

## **Erik Jansen**

### **Current and Previous Academic Positions**

October 2000 to Present: Senior Lecturer for the Graduate School of Operational and Information Sciences Information Systems Department

September 1994 to September 2000: Visiting Associate Professor for the Naval Postgraduate School's Department of Systems Management.

Teach graduate courses to military officers of the United States and foreign countries in organizational theory & design, leadership & management, change, and research methods. A continuing domain of concern is the consequences of the revolution in technology and business processes as they impact the missions and design of military organizations, including joint operations and coalition operations. Designed new courses in "Organizational Design for Special Operations," "Inquiring Methods," and "Introduction to Command & Control". Chaired or co-chaired 15 theses; associate advisor on eight theses.

Conduct funded research within the Department of Defense on organizational diagnosis, design & innovation; leadership, motivation, & retention; and strategic human resource management. Served on Information Systems and Operations Curriculum Committee. Principle investigator (PI) on web-based distributed learning project; PI on organizational design and innovation within the context of the Naval Warfare Development Center; Co-PI on \$200K research study on leadership, motivation and retention for the Office of the Chief of the Army Reserve; consultant on strategic human resource management to the Eighth Quadrennial Review of Military Compensation.

July 1988 to July 1994: Assistant Professor for the University of Utah's Department of Management. Designed original courses in "Research Methods in Organizational Behavior" and "Philosophy of Science" at the Ph.D. level and "Career Development in Organizations" at the MBA level. Taught at graduate level for MBA, MHRM, and Ph.D. programs.

Coordinator of the Human Resource Management / Organizational Behavior Group. Served on Department Ph.D. committee, MBA Curriculum Redesign Committee; Graduate Admissions and Graduate Scholarship Committees; board member for Graduate Women in Business; Advisor to Society of Human Resource Management Chapter. Chaired five dissertations (two of which won national awards); served as an advisor on 11 dissertation committees.

Sept. 1984 to Jan. 1989: Adjunct Faculty for the University of San Francisco's College of Professional Studies. Taught graduate courses in statistics and research methods for the volunteer and not-for-profit management program. Chaired two theses.

Spring 1988: Visiting Assistant Professor for San Diego State University's Department of Management. Taught undergraduate strategy and graduate human resource management courses.

Sept. 1980 to June 1987: Instructor and Teaching Assistant for the University of Southern California's Department of Management and Organization and for USC's Safety and Systems Management Institute. Taught graduate and undergraduate courses in management, organizational theory, & behavior.

### **Additional Professional Experience**

June 1984 to Jan. 1990: Alternative Reward Systems: Partner in firm specializing in the diagnosis and design of reward systems, including planning and goal setting processes, performance measurement, performance feedback and communications, and equitable reward distribution, especially within the context of innovation and organizational learning. Clients included Fortune 500 corporations in health care (hospitals, home health care, retirement homes), telecommunications firms (global and domestic), aerospace firms (commercial and military), and entrepreneurial ventures in high technology.

Sept. 1986 to Sept. 1987: Co-principal Investigator for AT&T and USC's Center for Telecommunications Management. Research on telecommunications technologies as sources of global competitive advantage.

Sept. 1980 to Sept. 1984: Research Assistant for USC's Center for Effective Organizations. Worked on two Office of Naval Research Grants: (a) the design and diagnosis of reward systems in high technology organizations, and (b) the social and politic context of performance appraisal systems.

June 1977 to July 1979: Personnel Research Analyst for the Los Angeles Unified School District's Development and Validation Group. Research on the construct validity of selection and placement tests with special emphasis on ability tests and assessment centers.

June 1972 to Feb. 1976: Personnel Research Psychologist for the Naval Personnel Research and Development Center's Social Issues and Personnel Effectiveness Research Teams. Research on the predictive validity of selection and placement tests (including ability tests and interest inventories) and problems of differential validity for protected groups. Research on drug and alcohol abuse, crime and delinquency, and race relations.