

CURRICULUM VITAE

October 2020

Michael T. Rehg

California State University, Chico
Dept of Management
Chico, CA 95929-0031
Ph: (530) 898-5663 (Dept of Mgmt)
Email: mrehg@csuchico.edu

EDUCATION

- Ph.D. 1998 Indiana University Strategic Management / Organizational Behavior
Bloomington, IN
Dissertation: *An Examination of the Retaliation Process against Whistleblowers: A Study of Federal Government Employees*
- M.S. 1990 Air Force Institute of Technology Logistics Management
Wright-Patterson AFB, OH.
Thesis: *The Examination of Reflagging of the Kuwaiti Oil Tankers*
- B.S. 1980 University of Wyoming, Wildlife Conservation & Management
Laramie, WY.

ADMINISTRATIVE POSITIONS

California State University, Chico

- 2019-2020 Interim Director, Center for Entrepreneurship
2012-2019 Interim Chair (2012) / Chair, Department of Management

Air Force Institute of Technology, Graduate School of Engineering and Management

- 2006 – 2008 Director, Strategic Leadership Program

ACADEMIC POSITIONS

California State University, Chico, College of Business

- 2017-Present Professor of Management, Department of Management
2012 – 2017 Associate Professor of Management (with Tenure)
2008 - 2012 Assistant Professor of Management

Air Force Institute of Technology, Graduate School of Engineering and Management

2005-2008 Assistant Professor of Management, Department of Systems and Engineering Management (civil service)
2002-2004 Adjunct Assistant Professor

1998 – 2002 Assistant Professor of Management, Department of Systems and Engineering Management (active duty military officer)

Indiana University

Kelley School of Business; Dept of Management
Doctoral student: 1995 – 1998

REFEREED JOURNAL PUBLICATIONS

Kim, H. and Rehg, M. 2018. Faculty performance and morale in higher education: A systems approach. Accepted for publication in *Systems Research and Behavioral Science*
DOI: 10.1002/sres.2495 ABDC rating: A

Nayir, D.Z., Rehg, M.T. and Asa, Y. 2016. Influence of ethical position on whistleblowing behaviour: Do preferred channels in private and public sectors differ? *Journal of Business Ethics*, 149: 147-167. DOI <https://doi.org/10.1007/s10551-016-3035-8> ABDC rating: A

Miceli, M., Near, J.P., Rehg, M.T., & Van Scotter, J. 2012. Predicting employee reactions to perceived organizational wrongdoing: Demoralization, justice, proactive personality, and whistle-blowing, *Human Relations*, 65(8): 923-954 ABDC rating: A*

Rehg, M.T., Gundlach, M.J., and Grigorian, R. 2012. Examining the influence of cross-cultural training on cultural intelligence and specific self-efficacy. *Cross-Cultural Management: An International Journal*, 19(2): 215-232. (current journal title: *Cross-Cultural & Strategic Management*) ABDC rating: B

Rehg, M.T., Miceli, M., Near, J. & Van Scotter, J. 2008. Antecedents and outcomes of retaliation against whistle-blowers: Gender differences and power relationships. *Organization Science* 19: 221-240. ABDC rating: A*

Rode, J.C., Rehg, M.T., Near, J.P., & Underhill, J.R. 2007. The effect of work/family conflict on intention to quit: The mediating roles of job and life satisfaction. *Applied Research in Quality of Life*, 2: 65–82. Impact Factor: .894 (published by Springer)

Moore, T. D., Johnson, A. W., Rehg, M. T., and Hicks, M. J. 2007. Quality assurance staffing impacts in military aircraft maintenance units, *Journal of Quality in Maintenance Engineering*, 13(1): 33-48. (published by Emerald).

Holt, D. T., Rehg, M. T., Lin, J. S., & Miller, J. C. 2007. An application of the unfolding model to explain turnover in a sample of military officers. *Human Resource Management*, 46(1): 35-49. ABDC rating: A*

Park, H., Rehg, M., and Lee, D. 2005. The influence of Confucian ethics and collectivism on whistleblowing intentions: A study of South Korean public employees. *Journal of Business Ethics*, 58: 387-403. ABDC rating: A

Van Scotter, J., Miceli, M. P., Near, J. P., & Rehg, M. T. What difference can one person make?: Organizational dependence relations as predictors of whistle-blowing effectiveness. *International Journal of Knowledge, Culture and Change Management*, Vol 4, 2004. <http://ijm.cgpublisher.com/product/pub.28/prod.65>.

Near, J., Rehg, M., Van Scotter, J., and Miceli, M. 2004. Does type of wrongdoing affect the whistle-blowing process? *Business Ethics Quarterly*, 14: 219-242. ABDC rating: A

Kennedy, J., Holt, D., Ward, M., & Rehg, M. 2002. The influence of outsourcing on job satisfaction and turnover intentions of technical managers. *Human Resource Planning*, 25 (1): 23-37.

Miceli, M. P., Rehg, M. T., Near, J. P., & Ryan, K. C. 1999. Can laws protect whistle-blowers? Results of a naturally occurring field experiment. *Work and Occupations*, 26(1): 129-151. ABDC rating: A

PROCEEDINGS

Rehg, M. T., Holt, D.T., and Toney, R.P. A comparative study of factors affecting transfer of training. Southern Management Association Proceedings, Nov 2007, pgs 0492 - 0497.

Holt, D.T., Rehg, M. T., Lin, J. H. S., and Kulick, J. An application of the unfolding model to predict turnover decisions of military personnel. Southern Management Association Proceedings, Charleston, SC, Nov 2005.

Rehg, M., Miceli, M.P., Near, J.P., & Van Scotter, J. Predictors of retaliation against whistle-blowers: Outcomes of power relationships within organizations. Best Paper Proceedings of the 64th Annual Meeting of the Academy of Management, New Orleans, LA, 2004, p E1 – E6.

Miceli, M. P., Near, J. P., Van Scotter, J., & Rehg, M. 2001. Individual differences and whistle-blowing. Proceedings of the Academy of Management, Washington D.C., 2001, p C1 – C6. Charles H. Levine Award for Best Paper in Public and Non-profit division.

BOOK CHAPTERS

Vandekerckhove, W., Uys, T., Rehg, M., and Brown, A.J. 2014. Understandings of whistleblowing: Dilemmas of societal culture. In A.J. Brown, D. Lewis, R. Moberly and W. Vandekerckhove (Eds.), International Handbook of Whistleblowing Research, pgs 37-70. Cheltenham: UK, Edward Elgar.

Swartz, S.M., and Rehg, M. T. 2005. Maintenance, pp. 43 – 70. in C. Brandt (Ed), The Fundamentals of Military Logistics: A Primer of the Logistics Infrastructure. Dayton, OH: Defense Institute of Security Assistance Management.

Miceli, M. P., Near, J. P., Van Scotter, J., & Rehg, M. 2001. Responses to perceived organizational wrongdoing: Do perceiver characteristics matter? pp. 119 – 135. In J. Darley, D. Messick, & T.R. Tyler, (Eds.), Social Influences on Ethical Behavior in Organizations. Hillsdale, NJ: Lawrence Erlbaum and Associates.

REFEREED CONFERENCE PRESENTATIONS

Kim, H. and Rehg, M. T. Using system mapping to inform the strategic planning process in higher education. Presented at the 33rd International Conference of the System Dynamics Society, July 2015, Boston, MA.

Rehg, M. T. Testing a model of training transfer. Paper presented at the 55th annual meeting of the Western Academy of Management Annual Conference, Napa CA., March 2014.

Rahn, D. and Rehg, M. T. Getting Real with Experiential – Innovating on the Entrepreneurship Curriculum, 2014 Association for Business Simulation and Experiential Learning Conference, March 19-21, 2014.

Hopkins, W. E., Rehg, M.T, Gundlach, M.J., & Hopkins, S.A. Proposed Factors Influencing Entry Mode Choice Decisions. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX, Aug 2011.

Miceli, M.P., Near, J.P., Rehg, M. T., & Van Scotter, J. Antecedents of whistleblowing in a military base. Paper presented at the annual meeting of the Academy of Management, Chicago, IL, Aug 2009.

Rehg, M.T., Holt, D.T., Williams, D.J., and Toney, R.P. Work environment effects on training transfer: A meta analysis. Paper presented at the annual meeting of the Academy of Management, Chicago, IL, Aug 2009.

Rehg, M. T., Holt, D.T., and Toney, R.P. A comparative study of factors affecting transfer of training. Paper presented at the annual meeting of the Southern Management Association, Nov 2007.

Holt, D.T., Rehg, M. T., Lin, J. H. S., and Kulick, J. An application of the unfolding model to predict turnover decisions of military personnel. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC, Nov 2005.

Rehg, M., Miceli, M.P., Near, J.P., & Van Scotter, J. Predicting retaliation against whistle-blowers: Outcomes of power relationships within organizations. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA, Aug 2004.

Rode, J.C., Rehg, M.T., & Near, J. P. Job satisfaction and life satisfaction as predictors of intention to leave the Air Force. Paper presented at the 9th International Conference of Work Values and Behavior, New Orleans, LA, Aug 2004.

Rehg, M. T., and Moore, K. A Structured Means of Early Estimation of Test Resources. Presentation at the Operational Test and Evaluation Conference, Sparks, NV, Mar 2004.

Miceli, M. P., Near, J. P., Van Scotter, J., & Rehg, M. Individual differences and whistle-blowing. Presentation at the annual meeting of the Academy of Management, Washington, D.C., Aug 2001.

Kennedy, J. F., Holt, D. T., Ward, M. A., & Rehg, M. T. The influence of outsourcing on job satisfaction and turnover intention of engineers, presentation at the Southern Management Association annual meeting, Orlando, FL., Nov 2000

Rehg, M. T. & Parkhe, A. Whistleblowing in a global economy, presentation at the annual meeting of the Academy of Management, Chicago. Aug 1999

Rehg, M. T. & Ward, M. Organizational Behavior and Logistics, Workshop conducted at the Society of Logistics Annual Meeting, Las Vegas, Aug 1999

Miceli, M. P., Van Scotter, J., Near, J. P., & Rehg, M. T. Some individual factors leading to whistle-blowing, presented at the conference on Social Influence and Ethics in Organizations, Northwestern University, Feb 1998.

INVITED CONFERENCE PRESENTATIONS

Rehg, M. Strategy Formulation and other considerations. Presentation to NORCAL Academy of Leadership, June 2, 2015

Rehg, M.T., Parkhe, A. and Zhu, L. The Effect of National Culture on Whistleblowing: A Review of Past Research. Paper presented at Whistleblowing: Law, Compliance & the Public Interest Conference March 2012, Seattle, WA.

Near, J.P., Rehg, M., Van Scotter, J., & Miceli, M.P. Developing a model of the whistle-blowing process: How does type of wrongdoing affect the process? Paper presented at the International Conference on Whistle-blowing, Apr 2002, Bloomington, IN.

Rehg, M. T., and Parkhe, A. Whistleblowing as a Global Construct: Cultural Influences on Reporting Wrongdoing at Work. Paper presented at the International Conference on Whistleblowing, Apr 2002, Bloomington, IN.

RESEARCH IN PROGRESS

Rehg, M. T. A Model Linking National Culture and Legal Systems to Corruption and Whistleblowing; Target Journal: *Journal of Business Ethics* Conceptual Stage

Rehg, M.T., Kim, Hl, Trailer, J., Casselman, M. and Crawford, S. Validation and Refinement of a Systems Thinking Framework; Target Journal: *System Dynamics Research* Pilot Study Data Collection stage

Trivedi, C. and Rehg, M. T. Is There a Meaningful Difference in Firm Performance Between Firms With or Without Foreign Directors? Target journal: *Corporate Governance: An International Review* Data Collection Stage

PUBLICATIONS FROM CONSULTING ACTIVITIES

Lockheed Martin report on the Security Cooperation Education and Training Study 2010-2013, prepared for Defense Institute of Security Assistance Management and Defense Security Cooperation Agency, December 2014.

Rehg, M.T. Analysis of FY2011 IMET Survey Data. Report for the Defense Institute of Security Assistance Management, July 2012, 25 p.

Ahles, M., Rehg, M.T., Prince, A. & Rehak, L. State Department and Defense Department study on the effectiveness of the IMET Program: 2007 – 2009. Conducted by the Defense Institute of Security Assistance Management and the Air Force Institute of Technology, 31 March 2010. 46 p.

Rehg, M.T. Analysis of FY2008 IMET survey data. Feb 2010. 21 p.

Rehg, M.T. Analysis of FY2007 IMET survey data, 31 March 2008, 30 p.

Van Scotter, J., Rehg, M. T., Miceli, M. P., & Near, J. P. 1998. "The observation and reporting of wrongdoing by the ASC workforce at Wright-Patterson AFB, Ohio," AFIT-LA-TR98-1, Air Force Institute of Technology.

CONSULTING ACTIVITIES

Aeronautical Systems Center/XPX. Measurement of the ASC Balanced Scorecard,

December 2006

Aeronautical Systems Center, Wright-Patterson AFB, OH. September 2006. Case study.

82nd Comm Squadron, Sheppard AFB, TX. August 2006. Case study.

27th Intelligence Support Squadron, Langley AFB, VA. August 2006. Case study.

Air Force Materiel Command / MSG. Market research, core competencies and organizational culture. September 2001

Aeronautical Systems Center / YT. Facilitation of Strategic Planning Off-Site, September 2001.

Aeronautical Systems Center /HR. Upward Feedback Pilot Study, 2000-2001.

Aeronautical Systems Center /HR. Analysis of Chief of Staff Survey results for ASC organizations. 2000.

FUNDED PROPOSALS

Rehg, M. T., Effectiveness of the International Military Education and Training (IMET) Program; sponsored by the Defense Institute of Security Assistance Management; \$20,000; 7 Sep 2011 – 31 Mar 2012

Rehg, M. T., Effectiveness of the International Military Education and Training (IMET) Program; sponsored by the Defense Institute of Security Assistance Management; \$28,000; 21 Jul 2009 – 31 Dec 2009

Rehg, M. T., Effectiveness of the International Military Education and Training (IMET) Program; sponsored by the Defense Institute of Security Assistance Management; \$23,000; 1 Dec 2006 – 30 Sep 2007

INSTRUCTION

California State University, Chico

Graduate (MBA) Level

Strategic Management and Administrative Policy (BADM 693) Spr 2011

Undergraduate Level

Applied Strategic Decision-Making (BADM 495) Fall 2008 – Spr 2012; Spr 2014

Introduction to Entrepreneurship (MGMT 450) Fall 2008 – Fall 2009

Internship in Management (MGMT 389C) Spr 2016

Honors Seminar in Business (BADM 499H) Fall 2016, 2017, 2018

Operations Management (OSCM 306) Spr 2017

Air Force Institute of Technology

Graduate (Master of Science) Level

Organizational Behavior / Theory courses

ORSC 542 Mgmt & Behavior in Organizations

ORSC 520 Organization and Mgmt Theory

Strategy / Policy courses

ORSC 647 Organizational Policy and Strat Mgmt
ORSC 675 Corporate Strategy and Public Policy

Strategy / Technology Management courses

EMGT 774 Engineering and Mgmt Strategy
LOGM 557 Sem in Aerospace Defense Industry

Research Methods courses

RSCH 630 Research Methods
ORSC 661 Making Sense of Research Data

University of Dayton (Undergraduate)

Mgmt 490 Management of the Enterprise

University of New Mexico (Undergraduate)

Mgmt 498 Strategic Management

Wright State University (Undergraduate)

Mgmt 492 Strategic Management and Org Policy

Graduate thesis advising, summary

Air Force Institute of Technology

Thesis Committee Chair - 20 students;

Graduate Research Paper Chair - 9 students

SERVICE ACTIVITIES - California State University, Chico

Department of Management

Chair, Faculty Search Committees, 2012-13; 2013-14; Spr 2015; Fall 2015; Fall 2016

Member, Search Committee, Entrepreneurship Recruitment 2010-2011

Curriculum Coordinator BADM 495, Fall 2010 – Spr 2012

Management Department Curriculum Committee, 2009-2012

Management Department Scholarship Committee 2008-2012

Management Department Library Committee, 2008 - 2009

College of Business

AACSB Accreditation Prep Committee 2016-17

Advisory Board, Business Administration Program at Redding 2016-2020

COB Associate Dean Search Committee, Co-Chair 2015

BADM Assessment Coordinator 2011-2012

Undergraduate Curriculum Committee (ex-officio member) 2011-2012

Honors & Awards Committee 2008-2012

Academic Status Committee 2010-2012

Strategic Planning Committee 2010-2012
Graduate Policy Committee Fall 2011

University

University Registrar Search Committee, member,
College of Business Dean's Search Committee, Chair; Spring 2018
Enrollment Management Committee, Chair 2017-18; 2018-19
Enrollment Management Committee, Vice-Chair 2016
Enrollment Management Committee, 2015 - 2020
Academic Planning Committee, 2014-2015
REACH Mentor, 2014-2015
Glenn Kendall Public Service Award Committee, Spring 2014
Non-senator, FASPC, 2014-15; 2015-2016
Senator, College of Business, Academic Senate 2011-2014; 2016 - 2017
Chair, Faculty and Student Policies Committee of the Academic Senate, 2012-13
Faculty Marshal, Graduation 2009-2010
Advisor, Student Veterans Organization, 2009-2012
Veterans Education Support Team 2009-2012

PROFESSIONAL SERVICE ACTIVITIES

External Assessor, Doctoral Thesis, Univ of Johannesburg, South Africa, Oct-Dec 2020
Student: Radulovic, U (200704094)
Title: State Capture, Non-Governmental Organisations and Whistleblowing under the Zuma Presidency
Supervisor: Prof T Uys
Co-supervisor: Prof A Desai
NAC: Prof P Rugunanan

B-Quest Editorial board member, 2011 – 2018
Review of Manuscripts for Publication in Scholarly Outlets (Alphabetical)

Administration and Society (3) / 2015 - 2018
Business Ethics Quarterly (1) / Aug 2008
Equality, Diversity and Inclusion (1) / 2012
European Journal of Work and Organizational Psychology (1) / Dec 2008
Human Resource Management Review / Jan 2019
Journal of Business Ethics (7) / 2012-2018
Journal of Management and Governance (1) / 2014
Journal of Global Mobility (1) / 2016
Journal of Public Administration, Research and Theory (2) / 2016, 2018
Personnel Review (2) / 2013-2014
Public Administration Review (1) / 2013
Regulation and Governance (1) / 2020
Review of Managerial Science (1) / 2015-2016
Review of Public Personnel Administration (2) / 2012, 2014

Western Academy of Management Annual Conference, 2014
Academy of Management Annual Meeting
 Business Policy and Strategy Division, 2002, 2003, 2004, 2005, 2007, 2011
 International Management Division, 2007, 2010
 Human Resource Management Division, 2007
 Social Issues in Management Division, 2002, 2004
Southern Management Association Meeting, Human Resources Track, 2007

Academy of Management Review Special Topic Forum on Corporate Governance, 2002

PROFESSIONAL DEVELOPMENT ACTIVITIES

Go Virtual Institute, Chico State, June-July 2020
System Dynamics Society Summer School, July 2017
Chair's Leadership Development, Spring 2014, CSU, Chico
MIT Sloan School Certificate in System Dynamics, June 2010

MEMBERSHIP IN PROFESSIONAL SOCIETIES

System Dynamics Society, 2011 - present
Academy of Management, 1998 – 2017, 2020 - present

COMMUNITY SERVICE

Volunteer, Refugee Resettlement Prgm, Catholic Soc Servs, Dayton, Oh Apr – Nov 06
Volunteer, Senior Visiting Program, Catholic Social Services, Dayton Oh 2005 - 2006
Dorm Assistant, St. Vincent DePaul Hotel, May 2005 – Sept 2005
Volunteer, Catholic Charities of Central New Mexico, Aug 2003 – Nov 2004
Volunteer, Wheels on Meals, Presbyterian Hosp, Albuquerque, NM Jun 03 – Jun 04
Multiple Sclerosis Society Fundraiser, MS150, August 2003
Dorm Assistant, St. Vincent DePaul Hotel, Summer 2002
Honorary Recruiter, Air Force Recruiting Service, Dayton, Ohio. December 2000
Co-Chair, Super Saturday 2000, Wright-Patterson AFB
Lincoln School Career Day, 1999

AWARDS

College of Business Research Award, 2009, 2019
Instructor of the Quarter, Dept of Systems and Engr Mgmt, Summer, 2006
Management Instructor of the Year Nominee, AFIT, 2002