

Lynn Perry Wooten, Ph.D.

Associate Dean of Undergraduate Programs
Clinical Professor of Strategy, Management & Organizations
Stephen M. Ross School of Business
University of Michigan
Ann Arbor, MI 48109-1234
(734)763-0486
Email: lpwooten@umich.edu

EDUCATION

The University of Michigan, Ross School of Business

Ph.D. in Business Administration, December 1995

Concentration: Corporate Strategy

Minor: Organizational Behavior

Dissertation Research: Strategic management of professional service firms: Balancing the demands of human resource management, client service, and financial performance. Co-Chairs: Stuart Hart & Sumit Majumdar. Committee Members: Richard Bagozzi and John Tropman.

Fuqua School of Business, Duke University

Master of Business Administration, 1990

Concentration: Management Information Systems and Strategic Management

North Carolina A&T State University

Bachelor of Science, Class Valedictorian, Summa Cum Laude, 1988

Major: Accounting

PROFESSIONAL BACKGROUND

Ross School of Business, University of Michigan

2011-Present	Associate Dean of Undergraduate Programs
2014-Present	Clinical Professor of Strategy, Management & Organizations
2008-2014	Clinical Associate Professor of Strategy, Management & Organizations
2008-Present	Co-Faculty Director, Executive Leadership Institute
2008-2011	Co-Faculty Director, Center for Positive Organizations
2004-2008	Clinical Assistant Professor of Strategy, Management & Organizations
2000-2004	Assistant Professor of Corporate Strategy & International Business
1998-2000	Visiting Assistant Professor of Corporate Strategy & International Business

Warrington College of Business, University of Florida

1995-1998	Assistant Professor of Management
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ADMINISTRATIVE APPOINTMENTS

Associate Dean of Undergraduate Programs

Ross School of Business, University of Michigan

2011- Present

The undergraduate program at the Ross School of Business aims to provide an extraordinary transformational learning experience for each of its students with a focus on integrating the liberal arts with action-based business education. This is accomplished through courses, advising, programming, leadership development, and student life activities that combine multiple approaches, perspectives, and resources to deliver high impact curricular, personal, and professional experiences.

As the Associate Dean of Undergraduate Business Programs, I report to the Dean of the Ross School of Business and serve on the leadership team with other Associate Deans and Chief Operational and Administrative Officers. I work collaboratively with Ross faculty to ensure teaching excellence, develop curriculum, implement technology as a learning tool, and assess learning outcomes. I supervise the staff of the Ross Office of Undergraduate Programs and Academic Services. The Ross Office of Undergraduate Programs consists of a staff of 17 people. This team admits, advises, provides academic support, and implements co-curricular activities for 1,589 undergraduate business major students, 300 minor students, other University of Michigan students interested in business, and high school pipeline and access programs. Ross Academic Services is a staff of 9 and responsible for course registration, financial aid, the assignment of classrooms, and academic records.

Co-Faculty Director, Executive Leadership Institute

Ross School of Business and University of Michigan School of Social Work

2008-Present

The Executive Leadership Institute (ELI) is a two-year leadership certificate program for emerging senior leaders in the nonprofit human services industry. The curriculum covers topics, such as strategic thinking, business acumen, visionary leadership, building a culture of innovation, and career branding. Beyond the classroom, the course of study includes a practicum, mentoring, and action-based learning projects. Since the institute's inception, the program has graduated more than 150 participants and program evaluation has identified positive outcomes, such as the attainment of career goals, self-actualization, executive presence, social capital, and emotional intelligence.

As the Co-Faculty Director, I am responsible for curriculum design, the coordination of faculty, and the supervision of action-based learning projects. In addition, I co-manage the marketing strategy, program operations, and curricular assessments.

Co-Faculty Director, Center for Positive Organizations

Ross School of Business, 2008-2011

The Center for Positive Organizations is a research center with a focus on building high-performing organizations that bring out the best in people. Since the center's inception in 2002, it has been a hub of research on Positive Organizational Scholarship. In 2010, The Academy of Management presented the Center for Positive Organizations with the Joanne Martin Trailblazer Award for opening up a new field of inquiry in management science. In 2012, The Academy of Management presented the Center with the Research Center Impact Award in recognition of its extensive influence on management practices. The

center has eight core professors, an international network of faculty affiliates, a community of scholar-practitioners, and six staff members.

As Co-Faculty Director, I worked with core faculty and staff to advance the research and teaching mission of the center. This entailed disseminating ideas and intellectual products to scholars, students, corporations, and nonprofits organizations; facilitating executive education programs; developing and marketing educational cases and tools; and creating research partnerships with organizations. Strategically, I worked with faculty and staff to set direction, planning and implementation of short and long-range objectives. Also, I was responsible for managing the center's budget, marketing plan, and donor relations.

Co-Principal Investigator

National Institute of Health (NIH) Grant, Health Disparities: Leaders, Providers & Patients 2004-2007

Health Disparities: Leaders, Providers and Patient is a \$1.7 million grant funded by the National Institute of Health to develop interventions for health disparities related to childbirth and infant mortality. In contrast to traditional research programs that are confined to one or two academic disciplines, this grant brought together fifteen University of Michigan departments as part the National Institute of Health's Roadmap for Medical Research program, a series of initiatives designed to transform the United States medical research capabilities and speed the movement of research discoveries from the laboratory bench to the bedside. The research associated with this grant is segmented into three core areas: 1) how leadership and organizational routines can positively alleviate health disparities; 2) how healthcare providers' personal biases and other stereotypes may affect the care their patients receive; and 3) the psychological and social aspects of patient well-being.

As the Co-Principal Investigator of this grant, I lead the leadership and organizational behavior research core, and I co-managed the grant's staff, recruited faculty, and coordinated interdisciplinary research projects. In addition, I was responsible for the co-management of budgets, operations, and conferences and partnered with government and community agencies to design interventions and disseminate research.

RESEARCH INTERESTS

Business Education

Crisis Leadership

Positive Organizing Routines

Strategic Management Processes of Professional Service Firms, Health Care Organizations, Nonprofit Organizations and Knowledge Service Enterprises

Strategic Human Resource Management, Workforce Diversity and Competitive Advantage

Undergraduate Business Education and the Development of Emerging Leaders

PUBLICATIONS

Journal Articles

Tropman, J. & Perry Wooten, L. (2013). The 7C approach to conceptualizing administration: Executive leadership in the 21st century. *Administration in Social Work*, 37(4), 325– 328.

Oguntebi, J., Shcherbakova, M. & Wooten, L. (2012). Applying Diversity Management Concepts to Improve the Minority Educational Pipeline. *Decision Sciences Journal of Innovative Education*, 10(4) 473-493.

James, E. & Wooten, L. (2011a). Organization Trust amid Crisis: What does it constitute? *Effective Executive*, 14(1): 10-15.

James, E. & Wooten, L. (2011b). Crisis Leadership: Why it Matters. *European Financial Review*, December: 60-64.

Rosenberg, V., Wooten, L, McDonald, M. & K. Burton (2010). Building the Bridge for Diversity and Inclusion. *Foundation Review* 2(2): 100-115.

Tropman, J, & Wooten, L. (2010). Executive Leadership: A 7C Approach: *Problems and Perspectives in Management*, 8(4): 47-57.

Wooten, L. (2010). Building at Company the Steve Jobs Way: A Positive Deviance Approach to Strategy. *Effective Executive*, 13(2): 10-15.

Myers, V. & Wooten (2009). The Transformational Power of a Mission-Driven Strategy: Extraordinary Diversity Management Practices and Quality of Care. *Organizational Dynamics*, 38(4): 297-304.

James, E. & Wooten, L. (2009). Leading Teams in Crisis Situations: From Chaos to Extraordinary Performance. *Effective Executive* 12(5): 14-19.

Root, L & Wooten, L. (2008). Time out for family: Shift work, fathers, and sports. *Human Resource Management*, 47(3) 481-499.

Wooten, L. & James, E. (2008). Linking Crisis Management and Leadership Competencies: The role of Human Resource Development. *Advances in Human Resource Management Development*, 10(3): 352-379.

Wooten, L. (2007). Leadership in a Crisis Situation: An Opportunity for Framing to Learn. *Human Factor*, 2(1): 76-80.

James, E. & Wooten, L. (2006). Diversity Crises: How Firms Manage Discrimination Lawsuits, *Academy of Management Journal*, 49(6): 1103-1118.

Wooten, L. (2006). Charting a Change Course for Effective Diversity Management. *Human Factor*, 1(2): 46-53.

James, E. & Wooten, L. (2005). Leadership as (Un)usual: How to Display Competence in Times of Crisis. *Organizational Dynamics*, 34(2): 141-152.

Yakel, E., Gibbs, T., Ford, B. Wooten, L., Anderson, L., & Scott Ransom (2005). Improving African American Birth Outcomes by Understanding Information Seeking Behavior. *African American Research Perspectives*, 11(1): 31-47.

Wooten, L. Shultz, C., Ford, B. Anderson, L., Waller, A. & Scott Ransom (2005). Leadership and Prenatal Health Disparities: It Takes a Village. *African American Research Perspectives*, 11(1): 17-30.

Wooten, L., Parmigiani, A. & Lahiri, N. (2005). C.K. Prahalad's Passions: Reflections on His Scholarly Journey as a Researcher, Teacher and Management Guru. *Journal of Management Inquiry*, 14(2): 168-175. University of Michigan Business School, Working Paper 03-25.

Wooten, L. & James, E. (2005). The Challenges of Organizational Learning to Enable the Disabled: The Perpetuation of Employee Discrimination of the Disabled in the Workplace. *Behavioral Sciences and the Law*. 23:123-141.

Wooten, L. & Crane, P. (2004). Generating Dynamic Capabilities through a Humanistic Work Ideology: The case of a certified-nurse midwife practice in a professional bureaucracy. *American Behavioral Scientist* 47(10): 848-866.

Wooten, L. & James, E. (2004). When Firms Fail to Learn: The Perpetuation of Discrimination in the Workplace. *Journal of Management Inquiry* 13(1): 23-33.

Wooten, L. & Crane, P. Nurses as Implementers of Organizational Culture (2003). *Nursing Economics Journal*, 21: 275-279.

Wooten, L. & Finley-Hervey, J. (2003). Transforming Business Environments: Strategic investments in a family-oriented culture does matter. *Business Research Yearbook: Global Business Perspectives*, 10: 442: 447.

Wooten, L. & Finley-Hervey, J. (2003). Organizational-level investments in human resource management: Linking the preferences of African-American employees to workplace behavior and feelings. *African-American Research Perspectives*, 9: 59-69. Research Briefings in *Black Issues in Higher Education*, *GreaterDiversity.com* and local Michigan affiliate of *National Public Radio*.

Wooten, L. (2001). What Makes Women-Friendly Public Accounting Firms Tick? The Diffusion of Human Resource Management Knowledge through Institutional and Resource Pressures. *Sex Roles*, 45: 277-297.

James, E & Wooten, L. (2001). Managing Diversity: Organizations Failing to Learn from Human Resource Management Mistakes (Research Briefing). *Executive Excellence* 18: 17-19.

Perry, L. (1993). Mobilizing Human Energies in Corporate America.” *McKinsey International Management*, 23: 21-31. Winner of McKinsey Award for Best Paper.

Books

Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity Building and Inclusion (2015), co-edited book with Laura Morgan Roberts & Martin Davidson), Publisher Routledge/Taylor & Francis.

James, E & Wooten, L (2010). *Leading Under Pressure: From Surviving to Thriving Before, During, and After a Crisis*. New York: Routledge Academic Press.

Book Chapters

Wooten, L. & James, E. (2014). Creating Opportunities from Crisis. How to be a Positive Leader: Insights from Leading Thinkers on Positive Organizations, Edited by Jane Dutton and Gretchen Spreitzer. San Francisco, CA: Berrett-Koehler Publishers.

Wooten, L., James, E. & Parsons, K. (2013). Leadership Strategies and Tactics for Crisis Management. *Handbook of Research on Crisis Leadership*, Edited by Andrew J. DuBrin. Northampton, MA: Edward Elgar Publishing.

James, E., Crane, B. & Wooten, L. (2013). Managing the Crisis Lifecycle in the Information Age. *Handbook of Research on Crisis Leadership*. Edited by Andrew J. DuBrin. Northampton, MA: Edward Elgar Publishing.

Myers, V. & Wooten, L. (2012). Generative Change in Health Care Organizations: From inertia to action in reducing patient disparities. *Using a Positive Lens to Explore Social Change and Organizations: Building a Theoretical and Research* edited by Karen Golden-Biddle and Jane E. Dutton.

James, E., Dushek, K. & Wooten, L. (2011). Crisis Management: Informing a new leadership agenda. *The Academy of Management Annals*.

Stavros, J & Wooten, L. (2011). Positive Strategy: Creating Strengths-based Strategy that SOAR. *Oxford Handbook of Positive Organizational Scholarship* Edited by Kim S. Cameron and Gretchen M. Spreitzer.

James, E. & Wooten, L. (2011). Orientations of Positive Leadership in Times of Crisis. *Oxford Handbook of Positive Organizational Scholarship* Edited by Kim S. Cameron and Gretchen M. Spreitzer.

Wooten, L. & Cameron, K. (2010). Enablers of a Positive Strategy: Leadership & Culture. *The Handbook of Positive Psychology*. New York: Oxford University Press.

Roberts, L. & Wooten, L (2008). Exploring African-Americans Fraternities and Sororities Through a Positive Organizing Lens. *Our Fight Has Just Begun: The Relevance of Black Fraternities and Sororities in the 21st Century*. University of Kentucky Press

Wooten, L (2006). Framing Crisis Management: A Multiple Lens Perspective: *Darden Executive Briefing Series on Crisis Management*, Charlottesville, VA: Darden Press, Batten Institute.

Wooten, L. (2004). Creating the Family-Friendly Work Environment: Successful Organizational Strategies for Winning the Battle between Work and Family. *The Next Generation Business Handbook; New Strategies from Tomorrow' Leaders* (Ed., Subir Chowdhury). New York: Wiley.

Wooten, L. & Finley-Hervey, J (2004). African-American Women in Academia Burning the Candle at Both Ends: The Organizational Routines and Personal Values Employed for Managing Work-Family Conflict. *Building Bridges for Women of Color in Higher Education*. Lanham, MD: University Press of American. Research Honorarium from the Sloan Foundation supported this research. Research Briefing, *Women in Higher Education*.

RESEARCH-IN-PROGRESS

Co-Creating an Infrastructure to Transform the Philanthropic Sector: A High Impact Strategy. Status: Manuscript Preparation (with Vicki Rosenberg) -- *Stanford Social Innovation*.

Everyday Lessons in Crisis Leadership (with Erika James) – Preparation of a book proposal for Stanford University Press.

CONFERENCE PROCEEDINGS

E. Anderson, J. Pinkerton, B. Ford, J. Lori, T. Noll, Ransom, S, & Wooten, L (2006). Case studies of strategic leadership approaches to racial and ethnic disparities in pregnancy outcomes. Annual Meeting American Public Health Association, Boston MA.

Wooten, L & Wooten, D. (2000). Competitive Dynamics of the African-American Hair Care Industry. *North American Case Research Proceedings*.

James, E & Wooten, L. (1999). Workforce 2000: Strategic Responses to Diversity Crises in U.S. Organizations” (with Erika Hayes James). *British Academy of Management Proceedings*, 1999.

Wooten, L. (1998). Strategic Balancing in Professional Service Firms.” *National Academy of Management, Best Papers Proceedings* (Business Policy & Strategy Division, 1998).

Wooten, L. & Blackman, S. (1994). Bold Experiments and Best Human Resource Management Practices: A Study Linking Theory and Practice. *International Federation of Scholar Association of Management* (IFSAM).

PRESENTATIONS

Wooten L. (2016). Developing Culturally Intelligent Leaders: A campus experience. Cultural Intelligence Center, Grand Rapids, Michigan.

Wooten, L. (2016). Self-Authoring Your Best Self: Managing change during times of uncertainty. University of Wisconsin – Madison, Wisconsin.

Upton, S., Kozlo, L., Haas, L. & Wooten, L. (2016) Diversity Is Not Enough Strategies for High Quality Learning Outcomes. American Association of College Universities -- Philadelphia, Pennsylvania.

Wooten, L & Kirsch, P. (2015). Making Identity & Diversity a Degree Requirement. National Undergraduate Business Symposium – Austin, Texas.

Wooten, L. & Kirsch, P. (2013). Case Study: Reflective Mindset, Appreciative Advising & Ross BBA Students. Aspen Institute Undergraduate Business Education Consortium – Denver, Colorado.

Wooten, L. (2012). "Seeding" Positive Organizational Scholarship in an Undergraduate Capstone Course. Annual Academy of Management Meeting – Boston, Massachusetts

Myers, V. & Wooten, L. (2010). Generative Change in Health Care Organizations: From inertia to action in reducing patient disparities. Annual Academy of Management Meeting – Montreal, Canada.

James, E. Wooten, L. (2010). Seeing the Glass Half Full: Using a Positive Organizational Scholarship Framework to Teach Leading under Pressure in Crisis Situations. Annual Academy of Management Meeting – Montreal, Canada.

Wooten, L. (2010). Leadership Developing from a Positive Organizational Scholarship Perspective. American Psychological Association (APA), Division 45 -- The Society for the Psychological Study of Ethnic Minority Issues. Ann Arbor, Michigan.

Wooten, L. (2009). Diversity Management and Inclusive Culture as a Vehicle for Creating Excellence in Organization: From Vision to Action. The Independent Sector Annual Conference, Detroit, Michigan.

Wooten, L. (2009). Extraordinary Leadership: A Positive Organizational Scholarship Perspective from Research and Practice. American Urogynecologic Society, Hollywood, Florida.

Myers, V. & Wooten, L. (2009). Defining Diversity: A Qualitative Analysis of Leading Hospitals, Annual Academy of Management Meeting – Chicago, IL.

Wooten, L. (2009). Managing and Leveraging Diversity at Work. ICLE Labor & Employment Law Institute, Plymouth, Michigan.

Wooten, L. (2009). Leading Organizational Change: The Promise of Diversity & Inclusion in Foundations. The Council of Michigan Foundations, Detroit Michigan.

- Wooten, L. (2009). Positive Organizing for Professional Collaborative Development. Association of Professors of Gynecology and Obstetrics, West Palm Beach, Florida.
- Wooten, L. (2009). The Reflected Best Self: Building a Leadership Brand. Association of Professors of Gynecology and Obstetrics. West Palm, Florida.
- Wooten, L. (2008). Positive Organizing in Leadership in Healthcare Organizations. Michigan Health System, Grand Rounds of Obstetrics and Gynecology.
- Myers, V. & Wooten, L. (2008) The Intersection of Cyber-Diversity & Healthcare Quality: A Qualitative Analysis of Institutionalized Practices of the Nation's Leading Hospitals. Quality Healthcare for Culturally Diverse Populations, Minneapolis, MN.
- Myers, V. & Wooten, L. (2008). The Intersection of Diversity Management Strategies & Healthcare Quality. Center for Positive Organizational Scholarship, University of Michigan.
- Wooten, L. (2008). Managing and Leveraging Generations at Work. The Consortium for Graduate Studies in Management, Dallas, Texas.
- Wooten, L. (2008). Putting on Clinic: Exposing Strategic Opportunities in the Urban Healthcare Sector. Emerging Domestic Markets Conference. Darden School of Business, University of Virginia.
- Wooten, L. Ransom, S., Anderson, E., Pinkerton, J. & T. Noll (2007). Strategic Leadership in Healthcare: The Role of Collective Change Agents in Closing the Gap of Healthcare Disparities, Annual Academy of Management Meeting – Philadelphia, PA.
- Wooten, L. (2007). Strategizing to Address Healthcare Disparities: Case Studies of Health Systems Partnerships and Capacity Building Activities. Academy of Health, Annual Research Meeting, Orlando, Florida.
- Wooten, L. (2007). Community Strategies to Address Infant Mortality & Improve Birth Outcomes: It takes a village for capacity building. National Association of County & City Health Officials - Webcast.
- E. Anderson, J. Pinkerton, B. Ford, J. Lori, T. Noll, Ransom, S, & Wooten, L (2006). Case studies of strategic leadership approaches to racial and ethnic disparities in pregnancy outcomes. Annual Meeting American Public Health Association, Boston MA.
- Wooten, L, & James, E. (2006). A Time-Ordered Path Model of Discrimination Lawsuits, Annual Academy of Management Meeting - Atlanta, GA.
- Root, L. & Wooten, L. (2006). Winning at Blue Collar Blues: Fathers Using Sports as a Metaphor to Manage Work Family Conflict. Annual Academy of Management Meeting - Atlanta, GA.
- Wooten, L. (March, 2006). Diversity Crisis: A Tale of How Firms Manage Discrimination Lawsuits. Michigan State University, Research Seminar – Department of Industrial & Organizational Psychology.

- Wooten, L. (January, 2006). Positive Organizing Routines: The role of resilience in closing the gap of prenatal healthcare disparities. Ross School of Business, University of Michigan.
- Wooten, L. (September, 2005). Research Views from the Top: Diversity & Corporate Boards. Rainbow/PUSH Coalition, Detroit Bureau.
- Root, L. & Wooten, L. (May, 2005). Informal Flexibility within Rigid Work Schedules: Father's Involvement Children's Sports/Extracurricular Activities. Sloan Foundation – Work Family Conference.
- Wooten, L. (December, 2004). Health Disparities and Leadership: Thoughts from the Organizational Theory, University of Michigan, NIH Roadmap Grant, Symposium.
- Wooten, L. (November, 2004). Muddling Through Nvivo: A case study of computerizing qualitative analysis of management data. Management & Organization, Brown Bag. Ross School of Business, University of Michigan.
- Wooten, L. (September, 2004). Leveraging Workforce Diversity in the News Industry. University of Michigan, Media Conference.
- Wooten, L. (August 2004). An Affirmative Action Double Bind. Annual Academy of Management Meeting - New Orleans, Louisiana.
- Wooten, L. (March, 2004). Managing the Battle of Boomers, Xers and Yers Generations of Healthcare Providers: Lessons from Diversity Management Research. University of Michigan Health System, Grand Rounds of Obstetrics and Gynecology.
- Wooten, L. (2003). Midwifery Human Resource Management. The cultural challenges of managing Generation Xers and Baby Boomers. National Midwifery Business Institute.
- Wooten, L. (2003). When a Deviant Culture is a Positive Resource: The Case of a Nurse-Midwife Practice. Session Coordinator, Academy of Management Meeting, Seattle Washington.
- Wooten, L. (2003). Strategic Human Resource Management Strategies in the Multi-Cultural Organization. University of Michigan, Center for Education of Women.
- Wooten, L. (2002). Walking the Talk: Why some organizations are more successful than others at implementing work-family programs? Academy of Management Meeting, Denver, Colorado.
- Wooten, L. (2002). Leadership roles in Implementing Constructive Organizational Cultures. National Midwifery Business Institute.
- Wooten, L. (2001). Cultural Knowledge as Strategic Resource: The Case of a Nurse Midwifery Practice. National Midwifery Business Institute.
- Wooten, L. (2001). When Firms Fail to Learn: The Perpetuation of Discrimination in the Workplace. Academy of Management Meeting, Washington, D.C.
- Wooten, L. (2000). Being in the Spotlight: Factors that Influence Firms' Responses and

Learning from Public Diversity Crises. University of Michigan Business School, Hosmer Lunch.

Wooten, L. (2000). Strategic Human Resource Management and Second-Generation Issues, National Center for African-American Leadership.

James, E. H. & Wooten, L. (2000). Being in the Spotlight: How Firms Respond to Public Diversity Crises. Academy of Management Meeting, Toronto, Canada.

Wooten, L. & Finely-Hervey, J. (2000). Strategic Investments in Family-Friendly Work Environments: Linking Practices to Human Resource Management Performance. Academy of Management Meeting, Toronto, Canada.

Wooten, L. (2000). Proving Your Worth: How to show work/life programs really pay. Big Ten Work-Life Conference, Ann Arbor, Michigan.

James, E. H. & Wooten, L. (2000). Workplace discrimination: Why do firms continue to make the same mistakes? Presented at Rice University's conference on Psychological and Organizational Perspectives on Unfair Discrimination in the Workplace: Research, Theory and Practice. Houston, TX.

Wooten, L. (1999). What Makes Women-Friendly Professional Service Firms Tick? The Diffusion of Knowledge through Institutional and Resource Pressures. Conference on Knowledge and Professional Organizations, The Center for Professional Service Firms, University of Alberta.

Wooten, L. (1998). Developing Managerial Competencies for the Intelligent Enterprise: A triad distance approach to distance learning. Academy of Management Meeting, San Diego, California (Best Symposium Award, Management & Education Development Division).

Wooten, L. (1996). Strategic Management of Knowledge in Professional Service Firms: A resource-based view of control and coordination mechanisms. Strategic Management Society Conference, Phoenix, Arizona.

MANAGERIAL MONOGRAPHS/RESEARCH REPORTS

James, E & Wooten, L. (2010). *The 2009 Census of African-American on Board of Directors of Fortune 500 companies*. Washington, DC: Executive Leadership Council.

James, E & Wooten, L. (2009). *The 2008 Census of African-American on Board of Directors of Fortune 500 companies*. Washington, DC: Executive Leadership Council.

James, E. & Wooten, L. (2006). Changing the Face of Corporate America in the Boardroom: Implications and recommendations of the 2004 census of African-Americans on Board of Directors. Washington, DC: Executive Leadership Council.

James, E & Wooten, L. (2005). *The 2004 Census of African-American on Board of Directors of Fortune 500 companies*. Washington, DC: Executive Leadership Council.

TEACHING CASES & MATERIALS

Lowe, M & Wooten, L. (2013). Darden Restaurants: Serving up the Future. Published by the University of Michigan – William Davidson Institute

Wooten, L. & Augustine, G. (2009). *Strategic Human Resource Management in Michigan Best Companies*. Published by the University of Michigan – William Davidson Institute.

Wooten, L. & Okada, R. (2007). *Dance Marathon: Organizational Excellence Created and Managed by Students*.

Wooten, L., Miller, J. & Wessel, F. (2006). *The March of Dimes: Strategizing and Fighting to Save Babies from Premature Death*.

Wooten L. (2005). *On Demand TV: Breakthrough Service in the Cable Industry*. *Wall Street Journal*, Classroom Edition

Wooten, L. (2004). *Sony and the Consumer Electronics Industry*. *Wall Street Journal*, Classroom Edition.

Wooten, L. (2004). *International Selling of America: Understand How Foreign Policy Affects Business*. *Wall Street Journal*, Classroom Edition.

James, Erika & Wooten, L. (2003). *Martha Stewart: Whipping Up A Storm*. Case Preparation for Darden School of Business, University of Virginia. Reprinted in: *Darden Executive Briefing Series on Crisis Management*, Charlottesville, VA: Darden Press, Batten Institute.

Wooten, L. & Wooten, D. (2000). *Competitive Dynamics of the African-American Hair Care Industry*. Published in the *North American Case Research Proceedings*.

RESEARCH AND TEACHING GRANTS

Blue Cross & Blue Shield of Michigan Foundation, Analyzing Diversity Management Practices in Southeast Michigan Hospitals
University of Michigan Institute for Clinical Health Research -- Health Disparity Core (Consultant)

University of Michigan, National Center for Institutional Diversity Research
Grant University of Michigan, National Center for Institutional Diversity
Conversation Grant

National Institute of Health Grant 1-p20-RR020683-01 (Co-Principal Investigator) – Health

Disparities: Leaders, Providers & Patients

Executive Leadership Council (ELC): 2004 Census of African-American Board Directors General Motors Sullivan Principles Teaching Fellowship 2003; 2007
Catalyst, Funding of Data

Work & Family Institute, Funding
of Data Research Honorarium,
Sloan Foundation

Scholar in Residence, Council of Michigan Foundations

Society for Human Resource Management – Harvey Wilson Dissertation
Research Grant

Center for the Education of Women- University of Michigan Research Grant
University of Michigan Business School Research Grant

AWARDS AND HONORS

Andy Andrews Distinguished Service Award, Ross School of Business, University of Michigan, 2013
BBA Student Award for Teaching Excellence, Ross School of Business, University of Michigan, 2013
Committee on Institutional Cooperation (CIC), Academic Leadership Fellow (2012-2013) Chosen as a “Next Generation Business Thinker in Human Resource Management” by *The Financial Times*
Academy of Management Best Paper Proceedings, 1998
Recipient of the Awards for Most Innovative Session, Management Education & Development Division, National Academy of Management, 1998
Dystra Fellowship for Teaching and Academic Excellence, 1993-1994
University of Michigan Business School Fellowship, 1990-1995 Rackham Merit Fellowship, 1990-1994
General Motors Fellowship, Duke University, 1990
American Institute of Certified Public Accountants Fellowship, 1988-1990
Valedictorian, North Carolina A&T State University, 1988 Beta Alpha Psi, National Accounting Honor Society
Beta Gamma Sigma, National Business Honor Society

ASSOCIATION MEMBERSHIPS

Academy of Management Society, Divisions – Business Policy & Strategy, Gender & Diversity in Organizations and Organization & Management Theory
National Undergraduate Business Symposium Strategic Management Society
Junior League of Ann Arbor

EDITORIAL BOARD

Decision Sciences Journal of Innovative Education Human Resource Management, Associate Editor Journal of Business and Education, Consulting Editor Michigan Journal of Business, Faculty Oversight Board

AD-HOC REVIEWING

Academy of Management Journal Academy of Management Review Human Resource Management Journal of Business Research
National Academy of Management Meeting Sex Roles
Social Forces
Stanford Press
Strategic Management Journal
The Foundation Review

TEACHING EXPERIENCE

Corporate Strategy
Consulting & Organizational Development
Entrepreneurship & Business Development Human Resource Management
Knowledge Management Leadership
Nonprofit Leadership
Organizational Behavior
Strategic Human Resource Management

UNIVERSITY SERVICE

2016-Current Greek Life Task Force
2016-Current CEW Director Search Committee
2015-Current Campus Climate Committee
2013-Current Third Century Initiative's Student Learning Advisory Committee
2013-2015 Provost Advisory Committee
2013-2015 Wallenberg Fellows Selection Committee
2013-2014 Presidential Search Advisory Committee, University of Michigan
2012-Current Co-Chair, Community Values Committee, Ross School of Business
2012-2013 Taskforce on Undergraduate Entrepreneurship Education
2011-Current Associate Provost & Associate Dean's Group
2011-Current Diversity Committee, Ross School of Business
2010-Current BBA Faculty Committee, Ross School of Business
2008-2010 Community Values Committee, Ross School of Business
2007-2010 University of Michigan Human Resource Advisory Board
2007-2011 University of Michigan, Academic Women Caucus
2007-2008 Women's Academic Advisory for Research and Mentoring
2005-2010 National Center for Institutional Diversity, Steering Committee
1998-2001 BBA Teaching Committee, Ross School of Business

BOARD EXPERIENCE, CORPORATE COMMITTEES, & ADVISORY GROUPS

American Institute of Certified Public Accountants, Women and Work Life Committee
Aspen Institute – Rethinking Undergraduate Business Education, Advisory Committee
Ann Arbor Community Foundation
Borders Book Store Diversity Advisory Board
Center for Effective Philanthropy, Board Member
Gates Foundation – Measuring College Learning, Advisory Committee Greenhills School, Trustee
Innovation Center for Community and Youth Development, Board Member
Social Science Research Council - Measuring College Learning, Advisory Committee
State of Michigan, Next Great Company to Work for Task Force
The Alliance Advisory Council, The Future of The Nonprofit Human Service Sector
The Alliance, Strategy Counts
The Links, Inc, Inter-Generational Capacity Building Task Force
University of North Texas Health Science Center, Board of Visitors
Washtenaw Community College Foundation

**CLINICAL PRACTICE: EXECUTIVE EDUCATION, TRAINING PROGRAM,
LEADERSHIP DEVELOPMENT AND CONTINUING EDUCATION**

Air Force ROTC
Alliance for Children & Family Bearden Group
Board Source Borders Books
Center for Community College Development
Center for the Education of Women
Consortium for Graduate Management Studies
Dow Corning
General Dynamics
Grant Managers Network Google
Innovatrium
Michigan Council of Foundations
Michigan Department of Transportation
Michigan Economic Development Corporation
Michigan Nonprofit Association
Michigan Nonprofit Network
Michigan Institute of Labor & Employment Law
National Association of County and City Health Officials National Society of Black Engineers
(NSBE)
Nielsen
Nurse Midwifery Business Institute Ruth Mott Foundation
Scott-Hawkins Leadership Institute
Seminarium
Society for Human Resource Management SOS Crisis Center
Sparrows Health System
Spectrum Health System
State Department of Michigan, Governor's Office
The Alliance for Children & Families
The Independent Sector
Trinity Health System
University of Florida
University of Michigan Business & Finance Unit
The University of Michigan GME Scholars Program in Healthcare Administration
University of Michigan, Flint Campus
University of Michigan, Human Resource Management Department
University of Michigan Health Systems University of Michigan, School of Social Work
University of Wisconsin, Office of Undergraduate Advising
Whirlpool Corporation