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JAMES J. FIORENTINI
MAYOR

CITY OF HAVERHILL
MASSACHUSETTS

November 30, 2012

City Council President Robert Scatamacchia
& Members of the City Council

RE: C. D. Hunking Middle School Building Committee

Dear Council President & Members of the City Council:

I hereby appoint Jane Parent of 102 Orchard Hill Road, Bradford, to the C. D. Hunking Middle School Building Committee. Jane Parent is a professor of management at Merrimack College and has as a Doctorate in Organizational Studies with a minor in Anthropology. She is also a parent of two children attending Bradford Elementary School.

Though I am determined to keep the Hunking Middle School Building to a small and manageable group, I feel Professor Parent would be an excellent addition to this committee. Her C.V. is attached.

This is a non-confirming appointment which takes effect immediately.

Very truly yours,


James J. Fiorentini
Mayor

JJF/ik

Cc: Professor Jane Parent

Jane D. Parent
Associate Professor of Management
Girard School of Business and International Commerce
Merrimack College, 315 Turnpike Street North Andover, MA 01845
(978) 837-3457 Email: parentj@merrimack.edu

EDUCATION AND ACADEMIC QUALIFICATIONS

- Ph. D. University of Massachusetts-Amherst (2006)
Organization Studies with a minor in Anthropology
Dissertation: Individual Adaptation to the Changing Workplace: Causes,
Consequences and Outcomes
- M.B.A. University of Southern Maine (1991)
- B.S. State University of New York at Albany (1983)
Business Administration (Marketing) and English

ACADEMIC EXPERIENCE

- 2012-PRESENT ASSOCIATE PROFESSOR OF MANAGEMENT, MERRIMACK COLLEGE
- 2006 – 2012 ASSISTANT PROFESSOR OF MANAGEMENT, MERRIMACK COLLEGE
- 2005 ADJUNCT PROFESSOR, MERRIMACK COLLEGE
- 1997-2001 TEACHING/RESEARCH ASSISTANT, UNIVERSITY OF MASSACHUSETTS-AMHERST
- 1989-1991 RESEARCH ASSISTANT, UNIVERSITY OF SOUTHERN MAINE

PROFESSIONAL INDUSTRY EXPERIENCE

- Advisory Financial Analyst (1996-1997) Siemens Business Communications, Inc.
Santa Clara, CA
- Senior Financial Analyst (1993-1996) National Semiconductor Corporation
South Portland, ME
- Marketing Analyst (1991-1992) National Semiconductor Corporation
South Portland, ME
- Cost Estimator/Cost Analyst (1984-1989) BTU International, Inc., Billerica, MA
United Technologies, Norden Systems, Westport, CT
Grumman Aerospace Corporation, Bethpage, NY

PUBLICATIONS

Parent, J. D., Sullivan, C. C., Hardway, C., & Butterfield, D. A. (2012) A Model and Test of Individual and Organizational Factors Influencing Individual Adaptation to Change, *Organization Management Journal*, 9(2).

Lovelace, K., & **Parent, J.D.** (2012). Guest Editor's Corner: The Integrative Nature of Stress, Performance and Wellness, *Journal of Management Education*, 36(2), 131-134.

Stowe, K., **Parent, J. D.**, Sendall, P & Schwartz, L. (2012). Are Business School Students Prepared to Present? The Pedagogy of Presentation Skills in Business Schools, *Journal of the Academy of Business Education*, Fall 2012 v13, 105-121.

Parent, J. D. & Lovelace, K. (2011). Creating a Learning Organization in the Management Classroom Through Dialogue and Reflective Journaling, *The Business Renaissance Quarterly*, 6(2), 21-42.

Parent, J. D., Nielson-Dube, K., Stowe, K., Schwartz, K., Sendall, P., & Cain, K. (2011). Successful Writing Skill Acquisition in the Business Curriculum, *Journal of the Academy of Business Education*, Spring 2011, 56-73.

Lovelace, K., & **Parent, J. D.** (2011). Understanding Stress and Developing Resiliency to Stress through Time Management and Life Balance. In (J. Marques, S. Dhiman, and J. Biberman, Eds.) *Managing in the 21st Century: Transforming Toward Mutual Growth*.

Parent, J. D. (2010). Individual Adaptation to the Changing Workplace: A model of causes, consequences and outcomes. In (J. Houdmont & S. Leka, Eds.) *Contemporary occupational health psychology: Global perspectives on research, education, and practice*. Chichester, UK: John Wiley & Sons, Ltd., Vol. 1, pp 188-207.

Parent, J. D. & Levitt, K. (2010). Manager versus Employee Perceptions of Adaptability and Performance, *Business Renaissance Quarterly*, 4(4): 23-48.

Powell, G. N., Butterfield, D. A., & **Parent, J. D.** (2006). Gender and Managerial Stereotypes: Have the times changed? (Marge F. Karsten, Ed.) In *Gender, Race and Ethnicity in the Workplace: Issues and Challenges for Today's Organizations*. Westport, CT: Praeger Publishers.

Powell, G. N., Butterfield, D. A., & **Parent, J. D.** (2002) Gender and Managerial Stereotypes: Have the times changed? *Journal of Management*, 2002, 28(2): 177.

Statistical analysis of taxpayers' perceptions of a Maine Income-Tax Amnesty. 1990 (with G. Violette), Maine Business Indicators.

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Global Organizational Behavior (OB) Issues: A “Tale of Two countries”. (with K. Lovelace and D. Litvin). *2012 Organizational Behavior Teaching Conference Proceedings*, June 2012.

Creating a Learning Organization in the Management Classroom through Dialogue and Reflective Journaling (with K. Lovelace). *2011 Eastern Academy of Management Conference Proceedings*, May 2011.

Are Business School Students Prepared to Present? The Pedagogy of Presentation Skills in Business Schools (with K. Stowe, P. Sendall, & L. Schwartz). *Academy of Business Education Conference Proceedings*, September 2010.

Understanding and Managing Stress: Creating Connections with Self and Others (with K. Lovelace). *2010 Organizational Behavior Teaching Conference Proceedings*, June 2010.

Facilitating Dialogue in the Management Classroom (with K. Lovelace). *2010 Eastern Academy of Management Proceedings*, May 2010.

Writing across the Business Curriculum: An Exploration of Writing Intensive courses and Writing Fellows Programs (with Dr. Patricia Sendall, Kathryn Nielsen-Dube, Dr. Kathleen Shine Cain, Dr. Lisa Schwartz, and Dr. Kristin Stowe). *Academy of Business Education Conference Proceedings*, September 2009.

The Ties that Bond: Connecting with Students to Enhance Classroom Learning (with Dr. Cheryl Sullivan). *Organizational Behavior Teaching Conference Proceedings, June 2009*.

Manager versus Employee Perceptions of Adaptability and Performance. *Institute of Behavioral and Applied Management (IBAM) Conference Proceedings, October 2008*. (with Dr. Kenneth Levitt)

What’s Current in Current Events?: Innovative Approaches to Bringing “News of the Day” into the Classroom (with Dr. Cheryl Sullivan). *Organization Behavior Teaching Conference (OBTC) Proceedings, June 2008*.

A Model and Test of Individual and Organizational Factors Influencing Individual Adaptation to Change. Presented at the *National Academy of Management Conference*, August 2007.

Individual Adaptation to the Changing Workplace: A model of causes, consequences and outcomes. *Eastern Academy of Management Conference Proceedings*, May 2007.

The good manager: Have the 1990’s changed the outlook on androgyny? 2001 (with D. A. Butterfield and G. N. Powell). *Decision Sciences Institute Conference Proceedings*.

RESEARCH UNDER REVIEW AND IN PREPARATION

Three short stories entitled: "Why Can't he See?", "My Employer is Sybil!", and "Fredrick Taylor and Scientific Management: Alive and Well and James & Smith". Currently under review for *The OB Storybook*, J. Marques, S. Dinman, J. Biberman, editors.

The Global OB Issues Project (with D. Litvin and K. Lovelace). Target Conference: Eastern Academy of Management, May 2013. Target Journal: Journal of Management Education: May 2013.

A Case analysis of Collaboration between Airport Operations and Maintenance departments (with C. Rich-Duval). Target Conference: National Academy of Management Conference. Target submission date: January 2013

RESEARCH INTERESTS

- Psychological Adaptability and Thriving
- Organization change and its influence on the individual
- Experiential Learning in the classroom
- Communities of Learning in the classroom

MERRIMACK COLLEGE SERVICE

Girard School of Business and International Commerce:

Faculty Founder/Advisor, Sigma Iota Epsilon (Business Honor Society) (2012-2013)
Member, Undergraduate Curriculum Committee (2011-2013)
Coordinator, Undergraduate Club Formation (Spring 2012)
Founder, Dean's Hosts and Sigma Iota Epsilon (Business Honor Society), 2011-2012)
Member, Curriculum Committee (2010-2011)
Member, Business School Dean Search Committee (2010-2011)
Member, Faculty Committee (2007-2009)
Chair, Ad Hoc Sport Management Concentrate Committee (2007-2008)
Featured Faculty Member, Girard School of Business and International Commerce brochure (2008-2010)
Member, Strategic Planning Committee (2006-2008)
Library Material purchasing coordinator (2006-2010)
Faculty Speaker, Accepted Student Reception (2011-2012)
Participant, Accepted Student Receptions (2007-2012)
Participant, Freshman Orientation Sessions/Faculty Mentoring Program (2008-2012)
Participant, Convocation Break Out Sessions and Panel Member (2007-2008)

Faculty Senate and Other College-Wide Service:

Member Environmental Studies and Sustainability Steering Committee (2011-2012, 2012-2013)
Member, Academic Integrity Board Committee (2012-2013)
Member, Writing Intensive Committee (2010-2011, 2011-2012, 2012-2013)
Member, Women's Leadership Seminar Committee (2012, 2013)
Member, Nominations and Elections Committee (2010-2012)
Member, CEPC General Education Implementation Sub-committee for Ethics (2010-2012)
Member, CEPC General Education Implementation Sub-committee for Writing Intensive (2010-2012)
Faculty Representative for Collegium, June 2011 (A Colloquy on Faith and Intellectual Life)
Member, Career Services Assistant Director Search Committee (2010-2011)
Featured Faculty Member, Advancing Merrimack Campaign (2010)
Member, Executive Committee of the Faculty Senate (2008-2010)
Faculty Senate Secretary (2009-2010)
Member, Enrollment Management Sub-Committee (Board of Trustees) (2009-2010)
Member, Institutional Review Board (IRB) Committee (2008-2009)
Member, Faculty Handbook Committee (2006-2008)
Member, Honors Program Committee (2007-2008)
Guest Speaker and Mentor, Leadership Institute, March 2009, March 2010, October 2010
Guest Speaker, Tolle Lege, February 2009, February 2011
Contributor, Tolle Lege, February 2009, February 2010, February 2011, February 2012, February 2013
Panel Discussant, Thagaste Symposium, October 2009

OTHER ACTIVITIES AND AWARDS

Edward G. Roddy, Jr., Outstanding Teacher of the Year Award, May 2012

Girard School of Business Faculty Development Grant Recipient, Summer 2010

Faculty Development Research Grant Recipient, Summer 2008, Summer 2009, Summer 2010

Davis Experiential Learning Grant Recipient, Spring 2008, Merrimack College. Integrating Journaling and Dialogue to Organizational Behavior.

Guest Lecturer, Spring 2008 and Fall 2008, University of Maryland University College Graduate School of Management and Technology. Doctoral Seminar in Leadership, Enterprise Change and Virtual Management taught by Dr. Claudine SchWeber.

Guest Co-Editor (with Dr. Kathi Lovelace) of a special issue entitled: **Healthy, Wealthy and Wise? Educating Management Students about Stress, Performance and Wellness**, *Journal of Management Education*. Publication expected April 2012.

Reviewer, *Journal of Management Education* (2009-present)

Member of University of Massachusetts-Amherst's Beta Gamma Sigma (Honor Society for AACSB Business Schools) Chapter, May 2006.

Reviewer, Organization Behavior Teaching Conference (OBTC) 2008, 2009, 2011, 2012

Reviewer, Eastern Academy of Management, 2000, 2001, 2005, 2006, 2007, 2008, 2010

Reviewer, National Academy of Management, 2000 and 2007 (Outstanding Reviewer Award 2007)

Academy of Management Doctoral Consortium (OB/OD/OMT) – 2000

Session Chair, Eastern Academy of Management 2000, 2008

Zoning Review Committee and Budget Advisory Committee – City of Haverhill, 2005-2007
Resulted in \$600,000 grant from the State of Massachusetts (40R Zoning Committee)

City of Haverhill Planning Board, May 2006-May 2011.

TEACHING EXPERIENCE

Organizational Behavior, Motivation and Behavior (OS315, BE225, BUS2225, MGT3310)
Spring 2005, Fall 2007, Spring 2008, Fall 2008, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Fall 2011, Fall 2012, Spring 2013

Business Analysis and Decision Making (BE100, BUS1100W) – Course Coordinator Fall 2008-present
Spring 2005, Spring 2007, Fall 2007, Fall 2008, Spring 2009, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Fall 2012 (Coordinated the evolution and approval to a Writing Intensive course in Fall 2008).

Business Ethics (BE227)
Fall 2006, Spring 2007

Ethics and Social Responsibility (OS325/MGT3325)
Fall 2006, Spring 2011, Spring 2012, Spring 2013

Human Resource Management
Summer 1999, Fall 1999, Fall 2000, UMass-Amherst.

Internship Coordinator (BUS4850)
Spring 2009, Summer 2009, Fall 2009, Spring 2010, Summer 2010, Spring 2012.

Directed Study in Sustainable Business Practices (MGT4800)
Fall 2012

Directed Study in Research in Internship Programs (MGT4800)
Spring 2012

Directed Study in Global Organizational Behavior (MGT4800)
Summer 2011

Directed Study in Sport Management (MGT4800)
Spring 2009

Directed Study in Advanced Organizational Behavior (OS490)
Spring 2008

Directed Study in Ethics and Social Responsibility (OS490)
Fall 2007

ACADEMIC REFERENCES

Dr. D. Anthony Butterfield
University of Massachusetts
dabutter@mgt.umass.edu
(413) 545-5678

Dr. Patricia Sendall
Merrimack College
sendallp@merrimack.edu
(978) 837-5322

Dr. John Voyer
University of Southern Maine
voyer@usm.maine.edu
(207) 780-4597