

PAUL DAVID COLLINS

December 2009

Business Administration Program, 18115 Campus Way NE, University of Washington, Bothell, WA
98011-8246 / Phone: 425-352-5386 Fax: 425-352-5335 / Email: collins@u.washington.edu

EDUCATION

Ph.D. 1986 Rutgers University
M.A. 1976 University of Oklahoma
B.A. 1974 University of Oklahoma

ACADEMIC APPOINTMENTS

1997 - present Associate Professor, Management, Business Administration Program, University of Washington - Bothell
1990 - 1996 Assistant Professor, Management and Organizations, School of Business, University of Washington - Seattle
1985 - 1990 Assistant Professor, Department of Organizational Behavior and Human Resource Management, Krannert Graduate School of Management, Purdue University

AWARDS

Best Paper in Organization and Management Theory, Academy of Management.
Honorable Mention Paper in Technology and Innovation Management, Academy of Management.
Graduate School Research Fellowship, University of Washington.
John W. Riley, Jr. Prize in Sociology, Rutgers University and John Wiley Press.

RESEARCH

PUBLICATIONS:

"Managing Personal Connectivity: Finding Flow for Regenerative Knowledge Creation" (with Darl Kolb), Chapter 6 in Pauleen, D.J. & Gorman, G. (eds.) Personal Knowledge Management: Individual, Organizational and Social Perspectives. Gower Publishing, UK (forthcoming, 2010).

"Requisite Connectivity: Finding Flow in a Not-So-Flat World," (with Darl G. Kolb, E. Allan Lind), Organizational Dynamics, 37 (2): 181-189, 2008.

"Championing Concurrent Product Development Implementation," (with Frank Hull) Concurrency, 16 (2): 8-24, 2008.

"Integrating the Voice of Customer: Synergy Bonuses from Concurrent Product Development," (with Frank Hull, John Miller), Concurrency, 16 (3), 2008.

"Cost-effective Innovation: The Case for Concurrency" (with Frank Hull), Concurrency, 15 (2), 2007.

"Pillars of Concurrency" (with Frank Hull), Concurrency, 14 (3), 2006.

"Axioms of Concurrent Product Development, Part II" (with Frank Hull), Concurrency, 13 (4), 2006.

"Axioms of Concurrent Product Development, Part I" (with Frank Hull), Concurrency, 12 (2), 2005.

"A Replication and Extension of the Composite Model of Concurrent Engineering Effectiveness" (with Frank Hull), Proceeding of the 9th International Conference on Concurrent Enterprising: Enterprise Engineering in the Networked Economy, Espoo, Finland (Eds. Frithjof Weber, Kulwant S. Pawar, Klaus-Dieter Thoben), Nottingham, UK: University of Nottingham, 2003: 109-114.

"Early Simultaneous Influence of Manufacturing Across Stages of the Product Development Process: Impact on Time and Cost," (with Frank Hull), International Journal of Innovation Management, 2003, 6 (1), 1-24.

"Flexibility and Standardization: Test of a Contingency Model of Product Design-Manufacturing Integration," (with Jeffrey K. Liker and Frank M. Hull), The Journal of Product Innovation Management, 1999, 16 (2): 248-267.

"Programmable Automation and the Locus of Decision-making Power," (with Lori Verstegen Ryan and Sharon Matusik), Journal of Management, 1999, 25 (1): 29-53.

"Profiles of Leaders, Followers and Laggards in Programmable Automation Adoption," IEEE Transactions on Engineering Management, 1996, 43 (3): 285-296.

"Composite Forms of Organization as a Strategy for Concurrent Engineering Effectiveness," (with Frank M. Hull and Jeffrey K. Liker), IEEE Transactions on Engineering Management, 1996, 43 (2): 133-142.

"Limits of Multiple Group Membership In R&D Project Groups," (with Philippe H. R. Byosiere and Mary Correa), Hitotshubashi Journal of Commerce and Management (Fall, 1995).

"The Impact of Knowledge on the Survival of American Manufacturing Plants" (with Jerald Hage, Frank Hull & Jay Teachman), Social Forces, 1993, 72 (1): 223-246.

"Loosening the Gordian Knot: Technological Innovation, Occupational Inertia and Change," Pp. 170-174 in J.L. Wall and L.R. Jauch (Eds.), 1992, Academy of Management Best Paper Proceedings.

"Programmable Automation and the Locus of Decision-making Power" (with Lori Verstegen), Pp. 364-368 in J.L. Wall and L.R. Jauch (Eds.), 1992, Academy of Management Best Paper Proceedings.

"Variables Affecting Pharmacists' Willingness to Accept Third-party Prescription Contracts: A Conjoint Analysis" (with Sheryl L. Szeinbach, Steve W. Schondelmeyer, & Holly L. Mason), Journal of Health Care Marketing, 1990, 10 (3): 45-50.

"Organizational and Technological Predictors of Change in Automaticity" (with Jerald Hage & Frank M. Hull), Academy of Management Journal, 1988, 31 (3): 512-543.

"Implications of Computer Aided Design for Work and Performance" (with Donald C. King), Journal of Applied Behavioral Science, 1988, 24 (2): 173-190.

"A Framework for Analyzing Technical Systems in Complex Organizations" (with Jerald Hage & Frank M. Hull), Pp. 81-100 in Samuel Bacharach and Nancy DiTomaso (Eds.), Research in Sociology of Organizations, 1988, V6. Greenwich, CT: JAI Press.

"Entrepreneurial Strategies for Effectively Partnering with Corporations in High-Technology: A Preliminary Analysis" (with Frank Hull & Gene Slowinski). Pp. 200-208 in Luis R. Gomez-Mejia and Michael W. Lawless (Eds.), 1988, Proceedings: Managing the High Technology Firm. Boulder, CO: University of Colorado.

"High-Technology Batch Production Systems: Woodward's Missing Type" (with Frank Hull). Academy of Management Journal, 1987, 30 (4): 786-797.

"Technology and Span of Control: Woodward Revisited" (with Frank Hull), Journal of Management Studies, 1986, 23 (2): 173-194.

"A Quantitative Assessment of Changes in Work Activities Resulting from Computer-Assisted Design" (with Ann Majchrzak & David Mandeville), Behavior and Information Technology, 1986, 5 (3): 259-271.

"Technology and Organization Reconsidered" (with Frank Hull), Pp. 106-111 in Patricia Sanders and John F. Veiga (Eds.), 1982, Proceedings of the Eastern Academy of Management.

INVITED PRESENTATIONS AND VISITING APPOINTMENTS

"Requisite Connectivity and Team Performance: Initial Findings from a Global Study" (with Darl Kolb), Fuqua School of Business, Duke University, November 20, 2009.

"Organizing for Innovation: The Evista Project," Guest Lecturer, Management of Innovation, Executive MBA, Eli Broad College of Business, Michigan State University, November 7, 2009.

"Requisite Connectivity and Team Performance: Initial Findings from a Global Study" (with Darl Kolb), Microsoft Research, Cambridge, England, July 8, 2009.

"Requisite Connectivity and Team Performance: Initial Findings from a Global Study" (with Darl Kolb), Judge School of Business, University of Cambridge, Cambridge, England, July 7, 2009.

"Creative Connectivity: Finding Flow for Regeneration and Innovation" (with Darl Kolb), European Group and Organization Studies (EGOS) Colloquium, Barcelona, July 2-4, 2009.

"Toward Innovation Systems That Matter" (with Frank Hull), Conference on Revitalizing Innovation in America, Michigan State University, June 10, 2009.

"Finding Connective Flow in Distributed Product Development Teams" (with Darl Kolb), Department of Management and International Business, University of Auckland Business School, University of Auckland, April 13, 2008.

"Managing Innovation for Organic Growth," Owner-Manager Program, ICE House, University of Auckland, April 18, 2008.

Visiting Scholar, Department of Management and International Business, University of Auckland Business School, New Zealand, 2008.

"In Search of Requisite Connectivity" (with Darl Kolb and Allan Lind), Second International Conference on Management of Globally Distributed Work, Bangalore, India (July 25-27, 2007).

Visiting Scholar, Department of Management and International Business, University of Auckland Business School, New Zealand, 2005.

"A Replication and Extension of the Composite Model of Concurrent Engineering Effectiveness" (with Frank Hull), Academy of Management Annual Meeting, New Orleans, August 2004.

"A Replication and Extension of the Composite Model of Concurrent Engineering Effectiveness" (with Frank Hull), 9th International Conference on Concurrent Enterprising: Enterprise Engineering in the Networked Economy, Espoo, Finland, June 2003.

"Strategies for Reducing Product Development Cycle-times," Luncheon Presentation, Philips Ultrasound, Bothell, WA, April, 2002.

"Effective Transnational New Product Development Practices," International Christian University, Tokyo, Japan, March, 2000.

"A SPOT Framework for Benchmarking Enterprise Integration," 21st Century Commerce EXPO, Association for Enterprise Integration, San Diego, CA, December 1, 1999.

"Effective Transnational Concurrent Engineering Practices," INFORMS, Seattle, WA, October, 1998.

"Impact of Early Manufacturing Influence on Product Development Performance under Conditions of Design Novelty," PICMET '97, Portland, Oregon, July 28, 1997.

"Workshop on Teaching Technology & Innovation Management," TIM Division, Academy of Management Annual Meetings, Cincinnati, OH, August 16, 1996.

"Firm-specific Resource Drivers of Innovation Adoption and Competitive Advantage," (with Anne Ilinitch), Strategic Management Society, Mexico City, Mexico, October 15, 1995.

"A Hybrid Model of Concurrent Engineering Effectiveness," Academy of Management Annual Meetings, Vancouver, Canada, August 10, 1995.

"Composite Model of Concurrent Engineering Effectiveness," Department of Industrial & Operations Engineering, College of Engineering, University of Michigan, May, 1994.

"Loosening the Gordian Knot: Technological Innovation, Occupational Inertia and Change," Academy of Management Annual Meetings, Las Vegas, Nevada, August 11, 1992.

"Programmable Automation and the Locus of Decision-making Power," Academy of Management Annual Meetings, Las Vegas, Nevada, August 11, 1992.

"Programmable Automation Adoption and Implementation Effects on Organizations," Interdisciplinary Organization Studies Program, University of Michigan, Ann Arbor, MI, May 10, 1990.

"Programmable Automation, Technology Strategy, and Organization: A Profile of Adopters," Academy of Management Meetings, San Francisco, CA, August 12-15, 1990.

"Radical Innovation and the Occupational Structure of Manufacturing Establishments," Organization Studies Group, School of Business and Commerce, University of Illinois, April 27, 1989.

"Liabilities of Organizational Form in a Family of Populations: The Case of Capital Intensive American Manufacturing in 1973-87," American Sociological Association Meetings, San Francisco, CA, August 9-13, 1989.

"Entrepreneurial Strategies for Effectively Partnering with Corporations in High-Technology: A Preliminary Analysis," Managing the High Technology Firm Conference, University of Colorado, Boulder, Colorado, January 13-15, 1988.

"Organizations Responses to Changes in Automaticity," ORSA/TIMS, St. Louis, October, 25-28, 1987.

"Innovative Responses to Organizational Decline: Strategic Implications," Seventh Annual Strategic Management Society Conference, Boston, October 14-17, 1987.

"Advanced Technology and Competitive Position," Fifth Annual Strategic Management Society Conference, Barcelona, Spain, October 2-5th, 1985.

"A Quantitative Assessment of Change in Work Activities Resulting from CAD," American Institute for Decision Sciences, Las Vegas, Nevada, November 11-13, 1985.

"To Automate or Not: The Impact of Automaticity Change in 110 U.S. Factories," American Institute for Decision Sciences, Las Vegas, Nevada, November 11-13, 1985.

"Technology and Organization Design in Japan versus the West," American Sociological Association Meetings, Washington, D.C., August 28, 1985.

"Productivity Dimensions: A Macro Approach to Socio-Technical Systems," Fifth Annual Productivity Conference, School of Engineering, Rutgers University, December, 1983.

"A Framework for Analyzing Technical Systems," Academy of Management Meetings, Dallas, August, 1983.

"Technology and Organization in Japanese Factories," Second Annual U.S.-Japan Business Conference, Tokyo, Japan, April 4, 1983.

"Technology and Organization Reconsidered," Eastern Academy of Management Meetings, Baltimore, May, 1982.

EXTERNAL FUNDING

"Connectivity and Distributed Team Performance" University of Auckland Research Grant (Co-Principal Investigator with Darl Kolb, University of Auckland), 2007-2010.

"Innovation Management, Technology Policy, and Competitive Advantage in Small and Medium-sized Manufacturing Firms: Insights from Ehime, Japan" (with Stephen Collins), Ehime University, Japan, 2003.

"Effective Transnational Concurrent Engineering Practices," National Institute of Science, Technology and Engineering Policy (NISTEP), Government of Japan, 1999-2000.

"Concurrent Engineering Best Practices in American Industry," (with Frank Hull and Jeff Liker), Defense Advanced Research Projects Agency (DARPA), Design & Manufacturing Institute, Stevens Institute of Technology, 1993-94.

"Knowledge and the Survival of Manufacturing Plants," Graduate School Fund, The Graduate School, University of Washington (16 awards granted yearly, University-wide competition), 1992.

"Technology Adoption Processes in New Jersey Manufacturing Establishments: The Third-Wave," (with Frank Hull and Bob Wharton), Design & Manufacturing Institute, Stevens Institute of Technology, 1991-1992.

"Innovative Responses to Organizational Decline," Ameritech Foundation, 1987.

"Work and Performance Implications of Computer-aided Design," Ingersoll-Rand Corporation, 1986.

"Effective Organization Structure and Change Implementation Strategies for the Factory of the Future," (with Cynthia Lengnick-Hall), Computer Integrated Design, Manufacturing, and Automation Center (CIDMAC), School of Engineering, Purdue University, 1984.

"Socio-technical Determinants of Process Innovation," Dissertation research funded by National Science Foundation, (Jerald Hage and Frank Hull, co-principal investigators), and Center for Innovation, University of Maryland, 1981-83.

UNIVERSITY SERVICE ACTIVITIES

UWB BUSINESS PROGRAM

Faculty Personnel Committee, 2009-2010 (Chair)

Part-time MBA Conference (UWB Representative), Dallas, October 7-9, 2009

MBA Student Recruitment (Faculty Representative & Speaker), 2009

Faculty Personnel Committee, 2008-09 (Co-Chair)

Ad Hoc Committee on Leadership MBA Program, Bellevue, 2007-08

MBA Admissions Committee, 2007-08 (Chair)

OB Faculty Search Committee, 2008-09 (Chair)
Faculty Personnel Committee, 2007-08
OB Faculty Search Committee, 2007-08 (Chair)
OM Faculty Search Committee, 2007-08
B300 Review Committee, 2007 (Chair)
Faculty Personnel Committee, 2006-07
MBA Admissions Committee, 2006-07 (Chair)
Promotion & Tenure Committee, James Burton, 2006 (Chair)
Promotion & Tenure Committee, Gowri Shankar, 2006
MBA Admissions Committee, 2005-06
Undergraduate Admissions Committee, 2005-06 (Chair)
Faculty Personnel Committee, 2003-04
Task Force on Assessment of Student Learning, 2004 (Chair)
Faculty Personnel Committee, 2002-03
Petitions Committee, 2001-03 (Chair)
OB Faculty Search Committee, 2002 (Chair)
Faculty Personnel Committee, 2001-02
Advisor to Adjunct Instructors on BBUS 300 course, 2002.
Ad Hoc Program Values Committee, 2002 (Chair)
Undergraduate Curriculum Committee, 2002.
Faculty Personnel Committee, 2000-01
Promotion & Tenure Committee, Pete Nye, 2000 (Chair)
Promotion & Tenure Committee, Kevin Laverty, 2000 (Chair)
Faculty Personnel Committee, 1999-2000
Operations Management Faculty Search Committee, 1999-2000
Faculty Personnel Committee, 1998-99

Promotion & Tenure Committee, James Miller, 1999

Management Faculty Search Committee, 1997-98 (Chair)

Faculty Personnel Committee, 1997-98

UWB CAMPUS

Search Committee for Director, Teaching & Learning Center, 2009-2010

Faculty Panel, On-line Discussion Workshop, Learning Technologies, Academic Services, 2009

Business Director Search Committee, 2008-09

Technology and Teaching Innovation Task Force, 2008-09

Campus Council on Academic Standards and Curriculum, 2008-09

Faculty Council, 2006-2007

Faculty Council, 2005-2006

Academic Integrity Task Force, UWB, 2003-04

GFO Curriculum Committee, 2003-04

Worthington Technology Award Committee, 2003-04

GFO Curriculum Committee, 2002-03

Faculty Council, 2001-2003

GFO Curriculum Committee, 2001-02

Search Committee for Program Director, Business Administration Program, 1999-2000

General Faculty Organization, 1998-99 (Chair)

Faculty Council on Promotion and Tenure, 1998-99 (Chair)

Worthington Distinguished Faculty Award Committee, 1998-99 (Chair)

Building Advisory Committee, 1998-99

General Faculty Organization, 1997-98 (Vice-Chair)

Worthington Distinguished Faculty Award Committee, 1997-98 (Chair)

UNIVERSITY OF WASHINGTON

UW Faculty Senate, UWB Representative (2007-08)

UW Faculty Senate, UWB Representative (2006-07)

UW Faculty Senate, UWB Representative (2002-03)

Graduate Faculty Representative, School of Music, UWS, 2004-05.

Graduate Faculty Representative, School of Business, UWS, 2003-04.

Graduate Faculty Representative, Information School, UWS, 2002-03.

Graduate Faculty Representative, Department of Economics, UWS, 2001-02.

Search Committee for Chancellor and Dean, University of Washington – Bothell, 1998-99

PROFESSIONAL ACTIVITIES

PROFESSIONAL OFFICES HELD:

Executive Committee (elected position), Technology and Innovation Management Division, Academy of Management, 1994-96.

CONFERENCE ORGANIZER:

Conference on Revitalizing Innovation in America, Eli Broad College of Business, Michigan State University, Strategy Research Institute and Society for Concurrent Product Development (co-sponsors), MSU Executive Education Center, June 10-11, 2009 (co-organizer with Frank Hull & John Miller)

Conference on Cost-effective Innovation, Strategy Research Institute and Society for Concurrent Product Development (co-sponsors), Boston University Executive Education Center, June 11-13, 2007 (co-organizer with Frank Hull & Jerry Kardas)

JOURNAL REVIEWER:

Academy of Management Journal
Administrative Science Quarterly
IEEE Transactions on Engineering Management
Journal of Operations Management
Journal of Work and Occupations
Management Science
Organization Science
Strategic Management Journal

OTHER:

Zen Sullivan, Dissertation Committee, W. J. Howe School of Technology Management, Stevens Institute of Technology (Pat Holahan, Chair), 2008-present.

TEACHING EXPERIENCE

University of Washington:

Management of Organizations / Creative and Innovative Management: core requirement for business students, UW-Bothell

Managing Innovation: senior-level course for TIM majors, UW- Bothell.

Technology and Innovation Management: MBA core requirement, UW-Bothell.

Management of Change: Executive Education Workshop for Tacoma Public Utilities.

Management of Organizations: junior/senior core requirement for business students, UWS

Organization Design: MBA elective seminar, UWS

Organization Design and Technology Implementation: Executive Education workshop for Federal Aviation Authority, UWS

Sociological Models of the Firm: required Ph.D. seminar for strategic management students, UWS

Strategic Management of Technology and Innovation: MBA elective; students from business, engineering, and technical communications, UWS

Purdue University:

Introduction to Organizational Behavior: required lecture course for junior management students, elective for industrial engineering students; 200-300 students per semester.

Management of Innovation: elective seminar for masters students; developed from scratch; students from communications, engineering, human resource management, organizational behavior, and strategic management.

Organization Theory and Design: required Ph.D. seminar for organizational behavior, human resource management, strategic management students.

Research Methods in Organization Studies: Ph.D. seminar for organizational behavior, human resource management, strategic management students.

Workshop on Management of Innovation: workshop offered to middle-level managers as part of Krannert Executive Education, Engineering Management Program.

CONSULTING EXPERIENCE

Applied Materials (AMAT), Cummins Engine Company (Technical Services Center), DaimlerChrysler, Ingersoll-Rand, Lucent Technologies (Wireless Division), Motorola Inc. (Digital Networks), NACCO Material Handling Group, Novellus Systems, Purdue University (Business Services Division), Rolls-Royce Corporation, Siemens Corporation, Slope Indicator, Stanley Works, Steelcase, Sun Microsystems, U.S. Army Research & Development Center (ARDEC), Varian Semiconductor Equipment Associates.

REFERENCES (AVAILABLE UPON REQUEST)