

Dee Birnbaum
2000 North Parkway
Memphis, TN 38112
(901) 843-3995 (phone)
(901) 843-3736 (fax)
Birnbaum@rhodes.edu

WORK EXPERIENCE

5/91 - present

RHODES COLLEGE

Associate Professor, Department of Economics and Business

Courses Taught

8/91 - present

8/91 - present

1/96 - 5/00

1/92 - present

1/92 - 5/00 & 1/05-5/05

Undergraduate Level:

BUS361 Management of Organizations (OB/OMT)

BUS460 Business Field Experience/Internship (career planning)

BUS463 International Management

BUS466 Personnel and Human Resource Management

BUS486 Senior Seminar in Business Administration

Graduate Level:

8/92 - 12/94

BUS 680 Ethics: Business and Society

1/96 - 5/00

BUS 563 International Management

1/95 - present

BUS 566 Personnel and Human Resource Management

Management Development Courses for Memphis-based Businesses:

11/03

Time Management and Delegation for nurse managers at Baptist Hospital

4/93 - 3/95

Leadership (organizational change processes, organizational effectiveness and organizations of the future) - for managers, Baptist Memorial Hospital (four modules per year)

11/92

Leadership (organizational change) - for administrators, Baptist Memorial Hospital

2/92

Nursing Leadership - for nurse managers, Methodist Hospital System

9/91 & 2/92

Organizational Design in EEC Countries (matching organizational structure and country culture) - for managers, Federal Express

Continuing Education Courses for Rhodes

Fall, 2004

Middle Eastern Culture

Spring, 2003 & Fall, 2004

Middle Eastern Dance

Spring, 2000

Egypt Revealed

3/00

Egypt Unveiled, 15 day trip to Egypt

8/96 - 12/99 & 06-07
Spring, 1997 & 1999
3/97 & 3/99

Interdepartmental Courses:

PE 143 Middle Eastern Dance
205 Egypt Revealed
209 Egypt Unveiled, a 15 day study trip to Egypt

Honors

2002-2003
2000, 2002 & 2004

Selected as Outstanding Career Mentor by Career Services
Selected for inclusion in *Who's Who Among America's Teachers*,
2000, 2002 & 2004

4/98 & 4/99

Honored by Mortar Board/Omicron Delta Kappa for support,
encouragement of students and excellence in teaching

10/97

Pan-Hellenic Council's Teacher of the Month

Service Activities for Rhodes

Membership on Standing Committees of the Faculty and

8/03 – 5/04

Committee on Advising Students

8/01 – 5/05

Appeals Committee

8/99 - 5/00

Administrative Policy Committee

7/95 - 5/98

Committee on Advising Students

8/92 - 5/95

Admissions and Financial Aid Committee

Appointments to Search Committees

9/04 – 3/05

Served on search committee for faculty position in accounting

8/00 – 3/01

Served on search committee for faculty position in management

1/99 – 3/99

Served on search committee for faculty position in economics

4/98 - 3/99

One of four faculty members selected by Board of Trustees to
serve on "Campus Committee" to search for new President of the
College

10/97 – 3/98

Served on search committee for faculty position in international
studies

12/96 – 4/96

Served on search committee for Director of Media Relations
position

2/95 – 4/95 & 1/96 – 4/96

Served on search committee for faculty position in psychology

9/95 - 1/96

Served on search committee for Seidman Chair in Political
Economy

9/95 – 1/96

Served on search committee for faculty position in marketing

10/91 – 3/92

Served on search committee for faculty position in finance

Appointments to Special Committees and Task Forces

10/04 – 5/05

Served on Judicial Task Force

10-11/99 & 10-11/01

Served on Classroom Visitation Committee to evaluate faculty
candidates for tenure in History and International Studies
Departments

10/97 - 5/98

Chair of Committee on Enrollment for SACS regional
accreditation self-study; wrote report used in self-study

1/97 - 5/98 Member of Board of Trustees Committee on Students and Campus Life
 4/96 – 4/97 Member of ad hoc committee to develop summer reading program for first-year orientation
 8/93 - 4/94 Member of Task Force on Productivity

Management Consulting and Technical Assistance for Rhodes

1/03-2/03 Assisted the First-Year Experience Committee in developing surveys to examine faculty and student expectations and to close gaps between expectations and realities
 1/98 - 5/98 Revised campus-wide performance appraisal system for staff and administrative positions; provided an HRM internship and oversight for a student, met with groups of staff members by department (e.g., Development, Admissions, Student Affairs) to assist in restructuring job descriptions and writing anchors for each performance dimension
 8/97-9/97 Developed and presented two half-day management seminars for Rhodes administrators including President, Chancellor and Deans
 10/96 Developed and presented a series of supervisory skills workshops for Rhodes managers and supervisors
 5/96 Developed and presented an all-day workshop for Rhodes faculty and staff (Rhodes Refresher)
 4/93 Consultant to Admissions Department

Outreach Activities

9/06 Presented lecture/demonstration “Women in the Middle East” for Parents’ Weekend; choreographed 6 Middle Eastern dances, rehearsed dancers and organized and narrated a fashion show of 12 costumes from the Middle East and Central Asia
 10/92, 10/01, 11/02 Represented Economics and Business Department in Admissions Open Houses
 11/03, 11/04, 11/05
 5/03 Presented lecture/demonstration for Margaret Hyde Council Luncheon of clothing from Middle East and Central Asia
 11/02 Presented lecture/demonstration of clothing from Middle East and Central Asia for Rhodes Alumni in Nashville
 10/02 Presented lecture/demonstration for Parents Council, a group that spearheads fundraising among the parents of Rhodes students
 3/00 Presented lecture/demonstration for Rhodes alumnae in Houston to assist in fund-raising for the Margaret Hyde Council, a philanthropic group that provides scholarship money to students for study abroad
 4/93 & 3/99 Smart Breakfast Speaker (program for local business people)
 10/97 Developed and presented mini-class, “Lifting the Veil on Arab Culture,” for the Academic Festival, Homecoming
 8/96 & 8/97 Panelist for new faculty orientation session, “Teaching at Rhodes”
 3/94 & 3/96 Performed in Women’s Studies Coffee House Programs

4/93 – 4/97 Served as a panelist for College Preview, a program for prospective students who have been accepted for admission, but have not yet committed to Rhodes

11/94 & 11/96 Presented symposia for Parents' Weekend

9/94 - 5/95 Faculty Chair of Annual Fund Campus Campaign

9/94 Developed and presented leadership seminar for 15 Arab students visiting Rhodes through USIA's Youth and America program

1/94 Speaker for Board of Trustees' Spouses Luncheon

1992 - 1994 Rhodes' liaison to United Way's Management Assistance Program

Student-centered Programs

8/04, 8/05 & 8/06 Memphis Connection: Organized trip to mosque, choreographed program of five Middle Eastern dances, presented program of Middle Eastern culture and food for entering students

3/04, 3/05, 4/06 Choreographer/Instructor/ Organizer for Middle Eastern dance presentation for Mosaics

8/04 Served as facilitator for Community Day as part of entering students' orientation to Rhodes' judicial system

1/04 Panelist for Career Tracks

3/02 Panelist for "The ABCs of Graduate School"

11/01 & 11/02 Panelist for "Major Pains," a program sponsored by Residence Life to assist sophomores choose their majors

3/02 Prepared and presented three-part fashion show of ethnic dresses and accessories from Central Asia, "Moderate Arab" countries and countries that the U.S.A. accuses of sponsoring Islamic terrorism (the "Axis of Evil") using my own collection of ethnographic clothing for Mosaics; presented 30 complete outfits using 10 Rhodes students as models; provided commentary regarding the origin, meaning and symbolism of each outfit

3/01 Choreographer/instructor for Middle Eastern dance presentation
Soloist/Choreographer for Middle Eastern dance presented for Mosaics

3/00 Prepared and presented a fashion show of 22 complete outfits from the Middle East and Central Asia (each outfit is comprised of six to ten individual pieces) for Mosaics; Rehearsed seven student models and provided narration for each outfit
Choreographed and presented a Siwa dance, taught it to Rhodes students and provided costumes for 10 dancers

Summer, 1999 Developed and supervised summer internship program for students with UNICEF in Egypt

3/98, 3/99 Prepared and presented an evening program of folkloric dance and ethnic fashions for Multicultural Awareness Week in cooperation with BSA and ASIA; Taught folkloric dances to Rhodes students and provided costumes

10/96, 10/97, 10/98 & 10/99 Organizer/choreographer/instructor/soloist/emcee for Middle Eastern dance programs for United Nations Day in cooperation

- with Rhodes' Model U.N. chapter; Presented dance performances in the Rhodes Refectory with Rhodes students from PE143 and my dance company
- 9/98 Organized, presented and narrated a two-hour Middle Eastern-style hafla (concert and buffet) in conjunction with Multicultural Affairs as an alternative activity on bid day; funded entire program myself
- 8/97 – 8/98 Prepared management training workshops for editors of student publications and provided technical assistance
- 4/94 & 3/98 Interviewer for Peer Assistant program
- 11/97 Presented pledge orientation program on career planning and resume preparation for Kappa Sigma fraternity
- 10/97 Served as judge for "All Sing"
- 10/97 Participated in panel discussion about unions for Townhouse project
- 8/95 – 8/97 Participated in Freshman Orientation by leading discussions of summer readings and presenting lectures on the meaning of a liberal education

Guest Lectures

- 11/04 Presented lecture/demonstration for 105 Music in American Religion
- 3/93, 1/94, 11/95& 4/04 Presented lecture/demonstration for 301 Women in World Religions; subject: Popular Islam and Women's Trance Dances

Service Activities for Memphis and Environs

- 1/07 Presented a module on Arab Folklore for Dr. Nabil Bayakly's Course on Islamic Arts for the Memphis Theological Seminary; Choreographed and presented and performed in three dances (regional folklore) plus a narrated fashion show of regional dress from Egypt, Syria, Jordan, Palestine, Yemen and Saudi Arabia
- 9/06 Organizer/Instructor/Choreographer/Emcee for a program of 6 Middle Eastern Dances for the Diversity Walk sponsored by Diversity Memphis
- 9/06 Organizer/Instructor/Choreographer/Emcee for a program of Middle Eastern dance for the Arts Festival at Grace St Luke's Episcopal Church
- 10/04 Presented an exhibition of 44 complete outfits of clothing and accessories of women from the Middle East and Central Asia for the Brooks Museum League
- 10/04 Organizer/Choreographer/Instructor for program of Middle Eastern dance for the Brooks Museum's First Wednesday program to accompany the exhibit, "Jewish Life in Ancient Egypt"
- 10/01, 10/02, 10/04, 10/05 Organizer/choreographer/instructor/emcee for a program of Middle Eastern dance to kick-off the National Conference for Community and Justice's Diversity Walk

4/04 Choreographer/Instructor/Organizer for program of Middle Eastern dance in National Conference for Community and Justice's Festival at the Overton Shell

8/03 Presented an exhibition of 40 complete outfits of clothing and accessories of women from the Middle East and Central Asia at the Frist Art Center in Nashville

4/03 Choreographer/soloist for International Night at University of Memphis

11/02 Presented a program of folkloric dance; choreographed and taught the dances, provided the costumes, provided the commentary and performed for Art and International Education Week at University of Memphis

10/01 Organizer/choreographer/soloist/instructor/emcee for a program of Middle Eastern dance for Arts in the Park, main stage

5/01 Organizer/choreographer/instructor/emcee for a program of Middle Eastern dance for the Madison Heights International Festival

10/00 Organizer/choreographer /instructor/emcee/soloist for a program of Middle Eastern dance for the Parkview, a retirement home in Midtown

9/99 Organizer/choreographer/instructor/soloist/emcee for a program of Middle Eastern dance for a benefit concert at the Overton Park Band Shell

4/99 Organizer/choreographer/instructor/emcee for a program of Middle Eastern dance for the Pharaohs Festival at the Pink Palace Museum; a Rhodes student performed with my dance company

3/99 Presented program on intercultural understanding: "Ethnic Humor in Folkloric Dance" for the Memphis Rotary Club

5/97 & 5/98 Organizer/choreographer/performer/instructor/emcee for the Children's Festival at the Memphis Botanical Garden; two Rhodes students performed with my dance company

1/97 Guest Speaker, "Delegation and Employee Motivation: What Does the Research Tell Us?" at the Chapter Meeting of the Memphis Cotton Belles

12/96 – 1/97 Choreographer/movement coach for Theatre Memphis' production of "A Perfect Ganesha"

11/95 Consultant to Baxter County Regional Hospital (Mountain Home, AR): Designed module "Organizational Dynamics" for hospital-wide management development program

10/95 Panelist/Guest Speaker, "Global Perspectives in the Curriculum" at the Tennessee Society of Accounting Educators (TSAE) Annual Convention

4/95 Guest speaker for Memphis Chapter of Medical Group Management Association's (MGMA) annual professional conference

1/94 - 5/95 Strategic planning consultant to CASA (Court Appointed Special Advocate) through United Way's MAP program

- 1/94 Workshop Leader for Baptist Memorial Hospital (Women's & Children's Services) Retreat (Topic: Ethical Issues in Managerial Decision-making)
- 9/93 Breakfast Speaker for "Day of the Working Parent" sponsored by the National Council of Jewish Women
- 2/92 Choreographer/performer for International Festival at University of Tennessee
- 11/91 Presented Middle Eastern Dance program (one-woman show) for International Night at State Technical Institute

International Activities

Summer, 2004 Awarded grant to attend CIEE Seminar on Jordanian Culture at the University of Jordan

Summers, 1993 - 1995 *Consultant to UNICEF in Egypt*
 Developed and wrote innovative family planning proposals to target areas of rural Upper Egypt where population growth is highest and resistance to contraception is greatest due to traditional religious and social values

6/86 - 5/91 **TULANE UNIVERSITY: SCHOOL OF PUBLIC HEALTH & TROPICAL MEDICINE**

Assistant Professor, Health Systems Management

Courses Taught

8/96 - 5/91 Graduate Level (MBA, MHA, MPH):
 Organization Theory (new)

8/86 - 5/91 Organizational Behavior (new)

1/87 - 5/91 Human Resource Management (revised)

1/87 - 5/91 Career Planning (new two-course sequence)

1/88 - 5/88 Strategic Planning

6/86 - 5/91 Principles of Management

1/88 - 5/91 Executive Programs (Executive MHA)
 Organizational Design (new)

Human Resource Management (new)

Organizational Behavior (new)

Doctoral Advising

Chair of three Dr. P.H. dissertation committees (all three students have graduated with their doctorates)

International Consulting

9/90-12/90 Study of the health care system in Brasilia and Belo Horizonte for Fundacao Das Pioneiras Sociais, the research foundation of the Ministry of Health

6/87-8/87

Two month study of the organization and management of health care services in Egypt funded by USAID
Observed management policy and practice and interviewed managerial and clinical personnel in private, government and university hospitals; health insurance hospitals and clinics; and Ministry of Health programs such as family planning, manpower planning, continuing education programs for nurses, maternal/child health and rural health

Provided technical assistance and consulting reports for health care administrators regarding management practice

Prepared consulting reports for USAID, Tulane University and the Ministry of Health in Cairo focusing on recommendations for public health policy, health promotion and continuing education

Committee Membership

1990 - 1991

Reaccreditation Self-study Committee (SPHTM)

1989 - 1990

Grievance Committee (Elected by SPHTM faculty)

1988 - 1991

Social and Behavioral Sciences Committee

1987 - 1988

Secretary of the General Faculty (Elected by SPHTM faculty)

1986 - 1989

Admissions

1986 - 1987

Benefits

Other Service Activities

1986 - 1989

Supervised six Independent Studies (student research projects)

Fall, 1989

Consultant to Newcomb Dance Program

9/89 - 5/91

Researcher/Consultant to Nursing Services and Personnel Department, Tulane Medical Center Hospital

3/89

Guest Speaker, Head Nurse Retreat, Tulane Medical Center Hospital

Fall, 1987

Organizational Behavior Consultant to School of Architecture for General Motors Interdisciplinary Design Research Competition for a 21st Century Manufacturing Facility (One of the three student teams won Honorable Mention)

1987 - 1988

Assisted in Self-study for Reaccreditation of MHA (Health Systems Management Department)

1986-1991

Developed a summer internship program in local health care organizations for MHA students

8/84 - 5/86

UNIVERSITY OF KANSAS

Assistant Professor, Department of Health Services Administration, Graduate School

Courses Taught

Organizational Behavior
Organization Theory
Strategic Planning

Service Activities

Developed placement and career planning program to include career seminars, on-site management seminars at local health care organizations and development of administrative residencies

Summer, 1981; Spring, 1984 **CITY UNIVERSITY OF NEW YORK-BARUCH COLLEGE**

Adjunct Lecturer - Management & Organizational Psychology courses

Spring, 1983

UNIVERSITY OF HARTFORD

Lecturer Career Planning Module

9/78 - 1/81

LENOX HILL HOSPITAL

Support Services Coordinator

Developed and conducted training seminars for managers

Planned and directed job redesign for non-clinical personnel

Served as liaison between support services departments and Department of Nursing Services

Consultant to Nursing Services regarding activities of all non-clinical personnel employed by the department

10/71 - 8/78

NEW YORK MEDICAL COLLEGE/FLOWER AND FIFTH AVENUE HOSPITALS

1/78 - 8/78

Director of Unit Management

7/75 - 12/77

Assistant Director of Unit Management

Directed a staff of nine managers and 40 clericals, initiated and coordinated interdepartmental team projects, developed and conducted training workshops and out-placement program

10/71 - 6/75

Unit Manager

Directed the operations of three patient care units

9/70 - 6/71

ASSOCIATION FOR THE HELP OF RETARDED CHILDREN

Music Therapist

CONSULTING WORK

1/84 - 8/84

LUCIANI, MOBLEY ASSOCIATES

Trainer/Strategic Planning Consultant on selected projects

Summer, 1981

INTERNATIONAL SHARED SERVICES/EMERGENCY CARE RESEARCH INSTITUTE

Corporate trainer

Spring, 1973

NEWARK STATE COLLEGE

Music therapy consultant to the Department of Special Education

EDUCATION

CITY UNIVERSITY OF NEW YORK

11/84

Ph.D. in Business, Organizational Behavior
Dissertation Topic: Occupational Image and Its Relationship to Work Role, Work Attitudes, and Work Performance

2/84

Master of Philosophy

7/83

MBA; major: Industrial/Organizational Psychology

Elected Positions/Honors:

5/85

Recipient of the Oscar Lasdon Dissertation Prize

1983 - 84

Who's Who Among Students in American Universities and Colleges

8/84

Health Care Doctoral Consortium, Academy of Management

8/83

OB-OD-OMT Doctoral Consortium, Academy of Management

82/83

Graduate Council - Student Representative for Doctoral Program in Business

Doctoral Student Council - Member of Steering Committee

STATE UNIVERSITY OF NEW YORK AT STONY BROOK

6/70

Bachelor of Arts, Music Major

1957 - 1970

Studied cello with Zara Nelsova and Lynn Harrell

PUBLISHED REFEREED JOURNAL PAPERS

- Birnbaum, D. & Somers, M.J. Actor/Task Incongruity and Nurses' Work Attitudes. *Journal of Health and Human Resources Administration*, 1988, 10, 351-360.
- Birnbaum, D. & Somers, M.J. Another Look at Work Design in Hospitals: Redesigning the Work Roles of Nurses. *Journal of Health and Human Services Administration*, 1995, 17, 303-306.
- Birnbaum, D. & Somers, M.J. Fitting Job Performance into the Turnover Model: An Examination of the Form of the Job Performance-Turnover Relationship and a Path Model. *Journal of Management*, 1993, 19, 1-12.
- Birnbaum, D. & Somers, M.J. The Influence of Occupational Image Subculture on Job Attitudes, Job Performance and the Job Attitude-Job Performance Relationship. *Human Relations*, 1986, 39, 661-672.
- Birnbaum, D. & Somers, M.J. Mapping the Terrain of Hospital Work: Technological Constraints on Work Design and Redesign. *International Journal of Technology Management*, 1998, 15, 359-390.
- Birnbaum, D. & Somers, M.J. The Meaning and Measurement of Occupational Image Subculture for the Nursing Role. *Work and Occupations*, 1989, 16, 200-213.
- Birnbaum, D. & Somers, M.J. Pre-vocational Experience and Post-Entry Behavior: Occupational Influences on Job Attitudes and Turnover. *Journal of Applied Social Psychology*, 1991, 21, 508-523.
- Somers, M. J. & Birnbaum, D. Exploring the relationship between commitment profiles, work attitudes, employee withdrawal and job performance. *Public Personnel Management*, 2000, 29, 353-364.
- Somers, M.J. & Birnbaum, D. Assessing Self-Appraisal of Job Performance as an Evaluation Device: Are the Poor Results a Function of Method or Methodology? *Human Relations*, 1991, 44, 1081-1091.
- Somers, M.J. & Birnbaum, D. Racial differences in work attitudes: What you see depends on what you study. *Journal of Business and Psychology*, 2000, 15, 579-591.
- Somers, M. J. & Birnbaum, D. Survival versus Traditional Models of Employee Turnover: Differences, Divergence and Directions for Further Research. *Journal of Organizational Behavior*, 1999, 20, 273-284.
- Somers, M.J. & Birnbaum, D. Work-related Commitment and Job Performance: It's also the Nature of the Performance that Counts. *Journal of Organizational Behavior*, 1998, 19, 621-634.

PUBLISHED REFEREED CONFERENCE PAPERS

Birnbaum, D. & Somers, M.J. The Influence of Occupational Image Subculture on the Relationship between Job Attitudes and Job Performance. *Proceedings*, Eastern Academy of Management, Albany, May, 1985.

Somers, M.J. & Birnbaum, D. A Two Stage Strategic Challenge for the High Technology Firm: Managing Product and Production Technology. *Proceedings*, Strategic Leadership in High Technology Organizations, Boulder, January, 1990.

Somers, M.J., & Birnbaum, D. Characteristics of Poor Performers *Proceedings*, Eastern Academy of Management, Washington, D.C., May, 1988.

PUBLISHED REFEREED CONFERENCE ABSTRACTS

Birnbaum, D. & Somers, M.J. The Influence of Occupational Subculture on the Relationship Between Actor/Task Disagreement & Affective Responses to Work. World Congress of Sociology, New Delhi, India, August, 1986.

REFEREED PRESENTATIONS

Birnbaum, D. Dirty Work Revisited. Midwest Sociological Society, Kansas City, April, 2004.

Birnbaum, D. & Somers, M.J. Job Performance, Ease of Movement and Nursing Turnover. National Academy of Management, New Orleans, August, 1987.

Birnbaum, D. & Somers, M.J. The Meaning and Measurement of Occupational Image Subculture for the Nursing Role. Midwest Sociological Society, Des Moines, April, 1986.

Birnbaum, D. & Somers, M.J. Nurses' Work Attitudes: The Effect of Anticipatory Socialization. Midwest Sociological Society, Des Moines, April, 1986.

Somers, M.J. & Birnbaum, D. Commitment to the Organization, Job and Career: Further Evidence of Discriminant Validity and a Multivariate Model. National Academy of Management, Dallas, August, 1994.

Somers, M. J. & Birnbaum, D. A Comparison of Survival and Traditional Turnover Methodologies. American Psychological Association, San Francisco, August, 1998.

Somers, M.J. & Birnbaum, D. Continuance and Affective Commitment: Dimensionality and Correlates. American Psychological Association, New Orleans, August, 1989.

Somers, M.J. & Birnbaum, D. Evaluating Psychological Reactions to Work with an Occupational Lens: A Study of Occupational Influences on Work Attitudes. *Proceedings*, Eastern Academy of Management, Springfield, MA, May, 1998.

Somers, M.J. & Birnbaum, D. Job Search Behavior, Turnover Intentions and Voluntary Employee Turnover, Society for Industrial Organizational Psychology, New Orleans, April, 2000.

EDITING AND REVIEWING

Member of Editorial Review Board - Policy Studies Journal (1984-1989)

Reviewer

Human Relations

Recent Research on Occupations and Professions (an annual series)

Hospital and Health Services Administration

PROFESSIONAL AFFILIATION

Member, National Academy of Management (Organizational Behavior & Health Care Divisions)