

REGINALD A. BRUCE, PH.D.

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EDUCATION

University of Michigan
Ph.D. in Organizational Psychology (1989)

University of California, Irvine
BA in Psychology (1981)

EXPERIENCE

1993-
present **Associate Professor of Management**
Department of Management
College of Business
University of Louisville (Louisville, Kentucky)

Directed the International MBA Programs (Athens, Singapore, Panama City, and Hong Kong) from March 2000 until January 2003. Coordinated the Undergraduate Management Major program (September 1997 until July 2000). Course lead for Management 301 – business core (2009-present).

- Undergraduate Courses Taught at UofL:
 - Images of Leadership
 - Professional Skills for Managers
 - Careers in a Changing World
 - Principles of Management and Organizational Behavior
 - Advanced Organization Behavior
- Graduate Courses Taught at UofL:
 - Ph.D. Seminar in Measurement and Structural Equation Modeling
 - Pre-MBA Module in Management
 - Pre-MBA Module in Statistics
 - Organizational Behavior and Leadership
 - Organizational Change and Development
 - Managing Creativity and Innovation
 - The Business Environment
 - Group Dynamics
 - Developing High Performing Systems

Notable community and university responsibilities:

- Faculty Representative, *University Residency Review Committee*. 2012 to present. As the sole faculty member on this committee, I review all student appeals regarding their residency status.
- Facilitator, *Rico's Roundtable*. This community collaboration involving Jefferson County Public Schools, Big Brothers Big Sisters, the Lincoln Foundation, Humana, Ford, General Electric, Seven Counties, and alumni chapters of African American fraternities and sororities was created to develop and implement actions that close the achievement gap between majority and minority students. 2009-present.
- Board member (Secretary), *Big Brothers Big Sisters Kentuckiana*. 2009-present.

- Co-Chair, Citizens for Better Judges (1995-present). I help to guide this community group reviewing and endorsing candidates in all judicial races in Jefferson County.
- Commissioner, Metro Louisville's *Citizens Commission on Police Accountability*. Appointed April 2003 and served through 2008.
- University Project Coordinator (2000-2006), *The Collaborative: Greater Louisville Business School Network for Urban Development*. This initiative connects urban businesses with consultant teams from MBA programs at the local universities. My role was to provide oversight to the overall effort, work with local business school administrators and faculty, and be the primary spokesperson for the program.
- Facilitated system-wide improvement activities for the Planning and Coordinating Committee overseeing *Jefferson County District and Circuit Courts* (1999 – 2000).
- Process Manager for the *Jefferson County Governance Task Force* (1994-1996). Designed and steered the 156-person task force that subsequently led to the City/County merger plan signed into law March 21, 2000.
- Program Evaluator for the federally-funded Housing and Neighborhood Development Strategies (*HANDS*) project (1994-1996).
- Board Member (Chair HR Committee), *Center for Women and Families* (2003-2009).
- Board Member & Treasurer, *University of Louisville University Club* (2003-2007).
- Board Member, *Public Radio Partnership* (1994-2001)
- Member, *Community Investment Cabinet, Metro United Way* (1997-2003).
- 2000 Class of *Leadership Louisville*.

Awarded College of Business and Public Administration Outstanding Researcher Award for 1994-1995. Awarded Management Department Outstanding Researcher Award for 1994–1995. Promoted to Associate Professor with Tenure in 1997.

1989-
1993 **Assistant Professor of Organizational Behavior**
Department of Management
College of Business Administration
University of Cincinnati (Cincinnati, Ohio)

1985-1989 **Research Psychologist**
Personnel Systems Research Department
Navy Personnel Research and Development Center (San Diego, California)

RESEARCH

Works in Progress

Bruce, R. *Transformational leadership in U.S. congregations: An extension of prior research.*

Bruce, R., Norton, W., & Scott, S. *Profiling Congregation Leaders: A study of relational demography.*

Sinclair, R., & Bruce, R. *The first step toward a theory of the entrepreneurial career.*

Articles

- Scott, S., & Bruce, R. (1998). Following the leader in R&D: The joint effect of subordinate problem-solving style and leader-member relations on innovative behavior. *IEEE Transactions on Engineering Management*, 45, 3-10. Received the 1998 Second Runner-up Engineering Management Society Transaction Publication Award.
- Scott, S., & Bruce, R. (1995). Decision-making style: The development and assessment of a new measure. *Educational and Psychological Measurement*.
- Bruce, R., & Scott, S. (1994). Varieties and commonalities of career transitions: Louis' typology revisited. *Journal of Vocational Behavior*, 45, 17-40.
- Scott, S., & Bruce, R. (1994). The influence of leadership, individual attributes, and climate on innovative behavior: A model of individual innovation in the workplace. *Academy of Management Journal*, 37, 580-607.

Paper Presentations

- Bruce, R. (November 2012) *Members' Perceptions of their Congregation's Leader: Is Being Similar Always Better?* Paper presented at the Annual Meeting of the Religious Research Association.
- Bruce, R. (July 2011) *Leading Effective and Economically-Viable Congregations*. Paper presented at the 31st Annual Meeting of the International Society for the Sociology of Religion.
- Bruce, R. (October 2010) *Leadership Across Generations: A Legitimate Diversity issue in U.S. Congregations*. Paper presented at the Annual Meeting of the Religious Research Association.
- Bruce, R. (June 2009) *Servant and Transformational Leadership in US Congregations*. Paper presented at the 30th Meeting of the International Society for the Sociology of Religion.
- Bruce, R., & Sinclair, R., (June 2009) Exploring the Psychological Hardiness of Entrepreneurs. Paper presented at the 2009 Babson College Entrepreneurship Research Conference.
- Sinclair, R., & Bruce, R., (June 2009) *Determining Entrepreneurial Commitment in the Pre-Entrepreneur*. Paper presented at the 2009 Babson College Entrepreneurship Research Conference.
- Meek, W., & Bruce, R. (November 2007) *Do career reasons have an impact on nascent entrepreneurs: Effect of career reasons on entrepreneurial intensity?* Paper presented at the Annual Meeting of the Southern Management Association.
- Mittiness, C., Meek, W., Baucus, M., & Bruce, R. (November 2007) *Impact of fear of failure on intention to create an independent or franchise business*. Paper presented at the Annual Meeting of the Southern Management Association.
- Bruce, R. (July 2007) *Congregations with a Strong Vision and Sense of Direction: The Interplay Between Leadership and Attendees*. Paper presented at the 29th Conference of the International Society for the Sociology of Religion, Leipzig, Germany.

- Bruce, R. (2006) *Congregational Leadership and Communication Practices: How do Leaders Inspire a Shared Vision?* Paper presented at the Annual Meeting of the Religious Research Association, Portland, OR, October.
- Bruce, R. (2006) *The Impact of Leadership on Organizational Performance: Revisiting Close Versus Distant Leadership.* Paper presented at the 2006 Meeting of the Association for Psychological Science, New York, May.
- Bruce, R. (2005) *Leadership in High Performing Congregations: Uncovering the Secrets of Success.* Paper presented at the Annual Meeting of the Religious Research Association, Rochester, NY, October.
- Bruce, R. (2005) *Transforming U.S. Congregations: The Impact of Leadership on Congregational Vitality.* Paper presented at the 2005 Meeting of the American Psychological Society, Los Angeles, May.
- Bruce, R. (2004) *Leadership Practices across Denominational Families.* Paper presented at the 2004 Meeting of the Association for the Sociology of Religion, San Francisco, August.
- Bruce, R. (2004) *Leadership's Impact on Followers' Perceptions and Behaviors: Some Surprising Results.* Paper presented at the 2004 Meeting of the American Psychological Society, Chicago, May.
- Bruce, R., Domicone, H., & Gerhardt, A. (2001) *A Reassessment of Hofstede's Typology for Current Cultural Comparisons.* Presented at the 2001 International Decision Science Institute meeting, July, Singapore.
- Bruce, R. (2000) *Creating High Performance Companies in the New Millennium.* Presented at the Asia Pacific Management Centre Senior Executive Seminar, August, Singapore.
- Bruce, R. (2000) *Managing in a Dot.com / High Tech Workplace.* Presented at the Asia Pacific Management Centre Senior Executive Seminar, September, Singapore.
- Bruce, R. (1999). *Student portfolios and management education: A faculty-driven approach.* Invited address presented at the 1998 AACSB Undergraduate Program Seminar, St. Louis, MO, January 1999.
- Bruce, R. (1997). *Using the Internet to facilitate learning in the college classroom.* Invited address presented at the 1997 AACSB Continuous Improvement Symposium, San Diego, CA, September 1997.
- Bruce, R. (1997). *Change in the coming millennium.* Invited address presented at the National Convention of the American Red Cross, Louisville, KY.
- Bruce, R. (1997). *Internet technologies in the university classroom: Extending the reach of learning.* Invited address presented at the International Education Conference, Haagse Hogeschool, The Hague, Netherlands.
- Bruce, R., Bracker, J., & Pearson, J. (1994). *Worker obsolescence: Preparing oneself for technological changes.* Paper presented at the IEEE International Engineering Management Conference.

- Scott, S., & Bruce, R. (1994). *Creating innovative behavior among R&D professionals: The moderating effect of leadership on the relationship between problem-solving style and innovation*. Paper presented at the IEEE International Engineering Management Conference.
- Bruce, R., & Scott, S. (1993). *Responses to Long-Term Unemployment: Developing a Model of the Unemployment Experience*. Paper presented at the Annual Convention of the American Psychological Society, Chicago, IL.
- Bruce, R., Domicone, H., & Headrick, A. (1993). *Integrating cross-cultural issues, management practice, and economic theory: New challenges for education and research*. Paper presented at the Midwest Academy of Management Meeting, Indianapolis, IN.
- Scott, S., & Bruce, R. (1992). *Predicting innovative behavior: Assessing the joint effects of job type, individual characteristics, and context*. Paper presented at the National Academy of Management Convention, Las Vegas, NV.
- Bruce, R., Domicone, H., & Montanari, J. (1991). *International dimensions of management: A discussion of Hofstede's "HERMES" instrument for cross-cultural analysis*. Paper presented at the National Academy of Management Convention, Miami Beach, FL.
- Bruce, R., & Scott, S. (1991). *The moderating effect of decision-making style on the turnover process: An extension of previous research*. Paper presented at the Annual Convention of the American Psychological Society, Washington, DC.
- Bruce, R. (1991). *Moderation in the career transition cycle*. Paper presented at the 34th Meeting of the Midwest Division Academy of Management, Cincinnati, OH.
- Bruce, R., & Russell, G. (1991). *The post-resignation survey: An untapped resource for studying turnover*. Paper presented at the 34th Meeting of the Midwest Division Academy of Management, Cincinnati, OH.
- Bruce, R. (1989). *The career transition cycle: Are we going in circles?* Paper presented at the National Academy of Management Convention, Washington, DC.
- Bruce, R., & Burch, R. (1988). *Toward the development of a comprehensive model of military officer retention*. Paper presented at the 96th Annual Convention of the American Psychological Association, Atlanta, GA.
- Bruce, R. (1986). *Gender differences in the career decisions of Navy officers*. Paper presented at the 94th Annual Convention of the American Psychological Association, Washington, D.C.
- Bruce, R. (1985). *Turnover reassessed: A question of method and theory*. Paper presented at the 93rd Annual Convention of the American Psychological Association, Los Angeles, CA.
- Brown, D., & Bruce, R. (1985). *A sociotechnical approach to the improvement of software development*. Paper presented at the AT&T Software Quality Symposium, Holmdel, NJ.

Technical Reports

- Bruce, R. (1996). *Housing and Neighborhood Development Strategies: Program Review and Evaluation*. Louisville, KY: Urban Studies Institute.
- Bruce, R. (1995). *HANDS 1994: Year Two in Review*. Louisville, KY: University of Louisville, Center for Urban and Economic Research.

- Bruce, R. (1994). *HANDS/Louisville Urban League 1993 Computer Training Program: Post-Program Summative Assessment*. Louisville, KY: University of Louisville, Center for Urban and Economic Research.
- Bruce, R. (1994). *HANDS 1994 City HOMEownership Fair—A Review and Evaluation*. Louisville, KY: University of Louisville, Center for Urban and Economic Research.
- Morrison, R., Bruce, R., & Conroy, A. (1992). *An annotated bibliography of retention in civilian and military settings* (NPRDC TR 92-4). San Diego, CA: Navy Personnel Research and Development Center.
- Bruce, R. (1991). *The career transition cycle: Antecedents and consequences of career events* (NPRDC TR 91-8). San Diego, CA: Navy Personnel Research and Development Center.
- Bruce, R., Russell, G., & Morrison, R. (1991). *Officer career development: The post-resignation survey* (NPRDC TN 91-6). San Diego, CA: Navy Personnel Research and Development Center.
- Bruce, R. (1989). *Officer career development: Fleet perceptions of the aviation duty officer program* (NPRDC TN 89-25). San Diego, CA: Navy Personnel Research and Development Center.
- Bruce, R., & Burch, R. (1989). *Officer career development: Modeling married aviator retention* (NPRDC TR 89-11). San Diego, CA: Navy Personnel Research and Development Center.
- Bruce, R., Burch, R., & Russell, G. (1989). *Officer career development: Cross-sectional sample--Fiscal Years 1986/1987 data* (NPRDC TN 89-24). San Diego, CA: Navy Personnel Research and Development Center.
- Burch, R., Bruce, R., & Russell, G. (1989). *Officer career development: Longitudinal sample--Fiscal Years 1986/1987 data* (NPRDC TN 89-25). San Diego, CA: Navy Personnel Research and Development Center.
- Burch, R., Bruce, R., & Russell, G. (1989). *Officer career development: Longitudinal sample--Fiscal Year 1982 data* (NPRDC TN 89-26). San Diego, CA: Navy Personnel Research and Development Center.

DOCTORAL DISSERTATION COMMITTEES

Member, Robert Sinclair “*Creating an Entrepreneurial Frame of Mind*”

- University of Louisville
- Successfully defended, April, 2012

Member, Mathusami Kumaran “*The Outcome of Affirmative Action in Stage Government Workforce: An Evaluation of Kentucky’s Affirmative Action Plan*”

- University of Louisville
- Successfully defended, December, 2002

Member, Rob L. Mullins “*The University in the Community: Town and Gown Partnerships for Renewing America’s Neighborhoods*”

- University of Louisville
- Successfully defended, Spring, 1996

Member, Susanne G. Scott "*The Influence of Climate Perceptions on Innovative Behavior: A Model of Individual Innovation in the Workplace*"

- University of Cincinnati
- Finalist for the ORSA/TIMS Best Dissertation Award, Fall 1992
- Successfully defended, Winter, 1993

Member, Mary Uhl-Bien "*Teamwork of the Future: An Investigation into Team Characteristics and Performance of Professional Work Teams in Knowledge-Based Organizations*"

- University of Cincinnati
- Winner of the Irwin Foundation Doctoral Fellowship in Business and Economics
- Successfully defended, Spring, 1991