Curriculum Vita May 1, 2020

Bruce Alan Schooling
Rank: Professor Emeritus
Tenure: Yes
Employment: Point Loma Nazarene University 1998 - present
E-mail: bruce.schooling@gmail.com

EDUCATION:

Ph.D. New Mexico State University
Business Administration (7-98)
Major: Management with emphasis in Organizational Behavior, Leadership, and Organizational Development and Change
Dissertation Research: "Pastoral Behaviors In Effecting Change". A study of the effects of leader behaviors in changing situations in a nonprofit setting.

M.N.A., University of San Francisco, 1991
Nonprofit Administration

B.S., University of San Francisco, 1988
Organizational Behavior

Ordination Church of the Nazarene, 1979
Elder

A.A.B.S., Nazarene Bible College, 1977
Biblical Studies

TEACHING:

Philosophy
My primary focus is on teaching and service first and research second. Students should be the product of what an educator does, therefore I believe in experiential learning and strive to make course material "come alive" to students in an interactive class setting.

Courses Taught
MGT 201G Introduction to Management:
Concepts and theories of management and organizational behavior.
MGT 454 Work Groups in Organizations
Theories of small groups and their application to the work situation.
BUS 212 Principles of Management
Concepts and theories of management
BUS 312.99 Principles of Management (On-Line)
Concepts and theories of management to be taught in a virtual environment
BUS 374 Industrial Organizational Psychology / Human Resources
Concepts and theories of Human Resource Management
BUS 470 Not-For-Profit Organization Management
Theory and application of differences in Not-For-Profit Management
BUS 412 Leadership
Theory and application of Leadership principles
BUS 480 International Business
An overview of the challenges and opportunities in international business
BUS 488 Strategic Management
Capstone experience integrating diverse areas of business
BUS 610 Organizational Behavior and the Future (F2F and on line)

An investigation into the theories and applications of the field of Organizational Behavior

BUS 611 Leading with integrity: Business ethics, corporate social responsibility and social entrepreneurship

A intensive seminar devoted to the application of character and integrity to the business process.

BUS 645 Organizational Leadership

An exploration of the knowledge, skills, and abilities necessary to lead a modern organization.

BUS 660 Contemporary Management in a Competitive World

An examination into managing for a competitive advantage

BUS 675 Strategic Management

Provides an understanding of the analytical techniques and skills necessary to identify and exploit strategies successfully.

BUS 698 Leading with integrity: Business ethics, corporate social responsibility and social entrepreneurship

CMI 662 Worship, Leadership and Liturgy

An examination of spiritual formation, models and theology of leadership in a congregation.

MGMT 415 Group and Organizational Behavior (on line)

An examination of issues related to individual and group behavior in complex organizations

BUS 501 Organizational Behavior

An examination of the knowledge, attitudes, and behavior of individuals and groups within organizations and the application of the knowledge in organizations.

SOL 603 Organizational Behavior (on line)

An examination of the knowledge, attitudes, and behavior of individuals and groups within organizations and the application of the knowledge in organizations.

BUS 100 Introduction to Business

An entry level course designed to familiarize new students with the world of business and the disciplines engaged in the pursuit of business.

SOL 620 The Practice of Leadership (on line)

A culminating course providing the opportunity to explore and develop a model and method to lead other in change situations.

BMG 320 Organizational Behavior (On-Line)

An examination of issues related to individual, group, structures in the context of complex organizations

<u>Courses Team Taught</u>

MGT 388G Leadership and Society (large lecture sections)

HON 388G Leadership and Society (small honors groups)

Exploration of the nature of leadership in modern society through readings and seminar discussion.

MGT 449 Business Policies

Formulating and implementing strategic problem solutions. Integrative approach to the development of strategic planning models and management information systems.

CMI 562 Worship, Leadership and Liturgy

Aspects of worship and renewal with a theology of leadership and group understanding.

<u>Courses Developed and Written for multiple on-line instructors:</u>

Organizational Behavior – use in the Masters of Organizational Leadership Program through the College of Extended Learning.

Practice of Leadership – used in the Masters of Organizational Leadership Program through the College of Extended Learning

Organizational Behavior: BUS 610 used in MBA on-line program through the Fermanian School of Business

Organizational Behavior. BMG 320 used in BBA program through the Fermanian School of Business

Leadership: BUS 645 used in MBA on-line program through the Fermanian School of Business

<u>Certifications</u>

HOLD (Hybrid, On Line Delivery) – Certification by Point Loma Nazarene University to provide on-line and hybrid course delivery. Completed -- 2013

Awards

1995	Outstanding Teacher Award, Department of Management, New Mexico State University, Fall
2003	International Winner for Teaching Excellence, Association of Collegiate Business Schools and Programs, Summer
2004	Teachers Noticing Teachers, Host Teacher, PLNU Fall

SERVICE:

Vice President Graduate Student Council NMSU 1996-97

President Business Doctoral Student Organization NMSU 1996-97

Participant Graduate student panel at Graduate Assistant Orientation NMSU 1996

Member Academic Program Review Team for the review of the Agricultural and Extension Education Department @ College of Agriculture and Home Economics for reaccredidation site visit by the North Central Association NMSU 1997

Panelist APT (Always Promoting Thought) Panel on The Ethics of Capitalism and Its' Effect on the Poor. PLNU, December 1998

Advisor PLNU Music Department. Concerning the creation of a "mission statement". November 1998.

Member Committee to investigate the "Scholarship of Teaching". Created questionnaire to investigate the teaching and learning at PLNU, November, 1998.

Announcer PLNU Men's Basketball program. 1998-99

Secretary Peninsula Chamber of Commerce, 2000 -01

Member San Diego First Church of the Nazarene Church Board, 2000-02, 2006-2008

Representative Fermanian School of Business representative at "Get to the Point" recruiting, February, 2000 - 2015

Assistant Coach PLNU Men's Basketball program 1999-00, 2000-01, 2001-02 seasons

Guest Speaker New Faculty Seminar, "Living Out Your Faith in the Classroom", Fall 2000, 2001, 2004, 2007-2009

Site Visit Team Member, ACBSP accreditation team – 2009, 2010

Site Visit Team Chair, ACBSP accreditation team -- 2011

Committees

University General Education Committee – Appointed May 1999 - 2002
Faculty Council Vice Chair – Elected April 2002 - 2003
University Faculty Resources Committee – Appointed May 2002 – 2004
MBA Program Representative to the Graduate Studies Committee 2001- 2004
Graduate Retreat Committee, 2003 - 2008
Academic Policies Committee, 2004- 2009
Committee to address "shape" issues for WASC accreditation, 2004-2005
Member, Nominating Committee Christian Business Faculty Association, 2009-2011
Faculty Council Vice Chair – April 2010 – 2011
Member, Alternate Delivery of Education Task Force – 2011 – 2012
Member, Faculty Status Committee – 2011 – 2012
Member, Tenure Committee – 2012 – 2015
Faculty Council Chair – 2012 – 2013
Member Nominating Committee – 2012 –2013
Member Agenda Committee – 2012 – 2013
Member MBA Committee, Fermanian School of Business – 2015 - 2018

Administration

Department Chair, Accountancy, Business, and Economics, 2003-2004
Director MBA Program, 2000 - 2004
Dean, Fermanian School of Business, 2004 – 2011
Chair, Christian Business Faculty Association, 2007—2008
Chair, Nominating Committee Christian Business Faculty Association, 2008-2009
Chair, Semester Length Task Force, PLNU 2009-2010

RESEARCH:

Focus

Exploring and understanding the effect of the behaviors of leaders of nonprofit organizations in changing situations. Issues of interest include success and/or failure, selection or fit of leadership, and their impact upon organizational change.

PUBLICATIONS:

Conference Papers

Schooling, B. A., and Costley, D. (1997) "Ethics: Caught or Taught?" Mt. Plains Management Conference.

Schooling, B. A., and Ataide, R. (2007) "Creating value between businesses and business schools through business centers" Association of Collegiate Business Schools and Programs annual conference. 2007

Smith, Y., Burns, D., and Schooling, B.A. (2016) "A socio-economic view of three integrations of Micah 6:8: How the times affect ministry in the marketplace"

Best Student Paper Award

Loveland, K. A., Schooling, B. A., and Loveland, J. P. (1998) "Team Teaching Techniques for the 21st Century

Book Chapter

Boje, D. A., Alvarez, R., & Schooling, B. A.,(2001) Deconstructing Organizations: Restorying in Storytelling Organizational Theory is a Better Idea, in Westwood R., and Linstead S., editiors, The Language of Organizations. Sage Publications, London.

Reviewing

MED division of the Academy of Management (8-99)

Innovative Education track of South West Decision Sciences Institute (3-07)

Book Chapters (1 & 17), Cafferky's Management Text, 10-10

Presentations

Discussant for Academy of Management, MED division (8-99)

Track Chair

Western Decision Sciences Institute (4-04)

Curricular and Program Proposals

Program and Curricular proposal for an MBA program at PLNU(with Professor Gene Shea), Fall 2000

Preliminary Program and Curricular proposal for an Organizational Leadership Master's at PLNU, Fall 2004

Accreditation Self-Study, Fermanian School of Business, Principle author (2008-2010)

PRACTICAL EXPERIENCE:

Facilitation

Future Search for District 3 New Mexico Department of Public Health, March 1997
Teambuilding, Annual Meeting, District 3 New Mexico Department of Public Health, February 2000
Workshop 2001, Future Visioning, Peninsula Chamber of Commerce, October 1999
Dean's Workshop, Christian Business Faculty Association – October 2006 and 2010
Strategic Planning sub-committee workshop with faculty, PLNU – February 2009

Training

Service Leadership Institute - New Mexico State University, Physical Plant Department 1996-97
First National Bank, Las Cruces, NM - Team Building, April 1997
PLNU Men's Basketball Program - Team Building, Fall 1999
PLNU Men's Basketball Program - Team Building, Fall 2000
Training and Facilitation of Student Leadership with PLNU student council – Spring 2001 and 2002
Pastoral Training in Leadership, New Mexico District Church of the Nazarene – Spring 2003
Administration in the Local Church, Central California District Church of the Nazarene – (11 – 2006)

Consultation:

New Mexico State University, Physical Plant Department, Service Leadership Institute, Module 1, Training Program, Fall 1997
San Diego Frist Church of the Nazarene, Fall, 2008
Kaiser Permanente Structural Transition, Fall, 2008
Action Research, Azusa Pacific University School of Education Doctoral Program – June 2015

EMPLOYMENT:

Adjunct Professor, Northwest Christian University, Eugene, OR 2013-2015
Dean, Fermanian School of Business, Point Loma Nazarene University, San Diego, CA 2004-2011
Professor, Point Loma Nazarene University, San Diego, CA 2005- present
Associtate Professor, Point Loma Nazarene University, San Diego, CA 2001-2005
Director, MBA program, Point Loma Nazarene University, San Diego, CA 2000-2004
Assistant Professor, Point Loma Nazarene University, San Diego, CA 1998-2001
Graduate Assistant, New Mexico State University, Las Cruces, NM 1995-1998
Grass Valley Church of the Nazarene, Grass Valley, CA Senior Pastor 1983-1995
Hillview Church of the Nazarene, Boise, ID Senior Pastor 1979-1983
McKinney Church of the Nazarene, McKinney, TX Senior Pastor 1977-1979
Fidelity National Title Co., Colorado Springs**,** CO Title Clerk 1974-1977
Title Insurance and Trust Co., Sacramento, CA Title Officer 1972-1974

REFERENCES:

The Honorable Stephen J. Smith, J.D.
Administrative Law Judge
Carmichael, CA

Mr. Gene Shea, Professor Emeritus
Accountancy, Business, and Economics Department
Point Loma Nazarene University
San Diego, CA

Mr. Robert Goff, Esq.
San Diego, CA