

ROBERT E. LEDMAN, PH.D.

wisesong@bellsouth.net
(770) 861-0015(C)

EDUCATION

Ph.D., Virginia Commonwealth University, 1994

Major: Management. Minors: 1. Human Resources Mgt, 2. Marketing.

Dissertation Title: An Exploratory Study of A Contingency Approach to Measuring Organizational Effectiveness

International Business and International Management training, 1995. University of South Carolina Faculty Development in International Business. Attended the **International Business Faculty Consortium** at the Academy of Management, 1995

MBA, University of Maryland, 1988

Concentration: Management and Marketing

TEACHING EXPERIENCE

8/05 to Present **Georgia Southwestern State University**, Associate Professor. Primary teaching responsibilities are **strategic management organizational theory and behavior, and labor relations**. Conduct research and advise students.

8/96 (1996- to 2002) **Morehouse College**, Associate Professor (2002-present), Assistant Professor (1996-2002) . Primary teaching responsibilities were **organizational behavior and theory**.

8/05 Also taught **strategy and principles of management**. Conduct research, advise students and maintain active liaison to the business community

8/94 to 8/96 Assistant Professor, **Gannon University**. Primary teaching areas were **strategy, international management, and human resources management**. Served on committee to develop international business major. Conducted research, advised students and maintained active liaison to the business community.

8/92 to 8/94 Assistant Professor, **Maryville College**. Taught spectrum of business courses including **international business, organizational behavior, organization theory, human resources, principles, and strategy**. Guided senior thesis research and advised management majors. Conducted research.

1/90 to 5/92 Graduate Teaching Assistant, Virginia Commonwealth University. Taught management courses up to senior level organization theory and performed research with faculty.

Adjunct Faculty: Georgia State University. Taught International business.

HONORS AND AWARDS

1999 New Educator Award from the Organizational Behavior Teaching Society.
Governor's Teaching Fellow, State of Georgia, summer 1998.
Beta Gamma Sigma and Sigma Beta Delta National Honor Societies

PROFESSIONAL MEMBERSHIPS

Organizational Behavior Teaching Society - Board Member 1997-2000, Treasurer 2000-2003
Southern Management Association
Association for Business Simulation and Experiential Learning – Board Member 2004-present
Track Chair 2004, Proceedings Editor 2005

MANAGEMENT EXPERIENCE

1988-1989 Caremark Homecare, Richmond, Virginia
Operations Manager
1982-1988 American Red Cross Blood Service, Washington Region
Product Manager (82-86), Business Analyst (86-88)
- Developed departmental annual plans and coordinated strategic planning.
- Managed service and product marketing activities.
- Managed departmental personnel including supervision, hiring, and performance appraisal.
- Identified and analyzed new business and expansion opportunities and launched new ventures.
- Managed and prepared budgets in excess of \$6 million.

SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT

Refereed Publications

Ledman, Robert E. (2008) Maximizing the Success of Expatriate Assignments. Under review by SAM Advanced Management Journal

Ledman, Robert E. (2006) Saunders and Company, Inc. An International Entrepreneurial Enterprise. A case for Babson College HBCU Consortium.

Ledman Robert E. (2006) CampusConnex. A case for Babson College HBCU Consortium.

Kamuche, Fekix U. and Ledman, Robert E. (2005) Relationship of Time and Learning Retention. Journal of College Teaching and Learning 2(8) 25-28.

Ledman, Robert E. and Licata, Betty Jo (2004) Implications for Labor-Management Education. Academic Exchange Quarterly, 8(4) 16-22.

Ledman, Robert E. (2003) A Peer Evaluation Procedure to Recognize Individual Performance on Group Projects. Explorations in Teaching and Learning, 1(3):1, 4-5.

Ledman, Robert E. and Kamuche, Felix. (2003) Improving Student Attendance. Academic Exchange Quarterly, 7(3):288-292

Ledman, Robert E. and Kamuche, Felix. (2002) Improving Student Attendance: Does it Improve Student Learning? *Academic Exchange Quarterly*, 6(1):76-79.

Ledman, Robert E. (2001) The Family Impact of Expatriate Assignments: An Experiential Exercise. *Journal of Management Education*. 25(3):341-351.

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SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT (publications continued)

Buschak, Mona, Craven, Christa, and Ledman, Robert. (1996) Managing Absenteeism for Greater Productivity. *SAM Advanced Management Journal*, 61(1):26-30.

Ledman, Robert, Miller, Marianne and Brown, Darrel. (1995) Successful Women and Women's Colleges: Is There an Intervening Variable in the Reported Relationship? *Sex Roles*. 33(7/8):439-447.

Ledman, Robert and Brown, Darrel. (1993) The Americans With Disabilities Act: The Cutting Edge of Managing Diversity. *SAM Advanced Management Journal*, 58(2):17-20.

Ledman, Robert E. and Groh, N. (1984) A Platelet Production Planning Procedure Which Maximizes Availability While Minimizing Outdating. *Transfusion*, 24:532-533.

Journal Articles and Research Projects in Process

An assessment of the relationship of homework completion and class performance.

Books and Proceedings

Ledman, Robert E. and Popowski, Sarah. (2007) *From Hiring to Firing: A Practical Guide to Selecting, Motivating, and Retaining the Best Employees*. Lanham, MD: Hamilton Books.

Ledman, Robert E. (ed.) (2005) *Developments in Business Simulation and Experiential Exercises*, Vol. 32. Association for Business Simulation and Experiential Learning.

Ledman, Robert E. and Roebuck, Deborah Britt. (eds.) (2000) *Organizational Behavior Teaching Resource Volume I*. Organizational Behavior Teaching Society.

Refereed Book Contributions

Ledman, Robert E. (2007) Keiretsu. To be published in the *International Encyclopedia of Organizational Studies*. Thousand Oaks, CA: Sage Publications.

Ledman, Robert E. (1997) Active Listening. In Schermerhorn, John R., Jr., Hunt, James G. and Osborn, Richard N. *Organizational Behavior* 6th (and later) editions. New York: John Wiley & Sons. pp. 494-495. *Included in every edition since.*

Ledman, Robert E. (1997) Expatriate Assignments. In Schermerhorn, John R., Jr., Hunt, James G. and Osborn, Richard N. *Organizational Behavior* 6th (and later) editions. New York: John Wiley & Sons. p. 474. *Included in every edition since.*

Refereed Proceedings

Ledman Robert E. Student Expectations of Simulations. (2005) In Ledman, Robert E. (Ed.) *Developments in Business Simulation and Experiential Exercises*, Vol. 32. Association for Business Simulation and Experiential Learning.

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SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT (proceedings continued)

Ledman, Robert E. and Roby, Teshia Y. (2004) Introducing Online Components to a Class: How To Increase the Likelihood of Success. Feinstein, Andrew (Ed.) Developments in Business Simulation and Experiential Exercises, Vol. 31. Association for Business Simulation and Experiential Learning.

Kamuche, Felix U and. Ledman, Robert E (2003) Relationship of Time and Learning Retention. Proceedings of the Academy of Business Education.

Ledman, Robert E. (2003) Beyond Sex, Age, and Race: Exploring the Deeper Contents of Diversity. In Pillutla, Sharma (Ed.) Developments in Business Simulation and Experiential Exercises, Vol. 30. Association for Business Simulation and Experiential Learning.

Ledman, Robert E. and Kamuche, Felix. (2001) Improving Student Performance and Learning Through Improved Attendance. Proceedings of the National Business and Economics Society.

Ledman, Robert E. and Licata, Betty Jo. (2001) What Students Do Not Know About Organized Labor: Implications for What Management Educators Teach. In Bacdayan, Paul and Mangaliso, Mazamo P. (eds.) Managing in the Digital Age Proceedings of the Eastern Academy of Management

Ledman, Robert E. and Kamuche, Felix. (2000) Improving Student Attendance to Improve Student Learning. Proceedings of the National Business and Economics Society.

Ledman, Robert E. and Licata, Betty Jo. (1998) How Students View Organized Labor: Do They Know the Facts? in Fullerton, S. and Moore, D. (Eds.) Contemporary Business Readings.

Ledman, Robert E. (1998) The Expatriate Orientation Quiz Game: An Experiential Exercise. In Leonard, Nancy H. and Morgan, Sandra. (Eds.). Developments in Business Simulation and Experiential Exercises, Vol. 25. Association for Business Simulation and Experiential Learning.

Ledman, Robert E., Leonard, Nancy, and Morgan, Sandra. (1998) Valuing and Enhancing Teaching: Sharing Tips Via the Web. In Leonard, Nancy H. and Morgan, Sandra. (Eds.). Developments in Business Simulation and Experiential Exercises, Vol. 25. Association for Business Simulation and Experiential Learning.

Ledman, Robert E., Morgan, Sandra, and Sezgin, Selime. (1997) The Cafeteria Approach to Managing an Academic Career: Remaining Non-perishable While Doing Your Own Thing. In Butler, John K., Jr. and Leonard, Nancy H. (Eds.). Developments in Business Simulation and Experiential Exercises, Vol. 24. Association for Business Simulation and Experiential Learning.

Ledman, Robert. (1996) The Family in the Classroom: An Experiential Exercise to Teach Issues Related to Expatriate Assignments. In Patz, Alan L. and Butler, John K., Jr., (Eds.). Developments in Business Simulation and Experiential Exercises, Vol. 23. Association for

Business Simulation and Experiential Learning. pp. 191-194.

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SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT

Refereed Presentations

Frandsen, Michael, Dinger, Sandi, Ledman, Robert, Bunch, John, Putzel, Roger Leigh, Jennifer, McCrae, Melisande. (2006) Management and the Liberal Arts. A professional development workshop presented at the Annual Meeting of the Academy of Management, Atlanta, GA

Ledman, Robert E. (2006) A Challenge From on High: Setting Standards for Online Courses. Presented at the annual Meeting of the Organizational Behavior Teaching Society, Rochester, NY.

Ledman, Robert E. (2006) Experiences on the Frontline: Reflections and Observations of a First Time Online Professor. Presented at the annual meeting of the Association for Business Simulation and Experiential Learning, San Francisco, CA.

Ledman Robert E. (2005) Student Expectations of Simulations. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Orlando, FL.

Ledman, Robert E. (2004) No Wonder You Don't Understand It's Only Words. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Redlands, CA.

Ledman, Robert E. and Roby, Teshia Y. (2004) Introducing Online Components to a Class: How To Increase the Likelihood of Success. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Las Vegas, NV.

Kamuche, Felix U. and Ledman, Robert E. (2003) Relationship of Time and Learning Retention. Presented at the Annual Meeting of the Academy of Business Education, San Francisco, CA.

Ledman, Robert E. (2003) Syllabus as Employment Agreement: Creating a Syllabus That Builds Readiness for the Workforce. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Springfield, MA.

Ledman, Robert E. (2003) Beyond Sex, Age, and Race: Exploring the Deeper Contents of Diversity. An experiential exercise presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Baltimore, MD.

Ledman, Robert E. (2002) Active Learning Passive Students: How to Mix Oil and Water. Presented at the Annual Meeting of the Organizational Behavior Teaching, Orange, CA.

Ledman, Robert E. (2001) The Great White Way: Using Broadway Musicals to Teach Problem Identification and Management Diagnosis. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Harrisonburg, VA.

Ledman, Robert E. and Licata, Betty Jo. (2001) What Students Do Not Know About Organized Labor: Implications for What Management Educators Teach. Presented at the Annual Meeting

of the Eastern Academy of Management, New York, NY. Nominated for Best Paper in Management Education.

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SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT (presentations continued)

Ledman, Robert E. and Kamuche, Felix. (2001) Improving Student Performance and Learning Through Improved Attendance. Presented at the Annual Meeting of the National Business and Economics Society, San Juan, PR.

Ledman, Robert E. and Bryan, Norman. (2000) Electronic Syllabi: Why Use Them and What to Expect if You Do. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Carrollton, GA.

Ledman, Robert E. and Kamuche, Felix. (2000) Improving Student Attendance to Improve Student Learning. Presented at the Annual Meeting of the National Business and Economics Society, San Diego, CA.

Ledman, Robert E. and Kamuche, Felix. (2000) Getting Students to Class: What Works. Presented at the annual International Alliance of Teacher Scholars' Lily Conference South, Athens, GA.

Ledman, Robert E. (1999) A Classroom Technique for Improving Student Writing. Presented at the Annual Meeting of the Organizational Behavior Teaching, Las Cruces, NM.

Carr, James and Ledman, Robert E. (1999) Beyond the Borders: Developing Student Networking Skills. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Las Cruces, NM.

Ledman, Robert E., White Belinda, and Williams, Anderson. (1998) A Sequential Course Portfolio Assignment: Lessons Learned and Experience Gained. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, LaVerne, CA.

Ledman, Robert E. and Licata, Betty Jo. (1998) How Students View Organized Labor: Do They Know the Facts? Presented at the Annual Meeting of the Academy of Business Administration, Toronto, ONT.

Ledman, Robert E. (1998) The Expatriate Orientation Quiz Game: An Experiential Exercise. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Maui, HI.

Ledman, Robert E., Leonard, Nancy, and Morgan, Sandra. (1998) Valuing and Enhancing

Teaching: Sharing Tips Via the Web. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Maui, HI.

Ledman, Robert E., and Shiley, Amy. (1997) Stop Harassing Me! An Exercise to Teach What Constitutes Workplace Harassment. Presented at the Annual Meeting of the Organizational Behavior Teaching Society. Cleveland, OH.

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SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT (presentations continued)

Morgan, Sandra, Ledman, Robert E., and Sezgin, Selime. (1997). The Cafeteria Approach to Managing an Academic Career: Remaining Non-perishable While Doing Your Own Thing. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, New Orleans, LA.

Ledman, Robert E. (1996) Performance Appraisal in the Classroom: A Peer Evaluation Procedure That Reinforces Management Education. Presented at the Educational Innovations in Economics and Business Annual Meeting, Orlando, FL.

Ledman, Robert E. (1996) Executive Panel Presentations: Bringing the "Real World" to the Classroom. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Keene, NH.

Ledman, Robert. (1995) An Experiential Exercise to Teach Active Listening. Presented at the Annual Meeting of the Organizational Behavior Teaching Society, Macomb, IL.

Ledman, Robert. (1994) Bridging the Gender Gap in the Classroom: Techniques for Gender Responsible Instruction. Presented at the Annual Meeting of the Organizational Behavior Teaching Society (the Organizational Behavior Teaching Conference), Windsor, ONT.

Ledman, Robert. (1996) The Family in the Classroom: An Experiential Exercise to Teach Issues Related to Expatriate Assignments. Presented at the Annual Meeting of the Association for Business Simulation and Experiential Learning, Orlando, FL.

DeLong, E. N. and Ledman, R. E. (1987) A Blood Center's Experience Establishing a Routine Compatibility Testing Program for Dialysis Clinics. Presented at the 40th Annual Meeting of the American Association of Blood Banks.

Ledman, Robert and McCurdy, Paul. (1986) Establishing Optimum Inventories for a Regional Blood Center. Presented at the 39th Annual Meeting of the American Association of Blood Banks.

Ledman, R. E. and Groh, N. (1983) A Platelet Production Planning Procedure Which Maximizes Availability While Minimizing Outdating. Presented at the 36th Annual Meeting of the American Association of Blood Banks.

Ledman, R. E. and Baird, J. F. (1982) A Detailed Training Program for Blood Component Production Personnel. Presented at the 35th Annual Meeting of the American Association of Blood Banks.

Professional Development

Serve as reviewer for the *Journal of Management Education*. Attend 1-2 annual conferences of professional organizations. Regularly review submissions for professional conferences and

participate as session chair, discussant or track chair.