



John F Hulpke, Photo taken 2009

John F. Hulpke

EDUCATION

- Ph D** University of California, Berkeley
Ph.D. in Business Administration. Course work in Business Strategy and Policy, External Environment of Business, Organizational Behavior, Psychology. Dissertation on Equal Employment Opportunity in Banks
- MA** San Francisco State University (Social Science and History)
- BA** Westmont College, Santa Barbara, California (Social Science)

TEACHING EXPERIENCE

- 2008-2009** University College Dublin (UCD) overseas programs
Taught 6 undergrad courses for UCD programs in Singapore (3 sections, Managing Change) and in Spain (Organizational Behavior, Intro to Management, Managing Change, 1 section each), plus 2 masters level courses for UCD in Singapore (Managing Change and International Business Management)
- 1997-present** Hong Kong University of Science and Technology (HKUST)
Visiting Scholar/Adjunct Professor (not teaching 2001-2002, 2008-2009)
Two years voted as “Top Ten Lecturer” of entire university; other teaching recognition
Taught Management of Organizations (MBA), Managerial Problem Solving (MBA), Business, Society, and the Individual (first instructor, designed course), Business Ethics and Policy, Organizational Behavior (undergraduate), Entrepreneurship, Strategy, Management for Scientists and Engineers, Managing in China (first instructor, designed course). Course coordinator Seminar in Global Management, experiential field trips to Los Angeles, Shanghai (MBA, first instructor, designed course). 2002-2003, HKUST MBA Program Director China
- 2001-2002** China Europe International Business School (CEIBS)
MBA Director/Professor
Taught Strategic Human Resources Management, Business Ethics

1989-2000 California State University, Bakersfield (on leave, parts of 1997-1999)
Professor of Management
Chair, Department of Management and Marketing (1991, 1994-1997)
Director of Small Business Institute (1990-1995)

Taught MBA and undergraduate courses in Strategy and Policy, International Management, Organizational Theory and Management, Legal Environment of Business, Business and Society, Human Resource Management, Organizational Behavior, Entrepreneurship, and Small Business Management and Consulting. Includes courses on Instructional Television (including area-wide Cable TV).

1993 University College Dublin, Dublin, Ireland
Visiting Scholar, Smurfit Graduate School of Business
Lectured on International Management, Entrepreneurship, Creativity and Decision Making in Organizations.

1988-1989 Chinese University of Hong Kong
Visiting Scholar
Taught Business Strategy and Policy (MBA), Organization Theory and Management (MBA and Undergrad), Organizational Behavior (Undergrad).

1977-1988 Eastern Washington University
Assistant Professor, Associate Professor, then Professor of Management
Founding Director of Institute for International Business Development
Director, Bureau of Business Research (3 years)
Taught MBA and undergraduate business courses, including Business Policy and Strategy, Business and Society, Organizational Theory and Management, Creativity and Innovation in Industry, International Management.

1985-1986 University of Hawaii, Hilo (on leave from Eastern Washington University)
Professor of Management
Chair of Business Discipline
Taught Business Policy and Strategy, Organizational Behavior. Created and taught new course, Management of Travel and Tourism.

1984 Dongguk University, Seoul, Korea (6 months)
Visiting Professor
Lectured in International Management

NON-TEACHING EXPERIENCE

Executive Education and Consulting: Seminars for Bechtel, General Electric, and smaller organizations in the US; Seminars in Korea (Hyundai Management Development Institute, POSCO Steel), China (sponsored by World Trade Centers in Chengdu, Hefei, Shanghai, Guangzhou, Nanjing); Management lectures at universities at Shanghai, Wuhu, Suzhou, Nanjing, and Tianjin, China. Lecture to hotel managers, Beijing, and to hospital

administrators in Chengdu, Chongqing, and Wuhan. Led consulting projects for health care organizations, non-profit organizations, numerous small businesses

University Service: At University of Science and Technology have served as department representative to both undergraduate and masters level program committees. Frequently coach teams to international student case competitions. In final year as team coach led teams to three international competitions, came home with one 3rd place, one 2nd place, one 1st place. At prior universities elected to Academic Senate, Committee on Professional Responsibility, Dean Search Committee, various other committees. Chaired University Wide Committee to Review Released Time for Scholarship. Led more than 50 teams in small business consulting projects, won awards including one USA first place.

Community Service: Lectured on teams and change for Hong Kong Institute for Change Management, lectured on how to teach MBA students using cases and on course planning in HRM courses, seminars for more than 50 MBA professors from throughout China, at Nanjing University and Wuhan University. Have also served as board member or officer, Air Force Association, Reserve Officers Association, Employers Advisory Council, World Trade Club, Kegley Institute of Ethics, Weill Institute Small Business Development Center. Elected to local School District Board in California, served four years (final year as Board President). Rotary Club member, Hong Kong and Shanghai, Paul Harris Fellow. Board of Directors, Microweb Ltd. a Hong Kong firm started under my guidance in the Hong Kong University of Science and Technology Center. Microweb offices are now in Hong Kong and in Guangzhou China. Member, AmCham, American Chamber of Commerce South China. Active in social responsibility committee

U.S. Foreign Service, Vice Consul, Service in Washington, D.C. and Barranquilla, Colombia

U.S. Air Force, active duty and later Air Force Reserve, Lieutenant Colonel:
Communication/Computer Systems Officer

International: have lived in Colombia, China, Ireland, Spain, Mexico, Korea, US

SCHOLARLY ACTIVITY

- 2008** John Hulpke and Cubie Lau. Business Ethics in China: A Human Resource Management Issue? *The Chinese Economy*, vol. 41, no. 4.
- 2008** John Hulpke, Cubie Lau and Annie Xie. Complexity Theory and Ethics Education. *Proceedings Sixth International Symposium on Multinational Business Management, Nanjing University, China.*
- 2007** Cubie Lau, John F Hulpke, Aidan Kelly, Michelle To. Can ethical decision making be taught? The JUSTICE approach. *Social Responsibility Journal* Volume 3, Number 2.
- 2007** John F. Hulpke, Aidan Kelly, Michelle To, Using Computers to Teach Ethics. Book chapter in *Computing and Philosophy in Asia* (Cambridge Scholars Press), Soraj Hongladarom Editor (ISBN: 1-84718-119-8)
- 2007** Liu Goggin, Aidan Kelly, John F. Hulpke, Cubie Lau. Good Guanxi, Bad Guanxi? Drawing the Line. Book chapter in *Perspectives on International Corporate Responsibility*,

Charlottesville Virginia, Philosophy Documentation Center, International Corporate Responsibility Series, vol. 3.

- 2007** John Hooker, John Hulpke, and Peter Madsen. Editors. *Perspectives on International Corporate Responsibility*, Charlottesville Virginia, Philosophy Documentation Center, International Corporate Responsibility Series, vol. 3.
- 2007** John F. Hulpke, Cubie L.L. Lau, and William A. Snow. Online Learning: Lessons from Experience. Presented to PAN-PACIFIC CONFERENCE XXIV: Digital Convergence and e-Globalization, Dunedin-Queenstown, New Zealand, June 2-4, 2007
- 2007** John F. HULPKE, and Cubie L. L. LAU. Production of Management Knowledge: Lessons from Hollywood? Presented to The Third Organization Studies Summer Workshop on 'Organization Studies as Applied Science: The Generation and Use of Academic Knowledge about Organizations'. Crete, Greece, 7-9 June, 2007.
- 2007** Invited delegate and session chair, Markkula Center International Conference on Business Ethics, University of Santa Clara, California, February 2007

Academic work prior to 2007 available on request. References available on request.

MISCELLANEOUS INFORMATION

Excellent physical condition, work out 5 or more times a week.

Enjoy Mexican food. Like Chinese food. Also like Italian food. Actually, like FOOD, including junk food

Have enormous collection of automobile license plates... many nations, all US states, many over half century old. (no practical value, but a fun hobby for a world traveler)