

**David J. Flanagan**  
Professor of Management  
Haworth College of Business  
Western Michigan University  
[David.Flanagan@wmich.edu](mailto:David.Flanagan@wmich.edu)

## **EDUCATION**

Ph.D. (1992), Business Administration, Kelley School of Business,  
Indiana University, Bloomington, Indiana  
Major: Business Economics and Public Policy  
Minors: Strategic and International Management,  
Organizational Theory

B.S. (1985), Economics, University of Illinois School of Business

## **EMPLOYMENT HISTORY**

Western Michigan University Department of Management,  
Full Professor (July 2004 to present)  
Associate Professor (July 1997 to June 2004)  
Assistant Professor (August 1992 to June 1997)

Indiana University, Associate Instructor (1987-92)

Caterpillar Inc., Pricing Analyst (1986-87)

Federal Reserve Bank of St. Louis, Research Analyst (1985-86)

## **RESEARCH**

### **Refereed Articles**

Flanagan, David J. and Timothy B. Palmer (2021) "The intentions of undergraduate business students to someday be an organization's top executive: implications for business school leadership education", *International Journal of Management Education*. Volume 19, Issue 1. pp.

Palmer, Timothy B., Phadke, Suniti, Nair Malini V. & David J. Flanagan (2019) "Examination of Sustainability Goals: A Comparative Study of U.S. And Indian Firms", *Journal of Management & Organization*. March, pp. 1-22.

David J. Flanagan, Douglas A. Lepisto, Laurel F. Ofstein, (2018) "Coopetition among nascent craft breweries: a value chain analysis", *Journal of Small Business and Enterprise Development*, Vol. 25 Issue: 1, pp. 2-16.

Palmer, Timothy B. & David J. Flanagan, (2016), "An examination of corporate sustainability goals" *Journal of Business Strategy*, Vol. 37(6) 28-38

McIver, Derrick, Fitzsimmons, Stacey and Flanagan, David (2016), "Knowledge Management: A Knowledge-in-Practice Approach to Choosing Instructional Methods" *Journal of Management Education*. Vol. 40(1) 47-75.

Fitzsimmons, Stacey R., Flanagan, David J. and Xiaodan "Abby" Wang (2013) "Business Students' Choice of Short-Term or Long-Term Study Abroad Opportunities" *Journal of Teaching in International Business*. Volume 24, Issue 2: pp. 125-137.

Edmonds, Thomas, Flanagan, David J., and Timothy B. Palmer (2013) "Law School Intentions Of Undergraduate Business Students" *American Journal Of Business Education* –Volume 6, Number 3.

Flanagan, David J., O'Shaughnessy, K.C. and Timothy B. Palmer (2011) "Re-Assessing The Relationship Between The *Fortune* Reputation Data And Financial Performance: Overwhelming Influence Or Just A Part Of The Puzzle?" *Corporate Reputation Review*. Volume 14, Number 1: pp. 3-14.

Carey Thomas A., Flanagan, David J. and Timothy B. Palmer (2010) "An Examination Of University Student Entrepreneurial Intentions By Type Of Venture." *Journal of Developmental Entrepreneurship*. Volume: 15, Issue: 4: pp. 503-517

Flanagan, David J., Muse, Lori & K.C. O'Shaughnessy (2008) "An Overview of Accounting Restatement Activity in the United States" *International Journal of Commerce and Management*. Volume 18, Number 4, 2008 (winner of 2009 Emerald Insight Literati Outstanding Paper Award).

Flanagan, David J. & K.C. O'Shaughnessy. (2005) "The Effect of Layoffs on Firm Reputation" *Journal of Management*, 31: 445-463

Flanagan, David J., Jerry Kreuze, & Ola Marie Smith. (2004). "Merger and acquisition opportunities." *The Internal Auditor*, 61:4; pp. 55-59.

Flanagan, David J., & K.C. O'Shaughnessy. (2003). "Core related M&As, competing bidders and tender offer premiums." *Journal of Business Research*, 56: 573-585.A

Flanagan, David J. (2001). "Mergers and acquisitions by small firms." *Journal of Small Business Strategy*, 12: 26-40.

D'Mello, James P., Milman, Claudio D., & David J. Flanagan. (1999). "A comparison of merger and acquisition activity in Asia and Latin America: 1985-1997." *International Journal of Management*, 16: 180-189.

O'Shaughnessy, K.C., & David J. Flanagan. (1998). "Determinants of Layoff Announcements Following M&As." *Strategic Management Journal*, 19: 989-999.

Flanagan, David J., D'Mello, James P., & K.C. O'Shaughnessy. (1998). "Completing the deal: Determinants of successful tender offers." *Journal of Applied Business Research*. 14: 21-32.

Flanagan, David J., Milman, Claudio D., & James P. D'Mello. (1997). "A comparison of the characteristics of M&A activity in Five Latin American countries and the United States: 1985-1994." *International Journal of Commerce and Management*, 7: 5-20.

Milman, Claudio D., D'Mello, James P., & David J. Flanagan. (1996). "A review of merger and acquisition activity in Asia: 1985-1994." *Journal of Transnational Management Development*, 2: 87-103.

Flanagan, David J. (1996). "Announcements of purely related and purely unrelated mergers and shareholder returns: reconciling the relatedness hypothesis." *Journal of Management*, 22: 823-837.

Flanagan David J., & Satish P. Deshpande. (1996). "Top management's perceptions of changes in HRM practices after union elections in small firms: implications for building competitive advantage." *Journal of Small Business Management*, 34: 23-34.A

Waller, Mathew A., Flanagan, David J., & Satish P. Deshpande. (1996) "A logistic regression analysis of union elections in warehousing." *Journal of Business Logistics*, 17: 179-190. A

Deshpande, Satish P., & David J. Flanagan. (1996). "Union certification elections in hospitals." *Labor Studies Journal*, 21: 55-71. B

Deshpande, Satish P., & David J. Flanagan. (1995). "Union representation elections in large and small Firms: an empirical investigation." *Journal of Small Business Management*, 33: 56-65. A

Flanagan, David J., Waller, Matthew A., & Satish P. Deshpande. (1995). "An empirical study of union elections in motor carriage." *Logistics and Transportation Review*, 31: 341-352. A

Deshpande, Satish P., & David J. Flanagan. (1994). "Determinants of union victory in the health care sector." *Health Care Management Review*, 16: 64-69. A

## **Refereed Paper Presentations**

Flanagan, D. & Palmer T. (2020) "The intentions of undergraduate business students to someday be an organization's CEO" 80th Annual Conference of the Academy of Management. Vancouver, British Columbia, Canada

Flanagan, D., Lepisto, D. & Ofstein L. (2017). Coopetition Amongst Direct Competitors: A Value Chain Analysis of Nascent Craft Breweries. Academy of Management 2017 Annual Conference, Atlanta, GA. (August 2017).

Ofstein, L. F., Lepisto, D. & Flanagan, D. (2017). From Pastime to Product in the Craft Brewing Industry: Bricolage and Co-opetition in Action. Babson College Entrepreneurship Research Conference, June 2017, Normal, OK.

Palmer, T.B., & Flanagan, D. J. (2016). An examination of corporate social sustainability goals. Paper presentation at the Transforming Emerging Economies through Sustainability and Innovations in Businesses Conference, Bangalore, India.

McIver, D., Fitzsimmons, S. and D. Flanagan. (2014) "Choosing Instructional Components To Fit The Knowledge Structure Of Course Components." Academy of Management 2014 Annual Conference, Philadelphia, PA. (August 2014).

Flanagan, David J., O'Shaughnessy, K.C & Timothy B. Palmer. (2009). "Financial Performance and The Fortune Reputation Data." Academy of Management 2009 Annual Conference, Chicago, IL. (August 2009)

Flanagan, David J., O'Shaughnessy, K.C & Timothy B. Palmer. (2008). "Re-examining the financial performance halo in the fortune reputation survey." Midwest Academy of Management 2008 Annual Conference, St. Louis, MO.

Carey, Thomas A. & David J. Flanagan. (2008). "Personality traits and university students' attitudes towards starting a business: implications for entrepreneurship education" Midwest Academy of Management 2008 Annual Conference, St. Louis, MO.

Flanagan, David J., & Timothy B. Palmer. (2002). "Large M&As and the reputation of acquiring firm management: the impacts of relatedness and stock financing." M&A Summit, Calgary Alberta, CA.

O'Shaughnessy, K.C., & David J. Flanagan. (1999). "The impact of mergers and acquisitions on employment and labor efficiency." Academy of Management National Meetings, Chicago, IL.

Flanagan, David J. (1998). "DCG computer." North American Case Research Association National Meetings, Durham, NH.

Flanagan, David J., & K.C. O'Shaughnessy. (1997). "How do relatedness and competing offers affect the size of tender offer premiums?" Academy of Management National Meetings, Boston, MA.

O'Shaughnessy, K.C., & David J. Flanagan. (1996). "Job loss and M&A activity: which transactions are more likely to lead to layoff announcements?" Academy of Management National Meetings, Cincinnati, OH.

D'Mello, James P., Milman, Claudio D., & David J. Flanagan. (1996). "A comparison of merger and acquisition activity in Asia, Latin America and the United States: 1985-1994." Business Association of Latin American Studies Conference, Monterrey, MX.

Flanagan David J., & Satish P. Deshpande. (1995). "The impact of union elections on HRM practices of small manufacturing firms: An empirical investigation." Academy of Management National Meetings, Vancouver, British Columbia CA.

Flanagan, David J., Waller, Matthew A., & Robert Landeros. (1994). "The effect of corporate level variables on brand quality." Twenty-fifth Annual Meeting of the Decision Sciences Institute, Honolulu, HA.

Flanagan, David J., Landeros, Robert, Lyth, David M., Reck, Robert F., Waller Matthew A., & David B. Vellenga. (1994) "From logistics management to integrated supply chain management." Transportation and Logistics Educators Conference, Cincinnati, OH.

Deshpande, Satish P., & David J. Flanagan. (1994). "Union Certification Elections in the Health Care Sector." Academy of Management National Meetings. Dallas, TX.

Flanagan, David J., & Satish P. Deshpande. (1994). "Factors influencing union win rates in small manufacturing firms." Academy of Management National Meetings. Dallas, TX.

### **Recent HCOB brown bags**

"Who wants to be CEO? A study of the intentions of undergraduate business students to someday be an organization's top executive." (with Tim Palmer) Nov. 15 2019

"Coopetition Among Direct Competitors: A Value Chain Analysis of Nascent Craft Breweries." (with Doug Lepisto and Laurel Ofstein) March, 16 2017

### **Work in Progress**

Student Intentions to Choose Service Learning – Protocol has been approved by HSIRB and 200 surveys have been collected in Dr. Tim Palmer's BUS4500 which includes an optional service learning component.

## **Work as a Reviewer**

I regularly review papers for journals, professional meeting as well as written promotion/tenure reviews for colleagues at other institutions.

For instance, in the past four years I have reviewed 10 papers. I have reviewed one or more papers for:

- American Journal of Business
- The Journal of Small Business and Enterprise Development
- The International Journal of Management Education
- Equality, Diversity and Inclusion: An International Journal
- The Academy of Management Meetings

I have also conducted one outside review for a promotion to full at another institution in 2019.

## **TEACHING**

### **All Courses Taught at WMU:**

#### Graduate

Strategic Management (In Kalamazoo, Grand Rapids, Battle Creek, Parker Hannifin and Singapore)  
Organizational Theory  
Seminar on Leadership  
Advanced Independent Study

#### Undergraduate

Fundamentals of Management  
Multinational Management  
Airline Strategy (I created this course)  
Strategic Business Solutions (in Kalamazoo and St. Joseph)  
Business Leadership (I created this course)  
Management Internship  
Independent Study

## **SERVICE**

### **Current Responsibilities---**

Department –Personnel Committee(Chair), Scholarship Committee, American Association of University Professors Department Representative.

College –Beta Gamma Sigma Sergeant at Arms, Assurance of Learning Committee

## **Past Service Responsibilities**

Below is a partial list of service commitments I have experienced over my time at WMU.

Department – Scholarship Committee (Chair), Executive Committee (Chair), Curriculum Committee (Chair), Faculty Search Committee (Chair), Chair Search Committee, Budget Committee

College – Graduate Programs Council (Chair), Faculty Governance Committee (Chair), Faculty Enhancement Committee (Chair), College Promotions Committee, Undergraduate Programs Council, HCOB Computer and Technology Committee, Delta Sigma Pi faculty advisor, BUS6990 Course Coordinator, BUS4750 Course Coordinator, Business Influencers Organization -RSO (Faculty Advisor).

University – EUP Faculty Senate Council (Chair, Secretary), Faculty Senate, Faculty Senate Campus Planning and Finance Council, AAUP department representative, Behind the W workshop facilitator, Academic Affairs Program Review and Planning Project Management Team, Faculty Senate Executive Board, Faculty Senate Graduate Studies Council (Board Liaison), Interdisciplinary Healthcare Management Task Force

## **AWARDS**

### General Awards

-Named a Valluzzo Faculty Fellow in the Department of Management 2020-2022

### Research Awards

-Best Paper Award at the Transforming Emerging Economies through Sustainability and Innovations in Businesses Conference, Bangalore, India.  
Palmer, T.B., & Flanagan, D. J. (2016). An examination of corporate social sustainability goals.

-Emerald Literati Outstanding Paper Award for 2009 for: Flanagan, David J. Muse & K.C. O'Shaughnessy (2008) "An Overview of Accounting Restatement Activity in the United States" *International Journal of Commerce and Management*. Volume 18, Number 4, 2008

### Service Awards

-Emerald Literati Award from Emerald Publishing for excellence in contributions as a reviewer for the *American Journal of Business* (2020).  
-Haworth College of Business Assessment Award, 2016  
-Delta Sigma Pi Certificate of Appreciation, Fall 1997.

- International Business Association Certificate of Appreciation, 1993-1994.

#### Teaching Awards

- Haworth College of Business Faculty Teaching Award, (2014)
- Who's Who among America's Teachers, (1998 and 2000).
- Delta Sigma Pi Professor of the Year Award, WMU, (1996).

#### **MEMBERSHIPS:**

Beta Gamma Sigma, National Business Honor Society  
Delta Sigma Pi, Professional Business Fraternity  
Academy of Management