

Curriculum Vitae of **DERRICK MCIVER**

Co-Director Center for Principled Leadership and Business Strategy
Associate Professor, Haworth College of Business
Western Michigan University
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EDUCATION

Ph.D.: University of Texas at San Antonio, San Antonio, TX, 2011

- Major: Organization and Management Studies
- Focus: Strategy; Minor: Strategic Human Resource Management

M.B.A.: Texas A&M University at Corpus Christi, Corpus Christi, TX, 2006

- Focus: Strategic Management

B.S.: Ferris State University, Big Rapids, MI, 2004

- Major: Computer Information Systems

ACADEMIC MANUSCRIPTS

Publications:

Nakamori, T., Takahashi, K., Han, B. & **McIver, D.** 2019. Understanding KAIZEN practice in Japanese overseas manufacturing. *International Journal of Knowledge Management Studies*, 10(3):271-298

Solansky, S.T., **McIver, D.** 2018. Team characteristics and leadership training participation: *Team Performance Management*, 24(3/4):135-149

McIver, D., & Lengnick-Hall, C. A 2017. The causal ambiguity paradox: Deliberate actions under causal ambiguity. *Strategic Organization*, 16(3):304-322

McIver, D., Lengnick-Hall, C. A. & Lengnick-Hall, M. 2017. A strategic approach to workforce analytics: Integrating science and agility. *Business Horizons* 61(3):397-407

McIver, D. & Lepisto, D. 2017. Effects of knowledge management on unit performance: Examining the moderating role of tacitness and learnability. *Journal of Knowledge Management*, 21(4):796-816

McIver, D. & Wang, X., 2016. Measuring knowledge in organizations: A knowledge-in-practice approach, *Journal of Knowledge Management*, 20(4): 637-652

- McIver, D.,** Fitzsimmons, S., & Flanagan D., 2015. Instructional design as knowledge management: A knowledge-in-practice approach to choosing instructional methods, *Journal of Management Education*, 38(4): 1-29
- McIver, D.,** Lengnick-Hall, C. A. & Lengnick-Hall, M. L. & Ramachandran, I., 2013. Understanding work and knowledge management from a knowledge-in-practice perspective, *Academy of Management Review*, 38(4): 597-620
- McIver, D.,** Lengnick-Hall, C. A, Lengnick-Hall, M. L. & Ramachandran, I., 2012. Integrating knowledge and knowing: A framework for understanding knowledge-in-practice, *Human Resource Management Review*, 22:86-99
- Ramachandran, I., Clark K., **McIver, D.** & Miller, S. D. 2011. Selecting state or private strategic alliance partners in emerging markets: A conceptual framework. *Advances in International Management*, 24:153-179

Book Chapters:

- McIver, D.,** Lengnick-Hall, C. A, Lengnick-Hall, M. L. (2018), Ch. 2: Strategic & Knowledge Management Approach to e-HRM in *E-HRM: Leveraging Digital Technology to Transform HRM*, Mohan Thite (Editor), Routledge
- McIver, D.,** Lengnick-Hall, C.A. & Ramachandran, I. 2015. Tacit knowledge, Psychology of. *International Encyclopedia of the Social and Behavioral Sciences (Second Edition)*:2-4

Proceedings Papers:

- McIver, D.,** Fitzsimmons, S., & Lengnick-Hall, C. A. When knowledge crosses levels: Individual differences and knowledge integration. *Academy of Management Meeting (Anaheim) Paper Proceedings 2016.*
- McIver, D.** & Lengnick-Hall, C. A. Knowledge management processes and unit performance: A contingency perspective. *Academy of Management Meeting (San Antonio) Paper Proceedings 2011.*
- McIver, D.,** Ramachandran, I., Lengnick-Hall, C. A & Lengnick-Hall, M. L., 2010. Rethinking the nature of knowledge for management research: Implications for strategic human resource management. *Academy of Management Meeting (Montreal) Paper Proceedings 2010.*
- McIver, D.,** & Lengnick-Hall, C. A. 2008. Total disclosure versus keeping secrets: Managing causal ambiguity for competitive advantage. *Academy of Management Meeting (Anaheim) Paper Proceedings 2008.*

In Progress:

McIver, D., Fitzsimmons, S., & Lengnick-Hall, C. A. When knowledge crosses levels: Individual differences and knowledge integration. *Under Review: **Knowledge Management Review and Practice***

McIver, D. Strategic (co)alignment: The role of technology and knowledge flow. *Targeted: **Academy of Management Review***

McIver, D. & Lepisto, D. Knowledge management as a configuration. *Targeted at **Journal of Knowledge Management***

CONFERENCE PRESENTATIONS and PROFESSIONAL DEVELOPMENT WORKSHOPS

PDW McIver, D., Lengnick-Hall, C. A. & Lengnick-Hall, M. 2018. Digital HRM: Nirvana or Nemesis Academy of Management Meeting, Human Resource Management Division, Chicago, IL.

McIver, D., Fitzsimmons, S., & Lengnick-Hall, C. A. 2016. When knowledge crosses levels: Individual differences and knowledge integration. Academy of Management Meeting, Business Policy & Strategy Division, Anaheim, CA

McIver, D., Lengnick-Hall, C. A. & Lengnick-Hall, M. 2016 Building the Rocket While Flying It: Using Agile Development to Generate Value from Workforce Analytics. Academy of Management Meeting, Human Resource Management Division, Anaheim, CA.

McIver, D. 2016, Using Agile Development to Generate Value from Workforce Analytics. IHRIM Workforce Analytics Forum. Chicago, IL.

McIver, D. & Ramachandran I., Clark 2015. Organizational Change and Evolution from a Knowledge-in-Practice Perspective Academy of Management Meeting, Business Policy & Strategy Division, Vancouver, BC.

PDW Ramachandran, I., McIver, D. 2015 (and guests). Advance in Knowledge Management: Examining Current challenges in managing knowledge Conducted at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Vancouver, BC

Solansky, S.T., **McIver, D.** 2015. Team-Based Learning: The impact on Leadership Training and Development. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Vancouver, BC

McIver, D. & Lengnick-Hall, C. A. 2014. A Multilevel Approach to Knowledge Management: Examining Contextual and Emergent Processes. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Philadelphia, PA.

- McIver, D.**, Fitzsimmons, S. R., & Flanagan, D. J. 2014. Choosing Instructional Methods To Fit The Knowledge Structure Of Course Components. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Philadelphia, PA.
- Ramachandran, I., Clark, K., **McIver, D.** 2013. Managing Exploration and Exploitation in the Multinational Corporation: An Institutional Distance Perspective. Presented at the Annual Southern Management Association Meeting, New Orleans, PN.
- McIver, D.** & Lengnick-Hall, C. A. 2012. An empirical investigation of the association between Knowledge management processes and unit performance. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Boston, MA.
- McIver, D.** & Lengnick-Hall, C. A. 2011. Knowledge management processes and unit performance: A contingency perspective. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, San Antonio, TX.
- McIver, D.**, Ramachandran, I., Lengnick-Hall, C. A & Lengnick-Hall, M. L. 2010. Rethinking the Nature of Knowledge for Management Research: Implications for Strategic Human Resource Management. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Montreal, ON.
- McIver, D.** 2010. Ownership structure and performance: Does institutional context matter? In “The State of the State in Current International Business Research,” AIB Symposium Proposal. Academy of International Business, Rio de Janeiro, Brazil.
- Kim, B., Prescott, J., Burns, M. and **McIver, D.** 2009. The paradox of governance structure adaptation and firm performance. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Chicago, IL.
- Kim, B., **McIver, D.** and Burns, M. 2009. Strategic deviation (or conformity) and firm performance under the context of environmental uncertainty. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Chicago, IL.
- McIver, D.**, & Lengnick-Hall, C. A. 2008. Total disclosure versus keeping secrets: Managing causal ambiguity for competitive advantage. Presented at the Annual Academy of Management Meeting, Business Policy & Strategy Division, Anaheim, CA.

TEACHING

Teaching Honors

- Named Lee Honors College Faculty Fellow
- Nominated for HCOB Teacher of the Year in 2015, 2016, and 2017
- Faculty Lead for Italy Study Abroad (2019)
- Faculty helper for both the India Study Abroad (2016) and Chile Study Abroad (2017)
- Awarded Study-in-the-States Proposal to run Texas Corporate Learning class 3 times

Teaching Experience:

- Acquire Program Launch and Instructor for working professionals, 5 cohorts: [Find purpose and prosperity by becoming a business owner. | Center for Principled Leadership and Business Strategy | Western Michigan University \(wmich.edu\)](#)
- Western Michigan University, 9 sections: **Entrepreneurship Through Acquisition/ Strategy for Buying a Small Business** 6000 (Graduate course. 30 students each section), Average Student Evaluations: **4.8/5.0**
- Western Michigan University, 8 sections: Leadership and Business Strategy II practicum 4010 (Undergraduate course. 30 students each section)
- Western Michigan University, 8 sections: Leadership and Business Strategy I practicum 3010 (Undergraduate course. 65 students each section)
- Western Michigan University, 2 sections: **Entrepreneurship Through Acquisition/ Strategy for Buying a Small Business** 6000 (Graduate course. 30 students each section), Average Student Evaluations: **4.8/5.0**
- Western Michigan University, 6 sections: **Business Strategy** 6990 (Graduate course. 30 students each section), Average Student Evaluations: **4.50/5.0**
- Western Michigan University, 9 sections: **Leading People and Organizations** 6170 (Graduate course. 30 students each section) , Average Student Evaluations: **4.68/5.0**
- Western Michigan University, 3 sections: **Study-in-the-States** HRNS , Average Student Evaluations: **4.72/5.0**
- Western Michigan University, 18 sections: **Strategic Business Solutions** 4750 (required capstone course, 40 students each section), Average Student Evaluations: **4.52/5.0**
- University of Houston-Victoria, 3 sections: **Global Strategy** (Graduate Course, 30 students each section, 1 online)
- University of Houston-Victoria, 3 sections: **Business and Society** (Graduate Course, 30 students each section, 2 online)
- University of Texas at San Antonio, San Antonio, 5 sections – MGMT 4893: **Management Strategy** (required capstone course, 40 students each section), Average Student Evaluations: **4.52/5**

- University of Texas at San Antonio, San Antonio, TX Fall 2008 – MGMT 3013: **Introduction to Organizational Theory, Behavior and Management** (40 students), Student Evaluations: **4.6/5.0**

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management, 2007-present

PROFESSIONAL SERVICE

Current

- Western Michigan University, Haworth College of Business Strategic Planning Committee
- Western Michigan University, Department of Management Budget Committee
- General Business Minor ad hoc task force
- Western Michigan University, Haworth College of Business Graduate Programs Council
- Western Michigan University, Intellectual Property Committee
- Western Michigan University, Academic Information Technology Council
- Western Michigan University, Department of Management Executive Committee
- Western Michigan University, Young Advisory Board

Past

- Western Michigan University, Haworth College of Business Online Task Force
- Western Michigan University, New Faculty Advisory Board for Office of Faculty Dev
- Western Michigan University, Haworth College of Business Spectrum Healthcare MBA Committee
- Western Michigan University, Industrial Design Committee
- Local Arrangements Committee Volunteer, Academy of Management, 2010-2011
- BPS Doctoral Consortium, Academy of Management Meeting, 2010

- Academy of International Business Doctoral Travel Stipend (\$750), 2010
- Reviewer, Academy of Management Annual Meeting, 2009-present
- Reviewer/Volunteer Academy of International Business Conference, 2010-present
- Ph.D. student representative at University of Texas at San Antonio graduate school information sessions, 2008-present
- Ph.D. student representative at University of Texas at San Antonio graduate school new student orientation, 2009-present

ACADEMIC EXPERIENCE

2019—Present	Co-Director Center for Principled Leadership and Business Strategy Western Michigan University	Kalamazoo, MI
2018 – Present	Associate Professor Western Michigan University	Kalamazoo, MI
2012 – 2018	Assistant Professor Western Michigan University	Kalamazoo, MI
2011 – 2012	Assistant Professor University of Houston-Victoria	Sugar Land, TX
2007 – 2011	Graduate Assistant University of Texas at San Antonio	San Antonio, TX