

## **Paul M. Mallette**

Department of Management  
College of Business  
Colorado State University  
Fort Collins, CO 80523  
Telephone: (970) 491-5172  
Email: paul.mallette@colostate.edu

### Educational Background

Ph.D. in Interdepartmental area of Business Administration (Strategic Management),  
University of Nebraska-Lincoln.  
August, 1988

### Professional Experience

- 2013-present Colorado State University, Academic Director of Undergraduate Programs,  
College of Business
- 2004-2006 Colorado State University, Associate Dean for Research and Administration
- 2002-2003 Colorado State University, Associate Professor and Interim Department Chair,  
Department of Management
- 1994-present Colorado State University. Associate Professor, Department  
of Management.
- 1988-1994 Colorado State University. Assistant Professor, Department  
of Management.
- 1985-1988 University of Nebraska-Lincoln. Graduate assistant with  
both teaching and research responsibilities.
- 1984-1985 Fort Hays State University, Hays, KS. Instructor,  
Department of Business Administration.
- 1980-1984 General manager and production supervisor in the construction industry.

### Publications

Mallette, P., & Hopkins, W.E. 2013. Structural and Cognitive Antecedents to Middle Management Influence on Strategic Inertia. *Journal of Global Business Management*, 9: 104-115.

Hopkins, W.E., Mallette, P., & Hopkins, S.A. 2013. Proposed Factors Influencing Strategic Inertia/Strategic Renewal in Organizations. *Academy of Strategic Management Journal*, 12: 77-94.

DeTienne, D. & Mallette, P. 2012. Antecedents and Outcomes of Innovation-Oriented Cultures, *International Journal of Business and Management*, 7: 1-11.

Mallette, P., & Hartman, J. 2008. Impact of Board Structure and Stock Ownership on Toxic Releases by U.S. Industrial Manufacturing Firms, *The Journal of Global Business Management*, Vol. 4(2): 282-291.

Mallette, P., & Hartman, J. 2008. A Framework for Examining Firm Environmental Performance, *The Journal of Global Business Issues*, Vol. 2(2): 43-50.

Mallette, P., Fowler, K., and Hayes, C. 2003. The Acquisition Process Map: Blueprint for a Successful Deal, *Southern Business Review*, Vol. 28(2): 1-13.

Hivner, W.A., & Mallette, P. 2002. Creating and Managing Champions in a High Technology Environment, *Proceedings of the Western Decision Sciences Institute*, Vol.1: 493-495.

Dhir, K., Mallette, P., and Jensen, R. 2002. Conference Planning at the Western Decision Sciences Institute: A Look Behind the Scenes, *Proceedings of the Western Decision Sciences Institute*, Vol. 1: 127.

Hopkins, W.E., Hopkins, S.A., and Mallette, P. 2001. Diversity and Managerial Value Commitment: A Test of Some Proposed Relationships, *Journal of Managerial Issues*, Vol. 13: 288-306.

Mallette, P. & Hopkins, W.E. 2001. Board Composition: What Is It and How Should It Be Measured, *Proceedings of the Western Decision Sciences Institute*, Vol. 1: 130-131.

Mallette, P. & Hartman, J., Eds. 2000. *Proceedings of the Western Decision Sciences Institute*.

Fowler, K., & Mallette, P. 1997. An Analysis of a Complex Acquisition Process Model. *Proceedings of the Decision Sciences Institute*, Vol. 1: 421-423.

Hopkins, W.E., Hopkins, S.A., and Mallette, P. 1997. Diversity, Commitment, and White Male Managers: A Test of Some Causal Relationships. *Proceedings of the Decision Sciences Institute*, Vol. 1: 391-393.

Mallette, P. 1996. Board Composition, Stock Ownership, and Toxic Releases by U.S. Industrial Manufacturing Firms. *Proceedings of the Northeast Decision Sciences Institute*.

- Mallette, P., & Hogler, R.L. 1995. Board Composition, Stock Ownership, and the Exemption of Directors from Liability. *Journal of Management*, 21: 861-878.
- Mallette, P., Middlemist, R.D., & Hopkins, W. 1995. Social, Political, and Economic Determinants of Chief Executive Compensation. *Journal of Managerial Issues*, 7: 253-276.
- Mallette, P., & Spagnola, R. 1995. State Anti-Corporate Takeover Laws: Issues and Arguments. *Journal of Managerial Issues*, 7: 142-160.
- Mallette, P., Middlemist, R.D., & Hopkins, W. 1994. A Comprehensive Model of Chief Executive Compensation. *Proceedings of the Decision Sciences Institute*, Vol. 1: 622-624.
- Mallette, P., & Spagnola, R. 1994. State Takeover Legislation: The Political Defense. *SAM Advanced Management Journal*, 59(3): 15-23.
- Mallette, P. 1993. Improving Quality Through Creativity. *Quality Digest*, 13(5): 81-85.
- Mallette, P., & Fowler, K. 1992. Effects of Board Composition and Stock Ownership on the Adoption of "Poison Pills." *Academy of Management Journal*, 35: 1010-1035
- Hopkins, W., Kilpatrick, W., Hopkins, S., & Mallette, P. 1992. Executive Compensation: Ethical Questions and Empirical Answers. *American Business Review*, 10(2): 55-61.
- Mallette, P. 1992. Takeover Legislation and Corporate Purpose: Implications for Corporate Governance. *Journal of Management Inquiry*, 1:193-204.
- Mallette, P. 1991. Antitakeover Charter Amendments: Impact on Determinants of Future Competitive Position. *Journal of Management*, 17: 769-788.
- Mallette, P., Hopkins, W., & Hopkins, S. 1991. Takeover Legislation: Implications for Corporate Governance. *Proceedings of the Decision Sciences Institute*, Vol. 1: 373-375.
- Mallette, P. 1990. Board Composition and Shareholder Rights. *Proceedings of the Decision Sciences Institute*, Vol. 2: 1388-1340.

### Books

- Aligning Organizational Subcultures for Competitive Advantage: A Strategic Change Approach. Basic Books (A member of the Perseus Books Group): New York. 2005.  
Hopkins, W., Hopkins, S., & Mallette, P.

### Presentations

- Mallette, P., Dhir, K. & Jenson, R. Conference Planning at the Western Decision Sciences

Institute: A Look Behind the Scenes. Special session presented at the 2002 Western Decision Sciences Institute Annual Meeting, Las Vegas, NV.

Hivner, W.A. & Mallette, P. Creating and Managing Champions in a High Tech Environment. Presented at the 2002 Western Decision Sciences Institute Annual Meeting, Las Vegas, NV.

Mallette, P. & Hopkins, W.E. 2001. Board Composition: What Is It and How Should It Be Measured. Presented at the 2001 Western Decision Sciences Annual Meeting, Vancouver, B.C., Canada.

Journal of Business and Management representative at "Meet the Editors" session of the 1999 Decision Sciences Annual Meeting, New Orleans, LA.

Fowler, K. & Mallette, P. 1997. An Analysis of a Complex Acquisition Process Model. Presented at the 1997 Decision Sciences Institute Annual Meeting, San Diego, CA.

Hopkins, W.E., Hopkins, S.A., and Mallette, P. 1997. Diversity, Commitment, and White Male Managers: A Test of Some Causal Relationships. Presented at the 1997 Decision Sciences Institute Annual Meeting, San Diego, CA.

Mallette, P. 1996. Board Composition, Stock Ownership, and Toxic Releases by U.S. Industrial Manufacturing Firms. Presented at the 1996 Northeast Decision Sciences Institute Annual Meeting, St. Croix, USVI.

Mallette, P., Middlemist, R.D., & Hopkins, W. 1994. A Comprehensive Model of Chief Executive Compensation. Presented at the 1994 Decisions Sciences Institute Annual Meeting, Honolulu, HI.

Mallette, P., & Hogler, R. 1992. Board Composition, Stock Ownership and the Exemption of Directors from Liability. Presented at the 1992 Decisions Sciences Institute Annual Meeting, San Francisco, CA.

Mallette, P. 1991. A Nationwide Profile of State Takeover Legislation. Presented at the Western Academy of Management Annual Meeting, Santa Barbara, CA.

Mallette, P., Hopkins, W., & Hopkins, S. 1991. Takeover Legislation: Implications for Corporate Governance. Presented at the Decision Sciences Institute Annual Meeting, Miami.

Mallette, P. 1990. Strategic Consequences of Antitakeover Amendments. Presented at the Western Academy of Management Annual Meeting, Salt Lake City, Utah.

Mallette, P. 1990. Board Composition and Shareholder Rights. Presented at the Decision Sciences Institute Annual Meeting, San Diego, CA.

### Professional Activities

Reviewer, *Academy of Management Journal* (ongoing).

Reviewer, Academy of Management Annual Meeting (ongoing).

Vice-President, Decision Sciences Institute (2003-2005)

Reviewer, *Journal of Managerial Issues*

Chair, Ad Hoc Committee on Collegiate Chapters, Decision Sciences Institute (2002-2003).

Immediate Past President, Western Division of the Decision Sciences Institute (2002-2003).

President, Western Division of the Decision Sciences Institute (2001-2002).

Member, Regional Activities Committee, Decision Sciences Institute (2000-2003).

Chair, 2002, 2003, and 2004 Site Selection Committee, Western Division of the Decision Sciences Institute.

Reviewer, *Journal of Business and Management*.

President-elect, Western Division of the Decision Sciences Institute (2000 - 2001).

Reviewer, *Management Science*.

Vice-President for Programs and 2000 Program Chair, Western Division of the Decision Sciences Institute (1999-2000).

Reviewer, *Journal of Management Studies*.

Vice-President for Programs-elect, Western Division of the Decision Sciences Institute (1998 - 1999).

Vice-President for Member Services, Western Division of the Decision Sciences Institute (1997 - 1998).

Member, Member Services Committee, Decision Sciences Institute (1997 - present)

Reviewer, Business Policy and Strategy Track, International Decision Sciences Institute Annual Meeting (1997).

Track Chair, Business Policy and Strategy Division, Western Decision Sciences Annual Meeting (1997).

Program Instructor, Collegiate Athletics Business Manager's Association, NCAA Annual Convention (1997).

Discussant, Northeast Decision Sciences Institute Annual Meeting (1996).

Member, Editorial Review Board, *Southern Business Review* (1994-2001).

Reviewer, *Strategic Management Journal*.

Reviewer, *Journal of Management*.

Track Chair, International Conference on Technology Management (1993).

Program Development, Total Quality Management Seminar.

Paper Reviewer and Discussant, Western Academy of Management Annual Meeting (1991).

Member, BPS Review Panel, Academy of Management National Meeting (1989-1995).

Panel Member and Session Chair, Mountain Plains Management Conference (1991).

Paper Reviewer and Session Chair, Decision Sciences Institute National Meeting (1991).

Paper Reviewer and Discussant, Western Academy of Management Annual Meeting (1990).

Paper Reviewer, Decision Sciences Institute National Meeting (1990, 1994).

Session Chair, Mountain Plains Management Conference (1990).

Paper Reviewer and Discussant, Decision Sciences Institute National Meeting (1989).

### Professional Societies

Academy of Management

### Service

University:

2013-present Member, Advisory Committee on Undergraduate Affairs (ACUA)

2012-2013 Outside Member of Music, Theater, and Dance Review Committee

2010-present Member, University Curriculum Committee

2008-present Chair, University Discipline Panel

2010-2012 Member, President's Advisory Committee on Sustainability, Energy, and the Environment

2004-2006 Member, Council of Research Associate Deans

1994-1996 Chair, Faculty Council Committee on Intercollegiate Athletics

1996 Member, Faculty Council Committee on Student Affairs

1995-1996 Member, NCAA Division I Recertification Steering Committee

1995 Member, Search Committee, Assistant Athletic Director

1993-1994 Member, Faculty Council Committee on Intercollegiate Athletics

1990-1993 Member, Faculty Council Committee on Scholarships and Awards

1990-1991 Interim Member, Faculty Council Committee on Responsibilities and Standing of Academic Faculty (CORSAF)

College:

2010-present Chair, Undergraduate Programs Committee

2010-present COB representative to University Curriculum Committee

2008-2009 Member, Undergraduate Programs Committee

2004-2006 Associate Dean for Research and Administration

2003-2006 Member, AdComm

2001-2003 Member, College of Business Research Committee

1996-1997 Member, College of Business Capstone Course Review Committee

1996-1997 Member, College of Business 6-year Program Review Committee

1995-1996 Chair, College of Business Research Committee

1992-1993 Member, Search Committee, Associate Dean, College of Business

1990-1993 Member, College of Business Committee on Scholarships and Awards

1989, 1994     Coordinator, United Way Annual Fund Drive

Department:

2013             Chair, Supply Chain Management Search Committee

2011-2012     Departmental 6-year Review Committee

2007-2008     Member, Strategy/Entrepreneurship Search Committee

2006-2010     Department Commencement Marshall

2002–2003     Assumed several duties of department chair, interim chair

2002-2003     Chair, International/Strategy search committee

2000-present   Member, Ad Hoc Departmental Code Revision Committee

1997             Member, Master of Science Ad Hoc Review Committee

1996-1997     Chair and author, CCHE 6-year departmental Review Committee

1995-1996     Chair and author, CCHE 6-year Departmental Review Committee

1995-1996     Member, Accreditation Review and Planning Team

1991             Member, Search Committee, Strategic Management Position

1992-1993     Member, Search Committee, Production/Operations Management  
Position

Community Service:

2004–present   Treasurer, Chelsea Ridge HOA

2001-2004     President, Chelsea Ridge HOA

2000 - 2003    Member, Architectural Review Board, Chelsea Ridge HOA