



## **CURRICULUM VITAE**

Dean J. Cleavenger

### **Contact Informaton**

University of Central Florida  
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### **Education**

#### ***University of Mississippi***

Doctorate of Philosophy (PhD) in Business Administration (1997)  
- Major Areas: Organizational Behavior & Human Resource Management  
- Minor Areas: Management Information Systems & Social Psychology

#### ***University of North Carolina at Wilmington***

Masters of Business Administration (1993)

#### ***Washburn University*** (Topeka, Kansas)

Bachelors of Business Administration (1991)  
- Majors: Finance & Economics

### **Teaching Positions**

Sept 2016- June 2017

Fulbright Scholar, **Universitatea Babeş-Bolyai**, School of Business (Economics), Cluj-Napoca, Romania. Award responsibilities include teaching as guest lecturer in various courses, working with masters/doctorate students on research projects and collecting data for exploratory investigation of “levels and forms of trust” in the country. Award: \$47,340.

Aug 2007 – Current

Lecturer, **University of Central Florida**, Department of Management, College of Business Administration. 2009-current: Coordinator for PhD program. Primary teaching responsibilities include large video streamed sections of “Management of Organizations” and teaching OB, Executive Leadership and Business Policy and Strategy in the MBA and PMBA program.

Jan 2002- May 2007

Assistant Professor, Sharon and Richard Stewart Professor of Management  
**University of South Carolina Beaufort.** Department Chair. Teach Strategic Management, Organizational Behavior, Management Information Systems, Organizational Theory, Research Methods, Principles of Management and other courses as needed.

August 1997 to May 2000

Assistant Professor, **Covenant College.** Taught traditional and adult education courses in management, marketing, strategic planning, business computing, organizational behavior and research methods.

May 2000 (two weeks)

Guest lecturer at **Prague University, Czech Republic.** Led an executive seminar program for business leaders, public servants and university students enrolled in a business degree program. Focus was on strategic planning and international business opportunities.

February 1998 & June 1999

Guest lecturer at **Emanuel University in Oradea, Romania.** Led a two week executive style training program for students enrolled in a business degree program. Focus was on strategic planning and Western management thought.

## **PUBLICATIONS**

### ***Peer Reviewed Publications***

Cleavenger, D. & Munion, D. (2015) *Overcoming the Help-Seeker's Dilemma: How Computer Mediated Systems Encourage Employee Help-Seeking Initiation.* **Organizational Studies** Vol. 36 (2) pages 221-240.

Richard, B, Cleavenger, D, Storey, V. (2014) *The Buy-In: A Qualitative Investigation of the Textbook Purchase Decision.* **Journal of Higher Education Theory and Practice,** Volume 14(3).

Cleavenger, D. & Munion, T. (2013). It's How You Frame It: Transformational Leadership and the Meaning of Work. **Business Horizons** Volume 56 (3), Pages 351–360.

Calvert, C., Cleavenger, D., Barth, S., & Salazar, J. (2009) The Need for Culturally Sensitive Curriculum for Spanish Speaking Students at The University of South Carolina – Beaufort. **Global Business Languages, CIBER** (center for International Business Education and Research) Vol. 14, pages 72-86.

Cleavenger, Dean J., Gardner, William L. & Ketan Mhatre. (2007) Help-Seeking: Testing the Effects of Task Interdependence and Normativeness on Employees' Propensity to Seek Help. **Journal of Business & Psychology,** Vol. 21(3).

Sexton, Randall, McMurtrey, Shannon & Cleavenger, Dean. (2006) Knowledge Discovery Using a Neural Network Simultaneous Optimization Algorithm on a Real World Classification Problem. **European Journal of Operations Research** Vol. 168, Issue 3, 1 Pages 1009-1018.

Gardner, William L., and Cleavenger, Dean J. (1998) Impression Management Strategies Associated with Transformational Leadership at the World-Class Level: A Psychohistorical Assessment. **Management Communication Quarterly** Vol. 12 (1) Pages 3-41.

### ***Peer Reviewed Proceedings***

Cleavenger, Dean J., Ganegoda, Deshani, Priesemuth, Manuela. *Anonymity's effect on Help-Seeking Behavior: Examining the Effects of Task-Interdependence and Normative Cues in Computer Mediated Communications*. **Southern Management Association Clearwater Beach, FL, Oct 2010**.  
+ Reviewer for OB Track and OB Best Paper

Calvert, Charles, Cleavenger, Dean, & Salazar, John, *The Need to Focus on Managing a Hispanic Workforce in South Carolina and the Lowcountry Region*. Research Proceedings of the Spring 2007 Southeast Council on Hotel, Restaurant, and Institutional Education, Vol. 11, No. 1, Atlanta, GA, February, 2007.

Cleavenger, Dean and Ramsey, Jase *The Role of Relational-Interdependent Self-Construct and Decision Making Heuristics*. Proceedings of the **Southern Management Association Clearwater Beach, FL, October 2006**.  
+ Reviewer for OB Track

Cleavenger, Dean and Calvert, Charles. *Developing Business Curriculum for Constituent Groups: The Case of ESL Students* Proceedings of the **CIBER Business Language Conference**, Atlanta, GA, April 2006

Waller, Bennie, Kethley, Brian & Cleavenger, Dean. *An Analysis of Factors Leading to Password Security Failures*, Proceedings of the **American Society of Business and Behavioral Science**, Las Vegas, NV, Feb 2004 19-23,.

Cleavenger, Dean J., & Gardner, William L. *Help Seeking: Testing the Effects of Task Interdependence and Normativeness on Employees' Propensity to Seek Help*. Proceedings of the **Southern Management Association**, New Orleans, LA, November 1998, 68-70.  
+ Discussant for OB Track Papers

Gardner, William L., & Cleavenger, Dean J. *Development and Preliminary Assessment of a Self-Presentation Questionnaire*. Proceedings of the **Southern Management Association**, Atlanta, GA, Nov 1997, 57-59.

## ***Books***

Cleavenger, Dean J. (2013) *The Management of Organizations in a Complex World*. (3<sup>rd</sup> Ed) Kendal Hunt Publishers (e-book) ISBN-978-1-4652-3559-6.

## ***Works In Progress***

### Books

Cleavenger, Dean J. <sup>UN</sup> **RAVELED: Experiencing Emotional Freedom.**

### Research

Organizational and Interpersonal Trust. An exploratory data gathering project focused on the effect of trust levels in the post-communist economy of Romania.

## **Service**

- UCF Department Rep; United Way Campaign
- UCF Chair HIM project with Ekaterina Marchenko
- UCF Short-Term Study Abroad program proposal (May 2014)
- UCF Member of the UPRC (2013-current)
- UCF Served as chair for TIP Selection Committee (2014)
- UCF Served on 4 Honors in the Major Thesis Committees in 2013-2014
- UCF Management PhD Coordinator (Aug 2009-current)
- UCF “assessment” committee member (May 2009-current)
- UCF Poker Club Faculty Sponsor (Oct 2007-May 2009)
- UCF Instructional Technologies Selection Committee (March 2008)
- Mossy Oaks Elementary School “Executive Management Council (2006 member)
- USC-B Program Director (Business) (Jan 2002- Jan 2005)\*
- USC-B Mentor; Dee Guillory (2004), Ginny Crews (2005)
- USC-B Faculty Sponsor for Campus Crusade for Christ (2005)
- Hilton Head Elementary School “School Improvement Committee” (2005 member)
- USC-B Faculty Development Committee (member) (2004 - 2006)
- Guest on Bill Baileys’ national radio broadcast “It’s Your Money” (2004)
- USC-B Business Club Advisor (2003 - 2004)
- USC-B Internship Liaison for Business (2003-2005)
- USC-B Appeals and Petitions Committee (2003)
- USC-B Faculty Development Committee (2003) (chair)
- USC-B Chancellors Enrolment Management Committee (2003-2006)
- USC-B Faculty Search Committees; (2003) Business (chair), (2004) HRTM (member), (2004) Executive VC Academic Affairs (member), (2006) Business (member)

## **Industry Experience**

**Blog:** <http://pmcounseling.wordpress.com/>

**Option Finders . Com** (2004-2006) - Principle partner and co-founder of options trading tools web porthole at [www.optionfinders.com](http://www.optionfinders.com). Based on the successful introduction of the DLB index, OptionFinders (formerly Leaps.biz) served over 100 clients with 5 option trading products including two data feed services that provide clients with profitable option trading positions. Co-founded with Scott Cleavenger.

**Tech Romania** (2001- 2002) - Co-founder and principle partner. Company mission was to identify potential opportunities for international trade and commerce. Negotiated buy-out of \$22 mil syringe manufacturer in Orad, Romania.

**KPMG Consulting** (Now Bearing Point Consulting) (2000-2001) - Senior Consultant, Communications and Content Division. Served on large scale telecommunications operations audit. Worked as billing analyst and on training and development team. Developed sales proposals for change solutions projects at existing engagements with Bell South (Atlanta, GA).