting Societal Attitudes and Values in Belarus, 1989-2014." *11th International Conference on Interdisciplinary Social Sciences* (London, UK): Paper Session, August 3.
- Westover, Jonathan H. 2016. "Diminishing Freedoms and the Last Dictatorship in Europe: Social, Economic, Political, and Organizational Dimensions." *16<sup>th</sup> International Conference on Diversity in Organizations, Communities & Nations* (Granada, Spain): Paper Session, July 28.



- Westover, Jonathan H. 2016. "Utilizing Service-Learning to Foster Increased Engaged Educational Experiences within the Technology-Enhanced Online Modality." 23rd International Conference on Learning (Vancouver, Canada): Paper Session, July 14.
- Westover, Jonathan H. 2016. "The International Political Economy of Belarus in Comparison to Eastern European Neighbors and the World Community." 9<sup>th</sup> Global Studies Conference (Los Angeles, CA): Paper Session, June 30.
- Costello, Sean and Westover, Jonathan H. 2016. "Examining Leadership of the Global Millennial Generation in the Workforce." *Annual Meeting of the International Association of Business and Society* (Park City, UT): Paper Session—Decoupling; Leadership, June 17.
- Westover, Jonathan H. 2016. "Low Life and Worker Satisfaction in Post-Soviet Belarus: Cultural Explanations Based on World Values Survey and GLOBE Project Results." *16th International Conference on Knowledge, Culture and Change in Organizations (Honolulu, Hawaii)*: Paper Session, April 20.
- Barrus, Aaron, Costello, Sean, and Beaman, Garret, and Westover, Jonathan H. 2016. "Exploring Comparative Employee Engagement." *16th International Conference on Knowledge, Culture and Change in Organizations (Honolulu, Hawaii)*: Paper Session, April 20.
- Westover, Jonathan H. 2016. "Utilizing Service-Learning to Foster Increased Engaged Educational Experiences within the Technology-Enhanced Online Modality." *UVU 8th Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 31.
- Westover, Jonathan H. 2016. "Reaching for High Impact Community Service Learning Experiences for Students." *UVU 8th Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 31.
- Kupka, Bernd, Westover, Jonathan H., and Workman, Letty. 2016. "Service and Engaged Learning Theory and Practice: Empirical Models Linking Teaching and Community Service Outcomes." *UVU 8th Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 31.
- Westover, Jonathan H., Light, Joe, Carlisle, Kaitlin, and Eski, Bergen. 2016. "Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction." *Annual Conference of the Utah Academy of Sciences, Arts & Letters (Salt Lake City, Utah)*: Business Division Paper Session, March 10.
- Costello, Sean and Westover, Jonathan H. 2016. "Examining Leadership of the Global Millennial Generation in the Workplace." *Annual Conference of the Utah Academy of Sciences, Arts & Letters (Salt Lake City, Utah)*: Business Division Paper Session, March 10.
- Westover, Jonathan H. 2016. "Presidential Address: The Case for Interdisciplinarity." *Annual Conference of the Utah Academy of Sciences, Arts & Letters (Salt Lake City, Utah)*: Plenary Session, March 10.
- Westover, Jonathan H. and Westover, Jacque P. 2015. "Exploring Hybrid and Blended Learning Course Assessment Methodology." *Conference on e-Learning and Innovative Pedagogies (Santa Cruz, CA)*: Paper Session, November 3.
- Barrus, Aaron, Costello, Sean, and Beaman, Garret, and Westover, Jonathan H. 2015. "Exploring Comparative Employee Engagement: A Look at Google, Facebook, and Twitter." *Western Social Sciences Association Annual Conference (Portland, OR)*: Sociology Division Panel Session, Cultural Production: Social Media and Music, April 11.

- Barrus, Aaron, Costello, Sean, and Beaman, Garret, and Westover, Jonathan H. 2015. “Practical Application of Workplace Engagement in the Classroom: Six Case Studies.” *Utah Academy of Sciences, Arts, and Letters Annual Conference (Ephraim, UT): Business Track Paper Session, April 11.*
- Kupka, Bernd, Westover, Jonathan H., and Workman, Letty. 2015. “The 9R Service and Engaged Learning Framework – Construct Identification, Benefits, and Challenges.” *Higher Education Teaching and Learning Conference (Orem, UT): Paper Session, January 22.*
- Westover, Jonathan H. and Russell, Eric. 2015. “Integrating Blooms Cognitive Taxonomy of Educational Objectives with the Six R’s of Service-Learning.” *Higher Education Teaching and Learning Conference (Orem, UT): Paper Session, January 22.*
- Workman, Letty, Kupka, Bernd, and Westover, Jonathan H. 2014. “Construct Identification of Service and Engaged Learning Outcomes: The Service and Engaged Learning Framework.” *UVU 6th Annual Scholarship of Teaching & Engagement Conference (Orem, UT): Paper Session, March 28.*
- Westover, Jonathan H., and Westover, Jacque P. 2014. “Assessing the Effectiveness of Hybrid Learning in Human Resource Management and Math Courses.” *Annual Conference of the Utah Academy of Sciences, Arts, and Letters (St. George, UT): Paper Session, April 11.*
- Westover, Jonathan H., Workman, Letty, and Kupka, Bernd. 2014. “Construct Identification and Measurement Issues in Service Learning Outcomes Assessment.” *Annual Conference of the Utah Academy of Sciences, Arts, and Letters (St. George, UT): Paper Session, April 11.*
- Westover, Jacque P. and Westover, Jonathan H. 2014. “Teaching Hybrid and Blended-Learning Courses across Disciplines: Developmental Math and HR Management.” *UVU 6th Annual Scholarship of Teaching & Engagement Conference (Orem, UT): Paper Session, March 27.*
- Workman, Letty, Kupka, Bernd, and Westover, Jonathan H. 2014. “Creating Service and Engaged Learning Value for the Public Good: Construct Identification and Measurement Issues.” *Utah Campus Compact Annual Faculty Retreat (Moab, UT), February 1.*
- Westover, Jonathan H. 2014. “Effectively Combining Traditional Learning and e-Learning Pedagogies across Disciplines: Ethical Considerations and Student Success Outcomes.” *15<sup>th</sup> Annual UVU Faculty Conference, sponsored by the Center for the Study of Ethics (Orem, UT), January 22.*
- Westover, Jonathan H. and Westover, Jacque P. 2013. “Teaching Hybrid Courses across Disciplines: Effectively Combining Traditional Learning and e-Learning Pedagogies.” *International Conference on Distance Learning and Education (Paris, France): October 13.*
- Westover, Jonathan H. and Chapman, Jared R. 2013. “Motivation and Influence within a Religious Organization: A Look at the LDS Church.” *UVU Religious Faith and Social and Applied Sciences Conference (Orem, UT): October 11.*
- Westover, Jonathan H. 2013. “Political, Economic, Social, and Labor Transformations in Post-Soviet Belarus, 1990–2012.” *UVU Ethics Week Faculty Fellow in the Professions Keynote (Orem, UT): Sept. 25.*
- Arendt, Anne and Westover, Jonathan H. 2013. “The Meaning of Engaged Learning.” *International Conference on Learning (Athens, Greece): Panel Session—Adult, Community, and Professional Learning, July 11-13.*

- Westover, Jonathan H. 2013. “Political, Economic, and Labor Transformations in Post-Soviet Belarus, 1990–2012.” *Annual Conference of the Utah Academy of Sciences, Arts, and Letters (Orem, UT)*: Panel Session—Qualitative and Historic Issues, April 12.
- Kupka, Bernd, Westover, Jonathan H., Bird, Connie, and Workman, Letty. 2013. “Educating the next generation of HRM practitioners using experiential methods.” *Annual Conference of the Utah Academy of Sciences, Arts, and Letters (Orem, UT)*: Panel Session—Education, April 12.
- Westover, Jonathan H. 2013. “Fulbright Teaching Experience in Belarus and a Visiting Scholar Experience in China and Implications for Students at UVU.” *UVU 5th Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 29.
- Westover, Jonathan H. 2013. “Political, Economic, and Labor Transformations and Changing Work Values in Post-Soviet Belarus, 1990-2012.” *14<sup>th</sup> Annual UVU Faculty Conference*, sponsored by the *Center for the Study of Ethics (Orem, UT)*, January 23.
- Westover, Jonathan H. 2012. “Human Capital Leadership: A Strategic Approach to Optimizing Workplace Potential.” *World Business Capabilities Congress (Auckland, New Zealand)*: Panel Session, December 7.
- Westover, Jonathan H. 2012. “Creating a 'Hot Cognitive Economy' in Business Management Courses.” *Higher Education Academic Leadership Symposium (Hamilton, New Zealand)*: Panel Session, December 5.
- Westover, Jonathan H. 2012. “Academic Service-Learning across Disciplines: An Integration of the Cognitive Taxonomy of Educational Objectives with the Six R’s of Service-Learning.” *Higher Education Academic Leadership Symposium (Hamilton, New Zealand)*: Panel Session, December 5.
- Westover, Jonathan H. 2012. “A Critical Examination of Microenterprise Programs: A Look at Effectiveness and Sustainability in Alleviating Poverty.” *International Development Conference (Auckland, New Zealand)*: Panel Session, December 3.
- Westover, Jacque P. and Westover, Jonathan H. 2012. “Engaging Instructional Design in the Developmental Mathematics Classroom: Assessment, Reflections, and Future Directions.” *International Conference on Learning (London, UK)*: Panel Session, August 14-16.
- Westover, Jonathan H., Doxey, Trista, and Spencer, Michelle. 2012. “European Country Contextual Differences Impacting Job Quality Characteristics and Worker Satisfaction.” *International Conference on Knowledge, Culture, and Change Management (Chicago, IL)*: Panel Session, July 6-8.
- Westover, Jonathan H. 2012. “Political, Economic and Labor Transformations in Post-Soviet Belarus, 1990-2008.” *International Conference on Interdisciplinary Social Sciences (Barcelona, Spain)*: Panel Session, June 25-28.
- Westover, Jonathan H. 2012. “Country Contextual Factors Impacting Labor Management Practices, Changing Work Values, and Working Conditions: Economic and Social Transformations in Post-Soviet Belarus, 1990-2008.” *International Conference on Global Studies (Moscow, Russia)*: Panel Session, June 20-22.
- Westover, Jonathan H. and Russell, Eric. 2012. “An Integration of the Cognitive Taxonomy of Educational Objectives with the Six R’s of Service-Learning.” *Utah Campus Compact Annual Conference on Civic Engagement (Orem, UT)*, April 2.
- Westover, Jonathan H. 2012. “A Critical Examination of Microenterprise Programs: Sustainability and Effectiveness in Alleviating Poverty.” *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Globalization, Labor, and the Transformation of Work, March 25.

- Westover, Jonathan H. 2012. "Comparative International Differences in Intrinsic and Extrinsic Job Quality Characteristics and Worker Satisfaction, 1989-2005." *Western Academy of Management Annual Conference (San Diego, CA)*: Panel Session—International Management and Business, March 24.
- Westover, Jonathan H. 2012. "Comparative Human Capital Leadership Strategies in the US vs. in China." *UVU China's Impact on the World Conference (Orem, UT)*: Panel Session, March 23.
- Westover, Jonathan H. 2012. "Defining Service-Learning and Exploring its Guiding Principles at Utah Valley University." *UVU 4th Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 22.
- Westover, Jonathan H. 2012. "Academic Service-Learning across Disciplines: Models, Outcomes, Assessment, and Ethical Considerations." *13<sup>th</sup> Annual UVU Faculty Conference*, sponsored by the *Center for the Study of Ethics (Orem, UT)*, January 18.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2011. "Iran and Globalization: Opportunities, Challenges and Relative Advantages." *International Conference on Cooperative Social, Economic and Cultural Capabilities (Kish Island, Iran)*, April 16-17.
- Westover, Jonathan H., Doxey, Trista, and Spencer, Michelle. 2011. "Country-level Cultural and Structural Contextual Differences Impacting Working Conditions and Job Satisfaction: The Case of France and Germany." *Western Social Science Association Annual Conference (Salt Lake City, UT)*: Panel Session—Retirement, Satisfaction, and Commerce, April 15.
- Westover, Jonathan H. 2011. "Gender Differences in Worker Satisfaction: A Comparative International Analysis." *Western Social Science Association Annual Conference (Salt Lake City, UT)*: Panel Session—Investments and International Analysis, April 15.
- McDonald, Skyler, and Westover, Jonathan H. 2011. "The Impact of Workplace Wellness Programs on Decreasing Employee Obesity and Increasing Overall Health." *Utah Academy of Sciences, Arts, and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Faculty-Mentored Undergraduate Student Research, April 8.
- Westover, Jonathan H. and Spencer, Michelle. 2011. "European Country Contextual Differences Impacting Job Quality Characteristics and Worker Satisfaction." *Western Decision Sciences Institute Annual Conference (Portland, OR)*: Panel Session—Management, Organizational Behavior, and Human Resource Management, April 5-8.
- Westover, Jonathan H. 2011. "The Impact of Globalization and Cross-National Differences in Working Conditions on Work Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis." *Western Decision Sciences Institute Annual Conference (Portland, OR)*: Panel Session—Global Business, April 5-8.
- Westover, Jonathan H. 2011. "Creating a 'Hot Cognitive Economy' in a Human Resource Management Course." *UVU 3rd Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 25.
- Westover, Jonathan H. 2011. "Engaged Student Learning and Community Engagement through Net Impact and SIFE." *UVU 3rd Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, March 25.
- Westover, Jonathan H. and Spencer, Michelle. 2011. "European Differences in Job Characteristics and Worker Satisfaction: The Comparison of France and Germany." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—Work and Organizations, March 10-13.

- Westover, Jonathan H. 2011. "The International Political Economy of Job Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—Globalization, Labor, and the Transformation of Work, March 10-13.
- Westover, Jonathan H. 2011. "Country Contextual and Cultural Shifts: Changing Job Quality and Job Satisfaction Determinants in Israel, 1989-1997." *Pacific Sociological Association Annual Conference (Seattle, WA)*: Panel Session—New Directions in Work and Organizations, March 10-13.
- Westover, Jonathan H. 2011. "Student Civic Engagement and Experiential Learning through Involvement with SIFE and Net Impact." *Utah Campus Compact Annual Conference (Salt Lake City, UT)*, February 11.
- Westover, Jonathan H. 2011. "A Cross-National Look at Gender Differences in Job Satisfaction, 1989-2005." *12<sup>th</sup> Annual UVU Faculty Conference*, sponsored by the *Center for the Study of Ethics (Orem, UT)*, January 20.
- Westover, Jonathan H. 2011. "Theoretical and Empirical Developments in Linking Job Quality Characteristics to Worker Satisfaction." *International Conference on Environmental, Cultural, Economic and Social Sustainability (Hamilton, New Zealand)*: Stream—Economy, January 5-7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "Fostering a Culture of Innovation in Organizations." *International Conference on E-business, Management and Economics (Hong Kong, China)*, December 28-31.
- Westover, Jonathan H. 2010. "The Relationship between Job Satisfaction and Other Important Individual, Organizational, and Social Outcomes." *International Conference on Science in Society (Madrid, Spain)*: Stream—The knowledge Systems of Science, November 11-13.
- Westover, Jonathan H. 2010. "Effective Training and Development: An Application of Adult Learning Theory in Human Resource Management." *Mountain Plains Management Conference (Ogden, UT)*: Track—Pedagogy, October 7.
- Westover, Jonathan H. 2010. "International Differences in Intrinsic and Extrinsic Job Quality Characteristics and Worker Satisfaction, 1989-2005." *Mountain Plains Management Conference (Ogden, UT)*: Track—Management, October 7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Study of Global Staffing Systems in Iranian Organizations." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Note on Social Entrepreneurship: Scopes and Objectives." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2010. "A Research Agenda for International Human Resource Management: Challenges, Developments and Perspectives." *2010 International Conference on Management Technology and Applications (Singapore)*, September 10-12.
- Westover, Jonathan H. 2010. "Individual Factors Impacting Worker Orientations and Perceptions in the Workplace: A Continued Examination of the Relationship between Individual-Level Religious, Racial/Ethnic, and Family Backgrounds with Worker Job Satisfaction." *International Social Sciences Conference (Cambridge, UK)*: Stream—Economics and Management, August 2-5.

- Westover, Jonathan H. 2010. “Global Economic Shifts Impacting the Perceived Importance of Various Intrinsic and Extrinsic Job Characteristics and Overall Job Satisfaction: A Cross-National Analysis.” *International Conference on Knowledge, Culture and Change in Organizations (Montreal, Canada)*: Stream—Human Resources, July 26-28.
- Westover, Jonathan H. 2010. “‘Gendered’ Perceptions: Job Satisfaction and Gender Differences in the Workplace.” *International Conference of Diversity in Organisations, Communities and Nation (Belfast, N. Ireland)*: Stream—Organizations, July 19-21.
- Westover, Jonathan H. 2010. “Examining the Theoretical and Empirical Developments and Future Research Directions in the Cross-Disciplinary Job Satisfaction Literature.” *International Conference on Learning (Hong Kong, China)*: Stream—Organizational Learning, Organizational Change, July 6-9.
- Westover, Jonathan H. 2010. “State Welfare Provisions and Cross-national Differences in Work Quality and Job Satisfaction.” *Global Studies Annual Conference (Pusan, S. Korea)*: Stream—Social Perspectives, June 21-23.
- Spencer, Michelle and Westover, Jonathan H. 2010. “A Comparative International Look at Differences in Job Quality and Worker Satisfaction: The Case of France and Germany.” *Utah Academy of Sciences, Arts and Letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Westover, Jonathan H. 2010. “An Examination of Workers’ Perceived Job Satisfaction & Public Service Motivation in the U.S.: 1989-2005.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Sociology of Work and Organizations, April 9.
- Westover, Jonathan H. 2010. “International Differences in Public Service Motivation & Job Satisfaction.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Current Issues in Occupations & Profession II, April 9.
- Westover, Jonathan H. 2010. “Key Work Domains & Organizational Commitment & Job Satisfaction.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—New Directions in Research on Work, Organizations, & Inequality, April 8.
- Westover, Jonathan H. 2010. “Real-World Application in the Classroom: Utilizing Current Research and Case-Analysis Methodology to Enhance Student Learning.” *UVU 2<sup>nd</sup> Annual Scholarship of Teaching & Engagement Conference (Orem, UT)*: Paper Session, April 1.
- Westover, Jonathan H. and Taylor, Jeanette. 2010. “International Differences in Job Satisfaction and Public Service Motivation.” *Western Academy of Management Annual Conference (Kailua-Kona, Hawaii)*: Panel Session—International, March 27.
- Westover, Jonathan H. 2010. “Enhancing Worker Productivity and Performance: A Key Work Domains Related to Job Satisfaction.” *Western Academy of Management Annual Conference (Kailua-Kona, Hawaii)*: Panel Session—Organizational Behavior, March 26.
- Westover, Jonathan H. 2010. “Deseret Academy: A Strategic Management Case.” *Western Case Writers Association 2010 Annual Conference (Kailua-Kona, Hawaii)*: Roundtable Session, March 25.
- Poole, Daniel and Westover, Jonathan H. 2010. “Subjective Versus Objective Reality: Temperance Movements and Modern Jihad.” *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 18.

- Birkholz, Ryan and Westover, Jonathan H. 2010. "Reconsidering the Influence of State Functions on Stratification, Class, and Class Conflict: The Masked Heroic Power to Structure Modern Society from the Perspectives of Marx and Weber." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 18.
- Westover, Jonathan H. 2010. "Employee Friendly Corporate Policy." *11<sup>th</sup> Annual UVU Faculty Conference*, sponsored by the Center for the Study of Ethics (Orem, UT), January 21.
- Westover, Jonathan H. 2010. "Trickle-Up Economic Development: A Critical Examination of Microfinance Programs." *International Conference on Environmental, Cultural, Economic and Social Sustainability (Cuenca, Ecuador)*: Stream—Economic Sustainability, January 5-7.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A Study of Social Entrepreneurship and its Empowering Factors." *Entrepreneurship and Society Conference (Maragheh, Iran)*, December 31.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "A New Look at Entrepreneurship: Hindrances to Iranian Women Entrepreneurs." *Karaj Entrepreneurship Conference (Karaj, Iran)*, December 10.
- Noruzi, Mohammad Reza and Westover, Jonathan H. 2009. "IHRM and Effective Global Staffing Systems in the Iranian Context: An Exploration of Staffing Roles for HR Manager's in Iranian Organizations and other MNC's." *The International Conference on Intellectual Capital Management (Zanaj, Iran)*: Panel Session—Management and Intellectual Capital, October 7-8.
- Westover, Jonathan H. 2009. "A Cross-National Comparative Analysis of Job Quality and Worker Satisfaction." *American Sociological Association Annual Meeting (San Francisco, CA)*: Roundtable—Organizations, Occupations, and Work: Job Satisfaction, August 8-11.
- Westover, Jonathan H. 2009. "Socio-economic Status and Occupational Differences in the Experience of Mortality." *American Sociological Association Annual Meeting (San Francisco, CA)*: Roundtable—Medical Sociology: Negotiating Health, August 8-11.
- Westover, Jonathan H. 2009. "Empirically Examining Research Questions in the Social Sciences: Statistical Research Methods in Comparative International Sociology." *Science in Society Annual Conference (Cambridge, United Kingdom)*: Stream—Applied Science, August 5-7.
- Westover, Jonathan H. 2009. "A Review and Comparison of Sociological Theories of Global Development." *International Annual Conference on Interdisciplinary Social Sciences (Athens, Greece)*: Stream—Sociology, Geography, July 8-11.
- Westover, Jonathan H. 2009. "Lifelong Learning: Effective Adult Learning Strategies and Implementation for Working Professionals." *International Annual Conference on Learning (Barcelona, Spain)*: Stream—Curriculum and Pedagogy; Student Learning, Learner Experiences, Learner Diversity, July 1-4.
- Westover, Jonathan H. 2009. "World Cities and Shifting Economic Development Trajectories in the Age of Globalization." *International Annual Conference on Knowledge, Culture and Change in Organisations (Boston, MA)*: Stream—Diversity, Globalisation, Development, June 24-27.
- Westover, Jonathan H. 2009. "Sociological Theories of Global Development and the Resurgence of the Role of the State." *Global Studies Annual Conference (Dubai, United Arab Emirates)*: Stream—Cultural Perspectives, May 30-June 1.

- Downey, Dennis J., and Westover, Jonathan H. 2009. "Media Representations of Multiculturalism in the 1990s: Declining Salience and Shifting Semantics." *Texas A&M University Race & Ethnic Studies Institute's (RESI) Race, Ethnicity, and (New) Media Symposium* (Austin, TX), April 30-May 2.
- Westover, Jonathan H. 2009. "A Gender Paradox? Gender Differences in Job Quality Characteristics & Perceived Job Satisfaction." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Gender and Work, April 11.
- Westover, Jonathan H. 2009. "Changing Trends in Workers' Perceived Job-Satisfaction & Job Quality in the US: 1989 to 1997." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—The Shifting Nature of Work II: Workplace & Labor Market, April 10.
- Westover, Jonathan H. and Wagner, Josh. 2009. "Helping Micro-Finance Nonprofit Organizations Measure Up." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Issues Surrounding Poverty & Low Wage Work, April 10.
- Westover, Jonathan H. and Taylor, Jeanette. 2009. "A Cross-National Examination of Public Service Motivation & Job Satisfaction." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Globalization, Labor & the Transformation of Work, April 9.
- Westover, Jonathan H. 2009. "Demographic Shifts & a Changing Utah Labor Market." *Pacific Sociological Association Annual Conference (San Diego, CA)*: Panel Session—Labor Market, April 8.
- Westover, Jonathan H. and Taylor, Jeannette. 2009. "International Differences in Job Satisfaction: The Effects of Public Service Motivation, Rewards and Work Relations." *International Research Society for Public Management Annual Conference (Copenhagen, Denmark)*: Panel Session—Performance Management and Motivation, April 6-8.
- Westover, Jonathan H. 2009. "Statistical Research Methods in Comparative International Sociology." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session—Strategies, March 14.
- Westover, Jonathan H. 2009. "Globalization and World Cities." *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session—Social Problems and Technology, March 14.
- Westover, Jonathan H. 2008. "A Cross-National Look at the Changing Nature of Gender Differences in Perceived Job Satisfaction." *Global Business Development Institute Annual International Conference (Las Vegas, NV)*, Panel Session—Global Business, October 13.
- Westover, Jonathan H. 2008. "The Changing Nature of Work in the U.S.: A Neo and Post-Fordist Look at General Motors and Google Inc." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Work, Unions, and Community, April 11.
- Westover, Jonathan H. 2008. "Economic Inequality and the Record of Microfinance: The Effectiveness/Ineffectiveness of Microfinance Programs as a Means of Alleviating Poverty." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Economic Inequality II, April 11.
- Westover, Jonathan H. 2008. "The Impact of Job Characteristics on Worker Health and Occupational Differences in the Experience of Mortality." *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—Sociology of Health, Illness, and Medicine, April 11.



- Westover, Jonathan H. 2008. “Recent Changes in Job Characteristics, Job Quality, & Job-Satisfaction in the U.S and Abroad.” *Pacific Sociological Association Annual Conference (Portland, OR)*: Panel Session—The Sociology of Work and Organizations II, April 11.
- Westover, Jonathan H. 2008. “The Impacts of Globalization on Changing Job Quality and Worker Satisfaction: From a Cross-National Comparative Perspective.” *Western Academy of Management Annual Conference (Oakland, CA)*: Panel Session—Culture in a Global Economy, March 28.
- Westover, Jonathan H. 2008. “A Look at the Utah Labor Market: A Review and application of ‘Impact of Demographic Change on U.S. Labor Markets,’ by Jane Sneddon Little and Robert K. Triest.” *Utah Academy of Sciences, Arts, and Letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business and Social Sciences, March 21.
- Westover, Jonathan H. 2008. “The Changing Nature of Gender in the Workplace: A Cross-National Comparative Analysis of Gender differences in Job Quality Characteristics and Perceived Job Satisfaction.” *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 14.
- Westover, Jonathan H. 2008. “The Impact of Job Characteristics on Worker Health.” *Society for the Interdisciplinary Study of Social Imagery Annual Conference (Colorado Springs, CO)*: Panel Session, March 14.
- Westover, Jonathan H. 2008. “A Cross-National Analysis of Job Quality Characteristics and Perceived Job Satisfaction in a Changing World Economy: Implications for Public Administrators Managing in a Multicultural Workforce.” *American Society for Public Administration Annual Conference (Dallas, TX)*: TRACK: Demographics, Human Capital and Workforce Development in Public Service; Panel Session—Motivation and Job Satisfaction, March 11.
- Westover, Jonathan H., and Hesterly, William. 2007. “J-Curve Effects on CEO Succession: Expectations vs. Performance as a Determinant of CEO Dismissal.” *Institute for Operations Research and the Management Sciences Annual Conference (Seattle, WA)*: Panel Session—Planning, November 7.
- Westover, Jonathan H. 2007. “Cross-National Comparative Analysis of Job Quality Characteristics & Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Work and Workplace, March 30.
- Westover, Jonathan H., and Hesterly, William. 2007. “Firm Performance, Expectations, and CEO Succession: From a Sociological Perspective.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Sociology of Organizations, March 31.
- Downey, Dennis, and Westover, Jonathan H. 2007. “Multiculturalism: Shifting Academic Rhetoric and Popular Discourse.” *Pacific Sociological Association Annual Conference (Oakland, CA)*: Panel Session—Does Sociology Challenge the Dominant Discourse on Race and Ethnicity?, March 31.

### **Thesis Work: M.S. Sociology**

- *Thesis Title*: “A Cross-National Comparative Analysis of Job Quality Characteristics & Perceived Job Satisfaction: From Post and Neo-Fordist Perspectives.”
- *Thesis Committee*: Dr. Michael F. Timberlake (Committee Chair), Department Chair, Professor, Department of Sociology, University of Utah; Dr. Dennis J. Downey (Committee Member), Assistant Professor, Department of Sociology, University of Utah;

Dr. Gerardo Okhuysen (Committee Member), Associate Professor, Department of Business Management, University of Utah.

### **Thesis Work: Graduate Demography Certificate**

- *Thesis Title:* “Worker Health and Occupational Differences in the Experience of Mortality.”
- *Advisors:* Dr. Ming Wen, Assistant Professor, Department of Sociology, University of Utah; Dr. Ken R. Smith, Demography Chair, Professor, Department of Family and Consumer Studies, University of Utah.

### **Dissertation: Ph.D. Sociology Work and Organizations, Comparative International**

- *Dissertation Title:* “The International Political Economy of Job Quality Characteristics and Worker Satisfaction: A Cross-National Comparative Analysis.”
- *Thesis Committee:* Dr. Michael F. Timberlake (Committee Chair), Professor, Department of Sociology, University of Utah; Dr. Cheol Sung Lee (Committee Member), Assistant Professor, Department of Sociology, University of Chicago; Dr. William Hesterley (Committee Member), Professor, Department of Business Management, University of Utah; Dr. Julie Stewart (Committee Member), Assistant Professor, Department of Sociology, University of Utah; Dr. Kim Korinek (Committee Member), Assistant Professor, Department of Sociology, University of Utah.

### **Graduate Student Research Mentoring/Advising**

- Sherman, Kailey (Graduate MBA Research). 2018. “Examining Employing Onboarding Best Practices in a Higher Education Environment.”
- Palmer, Alexis (Ed.D. Organizational Leadership Dissertation). 2018. “Lived Experiences of non-LDS Employees at a Public Regional University.”
- Barrington, David (Ed.D. Organizational Leadership Dissertation). 2018. “How Students Express Value, Explanation, and Experience related to Service Learning and the Acquisition of Work Readiness and Leadership.”
- Read, John Basil (Ph.D. Global Leadership Dissertation). 2017. “A Followership Role of Executive Assistants in Global Organizations: Gatekeeping and Organizational Outcomes.”
- Light, Joe (Graduate MBA Research). 2017. “Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction.”
- Rothlisberger, Colt (Graduate MBA Research). 2017. “Fostering Student Engagement through Understanding and Internalizing the Mission Statement and Values of Extracurricular Organizations.”

### **Undergraduate Student Research Mentoring/Advising**

- Westover, Jonathan H., Johnson, Jace, Harris, Colton B., Epley, Jake, and Dudgeon, Blaine. 2019. “Comparative Workplace Orientations and Conditions in the U.S., Western Europe, and Nordic Countries.” Presented at the *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Ogden, UT): March 23.
- Hughes, Kathryn, and Westover, Jonathan H. (GEL Grant, Ethics Center Grant, and Autism Center Grant Research Assistants). 2018. “Examining Autism in the Workplace: A Focus on Vocational Organizations.” Presented at the *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.

- Hughes, Kathryn, and Westover, Jonathan H. (GEL Grant, Ethics Center Grant, and Autism Center Grant Research Assistants). 2018. "Examining Autism in the Workplace: What are the Public Schools Doing to Prepare Future Autistic Workers?" Presented at the *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.
- Sherman, K., Stephenson, R., and Westover, Jonathan H. (Graduate and Undergraduate Teaching Assistant). 2018. "Examining Employing Onboarding Best Practices in a Higher Education Environment." Presented at the *Annual Conference of the Utah Academy of Sciences, Arts, and Letters* (Cedar City, UT): April 7.
- Schultz, J. L., Comer, D. R., Lundquist, T., Keyes, J., Lewis, V. J., Andrade, M., Westover, J., Workman, L. Sharp, B. M., Kupka, B. A., Soltwisch, B. W., Chapman, J. R., Jhamb, S., Szyliowicz, D., & Gardiner, S. P. (Undergraduate Research Assistants). 2018. "Idiot Box Learning: Boob Tube Teaching Across the Business Curriculum." Presented at the *Western Academy of Management Annual Conference* (Salt Lake City, Utah): March 10.
- Zamora, K., Epley, J., Saban, K., Lundquist, T., Garrett, E., Keyes, J., Gonzalez, A., McIntyre, K., Westover, J., Workman, L., Kupka, B. A., & Schultz, J. L. (Undergraduate Research Assistants). 2018. "Student Experiences, Perceptions and Perspectives of Community-Engaged Learning Projects." Presented at the *Western Academy of Management Annual Conference* (Salt Lake City, Utah): March 9.
- Eskildsen, B., Light, J., Westover, J.H., and Carlisle, K. (Undergraduate Research Scholarly and Creative Activities Award). 2017. "Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction." Presented at the *Global Studies Conference* (Singapore): Paper Session, June 8.
- Westover, J.H., Cardon, T., Wright, N., Miller, R.N., Hughes, K., Garrido, R., and Anglen, A. (GEL Grant, Ethics Center Grant, and Autism Center Grant Research Assistants). 2017. "The Coming HR Tsunami: Autism Awareness in the Workplace." Presented at the *Association for Psychological Science Annual Conference* (Boston, MA): Poster Session, May 28.
- Castillo, S. and Westover, Jonathan H. (Undergraduate Research Scholarly and Creative Activities Award). 2017. "Engaging Millennials: Leadership of the Global Millennial Generation in the Workplace." Presented at the *International Conference on the Knowledge, Culture and Change in Organisations* (Darwin, Australia): Paper Session, April 21
- Westover, Jonathan H., Cardon, Teresa, Wright, Norman, Miller, Ronald, Hughes, Kathryn, and Garrido, Rebecca (GEL Grant, Ethics Center Grant, and Autism Center Grant Research Assistants). 2017. "A Tsunami of Need: Autism Awareness in the Workplace." Presented at the *Annual Conference of the Utah Academy of Sciences, Arts & Letters* (Orem, UT), April 7.
- Westover, Jonathan H., Rothlisberger, Colt, and Stephenson, Ryan (Undergraduate Research Scholarly and Creative Activities Award). 2017. "Fostering Student Engagement Through Understanding and Internalizing the Mission Statement and Values of Extracurricular Organizations." Presented at the *Annual Conference of the Utah Academy of Sciences, Arts & Letters* (Orem, UT), April 7.
- Jorgensen, D., Rubenstein, A., Westover, J., Kupka, B., and Dishman, P. (Graduate Research Assistant). 2017. "Now you See it, Now you Don't: A Biometric Examination of Hiring Biases and Body Art," Presented at the *Mid-South Management Research Consortium* (Oxford, MS), February 24.

- Costello, Sean and Westover, Jonathan H. (Undergraduate Research Scholarly and Creative Activities Award). 2016. "Examining Leadership of the Global Millennial Generation in the Workforce." Presented at the *Annual Meeting of the International Association of Business and Society* (Park City, UT): Paper Session—Decoupling; Leadership, June 17.
- Barrus, Aaron, Costello, Sean, and Beaman, Garret, and Westover, Jonathan H. (Undergraduate Research Scholarly and Creative Activities Award). 2016. "Exploring Comparative Employee Engagement." Presented at the *16th International Conference on Knowledge, Culture and Change in Organizations (Honolulu, Hawaii)*: Paper Session, April 20.
- Light, Joe, Carlisle, Kaitlin, and Eski, Bergen (Undergraduate Research Scholarly and Creative Activities Award). 2016. "Exploring Shifting Global Labor Management Practices and Comparative Job and Life Satisfaction." Presented at the *Annual Conference of the Utah Academy of Sciences, Arts & Letters (Salt Lake City, Utah)*: Business Division Paper Session, March 10.
- Costello, Sean (Undergraduate Research Scholarly and Creative Activities Award). 2016. "Examining Leadership of the Global Millennial Generation in the Workplace." Presented at the *Annual Conference of the Utah Academy of Sciences, Arts & Letters (Salt Lake City, Utah)*: Business Division Paper Session, March 10.
- Barrus, Aaron, Costello, Sean, and Beaman, Garret (Undergraduate Research Scholarly and Creative Activities Award). 2015. "Exploring Workplace Engagement: Theoretical Development and Practical Application." Presented at the *Western Social Sciences Association Annual Conference (Portland, OR)*: Panel Session—Business Track, April 8.
- Barrus, Aaron, Costello, Sean, and Beaman, Garret (Undergraduate Research Scholarly and Creative Activities Award). 2015. "Practical Application of Workplace Engagement in the Classroom: Six Case Studies." Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (Ephraim, UT)*: Panel Session—Business Track, March 29.
- Teerlink, Jared P. (Undergraduate Senior Thesis Project). 2013. "Workplace Technologies: A Quest towards Efficiency and a Struggle for Meaning."
- Ibanez, Andrea (Undergraduate Senior Thesis Project). 2012. "People, Relationships & the Institution: The Effect of Mediation as an Alternative Dispute Resolution Program at Utah Valley University to Enhance Performance of the Organization and its Employees." Presented at *NCUR* (Ogden, UT) and the *Utah Academy of Sciences, Arts and letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 13.
- Ibanez, Andrea (Undergraduate Senior Thesis Project). 2012. "People, Relationships & the Institution: The Effect of Mediation as an Alternative Dispute Resolution Program at Utah Valley University to Enhance Performance of the Organization and its Employees."
- Bird, Chaunceton (Undergraduate Honors Theses Project). 2012. "Examining the Impact of Employee Motivation and Engagement Tactics: A Look at High-Turnover, Largely Part-time Employee-run Organizations." Presented at *NCUR (Ogden, UT)*, March 29.
- Bird, Chaunceton (Undergraduate Honors Theses Project). 2012. "Examining the Impact of Employee Motivation and Engagement Tactics: A Look at High-Turnover, Largely Part-time Employee-run Organizations."
- Diamond, Christine (Undergraduate Honors Thesis Project). 2012. "Defining Service and Civic Engagement." Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 13.
- Diamond, Christine (Undergraduate Honors Thesis Project). 2012. "Defining Service and Civic Engagement."

- Callahan, Troy (Student Research Assistant). 2011. “Right to Work in the Utah Employment Context.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 8.
- Doxey, Trista (Presidential Faculty Scholarly Activity Award Student Research Assistant). 2010-2011. “Reasons for Cross-National Differences in Work: Country-Contextual Determinants of Intrinsic and Extrinsic Work Characteristics Differences in Germany and France.” Presented at the *Western Social Sciences Association Annual Conference (Salt Lake City, UT)*, Panel Session—Organizational Behavior, April 15.
- MacDonald, Skyler (Undergraduate Senior Thesis Project). 2010. “HR Solutions to Obesity in the Workplace.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (Salt Lake City, UT)*: Panel Session—Business Track, April 8.
- MacDonald, Skyler (Undergraduate Senior Thesis Project). 2010. “HR Solutions to Obesity in the Workplace.”
- Spencer, Michelle (CEL Engaged Learning Grant Research Assistant). 2010. “A Comparative International Look at Differences in Job Quality and Worker Satisfaction: The Case of France and Germany.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Spencer, Michelle (CEL Engaged Learning Grant Research Assistant). 2010. “Human Resource Management and Multinational Corporations: A Utah Perspective.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Nelson, Christopher (Undergraduate Senior Thesis Project). 2010. “Complex Job Structure and Intelligence: A Research Proposal.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Nelson, Christopher (Undergraduate Senior Thesis Project). 2010. “Complex Job Structure and Intelligence: A Research Proposal.”
- Bogdan, David. 2010. “Fraud Prevention through the Human Resource Department.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.
- Carper, Deborah. 2010. “Social Networking as a Recruiting Tool.” Presented at the *Utah Academy of Sciences, Arts and letters Annual Conference (St. George, UT)*: Panel Session—Business Track, April 9.

### **Other Relevant Academic Research Experience**

- Research Team Member for Real Victory Project, Brigham Young University; Character Development Model, Behavioral Modification, Offender Treatment, Recidivism Reduction. Fall 2007—Present.
- Research Assistant for Dr. Dennis Downey, Sociology Department, University of Utah; Contemporary Social Diversity, Shifting Academic Rhetoric of Multiculturalism in Popular Discourse. Fall 2005—Fall 2006.
- Research Assistant for Dr. David Hart, George W. Romney Institute of Public Management, Brigham Young University; Ethics and Organizational Theory, Free-Market Fundamentalism and Ethical Concerns, Moral Sense Theory and Evolutionary Psychology, The Ethics of Business and Society. Fall 2004—Summer 2005.
- Research Assistant for Dr. Bruce Brown, Psychology Department, Brigham Young University; Organizational Assessment, Leadership Philosophy in Industrial and Organization Psychology, Survey of Organizational Climate and 360 Feedback Instruments. Fall 2004—Spring 2005.

- Research Assistant for Dr. Matthew Spackman, Psychology Department, Brigham Young University; Emotion Regulation and Responsibility, How Voice Qualities Communicate Emotions. Summer—Fall 2004.
- Research Assistant for Dr. Rex Facer, George W. Romney Institute of Public Management, Brigham Young University; Public Budgeting and Finance, Implications of the International Fuel Tax. Summer 2004.
- Assistant for Leon A. Westover, ABD; Personal Attributes Inventory development and application. Ongoing.
- Other Substantial Research Involvement: Literature review and instrument development for “The Dissonance Between the Perceived Ideal Workplace and Employee Satisfaction,” Justin Calapp, BYU Psychology PHD Candidate; Qualitative interviewer for Geneva Steel Socioeconomic Impact Study, Dr. Bruce Chadwick, Sociology Department, BYU; Phone Interviewer for 2002 Salt Lake City Olympics Community Impact Study, Dr. Vaughn Call, Sociology Department, BYU.

### **Professional/Advocacy/Consulting Research Articles/Reports**

- Westover, L. Alan and Westover, Jonathan H. 2013. “Board Attributes and Ranking of Applicants for Employment Report.” Prepared for *Dual Immersion Academy Executive Board*, Internal Report, April.
- Westover, Jonathan H., Westover, Alan, and Westover, Andrew. 2009. “Wasatch Mental Health Worker Motivation Analysis Report.” Prepared for *Wasatch Mental Health Executive Board*, Internal Report, March.
- Westover, Jonathan H., and Westover, Alan. 2008. “Kiddie Kandids Human Resource Team Report.” Prepared for *Kiddie Kandids Corporate Human Resources Department*, Internal Report, July.
- Westover, Jonathan H., and Westover, Alan. 2008. “Kiddie Kandids Human Resource Employee Screening.” Prepared for *Kiddie Kandids Corporate Human Resources Department*, Internal Report, May.
- Westover, Jonathan H. 2006. “Training and Development Strategic Plan.” Prepared for *InterContinental Hotels Group Corporate Training and Development*, Internal Report, February.
- Berndt, Brian, and Westover, Jonathan H. 2005. “Tooele City Economic Development Strategic Plan.” Prepared for *Tooele City Corporation*, Internal Report, December.
- Berndt, Brian, and Westover, Jonathan H. 2005. “Tooele City Economic Development Business Assessment.” Prepared for *Tooele City Corporation*, Internal Report, November.
- Berndt, Brian, and Westover, Jonathan H. 2005. “2005 Tooele City Community Assessment.” Prepared for *Tooele City Corporation*, Community Report, November.
- Westover, Jonathan H. 2005. “Organizational Effectiveness Study.” Prepared for *Convergys Corporation*, Internal Report, May.
- Westover, Jonathan H. 2005. “Managing Corporate Change and Cultural Alignment Study.” Prepared for *LG Electronics*, Internal Report, April.
- Westover, Jonathan H., Gettys, Alicia, and Gledhill, Rebecca. 2004. “Student Attitudes on Rural Utah: Students Interested in Social Work Careers.” Prepared for *Utah Department of Human Services*, Internal Report, December.
- Westover, Jonathan H., Elder, Leif, and McPherson, Eric. 2004. “Prisoner Rehabilitation and Re-entry Study.” Prepared for *Real Victory Foundation*, December.
- Westover, Jonathan H. 2004. “2004 United Way of Utah County Community Assessment.” Prepared for *United Way of Utah County*, August.

- Deeter, Cody, Houston, Janice, Palmer, Tyler, and Westover, Jonathan H. 2004. "Utah County Feasibility Study: Financial Analysis of Alpine School District Division." Prepared for *Utah County Special Committee on School District Division*, June.
- Smith, Matt, Wight, Anna, and Westover, Jonathan H. 2004. "Human Resource Systems and Customer Service Analysis Report. Prepared for *Brigham Young University Human Resource Services*, Internal Report, May.
- Westover, Jonathan H., Herzog, Erin, Murdock, Rick, and Hong, Kap-pyo. 2004. "Charitable Contributions Report: Survey of Utah County Residents." Prepared for *United Way of Utah County*, April.
- Westover, Jonathan H. 2002. "A Mixed-Methods Analysis of Training Effectiveness, Autonomy, and Stakeholder Support in a Hierarchical Organization." Prepared for *Missionary Training Center*, Internal Report, April.

### **Professional/Community Presentations**

- Westover, Jonathan H. 2018. "Disruptive Technologies, HR, & the Future of Work." *Utah Senior HR Executive Roundtable (Salt Lake City, UT)*, September 13.
- Westover, Jonathan H. 2018. "Best Methods to Maximize Engagement through Volunteering." *InvolveSoft Professional Development Webinar (Orem, UT)*, August 29.
- Westover, Jonathan H. 2017. "Business and Globalization." *Global/Intercultural Scholar Lecture Series (Orem, UT)*, March 27.
- Westover, Jonathan H. 2018. "Globalization, Labor, and the Transformation of Work: Implications for HR and the Future of Work." *Human Resource Association of Central Utah Conference Keynote Address (Orem, UT)*, February 8.
- Westover, Jonathan H. 2017. "Enhancing HR Practice within an Environment of Professional Diversity." *IPMA-HR Annual Conference Keynote Address (Lehi, UT)*, October 12.
- Westover, Jonathan H. 2017. "The Critical Role of Human Resources in Strategic Organizational Leadership." *UVU Communication Department Executive Lecture Series (Orem, UT)*, September 10.
- Westover, Jonathan H. 2017. "Autism in the Workplace." Part of Panel at *UVU Ethics Awareness Week, UVU Center for the Study of Ethics (Orem, UT)*, September 27.
- Westover, Jonathan H. 2017. "Business and Globalization." *Global/Intercultural Scholar Lecture Series (Orem, UT)*, March 27.
- Westover, Jonathan H. 2016. "Employee Responsibilities and Moral Rights in the Workplace." Part of Panel at *UVU Ethics Awareness Week, UVU Center for the Study of Ethics (Orem, UT)*, September 27.
- Westover, Jonathan H. and Mitchell, Janel. 2016. "Engaging Millennial Students through Community-Engaged Experiential Learning." Presented at *UVU Annual Faculty Conference, UVU Office of Teaching and Learning (Orem, UT)*, September 17.
- Westover, Jonathan H. 2014. "Practical Implementation of Service and Engaged Learning in the Business Disciplines." Presented at *Salt Lake Community College School of Business Faculty Meeting*, February 7.
- Westover, Jonathan H. 2014. "Exploring the Polish Academy of Sciences/Utah Valley University Innovation and Data Analysis MBA Partnership" *Polish Academy of Sciences Institute of Computer Science Strategic Session*, January 24.
- Westover, Jonathan H. 2013. "Human Capital Leadership and Community-Engaged Experiential Learning." Presented at *BYU Management Society*, May 22.
- Westover, Jonathan H. 2012. "Productive Work Environments: Creating a High Performance Work Culture." Presented at Belarus High Tech Park as session 3 of 3-part *Strategic Human Capital Leadership Training Series*, June 19.

- Westover, Jonathan H. 2012. “Employee Motivation: Leveraging Employee Capacity to Optimize Workplace Potential.” Presented at Belarus High Tech Park as session 2 of 3-part *Strategic Human Capital Leadership Training Series*, June 12.
- Westover, Jonathan H. 2012. “Preparing our Students with the Skills & Competencies Required for them to be Successful in their Professional Career.” Presented to *BSU SBMT Faculty*, June 7.
- Westover, Jonathan H. 2012. “Strategic Employee Selection: From Effective Interviewing to the ‘Moneyball’ Approach to Selection.” Presented at Belarus High Tech Park as session 1 of 3-part *Strategic Human Capital Leadership Training Series*, June 5.
- Westover, Jonathan H. 2012. “Applying Service-Learning to MBA Courses in Belarus.” Presented at the *BSU SBMT Faculty Retreat*, May 12.
- Westover, Jonathan H., Westover, Alan, and Westover, Andrew. 2009. “Wasatch Mental Health Worker Motivation Analysis.” Presented to *Wasatch Mental Health Executive Board*, March.
- Westover, Jonathan H. 2006. “Training and Development Strategic Plan,” Presented to *InterContinental Hotels Group—Corporate Training and Development Office*, February.
- Berndt, Brian, and Westover, Jonathan H. 2005. “Tooele City Economic Development Strategic Plan,” Presented to *Tooele City Council*, December.
- Berndt, Brian, and Westover, Jonathan H. 2005. “Tooele City Economic Development Business Assessment,” Presented to *Tooele City Council*, November.
- Cherrington, David, Westover, Jonathan H., Elder, Leif, and McPherson, Eric. 2004. “Prisoner Rehabilitation and Re-entry Study.” Presented to *Real Victory Foundation*, December.
- Deeter, Cody, Houston, Janice, Palmer, Tyler, and Westover, Jonathan H. 2004. “Utah County Feasibility Study: Financial Analysis of Alpine School District Division,” Presented to *Utah County Special Committee on School District Division*, April.
- Westover, Jonathan H., Herzog, Erin, Murdock, Rick, and Hong, Kap-pyo. 2004. “Charitable Contributions Report: Survey of Utah County Residents,” Presented to *United Way of Utah County*, April.

### Magazine Articles/Stories

- Westover, Jonathan H. Forthcoming. “Sacrifice and the Blessings of Meaningful Church Service.” *Ensign*.
- Westover, Jonathan H. 2015. “Family Conversion and Healing through the Power of Hymns.” *Ensign*.
- Westover, Jonathan H. 2010. “Turn Off the TV.” *Ensign*, p. 69.
- Westover, Jonathan H. 2010. “Turn Off the TV.” *Liahona*, p. 41.
- Westover, Jonathan H. 2010. “Ready to Serve.” *New Era*, p. 44-45.
- Westover, Jonathan H. 2009. “I’ll Go Where You Want Me to Go.” *New Era*, p. 44-45.
- Westover, Jonathan H. 2009. “Look unto me in every thought... and you shall have peace in me.” *Desert Saints Magazine*, August, Issue 107, p. 22-23.
- Westover, Jonathan H. 2009. “Lessons Learned from Fathers: Personal Development.” *Ensign*, Vol. 39, Num. 4, p. 36-39. April.
- Westover, Jonathan H. 2008. “Questions and Answers: How can I make Easter more Christ centered for my family and me?” *Ensign*, Vol. 38, Num. 2, p. 34–38. February.
- Westover, Jonathan H. 2008. “Make an Un-SMART New Year’s Resolution.” *Meridian Magazine*, January.
- Westover, Jonathan H. 2008. “On the Subway in Seoul.” *Meridian Magazine*, January.



- Westover, Jonathan H. 2007. “Dad’s Real Work.” *Desert Saints Magazine*, June, Issue 81, p. 22-23.
- Westover, Jonathan H. 2007. “Making a Christ-Centered Easter.” *Desert Saints Magazine*, March, Issue 78, p. 16.
- Westover, Jonathan H. 2007. “Fruitful Fellowshiping.” *Desert Saints Magazine*, October, Issue 73, p. 16-17.
- Westover, Jonathan H. 2007. “The Evolution of my Personal Scripture Study: A Different Way to Study the Scriptures.” *LDS Living*, September/October Edition.
- Westover, Jonathan H. 2007. “The 217-Mile Trek.” *Meridian Magazine*, September.
- Westover, Jonathan H. 2007. “Financial Freedom and the Blessings of a Debt-Free Life.” *Meridian Magazine*, August.
- Westover, Jonathan H. 2007. “The Blessings of a Debt-Free Life.” *Desert Saints Magazine*, August, Issue 71, p. 24-25.
- Westover, Jonathan H. 2007. “Thou Art the Christ, My Lord.” *Desert Saints Magazine*, August, Issue 71, p. 29.
- Westover, Jonathan H. 2007. “Fathers—Leading and Guiding the Family in Righteousness.” *Meridian Magazine*, June.
- Westover, Jonathan H. 2007. “Receiving Revelation to Magnify Our Lives.” *Desert Saints Magazine*, June, Issue 69, p. 10-11.
- Westover, Jonathan H. 2007. “Value.” *Sunstone Magazine*, March, Issue 145, p. 5-6.
- Westover, Jonathan H. 2007. “Kneeling in the Snow.” *Meridian Magazine*, March.
- Westover, Jonathan H. 2007. “A Different Way to Read the Scriptures.” *Meridian Magazine*, February.
- Westover, Jonathan H. 2007. “Make an Un-Smart New Year’s Resolution!” *Desert Saints Magazine*, January, Issue 64, p. 10-11.
- Westover, Jonathan H. 2006. “On the Subway in Seoul.” *Desert Saints Magazine*, December, Issue 63, p. 22-23.
- Westover, Jonathan H. 2006. “Sean’s Story.” *Meridian Magazine*, November.

### **Newspaper Op-Ed/Articles/Letters**

- Westover, Jonathan H. 2017. “We’ll Be Marginalized Internationally on Trade.” *USA Today*, January 24.
- Westover, Jonathan H. 2016. “So it’s President-Elect Trump. What’s Next?” *The Wall Street Journal*, November 14.
- Westover, Jonathan H. 2016. “Resilient Country.” *Deseret News*, November 13.
- Westover, Jonathan H. 2016. “Support TPP.” *Deseret News*, October 2.
- Westover, Jonathan H. 2016. “Clearly, No Banker Will be Held Accountable.” *USA Today*, September 21.
- Westover, Jonathan H. 2016. “Millennials Get a Bad Rap.” *Salt Lake Tribune*, September 12.
- Westover, Jonathan H. 2016. “Millennials Can Change How We Do Business.” *USA Today*, September 7.
- Westover, Jonathan H. 2016. “Millennial Labor Force.” *Deseret News*, September 7.
- Westover, Jonathan H. 2013. “Missing the Courage in Politics.” *Provo Daily Herald*, May 12.
- Westover, Jonathan H. 2013. “Political Optimism.” *Deseret News*, May 9.
- Westover, Jonathan H. 2013. “We Need Leaders.” *Salt Lake Tribune*, May 9.
- Westover, Jonathan H. 2011. “Meaning of Levelheaded.” *Deseret News*, November 9.

- Westover, Jonathan H. 2010. "No Simple Solution to Complex Societal Issues." *Deseret News*, October 2.
- Westover, Jonathan H. 2010. "Not So Simple." *Salt Lake Tribune*, October 1.
- Westover, Jonathan H. 2010. "Fixing Immigration." *Salt Lake Tribune*, July 23.
- Westover, Jonathan H. 2010. "Immigration Debate." *Deseret Morning News*, July 15.
- Westover, Jonathan H. 2010. "Immigration Article Useful." *Deseret Morning News*, July 1.
- Westover, Jonathan H. 2010. "Understand Issue's Depth." *Deseret Morning News*, May 10.
- Westover, Jonathan H. 2009. "Education Models." *Salt Lake Tribune*, November 2.
- Westover, Jonathan H. 2009. "Forced Grade Distribution Isn't Good." *Deseret Morning News*, October 16.
- Westover, Jonathan H. 2009. "Inequitable System." *Deseret Morning News*, September 24.
- Westover, Jonathan H. 2009. "Workforce Challenges." *The Daily Herald*, June 12.
- Westover, Jonathan H. 2009. "False Dichotomies." *The Salt Lake Tribune*, May 23.
- Westover, Jonathan H. 2009. "Left, Right, Left, Right." *The Daily Herald*, May 22.
- Westover, Jonathan H. 2009. "Myopic Thinking." *The Daily Herald*, March 13.
- Westover, Jonathan H. 2009. "Myopic Thinking Divisive." *Deseret Morning News*, March 9.
- Westover, Jonathan H. 2008. "Limbaugh's lard." *Salt Lake Tribune*, November 23.
- Westover, Jonathan H. 2008. "Terror Profiling by the New World Order." *Beehive Standard Weekly*, July 7.
- Westover, Jonathan H. 2008. "Profiling is Worrisome." *Deseret Morning News*, July 5.
- Westover, Jonathan H. 2008. "Unjustified Opposition to New GI Bill." *Beehive Standard Weekly*, June 5.
- Westover, Jonathan H. 2008. "New GI Bill Might Strengthen Military." *The Daily Herald*, June 3, A6.
- Westover, Jonathan H. 2008. "Vets Getting Slapped." *Salt Lake Tribune*, June 2.
- Westover, Jonathan H. 2007. "Jury Still Out on Microfinance." *Deseret Morning News*, December 25.
- Westover, Jonathan H. 2007. "Keep up the Good Work, Utahns." *The Daily Herald*, December 19, A6.
- Westover, Jonathan H. 2007. "Why Teach in Utah." *Beehive Standard Weekly*, December 14.
- Westover, Jonathan H. 2007. "BCS Mess - Why This System is Not Working." *Beehive Standard Weekly*, December 14.
- Westover, Jonathan H. 2007. "Unemployment Rate, Living Wage, and the Working Poor." *Beehive Standard Weekly*, December 14.
- Westover, Jonathan H. 2007. "Universal Baseline Health Coverage in U.S." *Beehive Standard Weekly*, December 14.
- Westover, Jonathan H. 2007. "BSC 'Reality' is Twisted." *Deseret Morning News*, December 7.
- Westover, Jonathan H. 2007. "Utah's Low Wages." *Salt Lake Tribune*, November 23.
- Westover, Jonathan H. 2007. "Baseline Health Care." *Salt Lake Tribune*, November 12.
- Westover, Jonathan H. 2007. "Inherited Wealth Paves Way." *Deseret Morning News*, September 10.
- Westover, Jonathan H. 2007. "Costco vs. Wal-Mart—Placing Value in Employees." *Beehive Standard Weekly*, August 26.

- Westover, Jonathan H. 2007. "Musical Offers Rare Entertainment." *Tooele Transcript Bulletin*, August 21, A4.
- Westover, Jonathan H. 2007. "Disney Providing Glimmer of Hope in a Sea of Media Trash." *The Daily Herald*, August 21, A6.
- Westover, Jonathan H. 2007. "Valuing Employees Pays Dividends." *Deseret Morning News*, August 20, A12. Republished in *Industry Watch*, August 22, 2007.
- Westover, Jonathan H. 2007. "High School Musical II: Clean and Fun Family Entertainment." *Beehive Standard Weekly*, August 18.
- Westover, Jonathan H. 2007. "Rich Taxes." *Salt Lake Tribune*, August 10, A12.
- Westover, Jonathan H. 2007. "Driving Age Demeaning to Youth." *Tooele Transcript Bulletin*, August 7, A4.
- Westover, Jonathan H. 2007. "Driving Age and the Brain Development Argument." *Beehive Standard Weekly*, August 1.
- Westover, Jonathan H. 2007. "Act of Humanity Deserves Recognition." *The Daily Herald*, July 12, A6.
- Westover, Jonathan H. 2007. "Global Warming Important Issue." *The Daily Herald*, July 11, A6.
- Westover, Jonathan H. 2007. "Gratitude to Those Serving." *Tooele Transcript Bulletin*, June 27, A4.
- Westover, Jonathan H. 2007. "Hardly a Knee-jerk Response." *The Daily Herald*, June 26, A6.
- Westover, Jonathan H. 2007. "Iraqi Orphanage Nightmare and a Beacon of Light in an Ugly War." *Beehive Standard Weekly*, June 24.
- Westover, Jonathan H. 2007. "Poverty's Causes, Solutions Vary." *Beehive Standard Weekly*, June 19.
- Westover, Jonathan H. 2007. "LDS Church Members Should be Politically Involved." *Beehive Standard Weekly*, June 19.
- Westover, Jonathan H. 2007. "Faith Precedes the Film that Claims to Show Christ's Tomb." *Beehive Standard Weekly*, June 19.
- Westover, Jonathan H. 2007. "Conserve Natural Resources." *Beehive Standard Weekly*, June 19.
- Westover, Jonathan H. 2007. "Immigration Debate Should Exclude Bigotry." *The Daily Herald*, June 5, A6.
- Westover, Jonathan H. 2007. "Conserve Natural Resources." *Tooele Transcript Bulletin*, May 29, A4.
- Westover, Jonathan H. 2007. "LDS Church Members Should be Politically Involved." *The Daily Herald* May 18, A6.
- Westover, Jonathan H. 2007. "From Race-Based Policy to a Socioeconomic-Based Policy." *The Daily Herald*, April 5, A6.
- Westover, Jonathan H. 2007. "Mass Deportation not an Option." *Tooele Transcript Bulletin*, March 20, A4.
- Westover, Jonathan H. 2007. "Faith Precedes the Film that Claims to Show Christ's Tomb." *The Daily Herald*, March 16, A6.
- Westover, Jonathan H. 2007. "Illegal Immigrants Need Public Education." *Tooele Transcript Bulletin*, March 6, A4.
- Westover, Jonathan H. 2007. "Matter of Faith." *Salt Lake Tribune*, March 6, A12.
- Westover, Jonathan H. 2007. "Illegal Immigrants' Kids that are Uneducated are Costlier." *The Daily Herald*, March 2, A6.

- Westover, Jonathan H. 2007. "No 'Crime Wave' from Mexico." *Deseret Morning News*, February 28, A14.
- Westover, Jonathan H. 2007. "If Utah Pays Teachers Well, Shortage Will Go Away." *The Daily Herald*, January 31, A6.
- Westover, Jonathan H. 2007. "Pay More to Get More Teachers." *Tooele Transcript Bulletin*, January 30, A4.
- Westover, Jonathan H. 2007. "Shortage in Supply of Utah Teachers." *Beehive Standard Weekly*, January 26.
- Westover, Jonathan H. 2007. "Surgery May Stunt Child's Spirit as Well as Body." *The Daily Herald*, January 23, A6.
- Westover, Jonathan H. 2007. "Rocky Balboa Hits Audiences Just Right." *Beehive Standard Weekly*, January 8.
- Westover, Jonathan H. 2007. "Free Market not Health-Care Answer." *Deseret Morning News*, Jan. 5, A16.
- Westover, Jonathan H. 2006. "Families should be Prepared." *Beehive Standard Weekly*, December 28.
- Westover, Jonathan H. 2006. "Microfinance Needs More Research Before General Use." *The Daily Herald*, December 4, A6.
- Westover, Jonathan H. 2006. "U.S. Must Improve Relations with Other Countries." *The Daily Herald*, November 16, A6.
- Westover, Jonathan H. 2006. "Consider Punishments Carefully." *Tooele Transcript Bulletin*, November 14, A4.
- Westover, Jonathan H. 2006. "Voluntary Giving Isn't Enough." *Deseret Morning News*, November 5, G2.
- Westover, Jonathan H. 2006. "North Korean Nuke Threat." *Tooele Transcript Bulletin*, October 24, A4.
- Westover, Jonathan H. 2006. "Poverty's Causes, Solutions Vary." *Deseret Morning News*, October 6, A14.
- Westover, Jonathan H. 2006. "Torture Stance Oversimplified." *Deseret Morning News*, October 1, G2.
- Westover, Jonathan H. 2006. "Inflammatory Language Bad for Public Debate." *Salt Lake Tribune*, September 30, A12.
- Westover, Jonathan H. 2006. "Cherished Rights in Peril." *Tooele Transcript Bulletin*, August 29, A4.
- Westover, Jonathan H. 2006. "Small-Town Politics and the Political Elite." *Tooele Transcript Bulletin*, March 21, A4.

## **Academic/Professional Service**

- Board of Directors, HR Certificate Institute – HRCI, 2017-Present
- Editorial Board, *Journal of Community Empowerment* (MITRA Journal), 2019-Present
- Academic Board Member; Director, Ethics and Corporate Division, Global Listening Centre, 2018-Present.
- Human Resources Management Advisory Board, *Cambridge Scholars Publishing*, 2018-Present
- Organization and Leadership Advisory Board, *Cambridge Scholars Publishing*, 2018-Present
- Member, UVU Academic Affairs Council, 2017-Present
- Member, UVU Appomattox Project Advisory Council, 2017-Present

- Associate Editor, Vol. 20, *The International Journal of Social Science*, Spring 2018.
- President, Utah Academy of Sciences, Arts, and Letters, 2015—2017.
- Member, UVU Grants for Engaged Learning Committee, 2016-Present
- Faculty Advisory Board, ICON: Inquiry Connections, 2016-Present
- Member, UVU Kirk Englehardt Utah Business Ethics Award Committee, 2016-Present
- Member, UVU WSB Retention, Tenure, and Promotion (RTP) Committee, 2016-Present
- Member, UVU Civic Action Design Team-Utah Campus Compact Community Engagement Institute, 2015-Present
- Member, UVU Center for the Study of Ethics Faculty Advisory Board, 2015-Present
- Member, UVU Community Outreach Initiative, 2015-2017
- Member, UVU Faculty Advisory Group: Open Educational Resources, 2015-Present
- Member, UVU Scholarly Creative Undergraduate Learning Partnership Team (SCULPT), 2015-Present
- Member, UVU Intercultural Ethics Working Group, 2015-Present
- Chair, UVU WSB Strategic Scholarship and Intellectual Contributions Taskforce, 2015-2017
- Editorial Board, *Social Science Bulletin*, 2015—Present.
- Editorial Board, *International Journal of Public Administration and Management*, 2015—Present.
- Associate Editor, Vol. 10, *Global Studies Journal*, Spring 2017.
- Associate Editor, Vol. 14, *The International Journal of Civic, Political, and Community Studies*, Fall 2016.
- Associate Editor, Vol. 9, *Global Studies Journal*, Fall 2016.
- Associate Editor, Vol. 8, *Global Studies Journal*, Fall 2015.
- Board Member, Romney Institute of Public Management Advisory Board, 2015-Present.
- Ethics Bowl Judge, Associate for Practical and Professional Ethics (Costa Mesa, CA), 2015.
- Ad Hoc Reviewer, *Public Management Review*, 2015.
- Board Member, Project Read, 2015—2016.
- Session Chair, Higher Education Teaching and Learning Conference (Orem, UT), 2015.
- Member, UVU Quality Improvement Initiative for Faculty Merit Pay Working Group, 2014—Present
- Member, UVU Civic Engagement Working Group, 2014—Present
- Member, WSB Assessing Engagement Working Group, 2014—Present
- Member, WSB Engagement RTP Working Group, 2014—Present
- Mentor, UVU MBA Capstone Student Consulting Team, 2014—Present.
- Associate Editor, Vol. 20, *The International Journal of Adult, Community and Professional Learning*, Spring 2014.
- Ad hoc Reviewer, *Teaching Ethics*, Fall 2014.
- Member, UVU Scholarship of Teaching and Engagement Committee, 2013—Present.
- Member, UVU Engagement Week Committee, 2013—Present.
- Board of Directors, US National Committee for UN Woman, Utah Chapter, 2013—Present.
- Member, Associate VP of Academic Affairs – Engaged Learning Search Committee, 2013-2014.
- Member, Utah Council for Citizen Diplomacy, 2013—Present.
- Board Member, National Association of Academies of Science, 2012—Present.

- Associate Editor, Vol. 7, *The International Journal of Interdisciplinary Civic and Political Studies*, Fall 2013.
- Associate Editor, Vol. 19, *International Journal of Pedagogy and Curriculum*, Fall 2013.
- Session Chair, UVU China Studies Annual Conference: China & The Asia-Pacific Region – The New US Focus (*Orem, UT*), Session Title—“What Utah Business Expects from UVU Graduates to be Ready for the China-/Asia-Related Job Market,” March 8, 2013.
- Member, Volunteer and Service Learning Center Director Search Committee, 2013.
- Session Chair, *World Business Capabilities Congress (Auckland, New Zealand)*, Session Title—“Social and Environmental Responsibility,” December 7, 2012.
- Member, Woodbury School of Business Faculty Excellence Awards Committee, 2012—Present.
- Co-Chair, Utah Campus Compact Faculty Development Network, 2012—Present.
- Member, Woodbury School of Business Faculty Excellence Awards Committee, 2012—Present
- Associate Editor, Vol. 19, *The International Journal of Adult, Community, and Professional Learning*, Spring 2013.
- Associate Editor, Vol. 5, *The Global Studies Journal*, Fall 2012.
- Associate Editor, Vol. 12, *Management Education: An International Journal*, Spring 2013.
- Associate Editor, Vol. 12, *Organizational Cultures: An International Journal*, Fall 2012.
- Editorial Board, Vol. 89, *Journal of the Utah Academy of Sciences, Arts, and Letters*, Spring 2012.
- Ad Hoc Reviewer, *Western Academy of Management 2012 Annual Conference (Santa Fe, NM)*, Spring 2013.
- Associate Editor, Vol. 5, *The Global Studies Journal*, Fall 2012.
- Associate Editor, Vol. 1, *The International Journal of Interdisciplinary Civic and Political Studies*, Fall 2012.
- Associate Editor, Vol. 1, *The International Journal of Pedagogy and Curriculum*, Fall 2012.
- Session Organizer (4 sessions), *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, April 13, 2012.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2012 Annual Conference (San Diego, CA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” March 22-25, 2012.
- Ad Hoc Reviewer, *Western Academy of Management 2012 Annual Conference (San Diego, CA)*, Spring 2012.
- Associate Editor, Vol. 11, *International Journal of Knowledge, Culture and Change Management*, Spring 2012.
- Associate Editor, Vol. 4, *The Global Studies Journal*, Fall 2012.
- Associate Editor, Vol. 2, *The International Journal of Science in Society*, Fall 2011.
- Utah Valley University Assessing Engagement Committee, 2011—Present.
- Session Chair/Discussant, *Utah Business Sustainability Conference (SLC, UT)*, Session Title—“Creative Social Impact”, September 23, 2011.
- Community Investment Committee Member, United Way of Utah County, 2011—Present.
- International Advisory Board Member, International Conference on Innovation, Management and Technology Research, 2011—Present.
- Advisory Board Member, Volunteer & Service-Learning Center, 2011—Present.

- Chair, Service-Learning Distinction Appeals Committee, 2011—Present.
- Associate Editor, Vol. 18, *The International Journal of Learning*, Spring 2011.
- Session Chair, *Western Decision Sciences Institute Annual Conference (Portland, OR)*, Session Title—“Ideas and Issues in Global Business”, April 3-8, 2011.
- Editorial Board, Vol. 89, *Journal of the Utah Academy of Sciences, Arts, and Letters*, Spring 2011.
- Session Organizer (4 sessions), *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, April 9, 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” March 10-13, 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“New Directions in Work and Organizations I.” March 10-13, 2011.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2011 Annual Conference (Seattle, WA)*, Session Title—“New Directions in Work and Organizations II.” March 10-13, 2011.
- Faculty Advisor, *UVU Neighbors in Need*, Spring 2011—2012.
- Committee Member, *Woodbury School of Business Statistics Search Committee*, Fall 2010—Present.
- Board Member, *Self Reliance of Utah*, Fall 2010—Present.
- Faculty Advisor, *UVU Students in Free Enterprise (SIFE) Student Chapter*, Fall 2010—2013.
- Faculty Co-Advisor, *UVU Golden Key Student Chapter*, Fall 2010—Present.
- Committee Member, *Marketing Department Search Committee*, Fall 2010—Present.
- Task Force Member, *UVU Woodbury School of Business MBA Strategy Task Force*, Summer 2010—Present.
- Faculty Mentor, *UVU Faculty Center for Teaching and Engagement*, 2010-Present
- Faculty Advisor, *UVU Net Impact Undergraduate Student Chapter*, Spring 2010—Present.
- Board Member/Business Chair, *Utah Academy of Science, Arts, and Letters*, Winter 2010—Present.
- Advisory Board Member, *UVU Business Incubator*, Winter 2010—Present.
- Committee Member, *UVU Service Learning Committee*, Fall 2009—Present.
- Editorial Board, Vol. 88, *Journal of the Utah Academy of Sciences, Arts, and Letters*, Spring 2010.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2010 Annual Conference (Oakland, CA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 8, 2010.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2010 Annual Conference (Oakland, CA)*, Session Title—“Sociology of Work and Organizations.” April 8, 2010.
- Session Organizer, *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, Session Title: “Business Track—Faculty Research.” April 9, 2010.
- Session Organizer, *Utah Academy of Sciences, Arts, and Letters Annual Conference (St. George, UT)*, Session Title: “Business Track—Student Research.” April 9, 2010.
- Ad Hoc Reviewer, *Academy of Management 2010 Annual Conference: Organizational Behavior Division (Montreal, CA)*, Spring 2010.

- Ad Hoc Reviewer, *Western Academy of Management 2010 Annual Conference (Kona, Hawaii)*, Spring 2010.
- Associate Editor, Vol. 8, *The International Journal of the Humanities*, Fall 2010.
- Associate Editor, Vol. 17, *The International Journal of Learning*, Spring 2010.
- Associate Editor, Vol. 3, *The Global Studies Journal*, Summer 2010.
- Associate Editor, Vol. 2, *The International Journal of Science in Society*, Summer 2010.
- Associate Editor, Vol. 10, *International Journal of Knowledge, Culture and Change Management*, Spring 2010.
- Associate Editor, Vol. 7, *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Spring 2010.
- Associate Editor, Vol. 10, *The International Journal of Diversity in Organizations, Communities and Nations*, Spring 2010.
- Associate Editor, Vol. 5, *The International Journal of Interdisciplinary Social Sciences*, Spring 2010.
- Associate Editor, Vol. 5, *International Journal of Environment, Cultural, Economic, and Social Sustainability*, Fall 2009.
- Associate Editor, Vol. 9, *The International Journal of Diversity in Organizations, Communities and Nations*, Fall 2009.
- Associate Editor, Vol. 9, *International Journal of Knowledge, Culture and Change Management*, Fall 2009.
- Associate Editor, Vol. 6, *The International Journal of Environmental, Cultural, Economic and Social Sustainability*, Fall 2009.
- Reviewer/Board Member, *International Journal of Management and Innovation*, Fall 2009—Present.
- Ad Hoc Reviewer, *International Journal of Organizational Analysis*, Summer 2009—Present.
- Ad Hoc Reviewer, *Sociological Perspectives*, Summer 2009—Present.
- Faculty Advisor, *UVU Society for Human Resource Management (SHRM) Student Chapter*, Fall 2009—Present.
- Associate Editor, Vol. 1, *The International Journal of Science in Society*, Summer 2009.
- Ad Hoc Reviewer, *Academy of Management 2009 Annual Conference: Organizational Behavior Division (Chicago, IL)*, Spring 2009.
- Associate Editor, Vol. 2, *The Global Studies Journal*, Summer 2009.
- Associate Editor, Vol. 9, *International Journal of Knowledge, Culture and Change Management*, Spring 2009.
- Associate Editor, Vol. 16, *The International Journal of Learning*, Spring 2009.
- Ad Hoc Reviewer, *Western Academy of Management 2009 Annual Conference (Midway, UT)*, Spring 2009.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2009 Annual Conference (San Diego, CA)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 9, 2009.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2009 Annual Conference (San Diego, CA)*, Session Title—“Work and Organizations.” April 9, 2009.
- Ad Hoc Reviewer, *Western Academy of Management 2009 Annual Conference (Midway, UT)*.
- Moderator, *Society for the Interdisciplinary Study of Social Imagery 2009 Annual Conference (Colorado Springs, CO)*, Session Title—“Convergence, Technology, and the People.” March 13, 2009.



- Discussant/Facilitator, *Western Academy of Management 2008 Annual Conference (Oakland, CA)*, Session Title—“International Strategy and Financial Analysis.” March 28, 2008.
- Moderator, *American Society for Public Administration (Dallas, TX)*, Session Title—“Motivation and Job Satisfaction.” March 11, 2008.
- Ad Hoc Reviewer, *Journal of Managerial Issues*, Winter 2008—Present.
- Ad Hoc Reviewer, *Western Academy of Management 2008 Annual Conference (Oakland, CA)*.
- Panel Session Organizer/Facilitator/Ad Hoc Reviewer, *Pacific Sociological Association 2008 Annual Conference (Portland, OR)*, Session Title—“Globalization, Labor, and the Transformation of Work.” April 12, 2008.
- Ad Hoc Reviewer, *Journal of Business and Public Policy*, Summer 2007—Present.
- Ad Hoc Reviewer, *Journal of Business and Applied Management*, Summer 2007—Present.
- Ad Hoc Reviewer, *Contemporary Management Research*, Summer 2007—Present.
- Ad Hoc Reviewer, *GLOBE Management Review*, Summer 2007—Present.
- Ad Hoc Reviewer, *Journal of Behavioral and Applied Management*, Summer 2007—Present.
- Ad Hoc Reviewer, *Sociological Research Online*, Summer 2007—Present.
- Ad Hoc Reviewer, *Electronic Journal of Sociology*, Spring 2007—Present.
- Member, Student Advisory Committee for Faculty Retention, Promotion, and Tenure; Sociology Department, University of Utah, 2005—Present.

### **Academic/Professional Affiliations**

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- Member, International Leadership Association, 2017
- Member, American Association for the Advancement of Science, 2011
- Member, National Association of Academies of Science, 2011
- Member, Utah Academy of Sciences, Arts, and Letters, 2007
- Member, Academy of Management, 2007
- Member, Western Academy of Management, 2007
- Member, American Sociological Association, 2005
  - Member, ASA Section on Organizations, Occupations, and Work, 2005
  - Member, ASA Section on Comparative and Historical Sociology, 2006
  - Member, ASA Section on Political Economy of the World System, 2006
  - Member, ASA Section on Political Sociology, 2006
  - Member, ASA Section on Economic Sociology, 2008
- Member, Pacific Sociological Association, 2005
- Member, American Society for Public Administration, 2007
- Member, Society of Human Resource Management, 2002

### **Honors/Awards/Scholarships/Grants**

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- Visiting Academic, Harris Manchester College, University of Oxford (Oxford, UK), 2019-Present.
- HEA Senior Fellow, The Higher Education Academy (Heslington, UK), 2018-present
- Academic Fellow, CIPD (London, UK), 2018-present

- Fulbright/AMINEF Senior Scholar, Atma Jaya Catholic University of Indonesia (Jakarta, Indonesia), 2018
- Faculty Excellence Award, UVU Faculty Senate, 2018
- Educational Development Visiting Fellow, Centre for Teaching and Learning, University of Windsor (Ontario, Canada), 2018
- POSCO Fellowship, East-West Center (Honolulu and Washington D.C.), 2017
- Visiting Fellow, Institute of Teaching and Learning Innovation (ITaLI) (University of Queensland; Brisbane, Australia), 2017
- UVU Champion of Inclusion Award, Service-Learning Champion, 2017
- Organization Studies Emerging Scholar Award, Charles Darwin University (Australia), 2017
- Scholar of the Year, UVU Woodbury School of Business, 2016-2017
- Finalist, UVU Full-time Faculty Member of the Year, Wolverine Achievement Awards, 2016-2017
- Fulbright Scholar (Minsk, Belarus) (2011-2012)
- Faculty Fellow, Center for the Study of Ethics, 2017-2018
- Faculty Fellow, Melisa Nellesen Center for Autism, 2016-2017
- High Impact Community Partnership Matching Grant, 2016-2017
- Best Research Paper Award, Utah Academy of Sciences, Arts & Letters (Business Division), 2016
- Fulbright Specialist Roster, Institute for International Education and Council for International Exchange of Scholars, 2015-Present
- Visiting Scholar, Kennan Institute, Woodrow Wilson International Center for Scholars (Washington D.C.), 2015, 2017
- UVU Community Engagement Fellow in Residence-Academic Service Learning Fellowship, 2016
- UVU Presidential Fellowship for Faculty Scholarship, 2015-2016.
- Utah Campus Compact Community Engaged Scholar Lifetime Achievement Award, 2015.
- UVU Global/Intercultural Faculty Fellow, 2014.
- UVU Grants for Engaged Learning Three-Year Phase Grant, 2014-2017.
- UVU Undergraduate Research Scholarly and Creative Activities Award, 2014-2015.
- Ian Wilson Community Engagement Award, UVU Woodbury School of Business, 2013-2014.
- UVU Administrator Commitment to Excellence Award Finalist, Wolverine Achievement Awards, 2013-2014.
- J. Bonner Ritchie International Engagement Research Grant, UVU Woodbury School of Business, 2013-2014.
- Utah Valley Senior Executive Leadership Forum (UVSELF) (2013-2014).
- University Faculty Fellow in Ethics for the Professions (2012-2013).
- Woodbury School of Business Summer Research Grant (Summer 2013).
- UVU Faculty Research Travel Grant (Spring 2013).
- UVU Faculty Research Travel Grant (Spring 2012).
- Woodbury School of Business Student Research and Engaged Learning Grant (2012-2013).
- UVU Faculty Research Travel Grant (Spring 2012).
- UVU 2011-2012 Board of Trustees Presidential Award of Excellence - Engagement: This award recognizes one full-time employee for their commitment to engaged learning and/or community engagement.

- Utah Commission on Volunteers Recognition, State of Utah Office of the Lieutenant Governor, 2011.
- UVU Full-time Faculty Member of the Year (Spring 2011): This award is presented to the full-time faculty member who has demonstrated academic excellence, exceptional teaching style, and dedication to students in and out of the classroom. The recipient of this award has profoundly enhanced the learning environment at UVU.
- Woodbury School of Business Summer Research Grant (Summer 2011).
- UVU Faculty Research Travel Grant (Spring 2011).
- Sam Walton Fellow (Fall 2010-Present).
- UVU Presidential Faculty Scholarly Activities Award (2010-2011).
- Woodbury School of Business Summer Research Grant (Summer 2010).
- UVU Faculty Research Travel Grant (Spring 2010).
- UVU Center for Engaged Learning Grant (Spring 2010).
- Utah Valley University Service Learning Fellowship (Fall 2009).
- Outstanding Reviewer Award from the OB Division of the Academy of Management (Summer 2009).
- Graduate Research Award, University of Utah (Spring 2009).
- Best Reviewer Award, *Contemporary Management Research* (Fall 2008).
- University of Utah College of Social and Behavioral Sciences Dean's List (Fall 2006).
- George W. Romney Institute of Public Management Top 10 Students GPA (Class 2005).
- Marriott School of Business Dean's List (Fall 2004, Winter 2005).
- Lave & Nellie Bertelsen Public Management Scholarship (Fall 2004-Winter 2005).
- George W. Romney Not for Profit Management Scholarship (Fall 2004-Winter 2005).
- George W. Romney Institute of Public Management Academic Scholarship (Fall 2003-Winter 2004).
- 4<sup>th</sup> place finish in SHRM regional competition (Spring 2003).
- Marriott School of Business Dean's List (Spring 2001).
- Academic Scholarship (BYU, Winter 2001-Winter 2003)
- Missouri Western University Honor Student's Dean's List (Winter-Fall 1997).
- Missouri Western University Presidential Scholarship (Winter-Fall 1997).

## **Other Community Service/Leadership Experience**

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### **Chartered Organizational Representative/Scout Committee**

Lehi, UT

Fall 2008–Fall 2011

#### **Boy Scouts of America**

- Lead the Cub, Boy Scout, Varsity, and Venture programs in local BSA unit of 50+ boys.

### **Assistant Scout Master**

Lehi, UT

Fall 2007–Fall 2008

#### **Boy Scouts of America**

- Organize and lead local 11-year-old scout patrol and mentor young scout-age boys.

### **Volunteer Tutor**

Lehi, UT

Fall 2007–Winter 2009

#### **Rippy Literacy Center**

- Tutor children and adults in various subjects, including reading, math, and computers

### **Scout Master**

Tooele, UT

Winter 2007–Fall 2007

#### **Boy Scouts of America**

- Organize and lead local scout troop and mentor young scout-age boys.

### **Volunteer Student Mentor/Tutor**

Provo, UT

Fall 2004–Spring 2005

#### **Dixon Middle School**

- Mentored/tutored weekly two Korean middle school students in their ESL class.

### **Community Development Volunteer**

Provo, UT

Fall 2003, 2004

#### **United Way Day of Caring**

- Implemented neighborhood revitalization efforts.

### **BYU SHRM Chapter Member/Competition Team Member**

Provo, UT

Fall 2002–Spring 2003

#### **Society of Human Resource Management**

- One of four BYU students that represented the University at the regional SHRM competition held in the Spring.

### **Vice President, Executive Treasurer**

Provo, UT

Fall 2000–Spring 2003

#### **BYU Korean Interest Association**

- Provided vision and leadership in the planning and coordination of club fundraising and bi-semester activities.
- Revitalized organization's historical and financial records.

**Full-time Volunteer Representative**

Seoul, Korea

Feb. 1998–Mar. 2000

**The Church of Jesus Christ of Latter-day Saints**

- Motivated and led the community service efforts of 25-30 fellow volunteers.
- Taught weekly English and culture classes to groups of 10-30 native Koreans.

**Youth Mentor**

Salem, OR

Fall 1995–Fall 1996

**Boys and Girls Club of Salem**

- Mentored weekly middle school-aged youth and helped organize activities.

**Other Work Experience**

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**Teaching and Research Assistant**

Salt Lake City, UT

Fall 2005–Spring 2007

**University of Utah Department of Sociology**

- Conducted weekly review sessions for students and assisted in teaching weekly class lectures and assisted in the development of course materials and syllabi.
- Developed and graded quizzes and assignments, and managed and update class information and grades on WebCT.
- Performed library research, and assisted lead professors in research projects.

**Research Assistant**

Provo, UT

Spring 2005–Summer 2005

**George W. Romney Institute of Public Management**

- Assisted lead professor in a variety of research projects.

**Operations Management Intern**

Murray, UT

Winter–Spring 2005

**Convergys Corporation**

- Supervised, coached, monitored, trained, and developed 30 production level employees.
- Shadowed all departments over the course of 4 months, conducted an organizational effectiveness analysis, and made recommendations to management.

**Research Analyst**

Provo, UT

Fall 2004–Winter 2004

**Real Victory Foundation**

- Conducted background research on prisoner rehabilitation and re-entry.

**Teaching and Research Assistant**

Provo, UT

Summer 2004–Spring 2005

**George W. Romney Institute of Public Management**

- Developed and graded quizzes, graded assignments, managed and updated class information and grades on Blackboard.
- Assisted in the development of course materials and syllabi.
- Performed library research, and assisted lead professors in research projects.

**International Student Tutor**

Provo, UT

Fall 2003–Spring 2005

**George W. Romney Institute of Public Management**

- Assisted MPA international students with class assignments, as well as language cultural adjustments.

**Customer Service Representative**

Provo, UT

Spring 2003–Summer 2003

**Marketing Ally**

- Responded to inbound calls from mortgage customers and explained refinance options.

**Phone Interviewer**

Provo, UT

Summer 2000–Fall 2000

**Worthlin Worldwide**

- Conducted telephone interviews on political issues and obtained statistical data.

**Mechanic/Laborer**

Gallatin, MO

Spring 2000–Fall 2000

**Landmark Manufacturing**

- Assembled suspension systems for tractor trailers.

**Event Operations Assistant**

Kansas City, MO

Summer 2000

**Kansas City Blues and Jazz Festival**

- Assisted in event operations, and developed/maintained relationships with local vendors.

**Southeast Asian Area Training Supervisor/Korean Teacher**

Provo, UT

Fall 2000–Fall 2003

**Missionary Training Center**

- Developed, presented and evaluated training of 1000+ Asian language teachers and students, and conducted new applicant rating evaluations and job orientation training.
- Taught Introductory Korean and missionary skills to new Missionaries.

**Isle Coordinator**

Hamilton, MO

Summer 1996–Winter 1998

**Esry's I.G.A. Supermarket**

- Coordinated stock distribution, arranged sale displays, and supervised register use.

**Construction Worker**

Salem, OR

Summer 1997

**Reed Basements and Foundations**

- Arranged materials and tools, erected form walls, and worked cement.

**Math Tutor**

Salem, OR

Fall 1995–Spring 1996

**Independent**

- Tutored middle school student in algebra twice a week.

**Waiter**

Salem, OR

Summer 1995–Winter 1996

**Capital Manor Retirement Home**

- Waited tables, set table arrangements, and cleaned dining area after meals.

**Newspaper Deliverer**

Salem, OR

Fall 1989–Fall 1995

**Statesmen Journal Newspaper**

- Delivered daily newspapers and collected monthly payments from customers.