

Bruce Barry

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Education

Ph.D. (1991), Kenan-Flagler Business School, University of North Carolina at Chapel Hill.
Concentration in Organizational Behavior. Dissertation: *A model of dyadic social influence behavior in organizations*. (Thomas S. Bateman, Chair).

M.A. (1981), Department of Speech Communication, University of Virginia. Thesis:
Legislative advocacy: A rhetorical assessment. (Frederick Antczak, Chair).

B.A. (1980), University of Virginia. Majors: Foreign Affairs and Speech Communication.
Thesis: *Universalism in a bipolar global order: A rhetorical analysis of the role of non-nuclear powers in multilateral arms control and disarmament negotiations*.

Appointments/Positions

Brownlee O. Currey, Jr. Professor of Management, Vanderbilt University (2009-).

Chair of the Vanderbilt University Faculty Senate (2008-2009).

Professor of Management and Professor of Sociology, Vanderbilt University (2003-2009).

Visiting Scholar, Melbourne Business School, University of Melbourne, Australia (March-April 2014; September 2006).

Adjunct Professor, School of International Business, Queensland University of Technology, Brisbane, Australia (September-October 2004).

Secondary appointment as Associate Professor of Sociology, College of Arts and Science, Vanderbilt University (beginning in 2001).

Director of the Ph.D. Program in Management, Owen Graduate School of Management, Vanderbilt University (1998-2004).

Associate Professor (with tenure), Owen Graduate School of Management, Vanderbilt University (effective September 1998).

Associate Fellow, Robert Penn Warren Center for the Humanities, Vanderbilt University (1998-1999).

Assistant Professor, Owen Graduate School of Management, Vanderbilt University (1991-1998).

Instructor/Teaching Assistant, University of North Carolina at Chapel Hill (1988-1991).

Instructor, Fuqua School of Business, Duke University (1985-1987).

Books

Barry, B. (2007). *Speechless: The Erosion of Free Expression in the American Workplace*. San Francisco: Berrett-Koehler.

Lewicki, R.J., Barry, B., & Saunders, D.M. (forthcoming 2019). *Essentials of Negotiation* (7th edition). New York: McGraw Hill/Irwin.

- 6th edition: Lewicki, Saunders, & Barry (2016)
- 5th edition: Lewicki, Saunders, & Barry (2011)
- 4th edition: Lewicki, Barry, & Saunders (2007)
- 3rd edition: Lewicki, Saunders, Barry, & Minton (2004)

Lewicki, R.J., Saunders, D.M., & Barry, B. (forthcoming 2019). *Negotiation* (8th edition). New York: McGraw Hill.

- 7th edition: Lewicki, Barry, & Saunders (2015)
- 6th edition: Lewicki, Barry, & Saunders (2010)
- 5th edition: Lewicki, Saunders, & Barry (2006)
- 4th edition: Lewicki, Barry, Saunders, & Minton (2003)

Lewicki, R.J., Barry, B., & Saunders, D.M. (2015). *Negotiation: Readings, Cases, and Exercises* (7th edition). Boston: McGraw Hill/Irwin.

- 6th edition: Lewicki, Saunders, & Barry (2010)
- 5th edition: Lewicki, Barry, & Saunders (2007)
- 4th edition: Lewicki, Saunders, Minton, & Barry (2003)

Lewicki, R.J., Saunders, D.M., Barry, B., & Tasa, K. (2017). *Essentials of Negotiation* (3rd Canadian edition). Whitby, Ontario: McGraw Hill/Ryerson.

- 2nd edition 2014
- 1st edition 2011

TRANSLATIONS of books on negotiation in these languages (varies by volume and edition): Arabic, Chinese, Croatian, Greek, Indonesian, Italian, Japanese, Korean, Malaysian, Polish, Romanian, Russian, Thai, Spanish, Vietnamese.

Articles and Chapters

Barry, B., Olekalns, M., & Rees, L. (2018). An Ethical Analysis of Emotional Labor. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-018-3906-2>.

Methasani, R., Gaspar, J.P., & Barry, B. (2017). Feeling and deceiving: A review and theoretical model of emotions and deception in negotiation. *Negotiation and Conflict Management Research*, 10: 158-178.

Tomlinson, E.C., Polin, B., Gray, B., Barry, B. (2017). Lessons learned from working with Roy J. Lewicki. *Negotiation and Conflict Management Research*, 10: 126-140.

Barry, B., & Rehel, E.M. (2014). Lies, damn lies, and negotiation: An interdisciplinary analysis of the nature and consequences of deception at the bargaining table. In N.M. Ashkenasy, O.B. Ayoko, & K.A. Jehn (Eds.), *Handbook of Research in Conflict Management* (pp. 343-360). UK: Edward Edgar.

Liu, L.A., Friedman, R.A., Barry, B., Gelfand, M.J., & Zhang, Z. (2012). The dynamics of consensus building in intracultural and intercultural negotiations. *Administrative Science Quarterly*, 57: 269-304.

Bateman, T.S., & Barry, B. (2012). Masters of the long haul: Pursuing long-term work goals. *Journal of Organizational Behavior*, 33: 984-1006.

Ferguson, M., & Barry, B. (2011). I know what you did: The effects of interpersonal deviance on bystanders. *Journal of Occupational Health Psychology*, 16: 80-94.

Summarized in the *Harvard Business Review*, Nov. 2011.

Fulmer, I.S., and Barry, B. (2009). Managed hearts and wallets: Ethical issues in emotional influence by and within organizations. *Business Ethics Quarterly*, 19: 155-191.

Fulmer, I.S., Barry, B., & Long, A. (2009). Lying and smiling: Informational and emotional deception in negotiation. *Journal of Business Ethics*, 88: 691-709.

Perry, J.E., Moore, I.N., Barry, B., Clayton, E.W., & Carrico, A.R. (2009). The ethical health lawyer: An empirical assessment of moral decision making. *Journal of Law, Medicine and Ethics*, 37: 461-475.

Barry, B., & Stansbury, J. (2008). Corporatism and inequality: The race to the bottom (line). In B. Moran (Ed.), *Race and wealth disparities: A multidisciplinary discourse* (pp. 41-56). Lanham, MD: University Press of America.

Barry, B. (2008). Negotiator affect: The state of the art (and the science). *Group Decision and Negotiation*, 17: 97-105.

Barry, B. (2007). The cringing and the craven: Freedom of expression in, around, and beyond the workplace. *Business Ethics Quarterly*, 17: 263-296.

Reprinted in J.B. Ciulla, C. Martin & R.C. Solomon. (Eds.)(2013). *Honest Work: A Business Ethics Reader* (3rd edition). Oxford University Press.

Stansbury, J., & Barry, B. (2007). Ethics programs and the paradox of control. *Business Ethics Quarterly*, 17: 239-261.

Reprinted in A. Crane & D. Matten (Eds.)(2012), *New Direction in Business Ethics*. UK: Sage.

Barry, B. (2007). Free speech at work (and beyond). *The Melbourne Review*, November.

Barry, B., Fulmer, I.S., & Goates, N. (2006). Bargaining with feeling: Emotionality in and around negotiation. In L. Thompson (Ed.), *Negotiation Theory and Research* (pp. 99-127). New York: Psychology Press.

Barry, B., & Fulmer, I.S. (2005). Methodological challenges in the study of negotiator affect. *International Negotiation*, 9: 485-502.

Reprinted in P.J. Carnevale & C.K.W. De Dreu (Eds.)(2006). *Methods of Negotiation Research* (pp. 149-164). Leiden, NL: Martinus Nijhoff.

Fulmer, I.S., & Barry, B. (2004). The smart negotiator: Cognitive ability and emotional intelligence in negotiation. *International Journal of Conflict Management*, 15: 245-272.

Barry, B., Fulmer, I.S., & Van Kleef, G. (2004). I laughed, I cried, I settled: The role of emotion in negotiation. In M. J. Gelfand and J. M. Brett (Eds.), *The Handbook of Negotiation and Culture* (pp. 71-94). Stanford, CA: Stanford University Press.

Barry, B., & Fulmer, I. S. (2004). The medium and the message: The adaptive use of communication media in dyadic influence. *Academy of Management Review*, 29: 272-292.

Named one of three finalists for the *Academy of Management Review* 2004 Best Paper Award.

Barry, B., & Robinson, R.J. (2002). Ethics in conflict resolution: The ties that bind. *International Negotiation*, 7: 137-142.

O'Connor, K., de Dreu, C., Schroth, H., Barry, B., Lituchy, L., & Bazerman, M. (2002). What we want to do versus what we think we should do: An empirical investigation of intrapersonal conflict. *Journal of Behavioral Decision Making*, 15: 403-418.

Barry, B. (2001). Influence tactics in organizations from a social expectancy perspective. In A.Y. Lee-Chai and J.A. Bargh (Eds.), *The Use and Abuse of Power: Multiple Perspectives on the Causes of Corruption* (pp. 19-40). Philadelphia: Psychology Press.

Barry, B., Friedman, R. A., & Tidd, S. T. (2001). Do nice guys finish last? The effects of bargainer attributes on negotiation outcomes. In S.M. Schmidt, D. Geddes, S.C. Currall, & A. Hochner (Eds.), *Power and Negotiation in Organizations* (2nd Edition, pp. 185-190). Dubuque, IA: Kendall/Hunt.

Barry, B., & Crant, J.M. (2000). Dyadic communication relationships in organizations: An attribution/expectancy approach. *Organization Science*, 11: 648-664.

Leana, C.R., & Barry, B. (2000). Stability and change as simultaneous experiences in organizational life. *Academy of Management Review*, 25: 753-759.

Barry, B., & Shapiro, D.L. (2000). When do grievants desire voice?: Situational, motivational, and attributional explanations. *International Journal of Conflict Management*, 11: 106-134.

Barry, B. (1999). The tactical use of emotion in negotiation. In R. J. Bies, R. J. Lewicki, & B. H. Sheppard (Eds.), *Research on Negotiation in Organizations*, (volume 7, pp. 93-121). Stamford, CT: JAI Press.

Barry, B., & Friedman, R. (1998). Bargainer characteristics in distributive and integrative negotiation: The role of personality and cognitive ability. *Journal of Personality and Social Psychology*, 74: 345-359.

Barry, B., & Stephens, C.U. (1998). Objections to an objectivist approach to integrity. *Academy of Management Review*, 23: 162-169.

Barry, B., & Stewart, G.L. (1997). Composition, process, and performance in self-managed groups: The role of personality. *Journal of Applied Psychology*, 82: 62-78.

Stewart, A.C., & Barry, B. (1997). The philosophy of management education: Implications of alternative value systems for pedagogy, curriculum, and governance. *Journal of Public Management and Social Policy*, 3: 4-19.

Barry, B., & Oliver, R.L. (1996). Affect in negotiation: A model and propositions. *Organizational Behavior and Human Decision Processes*, 67: 127-143.

Named in 2001 as one of four finalists for the Academy of Management Conflict Management Division's "Most Influential Article/Chapter" award published in the years 1993-1996 in the field of conflict management.

Barry, B., & Bateman, T.S. (1996). A social trap analysis of the management of diversity. *Academy of Management Review*, 21: 757-790.

Barry, B., & Watson, M.R. (1996). Communication aspects of dyadic social influence in organizations: A review and integration of conceptual and empirical developments. In B.R. Burleson (Ed.), *Communication Yearbook 19*: 269-317. Thousand Oaks, CA: Sage.

Barry, B., & Crant, J.M. (1994). Labor force externalization in growing firms. *International Journal of Organizational Analysis*, 2: 361-383.

Oliver, R.L., Balakrishnan, P.V. & Barry, B. (1994). Outcome satisfaction in negotiation: A test of expectancy disconfirmation. *Organizational Behavior and Human Decision Processes*, 60: 252-275.

Shapiro, D.L., Buttner, E.H. & Barry, B. (1994). Explanations: What factors enhance their perceived adequacy? *Organizational Behavior and Human Decision Processes*, 58: 346-368.

Barry, B., & Bateman, T.S. (1992). Perceptions of influence in managerial dyads: The role of hierarchy, media, and tactics. *Human Relations*, 45: 555-574.

Barry, B., & Shapiro, D.L. (1992). Influence tactics in combination: The interactive effects of soft vs. hard tactics and rational exchange. *Journal of Applied Social Psychology*, 22: 1429-1441.

Barry, B. (1989). Information technology and organizational development. In R.W. Woodman & W.A. Pasmore (Eds.), *Research in Organizational Change and Development*: 213-231. Greenwich, CT: JAI Press

Tsui, A.S., & Barry, B. (1986) Interpersonal affect and rating errors. *Academy of Management Journal*, 29: 586-599.

Reviews

Barry, B. (2007). Situation comity. Review of "The Office" (NBC Television). *Contexts*, 6(4): 71-73.

Barry, B. (1998). Review of D. Messick and A. Tenbrunsel, "Codes of Conduct: Behavioral Research into Business Ethics (New York: Russell Sage, 1996). *Work and Occupations*, 25: 258-260

Barry, B. (1997). Review of R. Lewicki, J. Litterer, J. Minton, and D. Saunders, "Essentials of Negotiation" (Chicago: Irwin, 1997). *International Journal of Conflict Management*, 8: 162-165.

Working Papers and Work in Progress (short titles)

Follower influence in ethical leadership (with I. Fulmer).

Entitlement and negotiation (with L. Vincent and E. Zitek).

The ethics of inaction in moral conflict (with E. Zhao and K. Jehn).

Effects of incentives on unethical behavior (with S. Park and T-Y Park).

Ideology, public policy, and liberal democracy (book project).

Conference Papers and Presentations

Methasani, R., Gaspar, J., & Barry, B. (2017). Feeling and deceiving: A review and theoretical model of emotions and deception. Symposium paper at the annual meeting of the Academy of Management, Atlanta.

Vincent, L., Zitek, E., & Barry, B. (2017) Asking for what you want helps and harms you: Effects of psychological entitlement in negotiation" Symposium paper at the annual meeting of the Academy of Management, Atlanta.

Barry, B. (2017) Publishing in business ethics journals. Panelist at the Susilo Sumposium on Ethics in the Global Economy, Boston.

Barry, B., Olekalns, M., & Rees, L. (2016). The ethics of emotional labor part deux. Presentation at the FACE VII conference, Seattle.

Barry, B. (2016). Discussant, symposium on deception in negotiation and organizations, annual meeting of the International Association for Conflict Management, New York.

Barry, B., Olekalns, M., & Rees, L. (2015). Belabored emotions: The ethics of emotional labor. Paper presented at the annual meeting of the Academy of Management, Vancouver.

Zhao, E., Barry, B., & Jehn, K. (2015). Sidestepping moral conflict: Avoidance vs. oblivion. Paper presented at the International Association for Conflict Management annual meeting, Clearwater, Florida.

Barry, B., Olekalns, M., & Rees, L. (2014). The ethics of emotional labor. Presentation at the FACE V conference, Lisbon, Portugal.

Barry, B. (2014). Discussant, symposium on field studies in negotiation, annual meeting of the Academy of Management, Philadelphia.

Barry, B., Vincent, L., & Vogus, T. (2014). Organizing for Highly Reliable Corruption? Mindful Organizing and Ethics in Organizations. Presentation at POOF miniconference, Tucson.

Fulmer, I.S., & Barry, B. (2013). Ethical decision making in goal-directed influence: The 'target effect.' Paper presented at the annual meeting of the Academy of Management, Orlando.

Barry, B. & Fulmer, I.S. (2011). Sympathy by, for, and with the devil: Ethical Decision Making in Social Influence. Presentation at the FACE IV conference, Paris, France.

Fulmer, I.S. & Barry, B. (2011). Micro-ethical Decision Making in Social Influence. Presentation at the International Association for Conflict Management annual meeting, Istanbul, Turkey.

Barry, B. (2011). Invited speaker, panel on religious expression in the workplace, annual meeting of the Society for Business Ethics, San Antonio.

Touve, D., & Barry, B. (2011). The Automator's Dilemma: An Investigation of the Link Between Automation and the Nature Of Work. Paper presented at the annual meeting of the Academy of Management, San Antonio.

Barry, B., & Bateman, T.S. (2010). Masters of the long haul: The pursuit of (very) long-term goals. Presentation at Third Conference on Affect, Cognition, and Emotion, Tulane University, New Orleans, Louisiana.

Fulmer, I.S. & Barry, B. (2010). Pushing Emotional Buttons: Ethics and Affective Influence in Organizations. Presentation at the International Association for Conflict Management annual meeting, Cambridge, Massachusetts.

Liu, L.A., Friedman, R.A., Barry, B., Gelfand, M.J., & Zhang, Z-X. (2010). How to build consensus in negotiation? A dynamic theory of mental models within and across cultures. Paper presented at International Conference on Applied Human Factors and Ergonomics and International Conference on Cross-Cultural Decision Making, Miami.

Fulmer, I.S. & Barry, B. (2009). The management of emotion by and within organizations: Exploring the ethical frontiers. Presentation at the International Association for Business and Society annual meeting, Aspen, Colorado.

Barry, B. (2009). Invited faculty panelist, symposium on ethics and behavioral research, annual meeting of the Academy of Management, Chicago.

Ferguson, M. & Barry, B. (2008). The muck stops here: How interpersonal deviance spreads within work groups. Paper presented at the annual meeting of the Academy of Management, Anaheim.

Received "Best Paper–New Directions " award for the Conflict Management Division of the Academy of Management in 2008.

Barry, B. & Fulmer, I.S. (2008). Asymmetrical hearts and wallets: Ethical issues in emotional influence. Presentation at the Conference on Asymmetry, Cognitions, and Emotions, Leiden University, The Netherlands.

Barry, B. (2008). Invited speaker, panel on employee rights, annual meeting of the Labor and Employment Relations Association, New Orleans.

Barry, B. (2007). Limits to Freedom of Expression in the American Workplace: Implications and Remedies. Paper presented at the annual meeting of the Society for Business Ethics, Philadelphia.

Barry, B. (2007). The gag reflex: Managerial limits to free expression in the U.S. workplace. Paper presented at the annual meeting of the International Association for Business and Society, Florence, Italy.

Barry, B. (2006). Free speech theory and free expression at work. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Barry, B., Carrico, A.R., Smith, W.P. & Goates, N. (2006). Ethics across the boundaries of social identity: The role of intergroup bias in the perception of unethical behavior. Paper presented at the annual meeting of the International Association of Conflict Management, Montreal.

Carrico, A.R., Smith, W.P., & Barry, B. (2006). Politics and identity: An examination of partisan identity and political behavior in a panel study of college undergraduates during the 2004 A.S. federal election. Poster at the annual meeting of the Society for Personality and Social Psychology, Palm Springs.

Liu, L.A., Friedman, R., Barry, B., Gelfand, M.J., & Zhang, Z. (2006). Culture, face and closure in international negotiations. Paper presented at the biennial meeting of the International Association for Chinese Management Research, Nanjing, China.

Barry, B. (2005). Activism as free speech in and around the workplace. Presentation within All-Academy Symposium on "Activism and Management in the 21st Century" at the annual meeting of the Academy of Management, Honolulu.

Stansbury, J., & Barry, B. (2005). The moral agency problem: Ethics programs and the paradox of control. Poster at the annual meeting of the Academy of Management, Honolulu.

Liu, L.A., Friedman, R.A., & Barry, B., (2005). Assessing shared mental models in negotiation: Evidence from same and cross-cultural negotiators. Paper presentation at the annual meeting of the Academy of Management, Honolulu.

Carrico, A.R., Barry, B., & Smith, W.P. (2005). Moral inconsistencies: The role of intergroup bias in the perception of unethical behavior. Poster at the annual meeting of the Society for Personality and Social Psychology, New Orleans.

Liu, L.A., Friedman, R., & Barry, B. (2004). The negotiating mind: Prospecting for shared mental models in negotiation. Paper presented the annual meeting of the Academy of Management, New Orleans.

Liu, L.A., Fulmer, I.S., & Barry, B. (2004). Emotion in influence: A connectionist model. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburgh.

Barry, B. (2003). Panelist for session on advocacy in management research and teaching, annual meeting of the Academy of Management, Seattle.

Barry, B. (2003). Free speech, democracy and voice (or lack thereof) in the workplace. Presentation within symposium on "Workplace Democracy: Exploring Issues of Free Speech At Work," annual meeting of the Academy of Management, Seattle.

Goates, N., Barry, B., & Friedman, R. (2003). Good karma: How individuals construct schemas of reputation in negotiation contexts. Paper presented at the annual meeting of the International Association for Conflict Management, Melbourne, Australia.

Barry, B. (2003). Panelist for symposium, "Conflict Management and Capitulation to Routine," annual meeting of the International Association for Conflict Management, Park City, Melbourne, Australia.

Barry, B. (2003). Methodological challenges in the study of negotiator affect. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando.

Barry, B. (2002). Panelist for session on ideological, ethnic, and value-based conflict, annual meeting of the Academy of Management, Denver.

Fulmer, I.S., & Barry, B. (2002). The 'smart' negotiator: Cognitive ability and emotional intelligence in negotiation. Paper presented at the annual meeting of the International Association for Conflict Management, Park City, Utah.

Voris, S., & Barry, B. (2002). Freedom of speech, conflict, and organizational climate. Paper presented at the annual meeting of the International Association for Conflict Management, Park City, Utah.

Barry, B., & Fulmer, I.S. (2001). How influence in organizations is affected by computer-mediated communication: A theoretical framework. Paper presented at the annual meeting of the International Association for Conflict Management, Cergy, France.

Barry, B., Long, A., & Fulmer, I.S. (2000). Ethically marginal bargaining tactics: Sanction, efficacy, and performance. Paper presented within symposium on "Ethics in Conflict and Negotiation" at the annual meeting of the Academy of Management, Toronto.

Barry, B., Long, A., & Fulmer, I.S. (2000). Attitudes regarding the ethics of bargaining tactics as predictors of negotiation outcomes. Paper presented at the annual meeting of the International Association for Conflict Management, St. Louis.

Barry, B. (2000). Chair and presenter, symposium on teaching ethics in negotiation at meeting of the International Association for Conflict Management, St. Louis.

Barry, B. & Long, A. (2000). Attitudes toward (un)ethical negotiation behavior and their influence on bargaining outcomes. Paper presented at the annual meeting of the International Association for Business and Society, Essex, Vermont.

Barry, B. (1999). Free speech in the workplace: A critical assessment. Poster presentation at the Critical Management Studies workshop at the annual meeting of the Academy of Management, Chicago.

Barry, B. (1999). Free speech and expression in the workplace: Legal, ethical, and managerial perspectives. Paper presented at the annual meeting of the International Association for Business and Society, Paris.

Barry, B. (1999). Panelist on "The Ethics of Managing Health Care" at conference titled "From Managed Costs to Managed Care," Cal Turner Program for Moral Leadership in the Professions, Vanderbilt University, Nashville.

Tidd, S. T., & Barry, B. (1998). A resource model of the antecedents of work stress: Evidence from a longitudinal study. Paper presented at the annual meeting of the Southern Management Association, New Orleans.

Barry, B. (1998). Privacy beyond the workplace: How workplace privacy issues encroach on civil liberties and community participation. Symposium talk at the annual meeting of the Academy of Management, San Diego.

Barry, B. (1998). The clash between workplace harassment law and constitutional rights to free speech. Presenter within showcase symposium at the annual meeting of the Academy of Management, San Diego.

Barry, B. (1998). A social expectancy analysis of interpersonal influence in organizations. Paper presented at annual meeting of the International Association for Conflict Management, College Park, Maryland.

Barry, B., & Friedman, R. (1997). Individual differences in distributive and integrative negotiaton: The role of personality and cognitive ability. Paper presented at annual meeting of the Academy of Management, Boston.

Barry, B., & Crant, J.M. (1997). Dyadic communication relationships in organizations: An attribution/expectancy approach. Paper presented at annual meeting of the Academy of Management, Boston.

Barry, B., & Shapiro, D.L. (1997). Voice and procedural justice: Disentangling instrumental and non-instrumental explanations. Paper presented at annual meeting of the International Association for Conflict Management, Bonn, Germany.

Barry, B. (1996). Influence in workplace dyads: Development and test of a typology of tactics. XXVI International Congress of Psychology, Montreal. Abstract published in the *International Journal of Psychology*, 31(3): 81, 1996.

Barry, B., & Friedman, R.A. (1996). Revisiting the role of personality in negotiation: Distributive processes and outcomes. Paper presented at annual meeting of the International Association for Conflict Management, Ithaca.

Barry, B. (1996). Approaches to managing student involvement in classroom discussion. Organizational Behavior Teaching Conference, Keene, New Hampshire.

Barry, B., & Friedman, R.A. (1995). Team composition, group process, and group performance: The role of the Big Five. Paper presented at annual meeting of the Academy of Management, Vancouver.

Barry, B., & Bateman, T.S. (1995). Conflict in diversity management: A social traps analysis. Paper presented at annual meeting of the International Association for Conflict Management, Helsingør, Denmark.

Barry, B., & Watson, M.R. (1994). Dyadic social influence: A review and integration of conceptual and empirical developments. Paper presented at annual meeting of the Academy of Management, Dallas.

Barry, B., & Oliver, R.L. (1994). Affect in negotiation: A model and propositions. Paper presented at annual meeting of the International Association for Conflict Management, Eugene, Oregon.

Barry, B., & Stewart, A.C. (1993). Foundations of social order in management education: Social exchange and market exchange as competing value systems in U.S. business schools. Paper presented at the Society for the Advancement of Socio-Economics, New York City.

Barry, B. (1992). A conceptual model of dyadic social influence behavior in organizations. Paper presented at annual meeting of the Academy of Management, Las Vegas.

Stephens, C.U., & Barry, B. (1992). Class conflict in the organization: A critical essay and a research agenda. Paper presented at annual meeting of the Academy of Management, Las Vegas.

Barry, B. (1992). Dyadic social influence in negotiation: Development of a model of tactical behavior. Paper presented at annual meeting of the International Association of Conflict Management, Minneapolis.

Shapiro, D.L., Buttner, E.H., & Barry, B. (1991). Explanations: When are they judged adequate? Paper presented at annual meeting of the Academy of Management, Miami, and published in *Academy of Management Best Paper Proceedings*.

Received "Best Paper" award for the Power, Negotiation, and Conflict division of the Academy of Management in 1991.

Barry, B. (1991). Social innovation: An alternative perspective on social responsibility and performance. Paper presented at annual meeting of the Academy of Management, Miami.

Barry, B. (1990). The relational quality of managerial exchange: A model of transactional richness. Paper presented at annual meeting of the Southern Management Association, Orlando, and published in *SMA Proceedings*.

Barry, B., & Shapiro, D.L. (1990). Toward a reconceptualization of social influence in organizations. Paper presented at annual meeting of the Academy of Management, San Francisco.

Barry, B., & Crant, J.M. (1990). Correlates of labor-force externalization in growing firms. Paper presented at annual meeting of the Academy of Management, San Francisco.

Barry, B., & Bateman, T.S. (1989). Predictors of influence and exchange quality in managerial dyads. Paper presented at annual meeting of the Academy of Management, Washington, DC.

Barry, B., & Bateman, T.S. (1989). The information dilemma: A social trap approach to managerial information exchange. Paper presented at annual meeting of the Academy of Management, Washington, DC.

Barry, B. (1989). Information technology and organizational development. Symposium presentation at annual meeting of the Academy of Management, Washington, DC.

Barry, B. (1986). Trends in computer-based management communication. Annual meeting of the Management Communication Association, Durham, NC.

Invited Presentations/Lectures

2014

Melbourne Business School, University of Melbourne (Australia); University of Western Australia

2009

Middle Tennessee State University; Austin Peay State University; Volunteer State Community College

2008

Tennessee Employee Relations Research Association; Tennessee Library Association

2007

Ohio State University; Middle Tennessee State University; The Southern Festival of Books

2006

Melbourne Business School, University of Melbourne (Australia)

2005

Marshall School of Business, University of Southern California; Olin School of Management, Washington University (St. Louis)

2004

Queensland University of Technology (Brisbane, Australia); Griffith University (Brisbane, Australia); Frontiers in Social Psychology/Negotiation conference, Northwestern University

2003

Queensland University of Technology (Brisbane, Australia); Race-Wealth Disparities in 21st Century America Lecture Series, Vanderbilt University

2002

Universiteit voor Humanistiek, Utrecht (The Netherlands); Australian Graduate School of Management (Sydney, Australia); National Graduate School of Management (Canberra, Australia); Department of Psychology at the University of Melbourne (Australia); Business School of the University of Auckland (New Zealand); Fuqua School of Business, Duke University

2001

Department of Psychology, University of Virginia; Culture and Negotiation conference, Northwestern University; Department of Psychology, University of Amsterdam (The Netherlands)

2000

Darden Graduate School of Business Administration, University of Virginia

1999

Vanderbilt University School of Law

1998
Harvard University

1998
Research on Negotiation in Organizations conference, Duke University

1994
University of Tennessee, Knoxville

1991
University of South Carolina; University of Arizona; University of Illinois; Vanderbilt University; Clark University

1987
Duke University

Other Published Pieces (popular press, practitioner outlets, etc.)

Barry, B. (2000-2018). Contributing writer and blogger for the *Nashville Scene*, a weekly alternative newspaper in Nashville, Tennessee. Dozens of essays in print, hundreds of blog posts online.

Barry, B., & Bateman, T. (2015). Pluto scientists were masters of the long haul. *The Conversation*, July 24, 2015.

Barry, B. (2015). Is academic freedom a license to provoke without consequences? *The Conversation*, May 29, 2015.

Barry, B. (2015). Businesses' First Amendment rights don't extend to their employees. *Washington Post* (Monkey Cage blog), April 4, 2015.

Barry, B. (2010). Facebook, freedom and thin-skinned bosses. *CNN*, Nov. 22, 2010.

Barry, B. (2008). A loss for words. *Vanderbilt Business*, Spring 2008.

Barry, B. (2007). Workers should be free of restrictions on private behavior. *The Tennessean* (op-ed), July 8, 2007.

Barry, B. (2007). The collision of work and free speech. *Chicago Tribune*, July 4, 2007.

Barry, B. (2007). The Big Chill. *Publisher's Weekly*, May 21, 2007.

Barry, B. (2004). Why Kerry will be the next president. *Tennessee's Business*, 14(2): 12-15.

Barry, B. (2003). Introduction to Lifetime Achievement Award paper. *International Journal of Conflict Management*, 14: 1-2.

Barry, B. (2003). The paradox of freedom at work. *Owen@Vanderbilt* (alumni magazine), Vol. 23, No. 1 (Winter 2003), pp. 33-34.

Barry, B. (1996-2000). Columnist (monthly 1996-98; biweekly 1998-2000) on political, economic, and social issues for *In Review*, an alternative newspaper in Nashville, Tennessee. Published a total of 75 essays over four years.

Friedman, R., & Barry, B. (1999). Should you be a negotiator? *Owen Manager* (alumni magazine), Vol. 19, No. 2 (Summer 1999).

Reprinted in Lewicki, R.J., Barry, B., & Saunders, D.M. *Negotiation: Readings, Cases, and Exercises* (5th edition, 2007, 6th edition, 2011, 7th edition, 2015). Boston: McGraw Hill.

Barry, B. (1994). Workplace privacy: Whose right is it? *The Tennessean* (article) Feb. 6, 1994.

Barry, B. (1982). Tidewater's entertainment industry thrives despite economic slump. *The Tidal Times*, April, 1982.

LETTERS: *The New York Times* (April 15, 2009); *The New York Times* (Nov. 23, 2004); *The New York Times* (March 14, 1996); *The Wall Street Journal* (Sept. 1, 1993); *The Wall Street Journal* (July 20, 1992)

Teaching Cases

Barry, B. (2003). GTechnica-Accelmedia (a negotiation simulation). In Lewicki, R.L., Saunders, D.M., Minton, J.W., & Barry, B., *Readings, Exercises, and Cases in Negotiation*. Boston: McGraw-Hill Irwin.

Barry, B. (2003). Background note and teaching note for the Ken Griffey, Jr. case. In Lewicki, R.L., Saunders, D.M., Minton, J.W., & Barry, B., *Readings, Exercises, and Cases in Negotiation*. Boston: McGraw-Hill Irwin.

Professional Activities

Governance:

Advisory Board, International Association for Conflict Management (2009-present).

Division Chair, Conflict Management. Division, Academy of Management (2003-2004).

President, International Association for Conflict Management (2002-2003).

Program Chair, Conflict Management. Division, Academy of Management (2001-2002).

Professional Dev. Chair, Conflict Management. Division, Academy of Management (2000-2001).

Program Chair, International Association for Conflict Management (1999).

Representative-at-large, Conflict Management. Division, Academy of Management (1994-1995).

Editorial:

- Editor in Chief, *Business Ethics Quarterly* (2016-2021).
- Associate Editor, *Business Ethics Quarterly* (2009-2015; Senior Associate Editor, 2016).
- Associate Editor, *Negotiation and Conflict Management Research* (2010-2012).
- Advisory Board, *Oxford Research Encyclopedia of Business and Management* (2014-present)
- Editorial Board, *Work and Occupations* (2005-present).
- Editorial Board, *Negotiation and Conflict Management Research* (2006-2009 and 2012-present).
- Editorial Board, *Organizational Behavior and Human Decision Processes* (2007-2015).
- Editorial Board, *Social Psychological and Personality Science* (2009-2011).
- Editorial Board, *Business Ethics Quarterly* (2006-2009).
- Editorial Board, *Applied Psychology: An International Review* (2003-2006).
- Editorial Board, *International Journal of Conflict Management* (2003-2004).
- Editorial Board, *Academy of Management Review* (1997-2002).
- Board of Consulting Editors, *Journal of Personality and Social Psychology* (1998-2002).
- Guest Co-Editor, *International Negotiation*, special issue on "Ethics in Conflict Resolution" (2002).
- Guest Co-Editor, *Academy of Management Review* topic forum on "Change and Development" (2000).

Ad Hoc Journal Reviews:

- Academy of Management Journal
- Academy of Management Review
- Administrative Science Quarterly
- British Journal of Social Psychology
- Business Ethics Quarterly
- Current Directions in Psychological Science
- Group Decision and Negotiation
- Human Communication Research
- Human Relations
- International Journal of Conflict Management
- International Negotiation
- Journal of Applied Psychology
- Journal of Applied Social Psychology
- Journal of Business Ethics
- Journal of Experimental Psychology: Applied
- Journal of Experimental Social Psychology
- Journal of Management Inquiry
- Journal of Marketing
- Journal of Personality and Social Psychology
- Management Science
- Organizational Behavior and Human Decision Processes
- Organization Science
- Personality and Social Psychology Bulletin
- Social Influence
- Thunderbird International Business Review
- Work and Occupations

Other Reviews:

- Academy of Management Meetings (CM, SIM, and OCIS Divisions)
- International Association for Conflict Management Meetings
- International Association for Business and Society Meetings
- National Science Foundation (NSF)
- US-Israel Binational Science Foundation
- Marsden Fund proposal (New Zealand science foundation)
- Southern Management Association Meetings (OB and HR Tracks)
- HarperCollins (text prospectus)
- Routledge (text prospectus)
- South-Western (text prospectus)

Research Award Committees:

- Influential Article Award committee, Academy of Management CM Division, 2015.
- Chair, Influential Article Award committee, Academy of Management CM Division, 2013.
- Best Article Award committee, *Business Ethics Quarterly*, 2012.
- Influential Article Award committee, Academy of Management CM Division, 2011.
- Outstanding Publication in Organizational Behavior committee, 2008.
- Rubin Award committee, Int'l Assoc. for Conflict Management, 2004.
- Rubin Award committee, Int'l Assoc. for Conflict Management, 2002.
- Chair, Best Article Award committee, *Academy of Management Review*, 2001.
- Chair, Best Published Article/Chapter of the Year Award Committee, IACM, 1998.
- Best Article Award Committee, *Academy of Management Review*, 1998.
- Award Committee, Academy of Management CM Division, 1996-1997.
- Best Published Article/Chapter of the Year Award Committee, IACM, 1996.

Conference Activities:

- Symposium discussant, Academy of Management, 2018.
- Chair, panel of editors discuss publishing in business ethics. Society for Business Ethics, 2019.
- Participant, panel of editors on journal publishing, Academy of Management, 2016.
- Symposium co-chair, Academy of Management, 2015.
- Professional Development Workshop invited panelist, Academy of Management, 2015.
- Invited panelist, session on media and research, Academy of Management, 2015.
- Doctoral consortium faculty, CM Division, Academy of Management, 2014.
- Session chair, CM Division, Academy of Management, 2014.
- All-Academy symposium panelist, Academy of Management, 2011.
- Workshop faculty panelist, CM Division, Academy of Management, 2011.
- Workshop faculty panelist, International Association for Conflict Management, 2010.
- Workshop faculty panelist, Academy of Management, 2009.
- Doctoral consortium faculty, CM Division, Academy of Management, 2008.
- Symposium discussant, Academy of Management, 2008.
- Session chair, Society for Business Ethics, 2007.
- Symposium discussant, Academy of Management, 2006.
- Research incubator faculty, CM Division, Academy of Management, 2005.
- Doctoral consortium faculty, CM Division, Academy of Management, 2004.
- Session chair, International Association for Conflict Management, 2002.
- Session chair, CM Division, Academy of Management, 2001.
- Session chair, International Association for Conflict Management, 2001.
- Symposium chair, Academy of Management, 2000.
- Symposium chair, International Association for Conflict Management, 2000.
- Panel respondent, International Association for Conflict Management, 1999.

- Session chair, International Association for Business and Society, 1999.
- Doctoral consortium faculty, CM Division, Academy of Management, 1998.
- Discussant, International Association for Business and Society, 1998.
- Session facilitator, International Association for Conflict Management, 1998.
- Session chair, CM Division, Academy of Management, 1997.
- Session facilitator, International Association for Conflict Management, 1997.
- Panel chair, International Congress of Psychology, 1996.
- Session chair, CM Division, Academy of Management, 1996.
- Session facilitator, International Association for Conflict Management, 1996.
- Workshop facilitator, CM Division, Academy of Management, 1995.
- Academy of Management CM Research Workshop participant, 1995.
- Session chair, OCIS Division, Academy of Management, 1994.
- Session facilitator, International Association for Conflict Management, 1994.
- Discussant, Society for the Advancement of Socio-Economics, 1993.
- Session chair, CM Division, Academy of Management, 1993.
- Session chair, International Association for Conflict Management, 1992.
- Academy of Management OB/OMT Junior Faculty Workshop participant, 1992.
- Discussant, International Association for Conflict Management, 1992.

Teaching Experience

Vanderbilt University (1991-Present):

- Ethics in Business (MBA elective) (EMBA required)
- Negotiation (MBA elective)
- Controversies/Debates in Business, Management, and Society (MBA elective)
- Creativity and Crisis (upper-division undergraduate course, team taught)
- Technology, Media, Culture, and Society (undergraduate seminar)
- Mass Mediated Politics (upper-division undergraduate course, team taught)
- Power and Influence in Organizations (MBA elective)
- International Management Seminar (MBA elective)
- Social/Political/Org'l Issues in Electronic Commerce/the Internet (MBA elective)
- Leading Teams and Organizations (MBA core course)
- Organization Management and Human Resources (MBA core course)
- Project Team Management (MBA elective)
- Research Seminar in Organizational Behavior (doctoral seminar)
- Seminar on Theory Development in Organizational Research (doctoral seminar)
- Human Resources in Work Organizations (upper-level undergraduate course)

University of North Carolina at Chapel Hill (1988-1991):

- Organizational Behavior (upper-level undergraduate course)
- Oral Communication for Business (Executive MBAs and undergraduates)

Duke University (1984-1987):

- Managerial Computing (MBA core course)
- Managerial Communication (MBA core course; daytime and executive programs)

University of Virginia (1980-1981):

- Public Speaking (undergraduate course)

Dissertation Committees

- Redona Methasani (Ph.D., 2018, University of Connecticut)
- V.L. Roberts (Ph.D., 2015, University of Melbourne, Australia)
- Willis Jones (in progress, Dept. of Leadership and Policy, Vanderbilt U.)
- Erin Rehel (Ph.D., 2013, Dept. of Sociology, Vanderbilt U.)
- Adrienne Corn (Ph.D., 2013, Dept. of Leadership and Policy, Vanderbilt U.)
- David Oh (Ph.D., 2012, Owen School of Management, Vanderbilt U.)
- Jason Stansbury (Ph.D., 2011, Owen School of Management, Vanderbilt U.)
- David Touve [*chair*] (Ph.D., 2010, Owen School of Management, Vanderbilt U.)
- Kim Unertl (2009, Dept. of Biomedical Informatics, Vanderbilt U.)
- Wu Liu (Ph.D., 2008, Owen School of Management, Vanderbilt U.)
- Nathan Goates (Ph.D., 2008, Owen School of Management, Vanderbilt U.)
- Merideth Ferguson [*chair*] (Ph.D., 2007, Owen School of Management, Vanderbilt U.)
- Eric Habegger (Ed.D., 2006, Peabody College of Education, Vanderbilt U.)
- Leigh Anne Liu (Ph.D., 2004, Owen School of Management, Vanderbilt Univ.)
- Simon Tidd (Ph.D., 2001, Owen School of Management, Vanderbilt Univ.)
- Marietta Del Favaro (Ph.D., 2001, Peabody College of Education, Vanderbilt Univ.)
- Jeanine Miller (Ph.D., 1998, Department of Psychology, Vanderbilt Univ.)
- Pat Calhoun (Ph.D., 1998, Department of Psychology, Vanderbilt Univ.)
- Arlen Honts (Ph.D., 1997, Owen School of Management, Vanderbilt Univ.)
- Susan Lee (Ed.D., 1997, Peabody College of Education, Vanderbilt Univ.)
- John Gerdes (Ph.D., 1996, Owen School of Management, Vanderbilt Univ.)
- David Williamson (Ph.D., 1993, Department of Sociology, Vanderbilt Univ.)

University Service

Vanderbilt University:

- University Appellate Review Board (2011-present)
- Provost's Study Group on Immersion Vanderbilt (2014-present)
- Faculty Research Awards Review Committee (2015, 2016)
- Academic Planning Group for Education Technologies (2013)
- Board of Directors, Vanderbilt Student Communications (2012-2014; chair 2013-14)
- Coordinator, Culture and Creativity Workshop, Curb Center (2011-12)
- Curb Center Faculty Task Force on the Creative Campus (2009-12)
- Chair, Faculty Search in Creative Enterprise and Public Leadership (2008-09)
- Environmental Sustainability Mission Statement Working Group (2008)
- Chair, Vanderbilt University Faculty Senate (2007-08); Chair-elect (2006-07); Past Chair (2008-09)
- Vanderbilt Chancellor Search Advisory Committee (2007).
- Board of Directors, Vanderbilt Student Communications (2006-09; chair 2007-2009)
- Vanderbilt University Faculty Senate (2005-06)
- Core Faculty, Interdisciplinary Program in Social Psychology (1995-2007)
- Graduate Faculty Council and its Student Affairs Committee (1998-2004)
- Faculty for Cal Turner Program professional ethics retreat (2002)
- Co-Vice Chair, Graduate Faculty Council (2001-02)

- Committee to Review the Graduate School (2000-01)
- Chancellor's Task Force on Sweatshops (2001)
- Faculty Senate Committee on External Affairs (2000-present)
- Minority Faculty Recruitment/Retention Committee (1999-2000)
- Ad Hoc Committee on Graduate Education (1999-2000)
- Faculty Advisory Board, Cal Turner Program in Moral Leadership (1998-2001)
- Vanderbilt Community Affairs Board (1998-1999)
- Participant, Faculty Seminar on Poverty and Welfare in Public Policy (1996-97)
- Faculty Search Committee, HRD Department at Peabody College (1996)
- Advisory Committee, VUMC Center for Patient Care Innovation (1991-92)

Owen Graduate School of Management:

- Chair, Faculty Search in Organization Studies (2018)
- COACHE Survey Owen Study Group (2016-17)
- Chair, Faculty Working Group on Critical Thinking in the MBA Curriculum (2015)
- Chair, Faculty Search in Organization Studies (2013-14)
- Owen Strategy Task Force on the MBA Program (2013-14)
- MBA Program Committee (2010-present)
- Chair, Faculty Search in Organization Studies (2011-12)
- Faculty Bylaws Committee (2010-2012)
- Accelerator Program Committee (2009-10)
- PhD Program Committee/Area PhD Program Coordinator (1994-2004; 2006-2011)
- Organization Studies Faculty Search Committee Chair (2006-07)
- Media and Entertainment Planning Committee (2006-07)
- EMBA Curriculum Review Committee (2005-06)
- Research Committee (2004)
- Faculty Advisor, HROMA (MBA student organization) (1994-98)
- Coordinator, Organization Studies Roundtable (1996-97)
- Organization Studies Faculty Search Committees (1991-97)
- Delivered MBA orientation workshop on the case method (1996, 1997)
- Committee on Instruction - MBA Program (1992-1996)
- Developed/delivered MBA orientation workshop on group work (1993-95)
- MBA Orientation Committee (1993)
- Ad hoc committee on management communication in the MBA program (1993)
- MBA Admissions Committee (1991-93)

Professional Affiliations

- Academy of Management.
- Society for Business Ethics.
- International Association for Conflict Management.
- International Association for Business and Society.

Media

My research and writing has received coverage in these outlets:

PRINT/WEB:

The New York Times, The Wall Street Journal, Business Week, Fortune, The Guardian (UK), National Post of Canada, Huffington Post, Kansas City Star, St. Louis Post Dispatch, Fort Worth Star-Telegram, Associated Press, Knight Ridder news service, Gannett News Service, Newhouse News Service, MSNBC.com, Fast Company, Conference Board Review, Psychology Today, Business Insider, Entrepreneurship Magazine, The Tennessean, Nashville Scene, Nashville City Paper, Mobile Press Register, Bismarck Tribune, Colorado Springs Gazette, Booklist, Choice, Forward, Midwest Book Review, The Conversation, Futurity.

BROADCAST:

C-SPAN Book TV, Nashville Public Television, Air America Radio, WNYC New York, WBUR Boston, KERA Dallas, KMOX St. Louis, KCUR Kansas City, KGNU Boulder/Denver, Wisconsin Public Radio, KPFA Berkeley, WOSU Columbus, KTKK Salt Lake City, KPCW Park City, WPKN Bridgeport/ WPKM Montauk, KWGS Tulsa, KLPW Washington (Mo.), KCBX San Luis Obispo, KSFR Santa Fe, KEEL Shreveport, WBAA West Lafayette (Ind.), WXXI Rochester, WAQI Hartford, KVON Napa, Calif., Greenstone Media (syndicated), Accent Radio Network (syndicated), Catholic Channel on SIRIUS Satellite, Lime Radio on SIRIUS Satellite. "1A" on National Public Radio.

Interviews/quotes/appearances on subjects related to my teaching and research:

The New York Times, Wall Street Journal, Los Angeles Times, Chicago Tribune, USA Today, Atlanta Journal-Constitution, Rocky Mountain News, Miami Herald, Salt Lake Tribune, Huffington Post, Business Week, Bloomberg BNA, Forbes, Time, The Times of London, Christian Science Monitor, Expansión (Spain), Libération (France), HR Magazine, Workforce Magazine, National Employment Business Weekly, Chronicle of Higher Education, St. Petersburg Times, Orlando Sentinel, The Tennessean, Nashville Banner, Nashville Business Journal, Nashville Scene, Nashville City Paper, Chattanooga Pulse, Jackson Sun, Huntsville Times, Franklin Review-Appeal, Glamour, Florida Trend Magazine, Professional Car Washing and Detailing Magazine, CNN.com, CNN radio, NPR.org, CBS News, MSNBC.com, Reuters, Fox Business News, Gannett News Service, Associated Press, Bloomberg News, WBEZ radio (Chicago NPR affiliate), WTVF-TV (Nashville's CBS affiliate), WKRN-TV (Nashville's ABC affiliate), WSMV-TV (Nashville's NBC affiliate), WLAC Nashville, WSM Nashville, WKLD Dallas, WAOI San Antonio, Metro Networks (syndicated radio), America's Workforce (syndicated radio), Indie Talk on SIRIUS Satellite.

Honors and Awards

teaching:

- Dean's Award for Teaching Excellence, Owen School of Management (2001).
- Finalist, Webb Teaching Award, Owen School of Management (1997).
- Dean's Award for Teaching Excellence, Owen School of Management (1994).

research:

- Best Paper Award, Academy of Management Conflict Management. Division (2008).
- Associate Fellow, Robert Penn Warren Humanities Center, Vanderbilt Univ. (1998-99).
- Best Paper Award, Academy of Management Conflict Management. Division (1991).
- Best Doctoral Student Paper Award, Southern Management Association (1990).

other:

- President, Business School Ph.D. Association, UNC-Chapel Hill (1989-1990).
- DuPont Fellowship for graduate study, University of Virginia (1980-1981).
- Echols Scholar, University of Virginia (1975-1980).

Consulting/Executive Education

- Negotiation training, Leadership Vanderbilt.
- Negotiation training, Bank Administration Institute executive program.
- Consultant, Negotiation Simulator project, McGill University, Montreal, Canada.
- Business plan evaluation, YEI executive education program, UNC-Chapel Hill.
- Presentation consulting, Reliance Insurance Company.
- Telecommunications, financial management seminar, Chase Manhattan Bank.
- Managerial communication program, IBM Corporation, Research Triangle Park, NC.

Boards, Commissions, and Such

- National Board Member, American Civil Liberties Union (2015-present).
- Board Member, International Business Ethics Institute (2012-present).
- Board Member, Walk Bike Nashville (2019-present).
- State Affiliate Board Member, ACLU of Tennessee (1993-present).
- President, ACLU of Tennessee (1999-2009); Treasurer (2009-2013)
- Commissioner, Nashville Metropolitan Human Relations Commission (1995-1997).
- Board Co-Chair, Nashville Peace and Justice Center (1993).
- Member, Board of Directors, National Collegiate Conference Association (1979-1983).

Work Experience from Prior Lives

- Manager of Computer Services, Duke University, Durham, NC (1986-1987)
- Data Processing Specialist, Duke University, Durham, NC (1982-1986)
- Assignment Editor and Reporter, Radio Station WLEE, Richmond, VA (1981).
- Anchor/Reporter, The Virginia Radio Network, Charlottesville, VA (1980-81).