

BARBARA W. ALTMAN
Curriculum Vitae

Education

- 1997 Doctorate in Business Administration
 Boston University School of Management
 Beta Gamma Sigma honor society
 Major in Organizational Behavior, Minor in Management Policy
- 1979 Master of Public Affairs
 Lyndon B. Johnson School of Public Affairs
 University of Texas at Austin
- 1977 Bachelor of Arts in Psychology
 University of Texas at Austin
 Graduation with High Honors, Phi Beta Kappa

Teaching Experience

- University of North Texas, College of Business Administration (1999-)
 Adjunct Management Faculty, *Business Ethics and Corporate Social Responsibility*
- Boston University School of Management (1990-1995):
 Instructor, *Organizational Behavior 714* (Core MBA OB course)
 Instructor, *Organizational Behavior 221* (Core OB course for undergraduate students)
 Teaching Assistant, Mgmt. Policy 844, *Managing Environmental Issues* (MBA Elective)

Publications

Altman, B.W. (in press) "Managing Corporate Citizenship: The Role of Transformed Corporate Community Relations" Business and Society Review.

Altman, B.W. (in press) "Transformed Corporate Community Relations," Research Report. Chestnut Hill, MA: The Center for Corporate Community Relations at Boston College, Carroll School of Management (distribution to over 300 corporate member companies).

Altman, B.W. & Post, J.E. 1996. Beyond the "Social Contract" - An Analysis of Executives' Views at 25 Large Companies, in D.T. Hall (ed.) The Career is Dead - Long Live the Career: A Relational Approach to Careers. San Francisco, CA: Jossey- Bass.

Publications (cont.)

DeChant, K. & Altman, B.W. 1994. Environmental Leadership: From Compliance to Competitive Advantage. Academy of Management Executive, 8 (3): 1-14.

Post, J.E. & Altman, B.W. 1994. Managing the Environmental Change Process: Barriers and Opportunities. Journal of Organizational Change Management, 7 (4): 67-83.

Reprinted in Moxen, J. & Strachan, P. A. (eds.) 1998. Managing Green Teams: Environmental Change in Organisations and Networks. Sheffield, UK: Greenleaf Publishing.

Post, J.E. & Altman, B.W. 1992. Models of Corporate Greening: How Corporate Social Policy and Organizational Learning Inform Leading Edge Environmental Management. Research in Corporate Social Performance and Policy, 13: 3-29.

Research Experience

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| 1998-present | Senior Research Associate, Center for Corporate Community Relations, Boston College Carroll School of Management |
| 1997-1998 | Post Doctoral Grant Recipient, "Redefining the Corporation Project", Sloan Foundation and University of Toronto Clarkson Centre for Business Ethics
<i>Applications of Stakeholder Theory to the Corporate/Community Link</i> |
| 1994 - 1996 | Consultant, The Conference Board, New York
Project on Corporate Family Volunteerism |
| 1992 - 1994 | Research Associate, Sloan Foundation and Boston University School of Management, <i>The Changing Purpose of the American Corporation</i> |
| 1990-1992 | Research Assistant, Manufacturing Roundtable, Boston University School of Management, <i>Environmental Challenges for American Manufacturing</i>
Executive Development Roundtable & Human Resources Policy Institute, Boston University School of Management, <i>Approaches to Organizational Learning</i> |

Works-in-Process

Altman, B.W. "Defining *Community as Stakeholder* and *Community Stakeholder Management: A Theory Elaboration Study*" Submitted to Business and Society, 11/98

Altman, B. W. "A New Grounded Theory of Corporate Social Performance: Updating Miles' Model for the 1990's and Beyond" Being prepared for submittal to JAI Series, Research in Corporate Social Performance and Policy

Altman, B.W. “Organizational Transformation: A Meta-Analysis of Research at the Boston College Center for Corporate Community Relations” Paper abstract submitted for International Association for Business and Society Annual Conference, Paris, June 1999.

Guest Editor, with Professor Deborah Vidaver-Cohen, of upcoming special volume (10/99) of Business and Society Review, topic – Corporate Citizenship

Supplemental Publications and Professional Reports

Altman, B.W. 1998. "Defining *Community as Stakeholder* and *Community Stakeholder Management: A Theory Elaboration Study*" Final Report to the Sloan Foundation Stakeholder Management Project. University of Toronto, Clarkson Centre for Business Ethics.

Altman, B.W. 1997. "Corporate Community Relations in the 1990's: A Study in Transformation" Unpublished doctoral dissertation. Boston University, School of Management.

Altman, B.W. 1996. Strategic Corporate Community Relations: The Results of an Exploratory Study and Framing of Future Research, in K. Rehbein, ed., Proceedings of the Seventh Annual Meeting of the International Association for Business and Society.*

Altman, B.W. 1996. "Wisconsin Electric Power Company Case: The Challenges of Environmental Change Management," World Resources Institute, Management Institute for Environment and Business, Washington, D.C.

Altman, B.W. & Post, J.E. 1995. Achieving Corporate Social Rectitude? The Results of an Empirical Survey of BSR Companies, in D. Collins, ed., Proceedings of the Sixth Annual Meeting of the International Association for Business and Society.*

Altman, B.W. 1995. Trends in Executive Transition: A Conversation with John Isaacson. Human Resource Management, 34 (1), pp. 203-213.

Altman, B.W. 1995. Book Review of Ecology for Environmental Professionals by Dorothy Howell, in Business and the Contemporary World, 7 (1), pp. 187-188.

Altman, B.W. 1994. How Corporations Manage in Multiple Arenas of Change: Internal Processes for Balancing Economic and Social Roles and Responsibilities, in S. Wartick & D. Collins, eds., Proceedings of the Fifth Annual Meeting of the International Association for Business and Society.*

Altman, B.W., M. Fewel, P. Kreiner, P. Morrison, J. Briscoe, & M. Young. 1992. "Organizational Learning Resource Guidebook," Boston University Executive Development Roundtable.

Post, J.E., Altman, B.W. & Simpson, P. 1992. "Environmental Challenges to American Manufacturing," Boston University Manufacturing Roundtable.

* Also a Conference Presentation

Reviewing Experience

Article Reviews for the following publications:

Academy of Management Journal
Business and Society

For the following Conferences:

Academy of Management: Social Issues in Management Division, Organization Theory Division,
Organizations and Natural Environment Division

International Association for Business and Society

Conference Presentations

Altman, B.W. & Post, J.E. 1999. "Corporate Marketing of Community Relations: A Study of Reputational 'Angst' in Two Industries." Third Annual Conference on Corporate Reputation, Identity and Competitiveness. San Juan, Puerto Rico.*

Altman, B.W. 1998.. "Managing Corporate Citizenship: The Role of Transformed Corporate Community Relations", paper as part of Symposium "New Frontiers in Corporate Citizenship Research: The Theory/Practice Link?" Academy of Management Annual Conference, San Diego, CA.

Altman, B.W. 1996. Organizer, Chair and Discussant for Panel: "Communities, Corporations and Universities--New Applications of the Interpenetrating Systems Model." Academy of Management Annual Conference, Cincinnati, Ohio.

Altman, B.W. 1995. "A Research Agenda for Corporate Community Relations in the 1990's and Beyond." Academy of Management Annual Conference, Vancouver, Canada.

Altman, B.W. & Post, J.E. 1995. "Beyond the Social Contract -- An Analysis of Executives Views at 25 Large Companies." Academy of Management Annual Conference, Vancouver, Canada.

Wolff, S.B. & Altman, B.W. 1995. "Resilience: Transforming the Way We Look at Change in Organizations." Academy of Management Annual Conference, Vancouver, Canada.*

Altman, B.W. 1993. "Innovative Government Industry Environmental Partnerships: The Case of the EPA Green Lights Program," Second International Conference of the Greening of Industry Network, Boston, MA.

Post, J.E. & Altman, B.W. 1993. "Organizational Networks for Large Scale Social Change: The President's Commission on Environmental Quality," Academy of Management, Atlanta, GA.

Post, J.E. & Altman, B.W. 1991. "Environmental Challenges and Organizational Learning," Academy of Management, Miami, FL.*

*Actual presentation by co-author

Professional Affiliations

Academy of Management

American Society for Public Administration

International Association for Business and Society

Society for Business Ethics

Managerial Experience

Interim Director, Accounting MBA Program, Boston University, School of Management, 2/89 - 6/90

City of Dallas, Texas:

Director of Risk Management Department, 12/87 - 12/88

Chair, Mayor's Task Force on Business Retention and Expansion, 5/87 - 10/87

Assistant Director of Public Works Dept., 4/84 - 11/87

Administrative Manager, Housing & Neighborhood Services Dept., 3/82 - 3/84

Administrative Assistant & Budget Analyst, City Managers' Office, 5/81 - 2/82

Special Programs Coordinator, North Central Texas Council of Governments, Arlington, Texas,
7/79 - 4/81

Legislative Aide, Texas House of Representatives, Austin, Texas, 10/78 - 6/79

Intern, Israeli Ministry of Labour and Social Affairs, Jerusalem, Israel, 5/78 - 9/78

Community Involvement

Congregation Beth Torah, Richardson, Texas:

Education Vice-President, Executive Committee Member, 1998-

Adult Education Co-Chair, Board Member, 1996-98

Solomon Schechter Day School

Parent Liaison Representative, 1997-

Personal

Married, Arthur H. Altman

Son, Gabriel

Daughter, Blair