

January, 2017

RICHARD COUGHLAN

Robins School of Business
University of Richmond
Richmond, VA 23173
804-289-8556
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EMPLOYMENT

Robins School of Business, University of Richmond

Associate Professor of Management (with tenure)	2004 – present
Senior Associate Dean	2008 – 2015
Director, Reynolds Graduate School of Business	2004 – 2015
Executive Director, Executive Education	2004 – 2015
Associate Dean for Graduate and Executive Programs	2004 – 2008
Assistant Professor of Management	1998 – 2004

Eller School of Management, University of Arizona

Graduate Assistant, Department of Management	1993 – 1998
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The Pebble Beach Resorts (Pebble Beach, CA)

Sales Manager	1990 – 1993
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Hyatt Hotels & Resorts (Monterey, CA)

Sales Manager	1989 – 1990
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EDUCATION

Ph.D. University of Arizona Major: Management (Judgment and Decision Making) Minors: Psychology and Marketing	1998
M.S. University of Arizona Major: Management	1997
MBA University of Arizona	1996
B.S. University of Virginia Major: Commerce	1989

PUBLICATIONS & PRESENTATIONS

Academic Journal Articles

Bosse, D.A. & Coughlan, R. (2016) "Stakeholder relationship bonds." *Journal of Management Studies*, 53(7), 1197-1222.

Coughlan, R. & Connolly, T. (2008) "Investigating unethical decisions at work: Justification and emotion in dilemma resolution." *Journal of Managerial Issues*, 20(3), 348-363.

New, J.R., Clawson, J., Hoyle, J.B., & Coughlan, R. (2008) "How course portfolios can advance the scholarship and practice of management teaching." *Journal of Management Education*, 32(1), 8-22.

Shield, S. & Coughlan, R. (2007) "Designing the MBA of tomorrow." *Design Management Review*, 18 (3), 55-62.

Coughlan, R. (2005). "Codes, values, and justifications in the ethical decision-making process." *Journal of Business Ethics*, 59(1), 45-53.

Coughlan, R. (2005). "Employee loyalty as adherence to shared moral values." *Journal of Managerial Issues*, 17(1), 43-57.

Coughlan, R. (2003) "Hotel managers' predictions of satisfaction with unexpected outcomes." *Journal of Hospitality and Tourism Research*, 27(2), 254-261.

Coughlan, R. & Connolly, T. (2001). "Predicting affective responses to unexpected outcomes." *Organizational Behavior and Human Decision Processes*, 85(2), 211-225.

Coughlan, R. (2001). "An analysis of professional codes of ethics in the hospitality industry." *International Journal of Hospitality Management*, 20(2), 147-162.

Ordonez, L., Connolly, T., & Coughlan, R. (2000). "Multiple reference points in satisfaction and fairness assessment." *Journal of Behavioral Decision Making*, 13(3), 329-344.

Coughlan, R. (1999). "Toward a conflict-free compensation system: Lessons in hospitality." *Business and Society Review*, 104(4), 355-365.

Connolly, T., Ordonez, L., & Coughlan, R. (1997). "Regret and responsibility in the evaluation of decision outcomes." *Organizational Behavior and Human Decision Processes*, 70, 73-85.

Book Chapters

Coughlan, R. (2008). "Employee loyalty as adherence to shared moral values." In Sangeetha, K. *Employee Loyalty: An Introduction*. Icfai Press, Mumbai, India.

Feldman, J. & Coughlan, R. (2001). "Annotated readings and bibliographic outline of resources on college teaching." In Prieto, L.R. & Meyers, S.A. *The Teaching Assistant Training Handbook*. New Forums Press: Stillwater, OK.

Articles in Magazines, Editorial Essays and Letters to the Editor

Coughlan, R. (2009). "Loyalty as Attitude and Action: Promoting Values-Based Decision Making." *Effective Executive*, October.

Coughlan R. & Daniels, E. (2008). "Innovation and Creativity in the MBA Curriculum: A Progress Report." *MBA Innovation*, Summer, 14-19.

Coughlan, R. (2008). "These globalization pros could teach a business class." *Richmond Times-Dispatch*, July 6, p. D4.

Coughlan, R. (2007). "College applications produce guilty admissions" *The Wall Street Journal*, April 17, B15.

Coughlan, R. (2003). "Demystifying Business Ethics." *Successful Meetings*, May, p.33.

Coughlan, R. (2001). "Difficult Choices: Colleges Could Make Honor Codes More Effective." *Richmond Times-Dispatch*, July 9, 2001, p.A9.

Coughlan, R. (2001). "Honor and Integrity on Campus." *University of Richmond Magazine*, 63(2), p.47.

Coughlan, R. (December, 1999), "Loop: Fast Company's Community Pages." *Fast Company*, Vol. 30, p.39.

Academic Conference Presentations

Coughlan, R. (2007). Panelist, "Career management options in part-time MBA programs." GMAC MBA Annual Leadership Conference, St. Petersburg, FL, February 2.

Coughlan, R. (2006). Session Chair, "Management education as a personal journey to leadership." Academy of Management Annual Conference. Atlanta, August 14.

Coughlan, R. (2006). "International program models in part-time MBA programs." GMAC/MBA Leadership Conference, Dallas, February 3.

Coughlan, R. (2005). Moderator, "Leadership challenges facing corporate society." University of Richmond, October 11.

Coughlan, R. (2004). "Values, codes and justifications." International Conference on Voluntary Codes of Conduct for Multinational Corporations: Promises and Challenges. New York, May 12-15.

Coughlan, R. (2002). Session chair, "Workplace issues." Annual Meeting of the Society for Business Ethics, Denver.

Coughlan, R. (2002). Panelist, "Ethics after Enron." Jepson Leadership Forum, University of Richmond.

Coughlan, R. (2001). "A compatibility model of ethical decision making." Annual Meeting of the Society for Business Ethics, Young Scholars Forum, Washington.

New, J.R., Clawson, J., & Coughlan, R. (2000). "The course portfolio: A tool for improving OB teaching, scholarship, and practice." Organizational Behavior Teaching Conference, Carrollton, GA.

Coughlan, R. & Connolly, T. (1999). "Predicting affective reactions to unexpected outcomes." Annual Meeting of the Society for Judgment and Decision Making, Los Angeles.

Ordonez, L., Connolly, T. & Coughlan, R. (1998). "Multiple reference points in pay satisfaction assessment." Behavioral Decision Research in Management Conference, Miami.

Connolly, T., Ordonez, L. & Coughlan, R. (1996). "Regret and responsibility in the evaluation of decision outcomes." Annual Meeting of the Society for Judgment and Decision Making, Chicago.

COURSES TAUGHT (University of Richmond only)

Legal, Social and Ethical Responsibilities of Business	(Undergraduate, MBA)
Bargaining and Negotiation in Organizations	(Undergraduate, MBA)
Organizational Behavior	(Undergraduate, MBA)

PROFESSIONAL SERVICE

Editorial Board member <i>Journal of Management</i>	2003 – 2008
Advisory Group member (Chairperson, 2007-2008) GMAC - MBA Leadership Conference	2006 - 2008
Executive Board member ACG-Richmond	2012 – present
InnerWill	2013 – present
Richmond Venture Forum	2009 – 2012
Society for Judgment and Decision Making	2003 – 2004
Judge SBA Entrepreneur of the Year (Richmond District)	2009
Greater Richmond's "Companies to Watch"	2009

Best Places to Work (Richmond Magazine)	2005, 2007
Ad-hoc reviewer	
<i>Academy of Management Journal</i>	2009 - 2012
<i>Journal of Personality and Social Psychology</i>	2005 - 2012
<i>Journal of Applied Psychology</i>	2001 - 2012
<i>Journal of Business Ethics</i>	2000 - 2012
<i>Organizational Behavior and Human Decision Processes</i>	2004
<i>Journal of Managerial Issues</i>	2003
<i>Academy of Management Review</i>	2002
<i>Journal of Management</i>	2001 - 2002
<i>Journal of Applied Behavioral Sciences</i>	1999
Conference reviewer	
Academy of Management Annual Meeting	2004, 2006
Society for Business Ethics Annual Meeting	2003
Textbook reviewer	
Houghton-Mifflin	
South-Western College Publishing	
Thomson/Wadsworth	
Wiley & Sons Publishing	
Pearson, Inc.	

UNIVERSITY SERVICE

University-wide Committees (University of Richmond)

Member, Faculty Athletic Committee	2016 - present
Member, Search Committee for Dean of Admissions	2009
Member, University Strategic Plan Working Group	2008
Member, Search Committee for VP Business & Finance	2008 - 2009
Member, University Senate	2004 - 2015
Co-chair, Donchian Grant Ethics Program Committee	2006 - 2008
Member, Richmond Council	2005 - 2008
Member, Corporate Partners Advisory Group	2005 - 2008
Member, General Education Committee	2003 - 2006
Member, Program for Enhancing Teaching Effectiveness	2000 - 2006

School of Business Committees (University of Richmond)

Graduate Council	2004 - 2015
Watts Lecture Series (Director 2004-2006)	2004 - 2008
International Business Committee	2002 - present
Tenure and Promotion Committee (Chair 2005-2007)	2004 - 2007
Strategic Planning Committee	2004 - 2007
Master of Accountancy Program Steering Committee	2005 - 2006
Marketing and Communications Committee	2004 - 2006
Curriculum Committee	2004 - 2006

Robins School Dean Search Committee	2004 - 2005
W. David Robbins Chair Search Committee	2004 - 2005
Student Affairs Committee	1999 - 2001
Faculty Advisor to Robins School Honor Council	1999 - 2001
MBA Task Force Committee	1999 - 2000

Additional Service Activities (University of Richmond)

Invited Lecturer, “Ethical Decision Making” at Universidad de Deusto (San Sebastian, Spain)	2010
Member, Board of Directors, Venture Forum	2009 - 2012
Speaker, UR First Year Roadmap Program	2008 - present
Facilitator, UR Alumni Association Executive Committee	2008
Presenter at UR Family Weekend	2006 – 2014
Participant, UR President’s Working Group	2005
Facilitator, UR Alumni Chapter Leaders	2005
Invited Facilitator, “Building an Ethics Curriculum” at Universidad Catolica de Argentina (Buenos Aires)	2004
Facilitator, UR President’s Council of Emerging Leaders	2004
VFIC Campus Coordinator for Ethics Initiatives	2000 - 2004
Co-chair, Virginia Conference on Honor and Integrity	2000
Faculty Advisor to University Ethics Bowl Team	1999 - 2004

ACADEMIC AWARDS

University of Richmond

Distinguished Educator Award	2004
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Robins School of Business

Award for Outstanding Scholarly Activity	2002
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Research Awards

Summer Research Grant	2003
Summer Research Grant	2002
Summer Research Grant	2001
Junior Faculty Research Leave	2001
Summer Research Fellowship	2000
Summer Research Fellowship	1999

SELECTED EXTERNAL ENGAGEMENTS

ACEC – Virginia
Agilent Technologies
Alfa Laval US
Altria
CarMax
Cherry Bekaert
Chesterfield County Police Department

Datastream Systems
DuPont
ECS Limited, Inc.
English Construction
FBI National Academy Alumni Association
Genworth Financial
Hourigan Construction
LandAmerica Financial
Leo Burnett
The Martin Agency
Media General
Meeting Planners International
National Association of Local Government Auditors
Philip Morris USA
Professional Convention Management Association
Virginia Association of Realtors
Virginia Bankers Association
Virginia Housing Development Authority
Virginia Police Chiefs Foundation
Virginia Transportation Construction Alliance
World Access, Inc.

PRESS CITATIONS

American Medical News
BusinessWeek
Christian Science Monitor
National Public Radio
Pittsburgh Post-Gazette
Richmond Magazine
Richmond Times-Dispatch
The Daily Progress (Charlottesville)
The Hartford Courant
The Los Angeles Times
The Virginian-Pilot (Norfolk)
The Wall Street Journal
The Washington Post
Virginia Business
WRVA Radio (Richmond)
WTVR-TV (CBS-Richmond)
WWBT-TV (NBC-Richmond)

PROFESSIONAL AFFILIATIONS

Member, Academy of Management
Member, American Psychological Association
Member, Association for Corporate Growth