

Asbjorn Osland, Ph.D.
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Organization & Management
College of Business
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Academic Background

- Ph.D. Case Western Reserve University, Cleveland, OH, 1994
- M.B.A. Case Western Reserve University, Cleveland, OH, 1987
- M.S.W. University of Washington, Seattle, WA, 1972
- B.A. University of Minnesota, Minneapolis, MN, International Relations, 1970

Certifications

- Post-baccalaureate certificate in accounting, Portland State University, Portland, OR, 1998

Memberships

- Society for Case Research
- Western Academy of Management

WORK EXPERIENCE:

Academic Experience

- Certified Mineta Transportation Institute Research Associate, Mineta Transportation Institute (June, 2009 - Present).
- Tenured professor of business, San Jose State University (August, 2004 - Present).
- Vice Chair, Organization & Management Dept, San Jose State University (August, 2008 - May, 2010).
- Associate professor of business, San Jose State University (August, 2002 - August, 2004).
- Tenured Associate professor, George Fox University (February, 2001 - July, 2002).
- MBA Program Director, George Fox University (August, 1998 - July, 2002).
- Assistant professor of business, George Fox University (August, 1995 - February, 2001).
- Visiting assistant professor, Lewis & Clark College (September, 1993 - June, 1995).

Non-Academic Experience

National

- Country Human Resources Manager, Chiquita Brands International, Panama (1990 - 1992).
- Field director, Foster Parents Plan International, Warwick, RI (1974 - 1984).
- Peace Corps Volunteer, Colombia (1973 - 1974).
- Dr. Barnardo's residential child care worker, Scotland (1972 - 1973).

Consulting

- 2004: University of San Francisco's College of Professional Studies' organizational behavior program, I served as a paid external reviewer for the University of San Francisco's College of Professional Studies' organizational behavior program. They needed it for their WASC accreditation review.

1990: INCAE, Costa Rica, senior OD consultant who analyzed organizational functioning at CATIE, a large agricultural research and graduate education institution, and proposed recommendations to director resulting in a more harmonious relationship with their principal donor.

1989: Ohio Lottery, Cleveland, OH, guided strategic planning process resulting in a five year plan that was accepted and implemented by management

1988: BF Goodrich, Cleveland, OH, participated in market opportunity analysis training

1987: Case Western Reserve University, analyzed the feasibility of graduate liberal studies program

1985: Foster Parents Plan International, Warwick, RI, assessed the viability of investment in cooperatives in Indonesia

1985: Eaton Corporation, Cleveland, OH, performed marketing analyses

1984: MBA student at Case Western: performed assessment of social service agencies to determine characteristics of optimal service programs

TEACHING:

Courses Taught

Courses from the Teaching Schedule: Applied Organizational Behavior, Developing and Managing People, Fundamentals of Human Resource Management, Fundamentals of Management and Organizational Behavior, Global Dimensions of Business, Individual Studies in Organization Management, Sabbatical

Courses taught, but not in the Schedule:

International Business (162, 187 & 202), Strategy (189 & MBA-level), MBA electives on sustainability

INTELLECTUAL CONTRIBUTIONS:

Refereed Articles

Journal articles:

Pedagogical:

Osland, A. & Clinch, N. 2015. Just What Constitutes Protected Concerted Activity in Social Media Use by Personnel? *Journal of Critical Incidents*, 8, 134-136.

Mittelman, R. & Osland, A. (2014). The controversial launch of Kiva in the United States: Mission drift or market extension? *Journal of Critical Incidents*, 7, 59-62.

Osland, A. & Clinch, N. (2014). Tattoos in the workplace. *Journal of Critical Incidents*, 7, 75-77.

Clinch, N., Osland, A., Carboni, N. & Wells, P. (2014). Should I report him? *Journal of Critical Incidents*, 7, 135-137.

Basic disciplined-based:

Gehrt, K., Louie, T. & Osland, A. (2015). Student and professor similarity: Exploring the effects of gender and relative age. *Journal of Education for Business*, 90 (1), 1-9.

Osland, J., Oddou, G., Bird, A., & Osland, A. (2013). Exceptional Global Leadership as Cognitive Expertise In the Domain of Global Change. *European Journal of International Management*, 7(5): 517-534.

Osland, A. & Clinch, N. (2013). International Adoption Or Rent-A-Womb In India? *Journal of Critical Incidents* (6), 59-62.

Osland, A. & Clinch, N. (2013). Should A&A Disclose FCPA Violations? *Journal of Critical Incidents* (6), 63-66.

- Osland, A., Clinch, N. & Wells, P. (2013). How Do I Stick It Out In What Is Still A Hostile Environment? *Journal of Critical Incidents* (6), 100-103.
- Osland, A. (2103). How Can BPI Restore Consumer Confidence In Pink Slime? *Journal of Critical Incidents* (6), 129-132.
- Osland, A. & Clinch, N. (2013). Stakeholder Dialogue: Alley Cat Allies & US Fish And Wildlife Service. *Journal of Critical Incidents* (6), 133-136
- Osland, A. & Clinch, N. (2013). Susan G. Komen Tries To Reconstruct Damaged Brand. *Journal of Critical Incidents* (6), 141-144.
- Pagani, M. Osland, A. & Wang, C. (2013). Why Did The Proposed Conversion Fail? *Journal of Critical Incidents* (6), 145-146.
- Clinch, N. & Osland, A. (2012). Gender Selection and Sally's Dream Girl. *Journal of Critical Incidents*, 5, 37-39.
- Osland, A., Wang, C. Pagani, M., & Clinch, N. (2012). What Can the Big Banks Do to Attract Small Retail Customers? *Journal of Critical Incidents*, 5, 72-74.
- Osland, A., Clinch, N & Wells, P. (2012). When and Where are Sagging Pants Appropriate Attire? *Journal of Critical Incidents*, 5, 110-113.
- Inamdar, S. N. & Osland, A. (2012). Teaching Management Students How to Decide. *Journal of Higher Education Theory and Practice*, 12 (3), 11-28.
- Clinch, N. & Osland, A. (2011). Feedback:Baby Boomer Manager Offends Millennial Trainee. *Journal of Management Policy and Practice*, 12 (5), 25-38.
- Clinch, N. & Osland, A. (2011). Is Female Cosmetic Genital Surgery Legitimate? *Journal of Critical Incidents*, 4, 40-43.
- Osland, A., Clinch, N., Lauren, R., & Ramela, W. (2011). Is It Fair to Ban Tobacco Users in Hiring Process? *Journal of Critical Incidents*, 4, 70-72.
- Clinch, N. & Osland, A. (2011). Is Unilever Hypocritical?. *Journal of Critical Incidents*, 4, 112-114.
- Wang, C., Clinch, N., & Osland, A. (2011). Legitimizing radical new medical services. *Journal of Applied Business and Economics*, 12 (4), 64-78.
- Clinch, N., Dorso, A., & Osland, A. (2011). Strategic philanthropy - Dove and the Girl Scouts' UNIQUELY ME!. *Annual Advances in Business Cases*, 30, 165-183.
- Osland, A., Wells, P., & Jiang, W. (2010). Alabama's Fat Tax. *Journal of Critical Incidents*.
- Wang, C., Osland, A., Clinch, N., Jiang, W., & Kumar, V. (2010). Is Dr. Steinberg's Trait Selection a Viable Business? *Journal of Critical Incidents*, 69-74.
- Inamdar, N., Osland, A., & Wells, P. (2010). Restructuring with the Middle-Management Advantage. *The Health Care Manager*, 29 (4), 305-317.
- Wehling, C., Guanipa Hernandez, A., Osland, J., Osland, A., Deller, J., Tanure, B., Carvalho Neto, A., & Sairaj, A. (2009). An Exploratory Study of the Role of HRM and the Transfer of German MNC Sustainability Values to Brazil. *European Journal of International Management*, 3 (2), 176-198.

- Osland, A. & Inamdar, N. (2009). Campus Blood Drive Suspension: Effective or Ineffective Organizational Decision Making. *Journal of Critical Incidents*, 2, 22-29.
- Osland, A. (2009). Sonoma Wine: Absolute or Intensity Target for GHG Emissions. *Journal of Critical Incidents*, 2, 132-137.
- Osland, A., Tanure, B., Carvalho-Neto, A., Sierra, G., H., J., Guzmán Barraza, A (2009). Sustainability management framework: Latin American applications. *Revista de Gestao Social e Ambiental*, 3 (2), 92-107.
- Garcia, D., Rovenpor, J., & Osland, A. (2009). Wal-Mart's New Challenge: Reaching out to Socially Responsible Investors. *Business Case Journal*, 16 (1), 27-54.
- Osland, A. & Wells, P. (2008). Gunning down health assessment. *Journal of Critical Incidents*, 1, 35-41.
- Reade, C., Todd, M. A., Osland, A., & Osland, J. (2008). Poverty and the multiple stakeholder challenge for global leaders. *Journal of Management Education*, 6 (32), 820-842.
- Osland, A. (2008). Should Kiva pay interest to lenders? *IMA Educational Case Journal*.
- Osland, A. & Osland, J. (2007). Aracruz Celulose: Best Practices Icon but Still At Risk. *International Journal of Manpower*, 28 (5), 435-450.
- Osland, A. & Ankeny, M. (2007). The tug of war between cash flow and institutional values in a college-seminary merger. *Journal of Research on Christian Education*, 16 (1), 103-123.
- Osland, A. & Osland, J. M. (2006). Expatriate Paradoxes and Cultural Involvement. *International Studies of Management & Organization*, 35 (4), 93-116.
- Osland, A., Ramnarayan, S., & Wells, P. (2006). How to grow Ten Thousand Villages. *Annual Advances in Business Cases*.
- Dean, B. V., Osland, A., & Solt, M. (2005). Lessons learned in the implementation of E-Teams. *International Journal of Engineering Education*, 21 (2).
- Osland, A. & Lawrence, A. T. (2005). Peet's and the Berkeley Sustainable Coffee Initiative. *Case Research Journal*, 24 (2).
- Lawrence, A., Solt, M., & Osland, A. (2005). Yakima Filters: From Waste Tires to Clean Water. *Case Research Journal*.
- Osland, A. (2004). Alleged Dilution of Intel's 'Inside' Trademark. *Journal of Applied Case Research*.
- Osland, A., Feldman, H., Campell, G., & Barnes, W. (2004). Kio-Tek at the Portland Venture Capital Fair. *CASE Journal, The*.
- Ortman, D. E., Feldman, H., & Osland, A. (2002). The thorn in the elephant's side: The Seattle Mennonite Church vs. Freeport-McMoRan Copper & Gold, Inc. *Case Research Journal*, 22 (4), 104-119.
- Lea, M., Feldman, H., & Osland, A. (2001). Andrew Wiederhorn: The entrepreneur that Wall Street loved for at least a little while. *Journal of Entrepreneurship Education*, 4, 73-93.
- Feldman, H. & Osland, A. (2001). JFCS: The Portland Community Warehouse Controversy. *Case Research Journal*, 21 (2), 57-75.
- Feldman, H. & Osland, A. (2001). The Portland Community Warehouse: Strategic choices for a nonprofit board. *Case Research Journal*, 21, 57-75.

Refereed Proceedings

Full Paper

Osland, A., Osland, J., & Wu, J. (2007). How should Aracruz Celulose interact with the Indians now that it lost its court case? *North American Case Research Association*.

Osland, A. & Wells, P. (2005). Weyco. *North American Case Research Association*.

Abstract Only

Osland, A., Jenkins, E. K., Basu, A., & Magid, B. (2006). Taking KIVA to the Next Level: Internal Controls. *Society for Case Research, Annual summer Workshop*.

Osland, A., Dean, B. V., & Nagel, B. (2005). Entrepreneurial System: Silicon Valley Nanotechnology Companies. *University of San Francisco Global Entrepreneurship Research Conference*.

Solt, M., Basu, A., & Osland, A. (2005). How to start a university business plan competition: the experience of San Jose State University. *American Society for Engineering Education*.

Osland, A. & Dean, B. V. (2005). San Jose State University's University Based Incubators: Loosely Coupled Elements in Silicon Valley's Entrepreneurial System. *American Society for Engineering Education*.

Lawrence, A. T., Solt, M. E., & Osland, A. (2004). Yakima Filters: From Waste Tires to Clean Water. *North American Case Research Association*.

Non-Refereed Articles

Osland, A., Oddou, G., Bird, A., & Osland, J. (2011). Exceptional global leadership. *Executive summary for corporate workshops*.

Osland, A. & Ankeny, M. (2005). The bottom line and the seminary. *The Journal of Biblical Integration in Business: Business Cases with a Christian Worldview*.

Non-Refereed Proceedings

Full Paper

Osland, J., Bird, A., Osland, A., & Oddou, G. (2007). Expert Cognition in Global Leaders. *NMD8 Conference*.

Abstract Only

Dean, B. V., Nagel, B. I., & Osland, A. (2005). Fostering Entrepreneurship in Female Minority Marine Science Graduate Students & Entrepreneurial Systems: Silicon Valley Nanotechnology Startup Companies". *Global Entrepreneurship Conference*.

Dean, B. V. & Osland, A. (2005). Loosely Coupled Elements in Silicon Valley's Entrepreneurial System. *American Society for Engineering*.

Dean, B. V., Solt, M. E., & Osland, A. (2004). Lessons Learned in a First Business Plan Competition at San Jose State University. *National Collegiate Inventors and Innovators Alliance*.

Dean, B. V., Osland, A., & Solt, M. (2004). Lessons learned in a first business plan competition at San Jose State University. *NCIIA 8th Annual Meeting*.

Dean, B. V., Roldan, M. L., Osland, A., & Solt, M. (2004). Description and Assessment of a Business Plan Competition and New Venture Fair at San Jose State University. *ASEE*.

Dean, B. V., Osland, A., Solt, M., & Cannice, M. (2004). Lessons Learned in a First Business Plan Competition at San Jose State University. *Annual NCIIA Conference*, 291-295.

Roldan, M. L., Osland, A., Solt, M., & Dean, B. V. (2004). Description and Assessment of a Business Plan Competition and New Venture Fair at San Jose State University. *American Society for Engineering Education*.

- Osland, A., Lawrence, A. T., & Meszarosova, J. (2003). Peet's and the Berkeley Sustainable Coffee Initiative (revised). *North American Case Research Association, 17*, 26.
- Osland, A. (2003). How will MentorNet remain viable? *North American Case Research Association, 17*.
- Osland, A. & Hancock, T. (2003). Preparation of students for case discussion. *North American Case Research Association, 17*, 68.
- Osland, A., Feldman, H., & Campbell, G. (2002). NBG Solutions at the Portland Venture Capital Fair. *North American Case Research Association..*
- Feldman, H. & Osland, A. (2001). The United Way and the Boy Scouts: Controversy in Portland, Oregon. *North American Case Research Association.*
- Osland, A. & Ankeny, M. (2000). Cheating or the Appearance of Cheating. *North American Case Research Association.*

Invited Articles/Reviews

- Osland, A. & Osland, J. (2007). Contextualization and strategic international human resource management approaches - The case of Central America and Panama. *International Journal of Human Resource Management, 16 (12)*, 2218.

Book Chapters

Non-Refereed

- Osland, A. & Clinch, N. (2012). Liminality and the Ethical Challenges Presented by Innovative Medical Procedures. In Press, In Bing Ran, PhD (Ed.), *Contemporary Perspectives on Technological Innovation, Management and Policy*.
- Osland, A., Osland, J., Bird, A., & Mendenhall, M. (2012). Developing Global Leadership Capabilities and Global Mindset: A Review. In G. K. Stahl, M. E. Mendenhall & G. R. Oddou (Eds.), *Readings and Cases in International Human Resource Management and Organizational Behavior* (pp. 107-130). New York: Routledge.
- Osland, J. M., Bird, A., Mendenhall, M., & Osland, A. (2006). International Human Resources Handbook. *Developing Global Leadership Capabilities and Global Mindset: A Review*. (pp. 197-222). London, UK: Elgar.
- Dean, B. V., Osland, A., & Solt, M. (2005). Educating Managers Through Real World Projects. *E- Teams and Business Plan Competition as Vehicles for Learning about Entrepreneurship*.
- Osland, A. & Dean, B. V. (2005). Technology Management: A Unifying Discipline for Melting the Boundaries. *Entrepreneurial System for Embedded Storage* (pp. 433-443). IEEE.
- Dean, B. V., Nagel, B., & Osland, A. (2005). Technology Management: A Unifying Discipline for Melting the Boundaries. *Entrepreneurial Systems: Application to Silicon Valley Nanotechnology Companies* (pp. 433-443). IEEE.
- Roldan, M. L., Osland, A., Solt, M., & Dean, B. V. (2005). Research in Management Education and Development: Educating Managers. *E-teams and Business Plan Competitions as Vehicles for Learning About Entrepreneurship*.
- Osland, A. & Osland, J. M. (2005). Latinoamerica. *Human resources management in Central America and Panama*. Oxford, England: Routledge.
- Feldman, H. & Osland, A. (2005). Management, Organizational Behavior and Human Resource Management. *The United Way and the Boy Scouts: Controversy in Portland, Oregon..* Thomson Learning Custom Publishing..

Levenhagen, M., Dean, B. V., & Osland, A. (2004). Strategic Management: Cases for a Global Information Age. *TeraGluon*. Dame/Thomson Learning.

Osland, A. (2003). Readings and cases in international management: A cross-cultural perspective. *The role of the area manager* (pp. 357-363). Thousand Oaks, CA: Sage Publications.

Osland, J. M. & Osland, A. (2001). International Business Scholarship: Mastering Intellectual, Institutional, and Research Design Challenges. *International Qualitative Research: An Effective Way to Generate and Verify Cross-Cultural Theories* (pp. 198-214). Westport, CN: Quorum Books.

Osland, J. M. & Osland, A. (2001). International Business Scholarship: Mastering Intellectual, Institutional, and Research Design Challenges. *Mastering International Qualitative Research*. Westport, CT: Quorum Books.

Refereed

Clinch, N., Osland, A., Quan, X., & Vadlamannati, A. (2013). When Claims to IP Are Involved, How Generous Must a Social Entrepreneur Be?. In The Case of Nutriset in Wankel, C. & Pate, L (Eds.), *Social Entrepreneurship as a Catalyst for Social Change*.

Osland, A. Â., Osland, J., Tanure, B., & Gabrish, R. (2009). Stakeholder Management: The Case of Aracruz Celulose in Brazil. *Best Human Resource Management Practices in Latin America* (pp. 10-24). Routledge.

Dean, B. V., Osland, A., Richter, M., & Jiang, W. L. (2007). The San José BioCenter: BioConvergence Entrepreneurship in Silicon Valley. *Management of Converging Technologies* (pp. 2833-2843).

Osland, A. & Osland, J. M. (2005). Latin America: An agenda for international leaders. *HRM in Central America and Panama* (pp. 129-147). Oxford, UK: Routledge.

Levenhagen, M., Dean, B. V., & Osland, A. (2004). Digman, L. A. Strategic management: Cases for a global information age. *TeraGluon*. Dame/Thomson Learning.

Osland, A. Â. & Shoul, S. (2004). Insubordination or Unclear Loyalties. *Management, Organizational Behavior and Human Resource Management*..

Osland, A. Â. (2004). Using Leadership to Promote TQM. *Management, Organizational Behavior and Human Resource Management*.

Cases

Osland, A. & Clinch, N. (2012). Is the Rent-a-womb Business in India Legitimate?. www.caseplace.org.

Osland, A. (2011). Human Trafficking: Plan Togo's Dilemmas. *How to Create an Ethical Organization*.

Osland, A. (2011). Kiva and Its Field Partners. *How to Create an Ethical Organization*.

Osland, A., Santa Cruz, O., & Guzman Barraza, A. (2011). Movimiento Congruencia: Serving Mexican Workers with Physical Disabilities. *How to Create an Ethical Organization*.

Osland, A. Â. (2010). A. Wall-Mart. *Heizer/Render Oper. Mngt. 10th ed.*

Brannen, M. Y., Doz, Y., Hunter, M., Hill, M., Osland, A., Whaley, G., (2008). Renewing the Fujitsu-AMD Joint Venture. *INSEAD*.

Osland, A. Â. (2008). Wellness and the Cleveland Clinic's Nicotine Testing. *Pre-Employment Physicals*.

Osland, A. & Wells, P. (2007). Organizational Behavior: An Experiential Approach, 8th Edition.. *Can and should an employer make non-smoking a condition of employment?* (pp. 127-131). Upper Saddle River, NY: Prentice Hall.

Osland, A. (2004). Dilemmas of Human Resource Management. *Case A: The role of the human resources manager; Case B: HR management in LITEP; Case C: Response to a natural disaster; Case D: LITEP and its subcontractors..* Kansas City: Annual Advances in Business Cases 2004 " published output of SCR summer workshop.

Osland, A. (2004). . *How to handle alleged academic dishonesty.* Kansas City: Annual Advances in Business Cases 2004. SCR summer workshop..

Osland, A. (2002). . *Soccer club embezzlement* (pp. 49-59). The Journal of Accounting Case Research.

Presentation of Refereed Papers

International

Wehling, C., Guanipa Hernandez, A., Osland, J., Osland, A., Deller, J., Tanure, B., Carvalho Neto, A., & Sairaj, A (2008). *An Exploratory Study of the Role of HRM and the Transfer of German MNC Sustainability Values to Brazil.* European-Latin American-Caribbean International Management Conference, Monterrey, Mexico.

National

Mittelman, R. & Osland, A. (2014). The controversial launch of Kiva in the United States: Mission drift or market extension? Society for Case Research, Chicago, Illinois.

Osland, A. & Clinch, N. (2014). Tattoos in the workplace. Society for Case Research, Chicago, Illinois.

Clinch, N., Osland, A., Carboni, N. & Wells, P. (2014). Should I report him? Society for Case Research, Chicago, Illinois.

Clinch, N., Osland, A., & Wells, P. (2013). *How Do I Stick it out in what is Still a Hostile Environment?* Society for Case Research, Chicago, Illinois.

Clinch, N. & Osland, A. (2013). *Is the Rent-A-Womb Business in India Legitimate?* Society for Case Research, Chicago, Illinois.

Osland, A. & Clinch, N. (2013). *Stakeholder Dialogue: Alley Cat Allies & US Fish and Wildlife Service.* Society for Case Research, Chicago, Illinois.

Osland, A. & Clinch, N. (2013). *Can You Have Your Steak and Eat It Too.* Society for Case Research, Chicago, Illinois.

Osland, A., Clinch, N., & Susan, G. (2013). *Komen Tries to Reconstruct Damaged Brand.* Society for Case Research, Chicago, Illinois.

Osland, A. & Clinch, N. (2013). *Should A&A Disclose FCPA Violations.* Society for Case Research, Chicago, Illinois.

Osland, A. (2013). *How Can BPI Restore Consumer Confidence in Pink Slime?* Society for Case Research, Chicago, Illinois.

Pagani, M., Osland, A., & Wang, C. (2013). *The Failed Conversion of a Credit Union into a Mutual Savings Bank.* Society for Case Research, Chicago, Illinois.

Osland, A., Osland, J., & Reade, C. (2012). *The Aracruz Simulation: Developing Stakeholder Dialogue Skills for an Emerging Economy Context.* AIB conference, ., Unknown.

Osland, A. & Clinch, N. (2012, March). *How should fertility solutions of Northern California deal with gender selection?* SCR, Chicago, Illinois.

- Osland, A., Clinch, N., Wang, C., & Pagani, M. (2012, March). *What can the big banks do to attract customers from credit unions?* SCR, Chicago, Illinois.
- Osland, A., Clinch, N., & Wells, P. (2012, March). *What kind of discipline and follow up training is appropriate for fire fighters?* SCR, Chicago, Illinois.
- Osland, A., Clinch, N., & Dorso, A. (2012, March). *Is Unilever Hypocritical?* Western Academy of Management, San Diego, California.
- Osland, A., Clinch, N., & Wells, P. (2012, March). *When and where are sagging pants appropriate attire?* SCR, Chicago, Illinois.
- Dorso, A., Clinch, N., & Osland, A. (2010). *Girl Scouts' uniquely ME! - building self esteem and leadership.* The Society for Case Research, 32nd Annual Summer Case Writer's Workshop, Hanover, Indiana.
- Osland, A. & Jiang, W. (2009). *Hana's Dilemma: Suck It Up or Quit?* Society for Case Research Annual Advances in Business Cases, Murfreesboro, Tennessee.
- Osland, A. (2009). *Sonoma Wine Company.* Annual International Conference on Business & Sustainability, Portland, Oregon.
- Baker, E., Osland, A., & Wu, J. (2008). *Role Of Homeowners' Association In Mitigation Of Water Crisis.* Society for Case Research, Chicago, Illinois.
- Basu, A., Osland, A., & Solt, M. (2008). *A New Course on Sustainable Entrepreneurship.* NCIIA, Dallas, Texas.
- Well, P. & Osland, A. (2008). *Should An Employer Ask About Guns In Health Assessment?* Society for Case Research, Chicago, Illinois.
- Dean, B. V., Nagel, B., & Osland, A. (2005, March). *Entrepreneurial System: Silicon Valley Nanotechnology Companies.* PICMET, Portland, Oregon.
- Osland, A., Dean, B. V., Solt, M., & Roldan, M. L. (2004, June). *Assessment of Experiential Learning in New Venture Creation by Cross-Functional Teams in a Business Plan Competition and New Venture Fair at San Jose State University.* American Society for Engineering Education, Salt Lake City, Utah.

Presentation of Non-Refereed Papers

International

- Garcia, D., Rovenport, J., & Osland, A. (2007). *Wal-Mart's New Challenge: Reaching out to Socially Responsible Investors.* International Association for Business and Society, Florence, Italy.
- Osland, J. M., Mendenhall, M., & Osland, A. (2005, July). *Global Leadership Capabilities and Global Mindset: A Review.* Academy of International Business, Quebec City, Canada.

National

- El-shaieb, A. M., Fruin, M., Osland, A., Loomba, A. S., & Rajan, M. N. (2006, March). *Creativity in Course Design and Assessment: A Conventional Approach to a Globalization Strategy Followed by a Skunkworks Approach to Include the Risks Inherent in Globalization.* Western Region Assessment Conference, Fullerton, California.
- Fimbel, N., Osland, A., Turner, M. E., & Zachary, W. B. (2006, March). *Getting Faculty On Board for Assessment: Using Organizational Change Principles to Enhance Faculty Participation.* Western Region Assessment Conference, Fullerton, California.
- Dean, B. V., Nagel, B., & Osland, A. (2005). *Entrepreneurial System: Silicon Valley Nanotechnology Companies.* University of San Francisco Global Entrepreneurship Research Conference, San Francisco, California.

- Dean, B. V. & Osland, A. (2005, August). *San Jose State University Based Incubators; Loosely Coupled Elements in Silicon Valley's Entrepreneurial System*. Western Academy of Management, Banff, Canada.
- Dean, B. V. & Osland, A. (2005, June). *San Jose State University Based Incubators; Loosely Coupled Elements in Silicon Valley's Entrepreneurial System*. ASEE, Portland, Oregon.
- Dean, B. V., Osland, A., & Solt, M. (2005, June). *Lessons Learned in the First Business Plan Competition at San Jose State University*. ASEE, Salt Lake City, Utah.
- Osland, A., Basu, A., & Solt, M. (2005, June). *How to start a University Business Plan Competition: the experience of San Jose State University*. ???, , .
- Osland, A. & Dean, B. V. (2005, March). *San Jose State University's University Based Incubators: Loosely Coupled Elements in Silicon Valley's Entrepreneurial System*. Western Academy of Management, Las Vegas, NV.
- Dean, B. V., Osland, A., Harmsen, F., & Greene, G. H. (2004, October). *Fostering Entrepreneurship in Female Minority Marine Science Graduate Students*. NOAA, New York, NY.
- Dean, B. V., Osland, A., & Solt, M. (2004, August). *E-Teams and Business Plan Competition as Vehicles for Learning about Entrepreneurship*. Academy of Management, New Orleans, Louisiana.
- Dean, B. V., Osland, A., & Solt, M. (2004, March). *Lessons Learned in a First Business Plan Competition at San Jose State University*. National Collegiate Inventors & Innovators Alliance, San Jose, CA.
- Dean, B. V., Osland, A., Solt, M., & Cannice, M. (2004, March). *Lessons Learned in Business Plan Competitions: From the Start at San Jose State University to a World Class Mature Competition at the University of San Francisco*. NCIIA, San Jose, CA.
- Osland, J. M. & Osland, A. (2004, August). *HRM in Central America and Panama*. Academy of Management, New Orleans, LA.
- Osland, A. & Osland, J. M. (2004, August). *Human resources management in Central America and Panama*. Academy of Management, New Orleans, LA.
- Osland, A. (2004, July). *How to handle alleged academic dishonesty*. Society for Case Research, Kansas City, MO.
- Osland, A. & Ankeny, M. (2004, July). *The bottom line and the seminary*. Society for Case Research, Kansas City, MO.
- Osland, A. (2004, July). *Dilemmas of Human Resource Management - Case A: The role of the human resources manager; Case B: HR management in LITEP; Case C: Response to a natural disaster; Case D: LITEP and its subcontractors*. Society for Case Research, Kansas City, MO.
- Osland, A. (2004, April). *Forced transfer as learning experience*. Western Academy of Management, Anchorage, Alaska.
- Osland, A. & Ankeny, M. (2004, April). *Structurationism: How the intersection of institutionalism, resource dependency, and leadership shaped decision-making in a college-seminary merger*. Western Academy of Management, Anchorage, Alaska.
- Osland, J. M., Oddou, G., Phillips, M., Ronen, J., & Osland, A. (2004, April). *Learning and Personal Experience*. Western Academy of Management, Anchorage, Alaska.
- Roldan, M., Osland, A., Solt, M., Dean, B., & Cannice, M. (2004, August). *Business Plan Competitions: Vehicles for Learning Entrepreneurship*. Academy of Management, New Orleans, LA., .
- Solt, M., Osland, A., & Lawrence, A. T. (2004, October). *Yakima International: From Waste Tires to Clean Water*. NACRA, Sedona, AZ..

- Osland, A., Feldman, H., & Campbell, G. (2003, July). *NBG Solutions at the Portland Venture Capital Fair*. World Association for Case Method Research and Case Method Application, Bordeaux, France.
- Adler, N., Bird, A., Miller, E., Oddou, G., & Osland, J. M. (2002, March). *Global Leadership: What Is It and How Do We Develop It?* Western Academy of Management, Santa Fe, New Mexico.
- Dean, B. V., Levenhagen, M., & Osland, A. (2002, August). *Tera Gluon*. North American Case Research Association, Banff, Canada.
- Osland, A., Feldman, H., & Campbell, G. (2002, October). *NBG Solutions: The Search for Venture Capital*. North American Case Research Association, Banff, Canada.
- Lea, M., Feldman, H., & Osland, A. (2001, June). *Andrew Weiderhorn and the Saga of Wilshire Financial Services Group*. Lund University, Lund, Sweden.
- Ortman, D., Feldman, H., & Osland, A. (2001). *Seattle Mennonite Church and FCX*. Southwestern Casewriters Association, New Orleans, LA.
- Osland, A., Tompkins, T., & Winn, J. (2001). *Case writing workshop*. Western Academy of Management, Miami, Florida.
- Osland, A. & Ankeny, M. (2001). *The Ordained Minister Dilemma*. Society for Case Research, Miami, Florida.
- Osland, A. & Feldman, H. (2001, October). *The United Way and the Boy Scouts: Controversy in Portland, Oregon*. North American Case Research Association, Memphis, Tennessee.
- Osland, J. M. & Osland, A. (2000, March). *International Qualitative Research: Rationale, Methods, and Lessons*. Western Academy of Management, Hawaii, .

Regional

- Osland, A. (2004, April). *How will MentorNet remain viable? (revised)*. Western Case Writers Association, Anchorage, Alaska.
- Osland, A. & Meszarosova, J. (2003). *Peet's and the Berkeley Sustainable Coffee Initiative*. Western Case Writers Association, Palm Springs, CA.
- Osland, A. (2003). *Intel & Yoga Inside*. Western Case Writers Association, Palm Springs, CA.

Grants

- 2004: Osland, A. Â. NOAA grant. Proposal for an Environmental Entrepreneurship Program at California State University, Fresno, San Jose State University, and the Moss Landing Marine Laboratories. \$299,645. Co-director.

Research Reports

- 2012: Osland, A., Czerwinski D.E.,, Johnsome, C.S.,, Anderson, E., & Brazil, J.M., REPORT 11-08: PROMOTING BICYCLE COMMUTER SAFETY., submitted to Mineta Transportation Institute.
- 2011: Osland, A., Clinch, N., Ramsay, L., & Wells, P., Wellness Lessons from Transportation Companies., submitted to Mineta Transportation Institute.

SERVICE:

Service to the University

Department Assignments

Chair:

2005-2006: Retention, Tenure and Promotion Committee

Member:

2007 – 2008: SJSU - reading and discussion group: Discussion group entitled: Creating Campus Community - In Search of Ernest Boyer's Legacy.

Other Institutional Service Activities:

2008 – 2010: Vice Chair, O&M Department

College Assignments

Chair:

2005-2006: Search committees: HRM & OB

2004-2005: Search committees: International Business

Member:

2010-2011: Core Course Community

2002-2003: the steering committee of the Silicon Valley Center for Entrepreneurship: an Organized Research Unit housed in the College of Business.

University Assignments

Member:

2008 – 2009: San Jose State University Sustainability Task Force: COB representative

2006 – 2007: Institutional Review Board committee

Service to the Profession

Board Member: Advisory Board

2006 – 2008: Case Research Journal.

Board of Directors: Moderate Involvement

2005 – 2009: NACRA. Western for NACRA

Reviewer - Book / Textbook

2010: Journal of Asian Business, Cambridge, Massachusetts. Redefining Global Strategy: Crossing Borders in a World Where Differences Still Matter. By Pankaj Ghemawat. Cambridge, MA: HBS Press, 2007. xii, 288 pp. Journal of Asian Business, 24 (1&2): 124-126.

2009: Alfredo Behrens, Culture and Management in the Americas, Stanford: Stanford University Press.

2007: Journal of Asian Business, Cambridge, Massachusetts. Redefining Global Strategy: Crossing Borders in a World Where Differences Still Matter. By Pankaj Ghemawat. HBS Press

Member: Committee/Task Force

2000 – 2003: Western Case Writers Association.

2002: Program Committee for the Western Academy of Management.

Other Professional Service Activities

2007 – 2009: HOA. Board member

2007 – 2009: Center for Employment Training. Board member

2007: Social Sciences & Humanities Council of Canada. served as an external reviewer for an entrepreneurship grant for Fatima Z. Bidas, Agente de programmes/ Program

Officer, Social Sciences & Humanities Council of Canada /Conseil de recherches en sciences humaines du Canada, Ottawa.

2004: Disability Resource Center. In spring 2004 I worked with the Disability Resource Center to accommodate a student in one of my classes with Asperger's Syndrome, a form of autism

2004: Global Enterprise Management Niche Coordinator.

2003: Affirmative Action Committee.

2002 – 2003: Faculty Mentor to Marvin Chee, a freshman business major.

2002 – 2003: International Programs Interview Committee.

2001 – 2003: Treasurer to the Newberg, Oregon branch of Habitat for Humanity.

2002: Education Track Chair for NACRA.

2001 – 2002: Program Chair , Western Casewriters Association.

Service to the Community

Member of a Committee

2007 – 2008: Senate SOTE committee

Faculty Development

Continuing Education

1998: Portland State University, Portland, Oregon. Post-baccalaureate certificate in accounting.

Research-Related Conference/Seminar

2002: I spoke to an Intel group in Oregon on spirituality in the workplace..

2002: Unknown, Unknown. I gave two addresses to Rotary Clubs in Oregon on management and ethics.

Other Professional Development

2007: San Jose, California. During my sabbatical in fall 2007, I served as a Fellow at Joint Venture: Silicon Valley Network. I worked on its Climate Protection project and assisted Seth Fearey with a variety of related activities including numerous meetings with representatives of cities in San Mateo and Santa Clara counties. The project is on-going and we hope to post environmental projects to www.bringlight.com , Melissa Dyr Dahl's website. Melissa is as you know a former VP of Marketing for Adobe and a prominent SJSU alum.

Professional Seminars / Workshops

2007: San Jose, California. Pam Wells and I presented the results of 11 interviews with leaders of different units in O'Connor Hospital in San Jose, California. I also presented the same results to around 70 managers on 1/22/08.

2005: Society for Case Research Summer Workshop, Pocatello, Idaho. Gave a speech on Leveraging E-commerce: The case of Ten Thousand Villages.

2004: I gave a presentation on international business to the College of Engineering professors and students who were going on the 2004 Summer Study Tour of China and Taiwan.

2003: I was invited to speak on Expatriation and Cultural Adaptation at the 8th Annual International Career Conference organized by Cal Poly, SLB.

2002: I gave the spring 2002 Faculty Lecture at George Fox University. One professor per semester was invited to address the university and community. I spoke on case writing..

2000: I spoke on case writing to the Southwest Center for International Business and Education Research (CIBER) meeting (5/2001) and the Rocky Mountain CIBER (10/2000)..

Research/Writing Presentation

2001: I presented to CEMEX executives at IPADE, Mexico City.

Honors & Awards

Award

2015: In recognition of excellence in research productivity as a Full Professor, Dr. Asbjorn Osland was awarded the Frederick W. Petri International Business Research Fellow Award of \$7,000.

2012: Master Teacher, COB

2011: WAM Spirit Award.

2009: Best Critical Incident for 'Sonoma Wine Company: Absolute or Intensity Target for GHG Emissions,' Volume 2, Society for Case Research, Journal of Critical Incidents.

Honor

2002: Best Reviewer, Western Academy of Management.

2000: Provost's International Scholars Award.

Other Activities

2014 -Languages: Working Spanish, Rudimentary (once fluent) French