

Dr. Rocki DeWitt
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BSAD-Management/Strategy
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Education

- Ph D, Columbia University, 1991.
Dissertation Title: Strategies for Downsizing: Breaking Up Is Hard to Do
- M Phil, Columbia University, 1987.
Major: Strategic Management
- MS, The Ohio State University, 1980.
Major: Agri-Business
Dissertation Title: Labor Management Practices and Problems on Large Northeastern Ohio Dairy Farms
- BS, New York University, 1978.
Major: cum laude, Marketing Management and Management

Non-UVM Employment History

Academic - Post-Secondary

- Associate Dean, MBA Program, The Pennsylvania State University. (1999 - 2001).
- Associate Professor of Management, The Pennsylvania State University. (1998 - 2001).
- Assistant Dean, MBA Program, The Pennsylvania State University. (1998 - 1999).
- Director, MBA Program, The Pennsylvania State University. (1997 - 1998).
- Assistant Professor of Management, The Pennsylvania State University. (1991 - 1998).
- Instructor, The Pennsylvania State University. (1989 - 1991).
- National parts sales manager, J.I. Case Company, International Harvester Company. (1980 - 1985).

Licensures and Certifications

- Dual Certificate in Family Business and Wealth Advising (CFBA/CFWA), Family Firm Institute.
(September 28, 2023 - Present).

Professional Memberships

- Academy of Management. (September 1986 - Present).
- Academy of Management. (1993 - April 2018).
- Strategic Management Society. (1993 - March 2018).

North American Case Research Association. (January 2012 - December 2015).

Member, Business Advisory Board, Stromatec. (May 8, 2010 - March 1, 2015).

Advanced Interface Technologies, State College, PA. (1999 - 2002).

Intuitive Control Systems, State College, PA. (1999 - 2002).

MBA Enterprise Corps. (1993 - 2001).

Development Activities Attended

Continuing Education Program, "FFI GEN Program," FFI, Boston, Massachusetts, United States. (February 2, 2023 - Present).

Workshop, "Book Group: Creating Self-Regulated Learners," CTL, Vermont, United States. (October 18, 2016 - November 15, 2016).

Leadership Development (remote), "Alan Dillman," Yankee Farm Credit, United States. (June 2014 - October 2014).

Seminar, "Sustainability Fellow," University of Vermont. (2009 - 2010).

Conference Attendance, "GCEC Annual Conference," Global Consortium of Entrepreneurship Centers. (October 21, 2010 - October 24, 2010).

Continuing Education Program, "Women Director's Development Program," Northwestern University. (November 11, 2009 - November 13, 2009).

Conference Program, "Triple Bottom Line: Senior Leadership and Directors' Roles in Creating Strategic Issue Momentum," Academy of Management Annual Meetings. (August 10, 2009).

Conference Attendance, WRI Summit. (December 2004).

Conference Attendance, AAA Annual Meeting. (August 2004).

Awards and Honors

FFI Fellow, Family Firm Institute. (October 2024).

Professor of the Year, Student Advisory Committee. (May 2020).

Honorable Mention, IFERA 2017 Conference. (June 28, 2017).

TEACHING

Teaching Experience

The University of Vermont

185, HCOL: Returns From the Land, 4 courses.

195, HCOL: Honors College, 1 course.

BSAD 010, The Business Enterprise I, 34 courses.

BSAD 187, Teaching Assistantship, 4 courses.

BSAD 191, Strategy and Competition, 18 courses.

BSAD 195, International Business, 9 courses.

BSAD 196, ST: Leading & Managing the Family & Closely Held Business, 2 courses.
BSAD 198, Independent Study, 2 courses.
BSAD 290, Strategic Theme Capstone: GB, 5 courses.
BSAD 295, AST: Sustainable Business, 4 courses.
BSAD 395, AST: Strategy for Corporate Social Responsibility, 1 course.
BSAD 396, Strategy and Competition, 4 courses.
BUS 2990, Case Analysis & Business Research, 2 courses.
BUS 4920, Strategic Theme Capstone: GB, 2 courses.
BUS 4930, Strategic Theme Capstone: GB, 1 course.

Non-Credit Instruction

Management/Executive Development, Continuing and Distance Education, 15 participants.
(October 21, 2019).

Management/Executive Development, Continuing and Distance Education, 15 participants. (April 26, 2019).

Management/Executive Development, Continuing and Distance Education, 15 participants.
(October 6, 2017).

Management/Executive Development, Continuing and Distance Education, 15 participants.
(October 14, 2016).

Guest Lecture, Biomass to BioFuels Course, 15 participants. (March 18, 2016).

Guest Lecture, Biomass to Biofuels Course, 15 participants. (October 16, 2015).

Management/Executive Development, Continuing and Distance Education, 15 participants.
(October 9, 2015).

Facilitated discussion of structural choices for School of Engineering UVM, Structuring Options
for the School of Engineering, 40 participants. (August 27, 2015).

Management/Executive Development, CLI, 15 participants. (January 30, 2015).

Facilitation of TAACCCT needs identification session, CEMS/GBIC, 15 participants. (October 10, 2014).

Management/Executive Development, Continuing and Distance Education, 15 participants.
(October 3, 2014).

Management/Executive Development, Family Business Institute. (July 29, 2014).

Guest Lecture, Biomass to Biofuels Course, 15 participants. (January 30, 2014).

Management/Executive Development, Center for Leadership & Management, 15 participants.
(January 17, 2014).

Management/Executive Development, Center for Leadership & Innovation. (October 4, 2013).

Guest Lecture. (February 1, 2013).

Continuing Education, Center for Innovation and Leadership, 25 participants. (January 25, 2013).

Continuing Education, Center for Leadership and Innovation, 25 participants. (October 12, 2012).

Continuing Education, Center for Leadership & Innovation, 25 participants. (May 24, 2012).

Continuing Education, Center for Leadership & Innovation, 25 participants. (February 9, 2012).

Guest Lecture, BSAD 295: Sustainable. (July 13, 2011).

Management/Executive Development, Vermont Business Center, 20 participants. (April 29, 2011).

Guest Lecture. (February 16, 2011).

Management/Executive Development, Vermont Business Center, 20 participants. (January 21, 2011).

Seminar, Environmental Studies Program, 25 participants. (September 1, 2009 - April 30, 2010).

Management/Executive Development, Vermont Business Center, 22 participants. (April 2, 2010).

Management/Executive Development, Vermont Business Center, 12 participants. (February 19, 2010).

Guest Lecture, BSAD 195 Leading and Managing the Family Business, 12 participants. (September 25, 2009).

Management/Executive Development, FAHC, 25 participants. (June 12, 2009).

Management/Executive Development, Vermont Business Center, 12 participants. (June 5, 2009).

Management/Executive Development, FAHC, 25 participants. (December 19, 2008).

Management/Executive Development, Vermont Business Center, 20 participants. (June 2007).

Workshop, Invention to Venture, 20 participants. (April 16, 2007).

Workshop, Farm Credit Services, 60 participants. (November 13, 2006).

Workshop, Farm Credit Services, 60 participants. (November 12, 2006).

Management/Executive Development, Vermont Business Center, 25 participants. (June 9, 2005).

Management/Executive Development, Vermont Business Center, 20 participants. (May 2005).

Seminar, Vermont Family Business Initiative, 25 participants. (2003).

Workshop, "Business Ethics in the Academic World," Corporate Social Responsibility Workshop, Vermont Business and Industry Expo. (2003).

Management/Executive Development, "Building blocks for leadership accomplishment," Women's Leadership Conference, Human Resource Development Center, The Pennsylvania State University. (2000).

Seminar, "Leadership & the Future of Land-Grant Universities & Agriculture Colleges," College of Agricultural Sciences Administrative Retreat, The Pennsylvania State University. (2000).

Workshop, "Machine needs to resource and capabilities to spur economic development," Microenterprise Subcommittee of the Borough of State College. (1998).

Workshop, "The adolescence of the CES: Managing the transition from downsizing to strategic planning," Commonwealth Educational System, The Pennsylvania State University. (1994 - 1995).

Workshop, "The impact of downsizing on survivor reactions: Implications for management of the CES," Commonwealth Educational System, The Pennsylvania State University. (1994 - 1995).

Management/Executive Development, "Downsizing in organizations," Faculty leader, The Pennsylvania State University. (1993 - 1994).

Workshop, "The impact of downsizing on capacity planning," Capacity Work Group, Consortium for Advanced Manufacturing International, Detroit, MI. (1993).

Workshop, and Susman, Gerald I. "Performance measures for the new Strategic agenda," Advanced Manufacturing Forum, Center for the Management of Technological and Organizational Change, Smeal College of Business Administration, The Pennsylvania State University. (1992).

Workshop, "Market and technological change as determinants of productive capacity decisions," Advanced Manufacturing Forum, Center for Management of Technological and Organizational Change, Smeal College of Business Administration, The Pennsylvania State University. (1990).

Directed Student Learning

Mentor through the Collective Impact Program. (March 2025 - Present).
Advised: Abiodun Awosusi

Master's Thesis Committee Member, "Vermont Vegetable Farmers & Wholesale Relationships," CALS-Community Development and Applied Economics. (March 1, 2019 - December 2021).
Advised: Kali McPeters

Undergraduate Honors Thesis, "Legal and Political Determinants of Entrepreneurship in Africa," CAS-Political Science. (May 2, 2018).
Advised: Keile Kropf

Undergraduate Honors Thesis, "Vermont Dairy Cultures: Tasting the Evolving Flavors," RSENR-Environmental Studies. (January 2015 - May 2015).
Advised: Samantha Frawley

Master's Thesis Committee Chair, "Sustaining A Founder's CSR Mission," CALS-Community Development and Applied Economics. (July 2013 - July 2014).
Advised: Alana Izzo

Honors Thesis Committee Chair, "Microfoundations of business ethics: Tradeoffs between speed and accuracy in a sequential, delegated workflow," BSAD-Accounting. (August 25, 2013 - May 15, 2014).
Advised: Tianze Chang

Honors Thesis Committee Chair, "The U.S. Government, Academe and the Monetization of Business Data," BSAD-Management/Strategy. (August 25, 2013 - April 10, 2014).
Advised: Isaiah Corey

Directed Individual/Independent Study, BSAD-Management/Strategy. (January 15, 2014 - January 30, 2014).
Advised: Kane Tobin

Directed Individual/Independent Study, "Typology of Consultancy," BSAD-MBA. (June 15, 2013 - November 2013).
Advised: Amanda Kloc

Master's Thesis Committee Chair, "The Role of Feedback and Networking in Agricultural Entrepreneurs' Success." (July 5, 2012 - October 2013).
Advised: Michael Archer

Master's Thesis Committee Chair, "The Role of an Entrepreneurial Experience in Students' Entrepreneurial Orientation: Growing Vermont." (August 15, 2012 - October 15, 2013).
Advised: Chloe Wieland

Supervised Research, "The Role of FB in Western Wear Industry Evolution," BSAD-MBA. (August 28, 2012 - June 2013).
Advised: Jennifer Swain

Directed Individual/Independent Study, "A MOOC's role in student yield," BSAD-Marketing. (February 1, 2013 - May 2013).
Advised: Ben Weigher

Directed Individual/Independent Study, "A MOOC's role in student yield," BSAD-Marketing. (February 1, 2013 - May 2013).
Advised: Ben Weigher

Directed Individual/Independent Study, "Case Study," BSAD-Marketing. (January 15, 2013 - May 2013).
Advised: Shanna Clement, Kyle DeVivo

Supervised Research, "The Role of FB in Western Wear Industry Evolution," BSAD-MBA. (August 28, 2012 - May 2013).
Advised: Jennifer Swain

Directed Individual/Independent Study, "Case Study," BSAD-Marketing. (January 15, 2013 - May 15, 2013).
Advised: Shanna Clement, Kyle DeVivo

Undergraduate Honors Thesis, "To be Decided." (March 1, 2011 - May 1, 2013).
Advised: Danika Frisbie

Master's Thesis Committee Chair, "The Role of an Entrepreneurial Experience in Students' Entrepreneurial Orientation: Growing Vermont." (August 15, 2012 - April 2013).
Advised: Chloe Wieland

Master's Thesis Committee Chair, "The Role of Feedback and Networking in Agricultural Entrepreneurs' Success." (July 5, 2012 - April 2013).
Advised: Michael Archer

Undergraduate Honors Thesis, "Key Issues in the Offshore Wind Power Industry." (December 1, 2011 - October 1, 2012).
Advised: Julian Tryba

Undergraduate Honors Thesis, "Investigating the Role of NOFA-VT and the VAAFM in the Transition to Organic Dairy in Vermont." (January 15, 2011 - May 7, 2011).
Advised: Caroline Dunlap

Awards and Honors

Nominee UVM Outstanding Advising Award, SGA, Senate, Provost's Office. (February 7, 2019).

Kroepsch-Maurice Teaching Award (Full Professor), University of Vermont. (May 11, 2017).

Nominee, Kroepsch Maurice Teaching Award, University of Vermont. (May 2016).

MBA Teacher of the Year, UVM MBA Student Association. (May 2014).

MBA Teacher of the Year, MBAA at UVM. (May 21, 2013).

Achievement in Diversity, MBA Program, Smeal College of Business Administration, The Pennsylvania State University. (1996).

Excellence in Teaching, Smeal College of Business Administration, The Pennsylvania State University. (1996).

Achievement in Diversity, MBA Program, Smeal College of Business Administration, The Pennsylvania State University. (1995).

Excellence in Teaching, Smeal College of Business Administration, The Pennsylvania State University. (1995).

Smeal College of Business Administration Nominee for University Teaching Award, The Pennsylvania State University. (1995).

Honorary Inductee, Smeal College of Business Administration, The Pennsylvania State University. (1994).

Professor of the Year, Smeal College of Business Administration, The Pennsylvania State University. (1993).

Finalist: 1992 Best Dissertation Award, Academy of Management. (1992).

RESEARCH

Published Intellectual Contributions

Books

DeWitt, R.-L., House, A. P. (in press). *A Concise Guide to Corporate Downsizing: Past, Present and Future*. Edward Elgar.

Sharma, P., Auletta, N., DeWitt, R.-L., Parada, M., Yusof, M. (2015). *Developing Next Generation Leaders for Transgenerational Family Enterprises*. Massachusetts: Edward Elgar.

Sharma, P., Yusof, M., Parada, M. J., DeWitt, R.-L., Auletta, N. (2014). The Global Booklet: Volume II Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries. *Edited Booklet for Family Business Scholars and Owners* (pp. 93 pages). digitalknowledge.babson.edu/sumrep/13

Book Chapters

- Sharma, P., DeWitt, R.-L. (2021). Social Capital as a Pathway to Sustainability at State Garden Inc. *Pioneering Family Firms' Sustainable Development Strategies*. Northampton, Massachusetts: Edward Elgar Academic Publishing.
- Sharma, P., DeWitt, R.-L. (2021). Social capital as a pathway to sustainability at State Garden. *Pioneering Family Firms' Sustainable Development Strategies*. Edward Elgar Publishing. <https://doi.org/10.4337/9781789904420.00014>
- DeWitt, R.-L., Auletta, N., Parada, M. J., Yusof, M., Sharma, P. (2015). Developing Next Generation Leaders. *Developing Next Generation Leaders for Transgenerational Entrepreneurial Family Enterprises*. Massachusetts: Edward Elgar.
- DeWitt, R.-L., Gonzalez Leon, A. C. (2014). Successful Family Business Ownership Transitions: Leveraging Tacit Knowledge. In Pramodita Sharma, Philipp Sieger, Robert S. Nason, Ana Cristina Gonzalez Leon and Kavil Ramachandran (Ed.), *Exploring Transgenerational Entrepreneurship: The Role of Resources and Capabilities* (pp. 88-109). Cheltenham UK: Edward Elgar.
- DeWitt, R.-L., cristina, a. (2014). The Role of Experience and Socio-Emotional Wealth in Business Continuity. In Pramodita Sharma, Mohar Yusof, Maria Jose Parada, Rocki-Lee DeWitt, Nunzia Auletta (Ed.), *The Global Booklet: Volume II Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries* (pp. 27-32). Edward Elgar. digitalknowledge.babson.edu/sumrep/13
- DeWitt, R.-L. (2012). In Cary Cooper, Alankrita Pandey & James Campbell Quick (Ed.), *Good Downsizing* (pp. 326-355). Cambridge: "Downsizing: Is Less Still More?"/Cambridge University Press.
- DeWitt, R.-L., Harrigan, K. R. (2001). In AMACOM, Nirmal Pal and Judith M. Ray (Ed.), *Leveraging Old Economy Fundamentals for the New World* (pp. 49-58). Pushing the Digital Frontier.
- DeWitt, R.-L., Harrigan, K. R., Newman, W. H. (1998). In David L. Ketchen (Ed.), *Downsizing strategically* (vol. 5, pp. 21-36). JAI Press: Advances in applied business strategy.
- Thomas, J. B., DeWitt, R.-L. (1996). In J. Luftman (Ed.), *Strategic alignment research and practice: A review and agenda* (pp. 385-403). Strategic Alignment in Practice/Oxford University Press.

Refereed Journal Articles

- Chiang, K., DeWitt, R.-L., Folkman, D., Jiao, L. (2020). REIT Ownership, Entrepreneurial Control, and Corporate Value. *Journal of Real Estate Research*.
- Barbera, F., Stamm, I., DeWitt, R.-L. (2018). The Development of an Entrepreneurial Legacy: Exploring the Role of Anticipated Futures in Transgenerational Entrepreneurship. *Family Business Review*, 31(3), 352-378. <https://doi.org/10.1177/0894486518780795>
- Conner, D. S., DeWitt, R.-L., Inwood, S. M., Archer, M. (2015). Social Responsibility and Community Development in Vermont's Food Business Sector. *Journal of Food Research*, 4(6), 93-103. [dx.doi.org/10.5539/jfr.v4n6p93](https://doi.org/10.5539/jfr.v4n6p93)

- Bergh, D. D., Johnson, R. A., DeWitt, R., Bergh, D. D., Johnson, R. A., DeWitt, R.-L. (2008). Restructuring Through Spin-Off or Sell-Off: Transforming Information Asymmetries Into Financial Gain. *Strategic Management Journal*, 29(2), 133-148.
<http://onlinelibrary.wiley.com/doi/10.1002/smj.652/abstract>
- DeWitt, R.-L., Trevino, L. K., Mollica, K. A. (2003). Stuck in the Middle: A Control-Based Model of Managers' Reactions to Their Subordinates' Layoffs. *Journal of Managerial Issues*, 15(1), 32-49.
- Mollica, K. A., DeWitt, R.-L. (2000). When others retire early: What about me? *Academy of Management Journal*, 43, 1068-1075.
http://www.accessmylibrary.com/coms2/summary_0286-1901192_ITM
- DeWitt, R.-L. (1998). Firm, industry, and strategy influences on choice of downsizing approach. *Strategic Management Journal*, 19, 59-79.
- DeWitt, R.-L., Trevino, L. K., Mollica, K. A. (1998). The Influence of Eligibility on Employees' Reactions to Voluntary Workforce Reductions. *Journal of Management*, 24(5), 593-613.
<https://doi.org/10.1177/014920639802400502>
- Brockner, J., Wiesnefeld, B., Stephan, J., Hurley, R., Grover, S., Reed, T., DeWitt, R.-L., Martin, C. (1997). The effects on layoff survivors of their fellow survivors' reactions. *Journal of Applied Social Psychology*, 27, 835-863.
- DeWitt, R.-L. (1993). The structural consequences of downsizing. *Organization Science*, 4, 30-40.
- Brockner, J., Grover, S., Reed, T. F., DeWitt, R.-L. (1992). Layoffs, job insecurity, and survivors' work effort: Evidence of an inverted-U relationship. *Academy of Management Journal*, 35, 413-425.
- Brockner, J., DeWitt, R.-L., Grover, S., Reed, T. F. (1990). When it is especially important to explain why: Factors affecting the relationship between managers. *Journal of Experimental Social Psychology*, 26, 389-407.
- Brockner, J., Grover, S., Reed, T. F., DeWitt, R.-L., O'Malley, M. (1987). Survivors' reactions to layoffs: We get by with a little help for our friends. *Administrative Science Quarterly*, 32(4), 526-541. <http://www.jstor.org/pss/2392882>

Conference Proceedings

- DeWitt, R.-L. (2003). *Business Ethics in the Academic World*. Corporate Social Responsibility Workshop.
- DeWitt, R.-L. (2000). *Building blocks for leadership accomplishment*. The Pennsylvania State University, Pennsylvania: Women's Leadership Conference, Human Resource Development Center.

Other

- DeWitt, R.-L. (2024). *The Impact from Engaging Stakeholder Voice*.
<https://lorirosenkopf.substack.com/p/the-impact-from-engaging-stakeholder>
- Sharma, P., DeWitt, R.-L., Bass, L. (2023). *Continuity Planning for a Third-Generation Family Business*. SAGE Family Business Cases.
<https://sk.sagepub.com/cases/continuity-planning-for-a-third-generation-family-business>

- Auletta, N., DeWitt, R.-L., Parada, M. J., Sharma, P., Yusof, M. (2014). How Are Entrepreneurial Family Businesses Sustained Over Time? *The Global Booklet: Volume II Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries* (pp. 3-11). digitalknowledge.babson.edu/sumrep/13
- DeWitt, R.-L., Ifshin, A. W. (2013). In Deborah R. Ettington (Ed.), *DLC Management: Securing Its Future* (2nd ed., vol. 33, pp. 109-136). Stokesdale, North Carolina: Case Research Journal/NACRA.
- DeWitt, R.-L. (2006). *Is It a Business or Way of Life? (Revised)*. University of Vermont.
- DeWitt, R.-L., Simko, S. (2000). *American Education Corporation (A)*.
- DeWitt, R.-L., Simko, S. (2000). *The K-12 Educational Software Industry and Competitor Note*.
- DeWitt, R.-L. (1999). *Wells Fargo & Company: Brand New Opportunities*.
- DeWitt, R.-L., Mollica, K. A., Trevino, L. K. (1995). *Report to GPU Help Employees Team on GPU Employee Readiness For Change*. GPU.
- DeWitt, R.-L., Vicere, A. A., Freeman, V. T., Cavinato, J. L. (1993). In General Ross (Ed.), *Issues in Rshaping AMC*. Army Materiel Command.

Presentations Given

- DeWitt, R.-L. (Author & Presenter), Ifshin, A. (Author & Presenter), FFI Annual Meeting, "Evolving the Entrepreneurial Culture in a Changing Talent Landscape," Family Firm Institute, New York City, New York. (October 27, 2023).
- DeWitt, R.-L. (Author & Presenter), Saeed Malik, F. (Author & Presenter), FERC, "Disentangling the Drivers of Bankruptcy: Family, Competitive Positioning, Terrorism." (May 2021).
- DeWitt, R.-L. (Author & Presenter), Sharma, P. (Author & Presenter), Academy of Management Annual Meeting, "Family Entrepreneurship PDW: Contributing to the Inclusive Organization through Family Business Education," Massachusetts, United States. (January 2019).
- Barbera, F. (Author & Presenter), Stamm, I. (Author), DeWitt, R.-L. (Author), IFERA 2017, "Nurturing Transgenerational Entrepreneurship: An Exploration Into the Evolutionary Dynamics of Entrepreneurial Legacies in Family Firms," IFERA, Zadar, Croatia. (June 28, 2017).
- DeWitt, R.-L., 2017 Industry Studies Conference, "Land-Based Industries and Clusters: Capital Optionality and Diversification," Industry Studies Association, Washington, District Of Columbia, United States. (May 26, 2017).
- DeWitt, R.-L. (Author & Presenter), Izzo, A. (Author), Annual Meeting, "Socially Responsible Succession Planning," Academy of Management, Canada. (August 10, 2015).
- James, A. (Author), Gonzalez, A. C. (Author), DeWitt, R.-L. (Author), FERC 2015, "Non-Family: Opportunities for a More Inclusive and Complete Understanding of the Factors Underpinning Family Business Success," United States. (June 2015).
- Stamm, I. (Author), Barbera, F. (Author), DeWitt, R.-L. (Author), FERC 2015, "Why storytelling is key to understand long-term innovation practices in family firms? A theoretical explanation.," United States. (June 2015).

DeWitt, R.-L., Business Model Food: A Lot of Possibilities, "Backwards, Forwards, Sideways: Growth Directions," ANeIA & Bogota Chamber of Commerce, Colombia. (June 22, 2015).

Barbera, F. (Author), Stamm, I. (Author), DeWitt, R.-L. (Author), FERC 2014, "Overcoming tragedy to create a legacy: A case study of intergenerational innovation." (June 2014).

DeWitt, R.-L., Droppo, D. (Presenter), Global Summit STEP, "When outsiders bring new ideas," STEP Project, Barcelona, Spain. (November 2013).

DeWitt, R.-L., STEP Academic Meeting, "Curtis Packaging," Canada. (May 2013).

DeWitt, R.-L., Care Coordinators Conference, "Embrace Change to Be a High Performing Organization," HowardCenter, Burlington, Vermont, United States. (September 23, 2011).

DeWitt, R.-L., Annual Meeting, "Managing the Multibusiness Portfolio," Academy of Management, San Antonio, Texas, United States. (August 15, 2011).

DeWitt, R.-L., NSPE Northeast Regional Meeting, "Positioning for Competitive Advantage," Vermont Society of Professional Engineers, Burlington, Vermont, United States. (September 10, 2010).

DeWitt, R.-L., Academy of Management Annual Meeting, "Green Economy Professional Development Workshop: Setting the Agenda for Future Research," Academy of Management, Montreal, Canada. (August 7, 2010).

DeWitt, R.-L. (Discussant), Marcus, A., Delmas, M., Drori, I., Honig, B., Lepoutre, J., Lenox, M., Madhavan, R., Siegel, D., Shrivastava, P., Siri Terjesen, R. W., Sened, I., Wright, M., Academy of Management Annual Meetings, "Dare to Care About the Green Economy: Setting the Agenda for Future Research," Academy of Management, Montreal, Canada. (August 7, 2010).

DeWitt, R.-L., TED x UVM, "Business Literacy for Sustainability," TED/UVM, Burlington, Vermont, United States. (July 19, 2010).

DeWitt, R.-L., Academy of Management Annual Meeting, "Triple Bottom Line: Senior Leadership and Directors' Roles in Creating Strategic Issue Momentum," Chicago, Illinois, United States. (August 10, 2009).

DeWitt, R.-L., Women in Business, "Career Panel Member," Women in Business, New York City, New York, United States. (September 2007).

DeWitt, R.-L., BELL Conference, "Rejuvenating Business Education to Focus on Innovation and Change," Ithaca, New York, United States. (July 2005).

DeWitt, R.-L., AACSB Annual Meeting, "Mandatory Notebooks," AACSB, New York City, New York, United States. (April 2001).

DeWitt, R.-L., NACRA (North American Case Research Association) Annual Meeting, "Wells Fargo," NACRA, Santa Rosa, California, United States. (October 1999).

DeWitt, R.-L., Penn State's "Live Case" Competition, "Bringing the Real World into Business Education," Schulich School of Business, York University, Toronto, Canada. (March 1999).

DeWitt, R.-L. (Author & Presenter), Academy of Management Annual Meetings, "Franchise exit: Franchisor-Vs. franchisee-owned units," Academy of Management, Anaheim, California, United States. (August 1998).

- DeWitt, R.-L., Academy of Management Meetings, "Enhancing teaching success: An administrator's perspective," Academy of Management, San Diego, California, United States. (August 1998).
- DeWitt, R.-L., Graduate Management Admissions Council Annual Meeting, "Technology in the classroom: Lessons learned," Graduate Management Admissions Council, Orlando, Florida, United States. (June 1998).
- DeWitt, R.-L., Academy of Management Meetings, "A stakeholder audit for downsizing performance," Academy of Management, Phoenix, Arizona, United States. (August 1997).
- DeWitt, R.-L. (Author & Presenter), Bergh, D. D. (Author & Presenter), Strategic Management Society Meetings, "Alternatives for exchanging assets: Which is best for you?," Strategic Management Society, Phoenix, Arizona, United States. (November 1996).
- DeWitt, R.-L. (Author & Presenter), Mollica, K. A. (Author & Presenter), Trevino, L. K. (Author & Presenter), Academy of Management Meetings, "Fairness to whom? Employees' reactions to workforce reductions," Academy of Management, Cincinnati, Ohio, United States. (August 1996).
- DeWitt, R.-L. (Author & Presenter), A., M. K. (Author & Presenter), Academy of Management Meetings, "When others retire early: The influence of age, tenure and relationship with retirees on remaining employees' reactions," Academy of Management, Cincinnati, Ohio, United States. (August 1996).
- DeWitt, R.-L. (Author & Presenter), Geletkanycz, M. (Author & Presenter), Strategic Management Society Meetings, "An evolutionary perspective on top executive attention to organizational challenges," Strategic Management Society, Phoenix, Arizona, United States. (August 1996).
- DeWitt, R.-L., Academy of Management Meetings, "Industry and firm influences on choice of downsizing approach," Academy of Management, Vancouver, British Columbia, Canada. (August 1995).
- DeWitt, R.-L. (Author & Presenter), Mollica, K. A. (Author & Presenter), Academy of Management Annual Meetings, "Women, minorities, and discrepant staffing: Implications for management teams," Academy of Management, Dallas, Texas, United States. (August 1994).
- DeWitt, R.-L., Academy of Management Annual Meetings, "The impact of downsizing strategy on organizational boundaries," Academy of Management, Atlanta, Georgia, United States. (August 1993).
- DeWitt, R.-L. (Author & Presenter), Thomas, J. B. (Author & Presenter), Fekula, M. J. (Author & Presenter), Strategic Management Society Meetings, "Relationships between environment, top management team change, strategic change, and firm performance: A longitudinal analysis," Strategic Management Society, Toronto, Ontario, Canada. (October 1991).

Media Contributions (e.g. Interviews, Guest Appearances)

Internet

Collective Impact Virtual Salon / Lori Rosenkopf. (October 13, 2023).

Newspaper

Wall Street Journal. (February 6, 2024).

Vermont Digger. (October 6, 2019).

The Wall Street Journal. (May 6, 2015).

Chicago Tribune. (August 22, 2011).

Wall Street Journal. (August 16, 2010).

Wall Street Journal. (June 23, 2010).

Wall Street Journal. (May 20, 2010).

USA Today. (December 2, 2009).

Radio

VPR. (June 5, 2019).

VPR Vermont Edition -- Changing Landscape of Grocery. (March 4, 2019).

TV

NECN. (February 22, 2012).

Contracts, Grants and Sponsored Research

Education/Training Grant

DeWitt, R.-L., "Environmental Program IIG Grant on Sustainability," Sponsored by Center for Teaching and Learning, The University of Vermont, \$400.00. (October 2009 - April 2010).

Grant

zz-Gurdon, M. A., DeWitt, R.-L., "Tri-National Competencies Across Borders and Corporate Social Responsibility, North American Mobility Project," Sponsored by FIPSE, Federal, \$549,046.00. (September 1, 2004 - August 31, 2010).

DeWitt, R.-L. (Principal), zz-Sinkula, J. (Contributor), Youndt, M. (Contributor), "SERI," Sponsored by SBA, Federal, \$246,758.00. (September 1, 2006 - August 31, 2008).

Berge, D. D. (Principal), DeWitt, R.-L. (Contributor), "Corporate restructuring and performance," Sponsored by Smeal College of Business Research Initiation Grant, Other, \$5,000.00. (1996 - 1997).

DeWitt, R.-L. (Principal), Trevino, L. K. (Contributor), Mollica, K. A. (Contributor), "Readiness for change," Sponsored by General Public Utilities, Other, \$5,000.00. (1994 - 1995).

Thomas, J. B. (Principal), DeWitt, R.-L. (Contributor), "management team, organizational and industry effects on strategic alignment," Sponsored by IBM's Advanced Business Institute, Private, \$100,000.00. (1992 - 1994).

DeWitt, R.-L., "Strategic planning for downsizing," Sponsored by Army Material Command, U.S. Department of Defense, Other, \$1,500.00. (1993).

Awards and Honors

2023 FBR Excellent Reviewer Award, FFI. (June 1, 2023).

Best Paper Award, 2014 FERC Meeting. (June 2014).

FOBI Scholar, Grand Valley Family Owned Business Institute. (June 2014).

Intellectual Contributions in Submission

Other

DeWitt, R.-L., Cascio, W. F., Costa, S., Tomprou, M., Aguiar, T. R., Patient, D. *Digitalization and Downsizing: Implications for Scholarship and Practice*. Academy of Management.

DeWitt, R.-L. *Are We Building an Iron Cage? The Role of Advisors and Scholars in Legacy Making*. Family Firm Institute.

DeWitt, R.-L. *Precis of "Why and How Do Family Firms Go Public? A Socioemotional Wealth Perspective of IPO"*. FFI Practitioner / FFI.

DeWitt, R.-L., Aalbers, R., Van Boven, J., Brauer, M., Cascio, W. F., Munoz-Bullon, F., Sanchez-Bueno, M. J., Quick, J. C. *Ownership and Leadership Influences on Downsizing: Context, Incidence, Magnitude, and Performance*. Academy of Management.

DeWitt, R.-L., Sharma, P., zz-Bass, L. *Curtis Packaging Corporation: Thriving in a Pandemic with Entrepreneurial Pivots*. NACRA.

Research Currently in Progress

"A Concise Guide to Corporate Downsizing: Past, Present and Future" (On-Going).
Publication expected July 2025. Co-edited volume materials submitted to Edward Elgar early Fall 2024. Co-authored introduction chapter, 2nd author on literature review chapter and substantial editing of 5 of the 9 submitted chapters. Awaiting publisher edited versions. .

"Identifying business-level strategy in the wild" (Writing Results).
Pedagogical piece / Experiential exercise based on materials developed for BSAD 025 / BUS 2150. Initially prepared for submission to special issue of *Organization Management Journal* (GSB Fourth Tier (Grade 1)) but was rejected from the special issue for "being too long". Currently seeking outlet.

"Terrorism, Competitive Positioning and Liability of Location: Exit of Publicly-Traded Pakistani Firms" (Writing Results).
We contribute to the literature on terrorism's economic effects by examining the relationship between geographic-based patterns of terrorism and the exit of firms from the Pakistan stock market between 2004 and 2015. We extend the logic of liabilities of age and size to liabilities of location derived from the choice of geography, industry, and buyer markets and uses this concept in the fine-grained study of exit. We begin with survival analyses of the relationship between the geographic effects, measured as proximity and severity of terrorism events at a country and city-level, and three exit pathways from the stock market of 499 publiclytraded firms. As hypothesized, bankruptcy is more likely when terrorism is proximate and more severe. Acquisitions and going private occur more during periods of low terrorism but the relationship is statistically insignificant. The inclusion of geographic spillover effects does not enhance the explanation of bankruptcy. We then examine disproportionate occurrence related to our broader notion of locational liability and find that industry and age matters. Our

findings suggest that terrorism operates both as a natural hazard as firms from multiple industries are affected and as a technological discontinuity because textile firms are disproportionately affected.

SERVICE

College Service

Faculty Advisor, SGFECC Coaching. (September 2024 - Present).

Committee Member, Case Competition Committee. (March 2024 - Present).

Committee Member, Assurance of Learning. (January 2020 - Present).

Committee Member, FECC Organizing Committee. (April 2012 - Present).

Faculty Advisor, WIB Texas Apple Case Competition. (February 2025 - March 2025).

Committee Member, Search Committee Assistant Professor of OB/HR. (March 2024 - November 15, 2024).

Attendee, Meeting, Admitted Student Visit Days. (February 2023 - April 2023).

Developed and delivered mini-case for ASV. (February 2023 - April 2023).

Judge, Dean's Case Competition. (February 7, 2023 - February 18, 2023).

Committee Member, Theme Review Committee. (February 2021 - May 2021).

Committee Chair, Search Committee, Assistant Professor of Management. (February 2020 - April 2020).

Committee Chair, Faculty Standards Committee. (September 1, 2017 - May 31, 2019).

Led initiative to get BSAD10 SU designated, SU course designation BSAD10. (April 30, 2018).

Faculty leadership, Initiated SU designation for BSAD10. (March 27, 2018 - April 30, 2018).

Admitted Student Visit Days. (April 25, 2018).

Faculty Advisor, Co-Developing Case Competition Teams. (September 2012 - December 2017).

Committee Member, Graduate Studies Committee. (August 2012 - May 2017).

Ad Hoc FSC committee RPT review and update. (February 1, 2016 - May 2016).

Admitted Student Visit Days. (April 15, 2016).

Committee Chair, OB/HRM Search Committee. (July 2015 - November 30, 2015).

Committee Chair, Cross University Entrepreneurship Collaboration. (July 1, 2014 - June 30, 2015).

Committee Chair, STEP Affiliate. (November 2011 - June 2015).

Admitted Student Visit Days. (April 2015).

co-effort between me and Jennifer Fath, Advising Summary. (September 2014 - November 2014).

Program Coordinator, Cross University Entrepreneurship Collaboration. (April 26, 2014).

Committee Chair, Steven Grossman Endowed Chair in Entrepreneurship Search Committee. (July 15, 2013 - December 2013).

Committee Member, Student Career Readiness. (October 17, 2013).

Lecturer, 2013 University of Vermont Entrepreneurial Family Firms Academy. (August 6, 2013).

Committee Member, Meeting with CEMS regarding collaboration. (April 2012 - May 2012).

Committee Chair, Ad Hoc Committee on Service Points. (March 15, 2012 - May 15, 2012).

participant, Admitted Student Visit Day. (April 2012).

Faculty Advisor, Faculty Advisor to Entrepreneurship Club. (August 2011 - April 2012).

Panel Facilitator, MBA Inaugural Entrepreneurship Panels. (March 30, 2012).

Assurance of Learning reviews. (August 9, 2011 - August 11, 2011).

Name Reader, Commencement May 2011. (May 2011).

Faculty Mentor, Faculty Liaison for Entrepreneurship club. (August 2010 - May 2011).

Admitted Student Visit Days. (February 2011 - April 2011).

Attendee, Meeting, BOA Meeting. (October 2010).

Attendee, Meeting, BOA Meeting. (May 7, 2010).

Program Coordinator, Career Panel - Marketing. (October 2007).

Program Coordinator, Career Panel - Financial Services. (October 2006).

Program Coordinator, Career Panel - Real Estate. (October 2005).

University Service

Committee Member, Faculty Membership & Engagement Food Systems. (September 2021 - Present).

Committee Member, Food Systems Research Collaborative. (2010 - Present).

Guest Speaker. (January 18, 2023).

Chairperson, Child Care Work Group. (June 2020 - December 2021).

Committee Member, 5 year department chair review Jane Kolodinsky. (October 28, 2020 - February 8, 2021).

Faculty Academic Representative to NCAA. (December 11, 2015 - August 31, 2019).

Guest Speaker, Legislative Summit at UVM. (November 14, 2018).

Guest Speaker, Faculty Appreciation Night. (April 16, 2018).

Faculty Career Panel in FS196 Fall 2017. (October 10, 2017).

Special Institutional Assignment. (July 15, 2017 - August 20, 2017).

Committee Member, Athletic Director Search Committee. (January 4, 2016 - May 2016).

Committee Member, Masters Program, Food Systems. (July 2012 - May 2016).

Committee Member, Ad Hoc Subcommittee FAB Administrative Review. (December 2014 - May 2015).

Student Org Advisor (Non-Professional Org), Entrepreneurship Club. (September 2010 - December 2014).

Hosted and managed arrangements for Anita McGahan, Burack Lecture Host. (April 2014 - November 2014).

Guest Speaker, TAACCCT Grant. (October 10, 2014).

Committee Member, Food Systems Steering Committee. (September 2010 - September 2014).

organizing campus wide entrepreneurship showcase for Homecoming/Parents/Reunion, Entrepreneurship Showcase. (November 1, 2010 - October 15, 2012).

Grant Proposal Reviewer, Internal, Review Summer Internship Grants for UG Research. (April 2012).

Presidential Search Committee -- Faculty Panel. (April 2011 - April 2012).

Guest Speaker, Sustainability Faculty Fellow Panel. (April 12, 2012).

Grant Proposal Reviewer, Internal, Review Mini-Grants for Undergraduate Research Office. (March 2012).

Grant Proposal Reviewer, Internal, Review Grants for Food Systems Spire Seed Funds. (December 2011).

University Senate Service, Financial and Physical Planning Committee. (September 1, 2011 - December 20, 2011).

Committee Member, Faculty Senate Professional Standards Committee, Fall 2010. (September 1, 2010 - December 31, 2010).

Student Recruiter, Green and Gold Scholars Reception. (October 6, 2010).

Student Recruiter, Green and Gold Scholars Reception. (October 6, 2010).

Committee Member, NEASC Steering Committee. (September 2007 - April 2009).

Committee Chair, Campus Life II Task Force. (August 2007 - September 2008).

Committee Member, Search Committee VP Enrollment Management. (July 2007).

Committee Member, President's Commission on Diversity. (2003 - 2005).

Committee Member, Search Committee, Chief Financial Officer & VP, Administration. (2003).

Chairperson, Provost's Budget Work Group. (2002 - 2003).

Professional Service

Reviewer, Conference Paper, IFERA. (March 2020 - Present).

Reviewer, Ad Hoc Reviewer, Entrepreneurship Theory & Practice. (June 2019 - Present).

Editorial Review Board Member, AMLE. (August 17, 2018 - Present).

Committee Member, STEP Team Icesi. (July 1, 2015 - Present).

Reviewer, Ad Hoc Reviewer, Human Resource Management. (December 2014 - Present).

Reviewer, Ad Hoc Reviewer, Case Research Journal. (November 2013 - Present).

Editorial Review Board Member, Family Business Review. (October 17, 2012 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (February 15, 2012 - Present).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 2023).

External Reviewer, Promotion, Karen Popovich, St. Michaels College, Vermont. (September 2021 - November 2021).

External Reviewer, Reappointment, Professor Mart White, J. Mack Robinson College of Business, Georgia State, Georgia. (September 2021 - October 2021).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 2020).

External Evaluator for RPT, Dalhousie University. (October 26, 2018).

Reviewer, Ad Hoc Reviewer, AMLE. (July 2014 - August 17, 2018).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 2018).

Committee Member, Hamline University School of Business External Review, Minnesota. (April 3, 2016 - April 5, 2016).

Committee Member, FERC 2015. (July 2014 - June 2015).

Committee Member, STEP Global Summit. (June 15, 2013 - June 30, 2015).

Chairperson, STEP North American Council, Vermont. (June 20, 2013 - March 2015).

Reviewer, Conference Paper, Academy of Management Annual meetings. (February 2015).

Representative At Large, Corporate Strategy Interest Group, Strategic Management Society. (January 29, 2013 - December 2014).

Co_Editor, STEP Elgar Global Book II. (June 4, 2013 - June 2014).

Reviewer, Conference Paper, Academy of Management Annual meetings. (February 28, 2014).

External Reviewer for Promotion to Full Professor, Daniels College of Business, Colorado. (February 23, 2014).

Reviewer, Journal Article, Case Research Journal. (October 2012 - November 2013).

Reviewer, Ad Hoc Reviewer, Journal of Business Inquiry. (2012).

Reviewer, Ad Hoc Reviewer, Organizational Science. (2012).

Reviewer, Conference Paper, Strategic Management Society Annual Meetings. (February 2012 - March 2012).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 8, 2012).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 7, 2012).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 6, 2012).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 6, 2012).

Reviewer, Conference Paper, Academy of Management Annual Meetings. (February 4, 2012).

Hosted Scholar from China, Scholar Exchange. (January 15, 2011 - January 15, 2012).

Reviewer, Ad Hoc Reviewer, Journal of Business Inquiry. (2011).

Reviewer, Ad Hoc Reviewer, Organizational Science. (2011).

Reviewer, Ad Hoc Reviewer, Journal of Business Inquiry. (2010).

Reviewer, Ad Hoc Reviewer, Journal of Business Research. (2010).

Reviewer, Ad Hoc Reviewer, Organizational Science. (2010).

External Reviewer of Multiple Academic departments, University of Central Florida, Orlando, Florida. (January 2010 - February 2010).

Reviewer, Ad Hoc Reviewer, Journal of Business Inquiry. (2009).

Board of Directors, Professional Association, Beta Gamma Sigma. (January 2007 - December 2009).

Reviewer, Ad Hoc Reviewer, Organizational Science. (1993 - 2009).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (August 2006 - February 2009).

Reviewer, Ad Hoc Reviewer, Industrial Relations. (2008).

Reviewer, Ad Hoc Reviewer, Organization Science. (2008).

Reviewer, Ad Hoc Reviewer, Academy of Management. (1993 - 2008).

Reviewer, Ad Hoc Reviewer, Journal of Management Studies. (October 2003 - August 2007).

Reviewer, Ad Hoc Reviewer, Thunderbird International Business Review. (2006).

Reviewer, Ad Hoc Reviewer, Academy of Management Journal. (1993 - 2003).

Member, Governor's Workgroup on Government Efficiency (PAGE). (March 20, 2003 - June 15, 2003).

Reviewer, Ad Hoc Reviewer, Administrative Science Quarterly. (1993 - 2001).

Committee Member, Academy of Management. (1997 - 1999).

Editorial Review Board Member, Journal of Management Editorial Board. (1993 - 1999).

Public Service

Volunteer, Charlotte Food Shelf. (September 2023 - Present).

Board Member, Greater Burlington Industrial Corporation. (2003 - Present).

Board Member, Yankee Farm Credit, ACA, Burlington, Vermont. (January 2004 - April 2019).

Committee Member, Business Advisory Group, Congressman Peter Welch. (July 2007 - December 2016).

Pomeroy Ambassador, United Way of Chittenden County, Vermont. (October 2011 - December 2015).

Board Member, Stromatec. (May 2010 - March 2015).

Member of Evaluation Panel, Preliminary Round, MiddCore, Middlebury, Vermont. (February 9, 2012).

Guest Speaker, Howard Center Care Coordinator Conference, Burlington, Vermont. (September 23, 2011).

Committee Member, Vermont Start-Up Business Committee, Vermont. (August 19, 2010 - January 20, 2011).

Committee Member, Lake Champlain Regional Chamber of Commerce. (2003 - 2009).

Chairperson, Teacher Salaries and Benefits Subcommittee, LCRCC. (2003).

Consulting

For Profit Organization, Adam Ifshin/DLC Management, United States. (January 2017 - Present).

Board of Directors, Yankee Farm Credit, ACA, United States. (2004 - April 2019).

For Profit Organization, Bascom Maple, New Hampshire, United States. (June 1, 2010 - July 30, 2010).

Awards and Honors

Service, Professional

ABCD Above and Beyond Call of Duty, OMT Division, Academy of Management. (August 7, 2017).

2015 Family Business Review Excellent Reviewer, Family Firm Institute, Inc. (August 1, 2016).