Kathleen M. Utecht, Ph.D.
Professor
Management & Marketing
College of Business
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Degrees Earned

Ph.D.   Michigan State University, East Lansing, MI, USA, Business Administration: Organizational Behavior and Personnel Management (Industrial/Organizational Psychology and Labor Relations minor), 1985

M.A.   The University of Lancaster, Lancaster, England, Organizational Psychology, 1973

B.A.   Elmira College, Elmira, New York, USA, Psychology, 1972

Professional Licensures and Certificates

SHRM-CP, Society for Human Resource Management, 2015 (2015-2019)

PHR - Professional in Human Resources, HR Certification Institute, 2011 (2011-2017), College Station, Texas.

Peer-Reviewed Publications and Artistic Performances/Exhibitions

Articles

Utecht, K. M. & Glissmeyer, M. D. (2011). The 'Benefits' of a Vacation: A Descriptive Profile of Managerial Vacation Practices and Preferences. *Insights to a Changing World Quarterly Journal*.

Hayes, R. B. & Utecht, K. M. (2009). Enterprise Resource Planning Implementation in an Institution of Higher Learning: A Case Study of Drummond University. *Journal of Cases in Information Technology*.

Utecht, K. M. & Jenicke, L. O. (2009). Increasing Calculation Consistency and Reducing Calculation Time Using Six Sigma: A Case Study of Salary Determination in an Institution of Higher Education. *International Journal of Services and Standards*.

Utecht, K. M. (in press, 2008). Enterprise Resource Planning and SAP R/3: Leveraging Technology to Enrich the Value of the Human Resource Management Curriculum. *Western Journal of Human Resource Management*.

Baker, G. & Utecht, K. M. (2007). Developing a System for Assessment of Organizational Performance Using the Balanced Scorecard Approach and SAP R/3. *International Journal of Quality and Productivity Management, 07 (01)*, 1-11.

Utecht, K. M., Hayes, R. B., & Okonkwo, P. A. (2004). Enterprise Resource Planning and the Competitive Advantage: The Ease of Integrating Information between Corporate Headquarters in the United States and Factories in Mexico. *Competitiveness Review, 14 (1/2)*, 13-17.

Grimsley, V. S., Utecht, K. M., & Shirley, W. J. (2003). Return Migration: A Descriptive Profile of Industrially-Injured Workers Who Elect to Receive Vocational Rehabilitation Services in Mexico. *Latin American Business Review, 4 (3)*, 27-44.

Utecht, K. M., Hayes, R. B., & Shirley, W. J. (2003). Enterprise Resource Planning and SAP R/3: Excluding the Human Resources Function May Create a Dysfunctional Organization. *SAM Management in Practice (1)*, 1-4.

Utecht, K. M. & Shirley, W. J. (2002). Engender Opportunity and the Global Environment: Women in Management and Sustainable Development. *Insights to a Changing World Quarterly Journal, 2002 (4)*, 1-19.

Shirley, W. J. & Utecht, K. M. (2002). Employer's Age-Based Comments: A Silent Generation of Increased Costs and Risks. *Journal of Contemporary Business Issues, 10 (1)*, 36-44.

Proceedings

Full Paper

Utecht, K. M. & Gu, Q. (2012). Supply Chain Management and Human Capital Management: Leveraging Job Evaluation to Improve the Management of Human Resources in the Supply Chain. *Institute of Behavioral and Applied Management*.

Utecht, K. M., Kohers, G., & Taylor, D. (2011). Exempt and Nonexempt Job Classifications: Ensuring Compliance with the Fair Labor Standards Act (FLSA) Using Project Management (PM) Methodology and SAP R/3 Project System (PS) Technology. *Institute of Behavioral and Applied Management*.

Utecht, K. M. & Gu, Q. (2010). Job Analysis: Increasing Consistency in the Process Using Six Sigma Methodology. *Institute of Behaviroal and Applied Management*.

Utecht, K. M. & Gu, Q. (2009). Determing the Value of Work: Increasing Consistency in Job Evaluation Using Six Sigma. *International Industrial Relations and Human Resources Conference*.

Utecht, K. M. & Hachey, G. A. (2009). Managing Employee Business Travel and Entertainment (T&E): Enhancing the Effectiveness of

Strategic Cost Cutting Decisions Using SAP R/3. *Institute of Behavioral and Applied Managment*.

Utecht, K. M. & Hachey, G. A. (2008). Leveraging Technology to Enhance the Strategic Value of Human Resource Management. *Institute of Behavioral and Applied Managment*.

Utecht, K. M. (2007). Compensating Office Professional Employees Fairly: Improving the Salary Determination Process Using Six Sigma. *Institute of Behavioral and Applied Managment*.

Prasad, R. M., Sprague, D. A., Prasad, S. B., & Utecht, K. M. (2001). Recent Performances of ERP Firms: A Preliminary Analysis. *International Conference on Logistics and Supply Chain Management*.

Hayes, R. B., Okonkwo, P. A., Palaniswami, S., & Utecht, K. M. (2001). Enterprise Resource Planning Implementation in Institutions of HIgher Learning: A Case Study of Central Michigan University. *International Conference on Logistics and Supply Chain Management*.

Utecht, K. M., Okonkwo, P. A., & Hayes, R. B. (2001). An Examination of the Benefits of Enterprise Resource Planning: Integration of Information Between Corporate Headquarters in the U.S. and Operations in Mexico. *International Conference on Logistics and Supply Chain Management*.

Utecht, K. M., Hayes, R. B., & Okonkwo, P. A. (2001). Enterprise Resource Planning and SAP R/3 Functionality: Organizations Neglecting the Human Resource Function May Result in a Dysfunctional Organization. *International Conference on Logistics and Supply Chain Management*.

Research Monographs and Technical Reports

Chapters, Cases, Readings, Supplements

Utecht, K. M. & Schneider, K. (2015). Introduction to Human Capital Management Using SuccessFactors. *SAP University Alliances Community Network* (pp. 1-64). SAP SE.

Utecht, K. M., Schneider, K., Gonzalez, P., Ali-Hassan, H., & Bliemel, M. (2015). Introduction to SuccessFactors for MIS Students. *SAP University Alliances Community Network* (pp. 1-6). SAP SE.

Utecht, K. M., Quarles, N. R., & Noman, F. M. (2008). Flya Kite Independent Module Case - HR. In SAP AG (Ed.), *SAP Innovation Watch - Curriculum Exchange* (pp. 1 - 24). Business Process Integration: SAP AG.

Working Papers

Utecht, K. M. & Davis, C. S. (2013). "Performance Management: Improving Consistency in 360 Degree Performance Appraisals Using Six Sigma Methodology."

Utecht, K. M. & Warner, J. A. (2011). "Compensation and Enterprise Resource Planning (ERP): Leveraging Technology to Manage the Largest Controllable Expense in Contemporary Organizations," Initial submission.

Utecht, K. M. (2009). "Strategically Managing the Human Resource Function: Evaluating the Effectiveness and Enhancing the Strategic Value of Human Resources Using SAP R/3."

Utecht, K. M. & Hachey, G. A. (2009). "Employee Business Travel and Enterprise Resource Planning: Managing the Second-Largest Controllable Corporate Expense Using SAP R/3."

Funded External Grants

Peer-Reviewed Presentations/Posters

Paper Presentations

International

Utecht, K. M. & Warner, J. A. (2010). *Compensation and Enterprise Resource Planning (ERP): Leveraging Technology to Manage the Largest Controllable Expense in Contemporary Organizations.* International Industrial Relations and Human Resources Conference, Louisville, Kentucky.

Utecht, K. M. & Gu, Q. (2009). *Determing the Value of Work: Increasing Consistency in Job Evaluation Using Six Sigma.* International Industrial Relations and Human Resources Conference, Louisville, Kentucky.

Utecht, K. M. (2001, August). *Enterprise Resource Planning: A Team Teaching Approach to Integrating the Functional Areas of Business Supported by SAP R/3.* International Conference on Logistics and Supply Chain Management, Coimbatore, India.

Utecht, K. M. (2001, August). *Enterprise Resource Planning and SAP R/3 Functionality: Organizations Neglecting the Human Resource Function May Result in a Dysfunctional Organization.* International Conference on Logistics and Supply Chain Management, Coimbatore, India.

National

Utecht, K. M. & Abshire, R. D. (2016, November). *Compensation: Capitalizing on Technology to Manage the Largest Controllable Corporate Expense.* Institute of Behavioral and Applied Management, San Diego, California.

Utecht, K. M. & Davis, C. S. (2015). *Applying Six Sigma Methodology to Improve the Selection Process in Staffing Organizations: A Proposed Project.* Institute of Behavioral and Applied Management, Pittsburgh, Pennsylvania.

Utecht, K. M., Schneider, K., McLeod, A., & Hightower, R. (2014). *Leveraging Cloud Technology to Introduct Human Capital Management (HCM) into a Human Resource Management (HRM) Curriculum.* Institute of Behavioral and Applied Management, Orlando, Florida.

Utecht, K. M., Gu, Q., & Davis, C. S. (2013). *Talent Management: Leveraging HR Analytics with Technology to Improve Process Integration.* Institute of Behavioral and Applied Managment, San Diego, California.

Utecht, K. M. & Gu, Q. (2012). *Supply Chain Management and Human Capital Management: Leveraging Job Evaluation to Improve the Management of Human Resources in the Supply Chain.* Institute of Behavioral and Applied Management, Nashville, Tennessee.

Utecht, K. M., Kohers, G., & Taylor, D. (2011). *Exempt and Nonexempt Job Classifications: Ensuring Compliance with the Fair Labor Standards Act (FLSA) Using Project Management (PM) Methodology and SAP R/3 Project System (PS) Technology.* Institute of Behavioral and Applied Management, Orlando, Florida.

Utecht, K. M. & Gu, Q. (2010). *Job Analysis: Increasing Consistency in the Process Using Six Sigma Methodology.* Institute of Behavioral and Applied Management, San Diego, California.

Utecht, K. M. & Hachey, G. A. (2008, October). *Leveraging Technology to Enhance the Strategic Value of Human Resource Management.* Institute of Behavioral and Applied Managment, Orlando, Florida.

Utecht, K. M. (2007, October). *Compensating Office Professional Employees Fairly: Improving the Salary Determination Process Using Six Sigma.* Institute of Behavioral and Applied Managment, Reno, Nevada.

Regional

Utecht, K. M. & Hachey, G. A. (2009). *Managing Employee Business Travel and Entertainment (T&E): Enhancing the Effectiveness of Strategic Cost Cutting Decisions Using SAP R/3.* Institute of Behavioral and Applied Managment, Washington, District of Columbia.

Work or Professional Experiences

Experience: Non-Academic

National

Job Analyst - Organization Design, Scott Paper Company (1974 - 1977), Philadelphia, Pennsylvania.

Other Competencies

2014 - SAP Cloud Solutions: SuccessFactors' Human Capital Management (HCM) Workshop, Trainer

2009 - : 'Experiential Learning: The Benefits of Incorporating Cutting-Edge Technology in the Management Classroom' with Victor E. Sower and Pamela J. Zelbst

2009 - : 'Enterprise Resource Planning and SAP R/3: Leveraging Technology to Enrich the Value of the Human Resource Management Curriculum'

2006 - Professor Emerita, Central Michigan University

2006 - : 'Employee Business Travel and Enterprise Resource Planning: Managing the Second-Largest Controllable Corporate Expense Using SAP R/3,' with George A. Hachey

Faculty Development

Technology-Related Training

2011: 2011 SAP University Alliance and Curriculum Development Workshop, Hunstville, Texas.

2010: 2010 SAP University Alliance Training and Curriculum Workshop, Huntsville, Texas. Business Intelligence Workshop - 4 Days

2009: 2009 SAP University Alliance Training and Curriculum Workshop, Charlotte, North Carolina. Supply Chain Management Workshop - 1 Day

2007: 2007 SAP University Alliance Training and Curriculum Workshop, Vancouver, Canada. SAP Cases in the Classroom - 1 1/2 Days

Institutional Service

College Assignments

Member:

2009-2010: AACSB Accreditation Maintenance Committee

2009-2010: COBA Dean's Advisory Committee

2008-2009 – 2009-2010: SAP Integration Committee

2008-2009 – 2009-2010: Technology Committee

2008-2009 – 2009-2010: Strategic Management Committee

2008-2009 – 2009-2010: Homecoming Committee

Professional Service

Academic Conference: Discussant

2014 – 2015: Institute of Behavioral and Applied Management, Pittsburgh, Pennsylvania (National).

2013: Institute of Behavioral and Applied Managment, San Diego, California (National).

2010 – 2012: Institute of Behavioral and Applied Management, Nashville, Tennessee (National).

2009: Institute of Behavioral and Applied Managment, Washington, District of Columbia (National). Strange Bedfellows - Politics, Business, and Taxes

2008: Institute of Behavioral and Applied Managment, Orlando, Florida (National). Perceptions are Reality...Usually

Academic Conference: Moderator / Facilitator

2010 – 2014: Institute of Behavioral and Applied Management, Orlando, Florida (National).

2010: Institute of Behavioral and Applied Management, San Diego, California (National).

2007: Institute of Behavioral and Applied Management, Reno, Nevada (National). Managing Self Presentation

Academic Conference: Panelist

2003: Northeast Business and Economics Association, Parsippany, New Jersey (Regional). Using ERP Systems in the Classroom

Chair: Conference / Track / Program

2004: SAP Innovation Congress Americas '04, Lake Buena Vista, Florida (International). Management/HR/Marketing Faculty Track

2002: Northeast Business and Economics Association, Nassau, Bahamas (Regional). Organizational Behavior Track

Officer: Organization / Association

2014 – 2015: American Association of University Women, Huntsville, TX Branch President, Huntsville, Texas (Local).

2013: American Association of University Women (AAUW), President of Huntsville, TX Branch, Huntsville, Texas (Local).

2011: American Association of University Women (AAUW), President of Huntsville, TX Branch, Huntsville, Texas (Local).

2010: American Association of University Women, Huntsville, TX Branch President, Huntsville, Texas (Local).