

MICHAEL R. WEEKS

CURRICULUM VITAE

CURRENT POSITION

Assistant Professor of Management
Sykes College of Business
The University of Tampa

ACADEMIC EDUCATION

2004 Doctor of Philosophy (Management Studies), University of Oxford, U.K.
2002 Master of Science (Management Studies), University of Oxford, U.K.
1994 Master of Business Administration, Auburn University, Alabama USA
1986 Bachelor of Electrical Engineering, Auburn University, Alabama USA

ACADEMIC EXPERIENCE

2007-PRESENT *The University of Tampa*
Assistant Professor of Management

Teach undergraduate and graduate classes in management, strategy, and innovation management to approximately 100 students per semester. Conduct academic research in technology management, innovation management, and organizational theory.

2004-2007 *United States Air Force Academy (USAF)*

Deputy for Operations, Assistant Professor of Management
Responsible to the Department Head for the day-to-day operation of the Department of Management, an AACSB-accredited program. Supervised the performance and evaluation of approximately 40 academic professionals. As Deputy for Operations, administrative responsibilities were equivalent to an Associate Dean at a civilian undergraduate university. Taught classes to approximately 75 cadets per semester in management, operations research and management information systems. Consulted and conducted research for the U.S. Department of Defense and related agencies.

2001-2004 *University of Oxford*

Doctoral Candidate, Saïd Business School, Templeton College, Oxford, England
Dissertation Title: Information Technology Outsourcing and Business Innovation: An Exploratory Study of a Conceptual Framework
Conducted research to assess the effects of information technology outsourcing on IT innovation. The study was a qualitative case analysis of four IT outsourcing relationships involving firms with multi-billion dollar annual revenues. Taught undergraduate lecture seminars and executive education sessions for the business school. Advanced doctoral seminars completed in strategy, knowledge management, advanced quantitative methods, and science and technology studies.

1996-1998

United States Air Force Academy (USAF)

Instructor of Management, T-3 Instructor Pilot, Department of Management,
United States Air Force Academy, CO

Taught classes in management to approximately 100 cadets per semester. Classes taught were a sophomore-level Introduction to Management class and a senior-level Management Information Systems (MIS) class. As course director for the MIS class, developed syllabus and assessment tools for all learning objectives. Consulted and conducted research for U.S. Department of Defense and related agencies. Also served as T-3 Instructor Pilot.

PEER-REVIEWED PUBLICATIONS

“Organizing for Disaster: Lessons from the Military,” *Business Horizons*, Forthcoming.

“Technology and Knowledge Transfer within Outsourcing Relationships: The Development of a Model of Inter-organizational Innovation,” *Comparative Technology Transfer and Society*, 5:1 (April 2007), pp. 66-96.

“Outsourcing, Innovation, and HRM Practices in the Firm,” with Claudia Ferrante. *Proceedings of the 2007 Western Academy of Management Conference*, March 2007.

“Achieving Innovation in an Outsourcing Environment: Creating a Model for Success,” with Kevin J. Davis. *Proceedings of the 2007 Western Academy of Management Conference*, March 2007.

“Knowledge Management in the Wild,” *Business Horizons*, 47:6 (Nov-Dec 2004), pp. 15-24.

“Cost-Benefit Economics: Enhancing National Security and Air and Space Power,” *Air and Space Power Journal*, Fall 2003, 17:3, pp. 27-37.

“Delivering Successful Service and Outsourcing Projects Using Concurrent Engineering Methodologies,” with Michael G. Martin and Kevin J. Davis. *Proceedings of the 29th Annual Project Management 1998 Seminars and Symposium*. October 1998.

“Quick Response Simulation: Laughlin Air Force Base Capacity Analysis,” with James K. Lowe. *Phalanx*, 31:1 (March 1998), pp. 10-11, 31-33.

“Future Trends: Richness and Control Issues in the Information Economy,” with Kevin J. Davis. *Proceedings of the Fifth Annual American Society of Business and Behavioral Sciences Conference*, February 1998.

“Classical-Jazz-Rock & Roll: Variations on Organizational Style,” with Rita A. Campbell. *Proceedings of the Fifth Annual American Society of Business and Behavioral Sciences Conference*, February 1998.

OTHER PUBLICATIONS

“Innovation Governance in an Outsourced Relationship,” *CSC Research Services Journal*, November 2004, 13, pp. 45-49.

“Why a gold mine manager takes his wife with him to job interviews: Brad Sampson,” with Theodore Zeldin in Zeldin, T. and Mortensen, G. in *Surprising People*, 2002, Oxford Muse Publications: Oxford.

“Abstract from Sourcing Practices and Business Innovation: Evidence from the Automotive Industry,” *Management Research News*, 25:8/9/10 (2002), pp. 185-187.

- “Understanding the Messiah Strad Research: A Statistical Primer,” *Soundpost*, 2:2 (16 Jan 2002). Online: <http://www.soundpostonline.com/>.
- “Chaos, Complexity and Conflict,” *Aerospace Power Chronicles*. July 2001. Online: <http://www.airpower.maxwell.af.mil/airchronicles/cc.html>
- “TIGER Teams on Outsourcing Projects: They’re Great!” with Michael G. Martin and Kevin J. Davis. *Project Management Network*. October 1998, pp. 50-53.

PRESENTATIONS

- “Exploration and/or Exploitation: Trade-off (either/or) or Paradox (both/and),” Presented with Martha Feldman to the 2007 Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, 8 August 2007.
- “Outsourcing, Innovation, and HRM Practices in the Firm,” Presented with Claudia Ferrante to the 48th Annual Meeting of the Western Academy of Management Conference, Missoula, Montana, 24 March 2007.
- “Achieving Innovation in an Outsourcing Environment: Creating a Model for Success,” Presented with Kevin J. Davis to the 48th Annual Meeting of the Western Academy of Management Conference, Missoula, Montana, 23 March 2007.
- “IT Outsourcing and Innovation,” with Richard Sykes, invited keynote speaker for meeting of Intellect-UK, London, 23 July 2003.
- “Sourcing Practices and Business Innovation: Evidence from the Automotive Industry,” Presented to the 17th Annual Conference of the Employment Research Unit, Cardiff University, Cardiff, Wales, 13 September 2002.
- “Rush Hour at 10,000 Feet: USAF Pilot Training Capacity Analysis,” Presented to the 27th Annual Meeting of The Western Decision Sciences Institute, Reno, Nevada, 9 April 1998.
- “Future Trends: Richness and Control Issues in the Information Economy,” Presented with Kevin J. Davis to the Fifth Annual American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada, February 1998.
- “Classical-Jazz-Rock & Roll: Variations on Organizational Style,” Presented with Rita A. Campbell to the Fifth Annual American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada, February 1998.

WORKING PAPERS

- “IT Outsourcing: From Cost Management to Innovation and Business Value,” with David Feeny, paper under review .
- “Absorptive Capacity and Dynamic Capabilities: A Reconceptualization of the Resource-based View,” paper under development.

SELECTED ACADEMIC AWARDS

Helmer Award for Outstanding Teaching – United States Air Force Academy
Phi Kappa Phi – Top 5% of Graduate Students at Auburn University
Eta Kappa Nu – Electrical Engineering Honor Society
Dean's List – Auburn University

OTHER SCHOLARLY SERVICE

Reviewer for *The Journal of Strategic Information Systems*
Reviewer for *Human Resource Management*
Reviewer for *The Western Academy of Management*
Reviewer for *The Journal of Engineering Education*
USAF Faculty Forum Member
Member, Society for Information Management
Member, Academy of Management
Member, Western Academy of Management

SUMMARY OF NON-ACADEMIC CAREER

- 1998-2001 *Air Mobility Command (USAF)*
Chief, Operations Readiness Branch, C-141 Flight Examiner, 21st Air Force, McGuire AFB, NJ
Responsible for assessing readiness for 21st Air Force, an organization with 61,000 personnel in eight countries. Made recommendations and evaluations to the commander for operational improvements for the organizations. Supervised a staff of 15. Instructed and evaluated other pilots in the C-141 transport aircraft and commanded global airlift missions.
- 1993-1996 *Air Education and Training Command (USAF)*
Flight Commander/T-38 Instructor Pilot, 50th Flying Training Squadron, Columbus AFB, MS
Supervised 10 instructors and 25 students during the execution of a six-month advanced pilot training syllabus. Instructed undergraduate pilots in all phases of flying including instrument, navigation, contact and formation in the supersonic, high-performance T-38. Also served as the 14th Flying Training Wing Airspace Officer. Served as the Wing's liaison with outside agencies including the Federal Aviation Administration and regional air traffic control centers. Developed and published new flying procedures and negotiated letters of agreement for the unit with outside agencies.
- 1988-1993 *Air Mobility Command (USAF)*
Instructor Aircraft Commander/Executive Officer, C-141, 76th Airlift Squadron, Charleston AFB, SC
Instructed and commanded missions providing airlift of passengers, cargo, and aeromedical patients to all theaters. Commanded crews of up to twelve members on combat and combat support missions to the Middle East during the first Gulf War. All-weather flying experience in Europe, Africa, South America, and the Middle East. Duties also included Squadron Executive Officer. Responsible to squadron commander for correspondence and for performance reports for all assigned officers. Also served as squadron scheduler for over 70 pilots.

1987-1988 *Air Education and Training Command (USAF)*
Pilot Training Student, 14th Flying Training Wing, Columbus AFB, MS

1986-1987 *Computer Services of Atlanta*
Computer Engineer, Atlanta, Georgia

PROFESSIONAL EDUCATION AND CERTIFICATION

2006 USAF Air War College (non-resident)

1999 USAF Air Command and Staff College (non-resident)

1995 USAF Squadron Officer School

 U.S. Federal Aviation Administration Airline Transport Pilot Certificate

SELECTED MILITARY AWARDS

Meritorious Service Medal with Oak Leaf Cluster, Air Medal, Aerial Achievement Medal, Commendation Medal with Oak Leaf Cluster, Expeditionary Medal, Southwest Asia Service Medal with three Campaign Stars, Humanitarian Service Medal with Service Star, Kuwait Liberation Medal, Air Education and Training Command Aircrew Safety Award of Distinction