

Robert L. Bjorklund, Ph. D., Professor  
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## ACADEMIC QUALIFICATIONS AND EXPERIENCE

### Academic Qualifications:

- University of Sioux Falls, Sioux Falls, SD; B.S. Economics and Business
- University of Massachusetts, Amherst, M.S. Personnel and Labor Relations
- University of Massachusetts at Amherst, Ph.D., Business Administration
- Dissertation Topic – “*An Organizational Analysis of the Cooperative Area Manpower Planning System.*” The dissertation was empirical research analyzing the effect of diversity, in nineteen ancillary manpower planning committees, on member participation in major financial decision-making deliberations.

### Academic Experience:

- 2012-Present: Professor of Management, School of Business, Woodbury University
- 2011- 2012: Associate Professor and Coordinator of the Management Department, BBA Program, School of Business, Woodbury University
- 2004 - 2011: Associate Professor and Chair of the Management Department, School of Business, Woodbury University
- 1998-2004: Adjunct Professor at:
  - Woodbury University
  - California Lutheran University
  - California State University at Los Angeles
  - Azusa Pacific University
- 1989-1994: New York University, New York, NY. Associate Clinical Professor and Director Academic Affairs for the Master’s Degree in Real Estate Investment & Development Program

- 1980-1984: Rider University, Lawrenceville, NJ. Associate Professor of Management
- 1978-1979: State University of New York, Utica, NY. Associate Professor. Management
- 1972-1978: Worcester Polytechnic Institute, Worcester, MA. Assistant Professor of Business and Management Engineering.

## PROFESSIONAL CERTIFICATIONS AND EXPERIENCE

### Professional Certifications

- 2003 to present: California Probate Referee-Re-appointed June 30, 2007
- 1989: National Association of Realtors, Commercial Investment Real Estate Council, Chicago, IL. Completed designation as CCIM [Certified Commercial Investment Member].

### Professional Experience

- 2003 to present: Serving as a California Probate Referee, analyzing the value of assets ranging from businesses, commercial & investment real estate, all types of financial securities, and specialized assets. Also supervise an assistant who conducts real estate appraisal. This work requires regular problem-solving and decision-making interface and cooperation with attorneys, CPAs, and leading business practitioners in numerous valuation projects, and always requires adherence to strict ethical guidelines
- 1994-1997: Served in commercial and investment real estate business in the Princeton, NJ market. Performed market analysis and management functions for State-Wide Asset Management in Westfield, and both Fox & Lazo and Weichert Real Estate in Princeton, NJ
- 1986-1989: Vice-President and Sales Manager of John Simone Commercial & Investment Real Estate, Trenton, NJ
- 1984-1986: Manager of Commercial & Investment Real Estate, Richard A. Weidel Realtors, Pennington, NJ
- 1979-1980: Vice-President of Administration, Acme-Burgess Manufacturing Company, Grays Lake, IL. Conducted a broad range of administrative functions in general management areas, employment, training, compensation, executive recruiting, and corporate communications.

- 1978-1979: Hay Associates, New York, NY. Served as an Associate and conducted human resources consulting specializing in compensation systems, job evaluation, job descriptions, and performance assessment. Selected clients include Mitsubishi America, MTA New York City, American Molybdenum, Purina, and General Motors.

#### CONTINUING INTELLECTUAL DEVELOPMENT ACTIVITIES

- January 2011 Special development training program in CAPSIM simulation education, Management Simulations Inc., Chicago, IL to improve teaching using the CAPSIM in the Woodbury University MBA Program.
- January 2008 Special development training program in CAPSIM simulation education, Management Simulations Inc., Chicago, IL
- March 2008 Advanced development training program in CAPSIM simulation education, Management Simulations Inc., Chicago, IL
- 2003-Present: As required by the Controller of the State of California, took over 150 hours of Continuing Education credit for the California Probate Referees Association in the areas of ethics, business valuations, and other valuation practices.
- 2008-present 3 AACSB seminars on educational assessment

#### NEW COURSE DEVELOPMENT

- 2012 Redeveloped the MGMT 340 Political and Social Aspects of Business
- 2011 Developing MGMT 400 Operations Methods, Supply Chain Management to teach in the fall 2011 and spring 2012 semesters.
- 2011 Developing new more rigorous beginning BBA course (Business Experience Laboratory) that will supplement, and then replace MGMT 100, Introduction to Business Enterprise
- 2010 Introduced the CAPSIM business simulation into the undergraduate capstone course MGMT 483 to teach advanced decision-making skills and team building and provide comparisons for assessment purposes.
- 2008-2009 In conjunction with the new School of Business Bachelor in Business Administration (BBA) Degree curriculum created new courses including Management and Organization Behavior and Supply Chain Management and

significantly revised several others in the common Core Course requirement for the BBA.

- 2005 Introduced a similar, but less complex, simulation into the current Introduction to Business course.
- 2003 Introduced a competitive business simulation into the MBA capstone course [Business Simulations, Inc., CAPSIM] to encourage team advanced decision-making skills and team building.

## INTELLECTUAL CONTRIBUTIONS

### Current Publications:

- Bjorklund, R., and Green, V. "University Trustee Board Member Diversity in America Today," *Journal of Management Research*, 2012, Vol. 4, No. 3, pp 222-231.
- Bjorklund, R. and Holt, Svetlana, "Overcoming Barriers to Participation in Diverse Strategic Decision-Making Groups: A Leadership Perspective." *International Journal of Business and Management*, March 2012, vol. 7(6) pp.49-57.
- Bjorklund, R., (2011) Foreword in: Pantano, E. and Timmermans, H.J.P. "Advanced Technologies Management for Retailing: Frameworks and Cases". Pennsylvania, USA: IGI Global, Edited volume, Foreword pages.
- Bjorklund, R., "Participation and Diversity: A Note on Banking" *International Journal of Public Information Systems* Vol. 2010:1 *Special Issue on Public Sector Reporting Systems: A Global Challenge* pp. 121-131
- Burrowes, A. and Bjorklund, R., "Crisis Strategies" *Chartered Accountants Journal of New Zealand*, Wellington: Mar 2009. Vol. 88, Issue. 2; page. 68
- Svetlana Holt; Robert Bjorklund; Virginia Green, "Leadership and Culture: Examining the Relationship between Cultural Background and Leadership Perceptions," *Journal of Global Business Issues*; summer 2009; 3, 2; pp.149-164.

### Current Working Papers:

- Bjorklund, R., FDIC Research on Diversity in Bank Trustee Boards of Failed and Successor Banks (In collaboration with former FDIC staff member)

### Other Activities:

- Served as reviewer for 3 articles being considered for the 2011 Academy of Management Annual Meeting: Strategy Division

#### Publications and Conference Presentation from 1970-1981:

- Kahalas, H. and Bjorklund, R. (1981) Wastefulness in the Business Community: A Look at Ethics of Engineers and Engineering Managers. Journal of Environmental Management, Vol. 12, 141-148
- Kahalas, H. and Bjorklund, R. (1979) Ethical Value Congruence Among Engineers, A Look at Specific Ethical Constructs, Monograph Series: SUNY College of Technology, No. 2 (Utica, New York).
- Bjorklund, R. (1978-1979) A regular column on ethics and engineering management, based on survey data for the journal, The Engineering Manager.
- Kahalas, H and Bjorklund, R. (1980) The Impact of Unethical Behavior on Careers: A Challenge for the Future of Organizations, Proceedings of the 1980 Southern Management Association, November 19-22, New Orleans, Louisiana.
- Bjorklund, R. and Kahalas, H. (1978) Ethics Among Engineers and Managers: Constructs Linking Values to Actions, The Second National Conference on Business Ethics at Waltham, Massachusetts, April 7 – 8. Bentley University, Waltham, Massachusetts. Presented orally and published in the Proceedings
- Bjorklund, R. and Kahalas, H. (1978) Career Disequilibrium and Ethical Behavior: Challenge for the Human Resource Planner. First Annual National Meeting, Operations Research Society of America/The Institute of Management Science, Oral Presentation and Proceedings at Atlanta, Georgia, November 8 – 10.
- Kahalas, H. and Bjorklund, R. (1977) Two Views of Management Ethics: Effects of the Watergate Years and the Present Situational Outlook,” Annual National Meeting – Operations Research Society of America/The Institute of Management Science, Oral Presentation and Proceedings at New York City, New York, May, 1977.
- Bjorklund, R., Wortman, M., and Gray, D. (1970). Project Step-up: A Systems Approach to Upgrading Laid-off Disadvantaged Workers. Oral Presentation and published in the Proceedings of the Twenty-Third Annual Winter Meeting, Industrial Relations Research Association (December 28-29, 1970, Detroit), pp. 286-295.

#### Written Cases or Other Learning Exercises with Instructional Guides

- “Craig Laboratories,” High tech, mergers and acquisitions, conflict and change. An unpublished teaching case study.

- “GIS: High-tech Start-up High-tech Manufacturing and Management Strategy, 1996-2001” An unpublished case study of a New Venture in Bio-genetics.
- “MTC: Strategic Change & Manufacturing Technology, 1946-2001” An unpublished case study concerning a major change from labor intensive manufacturing to capital intensive manufacturing and the effect on business strategy.

## WOODBURY UNIVERSITY SCHOOL OF BUSINESS COURSES TAUGHT

### Undergraduate Courses:

- Business Policy & Strategy
- Political and Social Aspects of Business
- Operations Methods and Supply Chain Management
- Introduction to Business
- Managing Change & Conflict
- Principles of Management
- Management and Diversity

### Graduate Courses:

- MBA Business Policy and Strategy
- MBA Human Resources

## UNIVERSITY & SCHOOL OF BUSINESS SERVICE

- 2012-2013 – Member, Study Away Committee
- 2012-2012 – Member, Faculty Appeal Board
- 2011-2012 – Member, Faculty Advisory Presidential Search Committee.
- 2011-2012 – Member, Woodbury University Accounting Department, Faculty Search Committee

- 2010 - 2011 – Chair, Woodbury University Management Department Faculty Search Committee.
- 2010 – 2011, Member, Woodbury University Psychology Department Faculty Search Committee
- 2010-Present-Member Woodbury University Curriculum Committee
- 2009-2010 – Chair Woodbury University Curriculum Committee
- 2009-Present - Member Woodbury University Space Planning Committee
- 2009-Present – Community Honor Task Force
- 2005-2009 - Member of the Faculty Senate.
- 2005-2006 until 2007-08 - Vice President of the Faculty Senate.
- 2006-2011 - University Compensation & Workload Study Committee.
- 2009-2011 - WUFA Compensation & Workload Study Committee.
- 2005 - Early Retirement Study Committee.
- 2005 – 2006 - Two University-wide Committees on Student Behavior (Hearings on Misconduct).
- 2007 – 207 Member Woodbury University Graphics Department Faculty Search Committee
- 2006 - Consulted with the School of Architecture on the development of the Masters in Real Estate Development at their request.
- 2005 – Present – PC Committee, MBA Program School of Business

#### PROFESSIONAL MEMBERSHIPS

- Member, Academy of Management, Strategic Management Division,
- Management Education Division, Organization Behavior Division, and the Human Resources Division
- California Probate Referee’s Association