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Education

MA in Teaching English as a Second Language, University of Washington, 1986

B.S. in Zoology, University of Washington, 1984

Professional Experience

Academic Positions

Senior Lecturer

Darden Graduate School of Business Administration, University of Virginia, teaching Management Communication; Bargaining and Negotiating; Cross-Border Negotiations (3 terms) and Managing Conflict and Leveraging Consensus August 1998 – present; Faculty Leader Global Business Explorations to Sweden, Latvia, Mexico, India, Brazil and United Arab Emirates.

Coordinate and deliver Global Leadership Exploration curriculum in India and China for Darden's Global Executive MBA Program

Also teach Darden's Executive Education Program (custom and open enrolment programs) and courses for the Advanced Masters Degree Program in Systems Engineering, University of Virginia and UVA's School of Medicine.

Co-director

Darden Summer LEAD Program (Leadership, Education and Development). October 1999– 2009.

Assistant Professor

Graduate School of International Management, International University of

Japan, teaching
Management
Communications, Corporate
Communications, and
International Negotiations,
1992 - July 1998

Assistant Professor
Graduate School of
International Management,
International University of
Japan, teaching English for
International Management,
June 1988 – 1991

Lecturer
Hawaii English Language
Program, University of
Hawaii, October 1986 -
June 1988

Administrative Positions

Committee Member
MBA Policy Committee
Darden Graduate School of
Business Administration,
University of Virginia.

Course Head
Management
Communication,
Darden Graduate School of
Business Administration,
University of Virginia.

Coordinator of International Student Academic Support Services
Darden Graduate School of Business Administration, University of
Virginia. August 1998 – 1999

Director of Student Exchange Programs
Graduate School of
International Management,
International University of
Japan, September 1995 - July
1998

Associate Dean

Graduate School of
International Management,
International University of
Japan, September 1994 -
August 1995

Director
Intensive English Programs
(IEP), Fall 1989 through Fall
1992

Co-Director
Intensive International
Executive Program (IIEP)
Assisted with the program
design and implementation
including curriculum and
administration. Directed the
1990 IIEP and the first 5
weeks of the 1991 IIEP as a
component of the IEP. Made
initial contact with
management and
cross-cultural faculty and
helped with coordination and
direction of visiting English
language faculty. Winter
1990 through Summer 1991.

Committee Work

First Year Committee—Darden Graduate School of Business Administration, University of Virginia.

MBA Policy Committee—Darden Graduate School of Business Administration, University of Virginia.

Matsushita Library and Information Center Task Force—Member, Fall 1994 to Summer 1995.

Presidents Standing Committee on Campus Life—Member, Fall 1994 to Fall 1995.

Academic Board—Member, Graduate School of International Management, IUJ, Fall 1992 to Spring 1994.

Curriculum Committee—Member and chair, Language and Management Communications Curriculum Sub-committee, Graduate School of International Management, IUJ, Winter 1992 to Spring 1994.

Recruitment Committee—Chair, Communications Faculty Recruitment Subcommittee, Graduate School of International Management, IUJ, Winter 1992 to Spring 1994.

Admissions Committee—Member, September 1990 to August 1997.

Student Committee—Member, September 1988 to August 1990.

Executive Education Programs

Darden Executive Education Programs

Programs include:

- Managing Conflict and Creating Consensus (Faculty Leader)
- BRMP: Business Resource Management Program (U.S.Navy)
- Bargaining and Negotiating
- Leadership in Academic Medicine (UVA Medical School)
- Custom Programs for AES (Advanced Energy Systems)
- Various Darden-Curry Custom Programs
- Program for Systems Engineers (Continuing Education)
- USAF
- US Navy
- Business Resource Management Program (Navy)
- Partnership for Leaders in Education (Darden/Curry)
- University of Virginia Medical Center Emerging Leader's Program

Bargaining and Negotiations Workshops

Custom Program for
Political Leaders at IPADE,
Mexico City, Mexico

Bargaining and Negotiations Workshops

Custom Program for Olin

Corporation

Program on Post-Merger Integration Carnegie Bosch Institute, Carnegie Melon University, Pittsburg, Pennsylvania

Custom Program for Bosch

Rexroth Corporation 2003

(Faculty Leader)

Global Management for Engineers in Design and Development

Carnegie Bosch Institute, Carnegie Melon University, Pittsburg, Pennsylvania Seminar on international negotiations for automotive engineers. Yearly from 2000 through 2003

Corporate Communications Summer Program

Three-week course on Corporate Communications including a two-week field trip to the United States to meet with communications consultants and media experts. Summer 1996 and 1997.

Intensive International Management Program

Taught Corporate Communication, Conflict Management and Negotiation components of this ongoing cornerstone program of International University of Japan. 1993 through 1998.

Advanced Management Program

Designed, coordinated and taught Cross-cultural Communication and Negotiations sections in the Advanced Management Program: Building Executive Leadership in Global Enterprises in Japan. Sections focused on building better communication between foreign and local top managers and negotiating across cultures. Spring 1994

Management Communications Seminar

Designed and taught a seven-day executive program in Management Communications for Dainabot, a US-Japan joint-venture pharmaceutical firm. Sessions focused on identifying and managing communication challenges between expatriate executives and local staff and between local offices

and the American based headquarters. This course was offered in conjunction with a component on Shaping and Implementing Corporate Strategy. Spring 1993.

Intensive International Executive Program
Co-designer and director of a ten-week intensive executive development program for Japanese middle managers going abroad. Taught corporate image and identity, media relations, crisis management and cross-cultural negotiations. Spring 1990 through Summer 1991.

Papers and Publications

Innovation in Japan -- Empirical Studies on the National and Corporate Activities. Goto, Akira and Hiroyuki Odagiri, eds. Oxford University Press, 1997. Sponsored by *Nihon Keizai Kenkyu Senta* (Japan Center for Economic Research), Assistant Editor

Simulations in Intensive Language Programs, (paper) The Language Teacher, XIV: 8, August 1990, pp. 75-79.

Needs Analysis and EAP Curriculum Design, with Bill Harshbarger. Proceedings from the Northwest Regional TESOL Conference, Bellevue, Washington, October 15-17 1985.

Conference Presentations

From genre to strategy: a multi-cultural case studies approach to management communication. The Second International Conference on English for Professional Communication, City Polytechnic of Hong Kong, Hong Kong, February 1994.

Language, Culture and Context. Teaching Management Communication in Japan and the US (panel discussion) with Irv Schenkler, Paul Argenti and Jan Smith. *The 57th Annual Convention of the Association for Business Communication*, New Orleans, Louisiana, November 1992.

Teaching Oral Presentation Skills through the Case Study Approach, (presentation) with Jan Smith. International Conference of Teachers of English to Speakers of Other Languages (TESOL), Vancouver, British Columbia, March 1992.

Simulations: Theory and Practice, (presentation) JALT International Conference on Language Teaching and Learning, November 5, 1989.

Needs Analysis and EAP Curriculum Design, (presentation with Bill Harshbarger). Northwest Regional TESOL Conference, Bellevue, Washington, October 15-17, 1985.

Cases

Medical Center of Central Midlands Department of Alternative Medicine (Darden Case #)

Medical Center of Central Midlands Division of Mindfulness (Darden Case #)

Medical Center of Central Midlands Division of Manual Healing (Darden Case #)

DA "FINAL" CLICK? (Darden Case #)

Public Service

Member of Board of Directors, Charlottesville Music Resource Center (2001-2003), a not-for-profit organization serving the youth of Charlottesville by providing constructive alternatives in music.

Faculty Advisor to ABCD (Asian Business Club at Darden) 2003-Present

Faculty Advisor to Darden Toastmasters Club 2011-Present

Teach in the Charlottesville High School Program (Organized by Matthias Hild)

