

CURRICULUM VITAE

TIMOTHY J. GALPIN, PH.D
Clinical Professor of Management
228 Rockwell Hall
College of Business
Colorado State University
Fort Collins, CO 80523
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OVERVIEW:

Clinical Professor of Management at Colorado State University teaching Strategy and Entrepreneurship. Experience with in class and online course delivery. Recipient of the first annual 2010 University of Dallas Haggerty Teaching Excellence Award, as voted by the University of Dallas College of Business students and alumni. Research interests in Mergers and Acquisitions, Leading Sustainable Organizations, Leadership Effectiveness, Strategy formulation and execution, and Entrepreneurship. The author of four best-selling management books, academic and professional journal publications, a regular contributor to the business media, and an accomplished public speaker. Academic experience combined with extensive global professional experience as a management consultant and senior executive.

EDUCATION:

Ph.D. University of California, Los Angeles, CA, Organization Development, 1989
M.S. Southern Illinois University, Carbondale, IL, Management, 1985
B.A. State University of New York, Plattsburgh, NY, Liberal Arts, 1983

ACADEMIC APPOINTMENTS – TEACHING AND UNIVERSITY EXPERIENCE:

Professor of Management Practice (Clinical Professor) Colorado State University, 2013 - Present

Courses Taught – Undergraduate:

- MGT 479 Strategic Management
- MGT 420 New Venture Creation
- MGT 340 Fundamentals of Entrepreneurship
- MGT 330 Innovation and Corporate Entrepreneurship
- MGT 482 International New Venture Creation (conducted in Europe – London, Paris, Berlin, Prague, and Amsterdam)

Courses Taught – Graduate/MBA:

- MGT 679 Principles of Strategic Management
- BUS 621 Strategic Decision-Making
- BUS 665 MBA Capstone

Assistant Professor of Management, Colorado Mesa University, 2011 - 2013

Courses Taught – Undergraduate:

- MANG 491 Strategic Management
- MANG 450 Entrepreneurship

- MANG 373 Leadership

Associate Professor of Management, University of Dallas, College of Business, 2005 – 2011

Courses Taught – Graduate/MBA:

- MANA 6305 Value-Based Leadership
- MANA 7343 Management Consulting
- MANA 8310 Strategic Management
- MANA 6340 Entrepreneurship
- MANA 7369 Strategic Human Resources Management
- MANA 7355 Planning and Control of Services
- BUAD 8310 Business and Society
- BUAD 8390 Capstone (final MBA course, 'live' client consulting assignment)
- BUAD 8101 Professional Internship (coaching and oversight of student internships)

SCHOLARSHIP:

Dissertation:

“The impact of a three-day outdoor management development program on selected self-perceptions of the participants” University of California, Los Angeles, 1989.

Books:

Galpin, T.J., and Herndon, M. 2014. *The Complete Guide to Mergers & Acquisitions: Process Tools and Templates for Merger Integration at Every Level*. 3rd Edition. San Francisco: Jossey-Bass.

Galpin, T.J., Whittington, J.L., and Bell, R.G. 2012. *Leading the Sustainable Organization: Development, Implementation, and Assessment*. New York: Routledge.

Galpin, T.J., and Herndon, M. 2007. *The Complete Guide to Mergers & Acquisitions: Process Tools and Templates for Merger Integration at Every Level*. 2nd Edition. San Francisco: Jossey-Bass.

Galpin, T.J., and Herndon, M. 2000. *The Complete Guide to Mergers & Acquisitions: Process Tools and Templates for Merger Integration at Every Level*. San Francisco: Jossey-Bass.

Galpin, T.J. 1997. *Making Strategy Work: Building Sustainable Growth Capability*. San Francisco: Jossey-Bass.

Galpin, T.J. 1996. *The Human Side of Change: A Practical Guide to Organization Redesign*. San Francisco: Jossey-Bass.

Refereed Book Chapters:

Galpin, T.J., 2015. Creating a Culture of Global Citizenship: Update, in M. McIntosh (Ed.), *Globalization and corporate citizenship: The alternative gaze*. (pp. 148-161). Sheffield, UK: Greenleaf Publishing.

Galpin, T.J., and Whittington, J.L. 2012. Creating Culture of Sustainability in Entrepreneurial Enterprises, in M. Wagner (Ed.), *Entrepreneurship, innovation and sustainability*. (pp. 68-87). Sheffield, UK: Greenleaf Publishing.

Whittington, J.L, Maellaro, R., and Galpin, T.J. 2011. Redefining success: The foundation for creating work-life balance, in S. Kaiser, M. J. Ringlstetter, D. R. Eikhof, & M. Pina e Cunha (Eds.), *Creating balance? International perspectives on the work-life integration of professionals*. (pp. 65-77). Springer: Berlin/Heidelberg.

Galpin, T.J. 2010. Redefining Due Diligence to Jump Start Effective Integration, in R. Gleich, G. Kierans, & T. Hasselbach (Eds.), *Value in Due Diligence*. (pp.139-153). Farnham, United Kingdom: Gower.

Academic Journal Articles:

Galpin, T.J., and Hebard, J., 2015, "Sustainability in Start-Up Ventures: What Founders Say Versus What They Do", *World Journal of Entrepreneurship, Management and Sustainable Development*, 11(4), 246-255.

Galpin, T.J., Whittington, J.L., and Bell, R.G., 2015, "Is Your Sustainability Strategy Sustainable? Creating a culture of sustainability", *Corporate Governance*, 15(1), 1-17.

Galpin, T.J., Joufflas, G., and Gasta, M. 2014, "Leading the Sustainable Organization at Vail Resorts", *Journal of Business Strategy*, 35(6), 19-30.

Galpin, T.J., 2013, "Creating a Culture of Global Citizenship", *Journal of Corporate Citizenship*, 49, 34-47.

Galpin, T.J., Maellaro, R., and Whittington, J.L. 2012, Evidence From the Field: OD tools and methods that positively impact M&As, *OD Practitioner*, 44(3), 13-18.

Galpin, T.J., and Whittington, J.L. 2012, Sustainability Leadership: From strategy to results, *Journal of Business Strategy*, 33(4), 40-48.

Galpin, T.J., Whittington, J.L., and Maellaro, R. 2012. Identifying, Retaining, and Re-Engaging Key Talent during Mergers and Acquisitions: A best practices framework, *People & Strategy*, 35(1), 42-48.

Galpin, T.J., and Bell, R.G. 2010. Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures. *Journal of Business and Entrepreneurship*, 22(2), 29-39.

Galpin, T.J., and Whittington, J.L. 2010. Merger Repair: A conceptual framework for restoring employer/employee relationships. *Journal of Behavioral and Applied Management*, 12(1), 48-68.

Whittington, J.L., and Galpin, T.J. 2010. The Engagement Factor: Building a high-commitment organization in a low-commitment world. *Journal of Business Strategy*, 31(5), 14-24.

Galpin, T.J., and Whittington, J.L. 2009. Creating a Culture of Candor in the Leadership Classroom. *Journal of Leadership Education*, 8(2), 10-19.

- Galpin, T.J. 2008. From the Deal World to the Real World: Maximizing M&A value after the deal is done. *Business Strategy Series*, 9(2), 57-64.
- Galpin, T.J., and Herndon, M. 2008. Merger Repair: When M&As go wrong. *Journal of Business Strategy*, 29(1), 4-12.
- Galpin, T. J., Hilpirt, R., and Evans, B. 2007. The Connected Enterprise: Beyond division of labor. *Journal of Business Strategy*, 28(2), 38-47.
- Galpin, T.J. 1998. When Leaders Really Walk the Talk: Making strategy work through people. HR. *Human Resource Planning*, 21(3), 38-45.
- Galpin, T.J. 1997. Making Strategy Work. *Journal of Business Strategy*, 18(1), 12-15.

Academic Conference Presentations/Papers:

- Whittington, J.L., Bell, R.G., and Galpin, T.J. 2012, “Evaluating Potential Substitutes for Leader-Member Exchange Using Fuzzy Set Methodology” Presented at the *Western Academy of Management*, Annual Meeting, La Jolla, CA.
- Galpin, T.J., Rosenberg, M., and Bridge, M. 2011, “Teaching Essential Merger and Acquisition (M&A) Skills” Presented at the *Mountain Plains*, Annual Meeting, Grand Junction, CO.
- Galpin, T.J., Whittington, J.L., and Bell, R.G. 2011, “Leading the Sustainable Organization” Presented at the *Mountain Plains*, Annual Meeting, Grand Junction, CO.
- Galpin, T.J., and Whittington, J.L. 2011, “Green Leadership: Toward a comprehensive process model of corporate sustainability, from strategy to results” Accepted for presentation at the *Western Academy of Management*, Annual Meeting, Victoria, British Columbia.
- Whittington, J.L., Galpin, T.J., and Watters, J. 2011, “The Prison Entrepreneurship Program (PEP): Social entrepreneurship in the Texas prison system” Presentation at the *United States Association for Small Business and Entrepreneurship*, Annual Meeting, Hilton Head Island, SC.
- Galpin, T.J., and Bell, R.G. 2010. “Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures” Presentation at the *Association for Small Business & Entrepreneurship*, Annual Meeting, Fort Worth, TX. Best Paper Award – Runner Up.
- Galpin, T.J., and Whittington, J.L., 2010. “How Deals Flow: Toward a comprehensive process model of mergers and acquisitions”, Presentation at the *Academy of Management*, Annual Meeting, Montreal, Canada.
- Galpin, T.J., Whittington, J.L., and Maellaro, R. 2010. “Retention and Re-engagement: Identifying, keeping, and re-engaging key talent during mergers and acquisitions” Presentation at the *Eastern Academy of Management*, Annual Meeting, Portland, ME.
- Maellaro, R., Whittington, J.L., Galpin, T.J., and Peregoy, R. 2010. “Leadership Across the Curriculum: One business school’s response to the criticism of MBA programs” Presentation

at the *Southwest Academy of Management*, Annual Meeting, Dallas, TX.

Galpin, T.J., and Whittington, J.L. 2009. “Merger Repair: A conceptual framework for restoring employer/employee relationships” Presentation at the *Southern Management Association*, Annual Meeting, Asheville, NC.

Whittington, J.L., and Galpin, T.J. 2009. “The Engagement Factor: Building a high-commitment organization in a low-commitment world”, Presentation at the *Academy of Management*, Annual Meeting, Chicago, IL.

Academic Conference Proceedings:

Whittington, J.L., Galpin, T.J., and Watters, J. 2011, “The Prison Entrepreneurship Program (PEP): Social entrepreneurship in the Texas prison system” Manuscript in initial submission status to the *United States Association for Small Business and Entrepreneurship*, Annual Meeting, Hilton Head Island, SC.

Galpin, T.J., and Bell, R.G. 2010. “Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures” Proceedings of the *Association for Small Business & Entrepreneurship*, Annual Meeting, Fort Worth, TX. Best Paper Award – Runner Up.

Galpin, T.J., Whittington, J.L., and Maellaro, R. 2010. “Retention and Re-engagement: Identifying, keeping, and re-engaging key talent during mergers and acquisitions” Proceedings of the *Eastern Academy of Management*, Portland, ME.

Galpin, T.J., and Whittington, J.L. 2009. “Merger Repair: A conceptual framework for restoring employer/employee relationships” Proceedings of the *Southern Management Association*, Annual Meeting, Asheville, NC.

Manuscripts Under Review:

Galpin, T.J., and Hebard, J., (2016) Strategic Management and Sustainability, in Borland, Lindgreen, Vanhamme, Maon, Ambrosini, and Palacios (Ed.), *Business Strategies for Sustainability: A Research Anthology*. (pp.). Farnham, UK: Gower.

Asare, E., Meskelis, S., Whittington, J.Lee, & Galpin, T. “Enhancing Employee Engagement: An Evidence-based Integration of HR Practices and Leadership” (Field study). Manuscript under review, *Academy of Management* 2016 annual meeting.

Meskelis, S., Beldona, S Whittington, J.Lee, & Galpin, T. “A Cross-Cultural Study of an Integrative Model of Meaningfulness and Employee Engagement” (Field study). Manuscript under review, *Academy of International Business*, 2016 annual meeting.

Meskelis, S. Whittington, J.Lee, Beldona, S., & Galpin, T. “An Integrative Model of Meaningfulness and Employee Engagement” (Field study). Manuscript under review, *Academy of Management* 2016 annual meeting.

Working Papers (in process):

“Hardiness as a predictor of entrepreneurial aspirations”

“Are We That Different? Culture comparison and integration during mergers and acquisitions”

“The M&A stampede: An application of herd theory to mergers and acquisitions”

Professional Journal/Magazine Articles:

Galpin, T.J., and Alleman, J. 2003. Maximizing deal value: What every director needs to know about M&A integration. *Director's Monthly*, 16-18.

Galpin, T.J. 1999. The real deal in mergers and acquisitions. *Human Resource Professional*, 12(2), 7-11.

Galpin, T.J. 1999. Creating shareholder value through people. *Handbook of Business Strategy*, 307-311.

Galpin, T.J. 1998. Making the Deal Work, *The Pfeiffer Annual*.

Galpin, T.J., and Murray, P. 1997. Connect human resource strategy to the business plan. *HR Magazine*, 42(3), 99-104.

Galpin, T.J. 1997. Raising the bar of change management. *Human Resource Professional*, 10(2) 15-19.

Galpin, T.J. 1997. Merger integration: The ultimate change management challenge. *Mergers & Acquisitions: The Dealmaker's Journal*, 31(4), 24-28.

Robinson, D.E., and Galpin, T.J. 1996. In for a change: Re-recruiting your ‘human capital’ during turbulent times. *HR Magazine*, 41(7), 90-93.

Galpin, T.J. 1996. Connecting culture to organizational change. *HR Magazine*, 41(3), March, 1996, 84-90.

Galpin, T.J. 1995. Changing the change leader. *Employment Relations Today*, 22(3), 83-90.

Galpin, T.J. 1995. Pruning the grapevine: The role of effective communications in the process of organizational change. *Training and Development Journal*, 49(4), 28-33.

Galpin, T.J. 1994. Managing human performance. *Employment Relations Today*, 21(2), 207-225.

INVITED PRESENTATIONS, INTERVIEWS, AND MEDIA CITATIONS

Presentations:

- New York University, Stern School of Business Mergers & Acquisitions Program
- GE
- Intel
- Comerica Bank
- TECO Energy (Tampa Electric Company)
- Mobil Oil

- Lyondell Petrochemicals
- Philadelphia Chamber of Commerce
- Bayer (Milan, Italy)
- Latin America HR Congress (Mexico City, Mexico)
- Arcelor Steel (Barcelona, Spain)
- Harrods of London (London, England)
- Bangkok Chamber of Commerce (Bangkok, Thailand)
- Banco do Brasil (Brasilia, Brazil)
- Salon Capital Humanos (Madrid, Spain)
- IESE Business School (Barcelona, Spain)
- Hong Kong Chamber of Commerce (Hong Kong, China)
- Executive HR Forum (Irving, TX)
- The Indus Entrepreneurs, The Emerging Tri-Polar World: USA-India-China (Dallas, TX)

Radio and Television Interviews:

- CNBC Asia "Market Wrap"
- Reuters Television
- National Business Radio Network "Business Day"
- KERA (Dallas Public Radio) "Morning Edition"
- KMNY Money Radio, Los Angeles
- TCI Television Network "Business Talk"
- KOAI Radio business news, Dallas

MEMBERSHIPS:

- Academy of Management
- Western Academy of Management

SERVICE TO THE UNIVERSITY:

Colorado State University

Faculty Advisor:

2014-Present: CSU College of Business Consulting Club Advisor

2014-Present: CSU College of Business Entrepreneurship Club Advisor

Committee Member:

2014: CSU/Blue Ocean Enterprises Entrepreneurship Challenge Judging Committee –
<http://blueoceanchallenge.com/>.

2014-Present: CSU Department of Management Funding and Resources team.

2014-Present: CSU Department of Management Marketing, Branding, and Promotion team.

2013-Present: Facilitator for the CSU College of Business Department of Management strategic planning process.

Colorado Mesa University

Committee Member:

2012-2013: CMU Department of Business Strategy Committee.

2011-Present: CMU Teacher-to-Teacher Committee, to develop university-wide teaching best practices.

2011-2013: CMU Entrepreneurship Day (E-Day) Committee.

2011-2013: CMU Department of Business Marketing Committee.
2012-2013: CMU Department of Business Management Search Committee.
2011-2013: CMU Department of Business Newsletter Editor.

University of Dallas College of Business

MBA Core Curriculum Course Coordinator:

2008-2011: Value-Based Leadership

Faculty Advisor:

2006-2011: University of Dallas Business Plan Competition: Co-Organizer

2005-2011: University of Dallas Entrepreneurship Association: Advisor

Committee Member:

2010-2011: UD COB Strategic Planning Committee

2010-2011: UD COB Dean's Council

2006-2011: UD COB Academic Review Board (Chair)

2009-2011: UD COB Retention Committee

2005-2006; 2009-2011: Center for Professional Development Committee

2006-2007: UD COB Intellectual Contributions Committee

2006-2007: UD COB Academic Program Directors Committee

2006-2007: UD COB Core Curriculum Committee

2005-2006: UD COB Strategic Planning Committee

Academic Director:

2005-2009: UD COB Entrepreneurship Concentration

Other Institutional Service Activities:

2010: Coordinator for UD COB participation in the Association for Corporate Growth MBA competition – resulting in UD COB placing first in the competition out of four DFW MBA programs

2009: Master of Ceremonies and Presenter, University of Dallas Center for Professional Development Year-End Project Management Seminar

2009: Presenter, University of Dallas Center for Professional Development luncheon “The Role of Project Management in Mergers and Acquisitions”

2009: Panel Member with Ruth May and Greg Bell, University of Dallas International Student Association luncheon. “Understanding the Global Economic Crisis”

2006-2010: University of Dallas Business Plan Competition: Co-organizer and Judge

2005-2011: Career counseling for numerous UD COB students (approximately 30-50 students per year), in response to regular student requests

2005-2011: Regularly attend UD COB ‘Information Sessions’ for potential new students (attending approximately 10-15 sessions per year)

2005-2011: Regularly attend UD COB graduation each term

2005-2009: UD COB Pre-MBA strategy course final project reviewer

SERVICE TO THE PROFESSION:

2016: Reviewer for Management Decision

2016: Reviewer for Sustainability

2015: Reviewer for California Management Review

2015: Reviewer for Management Decision

2015: Blue Ocean New Venture Enterprise Challenge entry selection committee member

2014: Reviewer for Corporate Governance: The international journal of business in society

2013: Strategic Planning, Colorado Credit Union

- 2013: Merger and acquisition consulting to Verizon
- 2012: Expert Witness, Bank of America merger and acquisition litigation
- 2011: Manuscript Reviewer, California Management Review
- 2011: Manuscript Reviewer, Western Academy of Management annual meeting
- 2010: Manuscript Reviewer, Academy of Management annual meeting
- 2010: Manuscript Reviewer, Association for Small Business & Entrepreneurship annual meeting
- 2009: Manuscript Reviewer, Southern Management Association annual meeting
- 2005-2009: Senior Fellow, Katzenbach Partners, Advisor regarding setting and executing aspects of the organization's business strategy in the areas of post-merger integration and strategy execution professional services
- 2006: Advisory Council Member, Research Advisor. HR's Role in Mergers and Acquisitions: Tools for the Chief Human Resources Officer
- 2006: Advisory Council Member, Research Advisor. Pedagogy in an Online Graduate Business Course: A Delphi Study, Alicia Gallegos-Butters, Doctoral Dissertation, San Diego, CA

INDUSTRY EXPERIENCE:

Timothy Galpin Consulting, 2005 – Present

Consulting in the areas of: mergers and acquisitions (M&A), strategy development and execution, organizational transformation and culture change, and M&A expert witness.

Managing Partner, Integration Partners, 2002 – 2005

A Dallas and Chicago based strategy execution consulting firm, with a focus on post-merger integration and merger repair. Responsible for setting and executing all aspects of the company's strategy, including: product/service offerings, go to market strategy, project delivery, and client service.

Global Practice Leader, Merger & Acquisition Services, Watson Wyatt Worldwide, 1996 - 2002

Lead a team to build all M&A related consulting services to clients of Watson Wyatt Worldwide - in 90 offices and 30 countries. Responsible for leading and managing all M&A consulting services including: consulting process design, material development, project sales, delivery, and measurement, and consultant hiring and development.

Principal, Merger and Acquisition Integration Services, Pritchett & Associates, Inc., 1995 - 1996

Responsible for leading and managing all M&A consulting services, including: M&A integration consulting process design, materials development, project sales, project delivery, and consulting staff hiring and development.

Principal, Process Reengineering and Change Management Services, Booz, Allen & Hamilton, Inc., 1993 - 1995

Responsible for leading and managing business process redesign and change management consulting services, including: consulting process design, material development, project sales, project delivery, and consulting staffing hiring and development.

Manager, Operational Consulting, Arthur Andersen & Co., 1989 - 1993

Responsible for leading and managing Business Process Redesign consulting services, including: consulting process design, material development, project sales, project delivery, and consulting staffing hiring and development.

Manager, Organization Development, Hughes Aircraft Company, 1985 - 1989

Responsible for leading and managing business process redesign projects, including: project design, planning, delivery, and measurement.

Instructor, National Outdoor Leadership School (NOLS), 1984 - 1985

Responsible for planning and leading 35-day mountaineering courses, along with teaching the NOLS outdoor leadership curriculum to course participants.

HONORS AND AWARDS:

- Recipient of the first annual 2010 University of Dallas Haggerty Teaching Excellence Award, as voted by the University of Dallas College of Business students and alumni.
- Best Paper Award – Runner Up; 2010 *Association for Small Business & Entrepreneurship*, Annual Meeting, Fort Worth, TX; “Social Entrepreneurship and the L3C Structure: Bridging the gap between non-profit and for-profit ventures.”
- University of Dallas College of Business “Eclipse Award”, for advising the winning team of the first annual Association of Corporate Growth’s 2010 Strategic Case Competition between the four major business schools in Dallas and Fort Worth, Texas.