Bruno Dyck

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Department of Business Administration

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**Education**

Ph.D. in Business University of Alberta, 1991

Major: Organizational Analysis

Minors: Sociology, Research Methods/Statistics

Dissertation: A Multiple Rationalities Model of Transformational Change:

Understanding the Ubiquity of Change

B.Comm., Honors University of Manitoba, 1984;

Major: Organizational Behaviour/Management

**BOOKS**

Neubert, M., and B. Dyck (2014). Organizational Behavior. New York: John Wiley & Sons.

Dyck, B. (2013). Management and the Gospel: Luke’s Radical Message for the First and Twenty-First Centuries. New York: Palgrave-Macmillan.

Dyck, B., and M. Neubert, (2010). Management: Current Practices and New Directions. Boston MA: Cengage/Houghton Mifflin.

**RESEARCH**

**Research projects currently in progress**

Neubert, M., and B. Dyck. “Developing sustainable management theory: Goal-setting theory based on virtue.” Conditional acceptance at Management Decision.

Dyck, B., and S. Dodd. “Agency, stewardship and the universal family firm: Insights from ancient writings.” Under second review at Family Business Review.

Dyck, B. “On the diffusion of sustainable organizational practices: Lessons from implementing Conservation Agriculture on small-scale farms in Nicaragua.” Under review at Journal of Management Inquiry.

Dyck, B. “A Radical Resource-Based View of Sustainable Organizations: An Exploratory Study Examining Conservation Agriculture for Small-Scale Farms in Low-Income Countries.” Under review at Business & Society.

Dyck, B. “Radical sustainable entrepreneurship: A typology and a process model.” Under review at Journal of Social Entrepreneurship.

Dyck, B., and N. Greidanus. “Quantum organization theory: A new way to study sustainability, ethics and entrepreneurship.” Working paper.

**Publications in refereed journals:**

Brotheridge, C., D. Neufeld, and B. Dyck. (accepted). “Communicating virtually in a global organization.” Journal of Managerial Psychology.

Walker, K., N. Ni, and B. Dyck (2015). “Recipes for successful sustainability: Empirical organizational configurations for strong Corporate Environmental Performance.” Business Strategy and the Environment, 24(1): 40-57.

Walker, K., & B. Dyck (2014). “The primary importance of corporate social responsibility and ethicality in corporation reputation: An empirical study.” Business and Society Review, 119(1): 147-174.

Christie, N., B. Dyck, J. Morrill, and R. Stewart (2013). “CSR and accounting: Drawing on Weber and Aristotle to rethink Generally Accepted Accounting Principles.” Business and Society Review, 118 (3): 383-411.

Dyck, B. (2013). “A proven way to incorporate Catholic Social Thought in business school curriculae: Teaching two approaches to management in the classroom.” Journal of Catholic Higher Education, 32(1): 145-163.

Dyck, B., and E. Wiebe (2012). “Salvation, theology and organization theory across the centuries.” Organization, 19(3): 299-324.

Chen, F., H. Bapuji, B. Dyck, and X. Wang (2012). “I learned more than I taught: The hidden dimension of learning in knowledge transfer.” The Learning Organization, 19(2): 109-120.

Dyck, B., K. Walker, F. Starke, and K. Uggerslev (2012). “Enhancing critical thinking by teaching two distinct approaches to management.” Journal of Education for Business, 87(6): 343-357.

Dyck, B., F.A. Starke, and J. Weimer (2012). “Toward understanding management in first century Palestine.” Journal of Management History, 18(2): 137-165.

Bell, G.G., and B. Dyck (2012). “Conventional resource-based theory and its radical alternative: A less materialist-individualist approach to strategy.” Journal of Business Ethics, 99(1): 121-130.

Driscoll, C., E. Wiebe and B. Dyck (2011). “Nature is prior to us: Applying Catholic Social Thought and Anabaptist-Mennonite Theology to the ethics of stakeholder prioritization for the natural environment.” Journal of Religion and Business Ethics, 3(1).

Dyck, B., K. Walker, F. Starke, and K. Uggerslev (2011). “Addressing concerns raised by critics of business schools by teaching multiple approaches to management.” Business and Society Review, 116 (1): 1-27.

Starke, F. A., G. Sharma, M.K. Mauws, B. Dyck and P. Dass (2011). “Exploring archetypal change: The importance of leadership and its substitutes.” Journal of Organizational Change Management, 24 (1): 29-50.

Dyck, B., and K. Wong (2010). “Corporate spiritual disciplines and the quest for organizational virtue.” Journal of Management, Spirituality and Religion, 7(1):7-29.

Dyck, B., F. Starke, and C. Dueck (2009). “Management, prophets and self-fulfilling prophecies.” Journal of Management Inquiry, 18(3): 184-196.

Dyck, B., M. Neubert, and K. Wong (2008). “Unchaining Weber’s iron cage: A look at what managers can do." Christian Scholars Review, 38(1): 41-60.

Dyck, B., F. Starke, and M. Mauws (2008). “Teaching versus learning: An exploratory longitudinal case study.” Journal of Small Business & Entrepreneurship, 21(1): 37-58.

Lawrence, T., B. Dyck, S. Maitlis, M. Mauws (2006). “The underlying structure of continuous change.” MIT Sloan Management Review, 47(4): 59-66.

Dyck, B., F. Starke, and C. Dueck (2006). ”Just what was Jesus saying?: Two interpretations of the parable of the shrewd manager.” Journal of Biblical Integration in Business, Fall: 111-140.

Dyck, B., and J. M. Weber (2006). “Conventional versus radical moral agents: An exploratory empirical look at Weber’s moral-points-of-view and virtues.” Organization Studies 27(3): 429-450.

Dyck, B., G. Mischke, F. Starke, and M. Mauws (2005). “Learning to build a car: An empirical investigation of organizational learning.” Journal of Management Studies, 42 (2): 387-416. (Awarded the JMS “Paper of the Year” prize in August, 2006, and the Academy of Management meetings.)

Lawrence, T.B., M.K. Mauws, B. Dyck, and R.F. Kleysen (2005). “The politics of organizational learning: Integrating power into the 4I framework.” Academy of Management Review, 30 (1): 180-191.

Dyck, B., and F. Starke (2005). “Looking back and looking ahead: A review of the most frequently cited biblical text in the first decade of *The JBIB*.” Journal of Biblical Integration in Business, Fall, 134-153.

Dyck, B., and D. Schroeder (2005). “Management, theology and moral points of view: Towards an alternative to the conventional materialist-individualist ideal-type of management.” Journal of Management Studies, 42 (4): 705-735.

Dyck, B., F. Starke, H. Harder, and T. Hecht (2005). “Do the structures of religious organizations reflect their statements-of-faith? An exploratory study.” Review of Religious Research, 47(1): 51-69.

Starke, F., B. Dyck and M. Mauws (2003). “Coping with the sudden loss of an indispensable employee: An exploratory case study.” Journal Applied Behavioral Science, 39 (2): 208-228.

Dyck, B. (2003). “Exploring congregational clans: Playing the ‘Mennonite Game’ in Winnipeg.” Journal of Mennonite Studies, 21: 137-155.

Dyck, B. (2002). “Organizational learning, microfinance, and replication: The case of MEDA in Bolivia.” Journal of Developmental Entrepreneurship, 7 (4): 361-382.

Dyck, B., M. Mauws, F. Starke, and G.A. Mischke (2002). “Passing the baton: The importance of sequence, timing, technique and communication in executive succession.” Journal of Business Venturing, 17 (2): 143-162.

Dyck, B., and R. Kleysen (2001). “Aristotle’s virtues and management thought: An empirical exploration of an integrative pedagogy.” Business Ethics Quarterly, 11 (4): 561-574.

Mischke, G.A., M.K. Mauws, F. Starke, and B. Dyck (2001). “Westward Industries Ltd.” 21 (1): 15-42. Case Research Journal, NACRA.

Dyck, B., J. Buckland, H. Harder and D. Wiens (2000). “Community development as organizational learning: The importance of agent-participant reciprocity.” Canadian Journal of Development Studies, 21: 605-620.

Dyck, B., and F. Starke (1999). “The formation of breakaway organizations: Observations and a process model.” Administrative Science Quarterly, 44 (4): 792-822. (Note: This article formed the basis for a “Research Brief” by Litz, R. (2000) “Group Exit: How breakaway organizations happen,” Academy of Management Executive, 14(4): 144-146; and for a practitioner-oriented book by Whitesel, B. (2003) “Staying power: Why people leave the church over change (and what you can do about it),” Nashville: Abingdon Press.)

Dyck, B. (1997). “Build in sustainable development and they will come: A vegetable field of dreams.” British Food Journal, 99 (9): 325-335. (Note: Published in 1994 in Journal of Organizational Change Management.)

Dyck, B. (1997). “Understanding configuration and transformation through a multiple rationalities approach.” Journal of Management Studies, 34 (5): 793-823.

Dyck, B. (1997). “Exploring organizational family trees: A multi-generational approach for studying organizational births.” Journal of Management Inquiry, 6 (3): 223-233.

Dyck, B., S. Bruning, and L. Driedger (1996). “Potential conflict, conflict stimulus, and organizational performance: An empirical test.” The International Journal of Conflict Management, 7 (4): 295-313.

Starke, F., and B. Dyck (1996). “Upheavals in congregations: The causes and outcomes of splits.” Review of Religious Research, 38: 159-174.

Dyck, B. (1996). “The role of crises and opportunities in organizational change: A look at a nonprofit religious college.” Non-profit and Voluntary Sector Quarterly, 25 (3): 321-346.

Dyck, B. (1994a). “From airy-fairy ideals to concrete realities: The case of Shared Farming.” Leadership Quarterly, 5: 227-246.

Dyck, B. (1994b). “Build in sustainable development, and they will come: A vegetable field of dreams.” Journal of Organizational Change Management, 7 (4): 47-63.

Dyck, B. (1993). “Half a century of Canadian Mennonite Bible College: A brief organizational history.” Journal of Mennonite Studies, 11: 194-223.

Cooper, C., B. Dyck, and N. Frohlich (1992). “Improving the effectiveness of gainsharing: The role of fairness and participation.” Administrative Science Quarterly, 37: 471-490.

**Papers at refereed conferences:**

Walker, K., N. Ni, and B. Dyck (2013). Recipes for successful sustainability: Empirical configurations for strong Corporate Environmental Performance of MNCs.” Academy of International Business Southeast Asia Regional (AIBSEAR) Conference, Bali, Indonesia, December 2013.

Dyck, B. (2013). “Economic Inequality and Management Research.” In Professional Development Workshop, Economic Inequality, Business and Capitalism. Academy of Management, Florida (August 9-12).

Drakopoulou-Dodd, S., and B. Dyck (2012). “*Oikos*, stewardship and agency – Luke’s analysis of the ancient family in business.” Institute for Small Business and Entrepreneurship 2012 conference (awarded best paper in Family Business track), Dublin, November 7-8.

Dyck, B. (2012). “What happens when students are taught two different approaches to management, the first consistent with mainstream management theory, the second consistent with Catholic Social Thought.” Presented at the International Symposium on Catholic Social Thought and Management, Dayton, Ohio, June 18-20.

Dyck, B. (2011). “Luke on Management: An analysis for a 21st century audience based on 1st century understandings of management.” Christian Business Faculty Association conference, Mount Vernon, Ohio (June 27-July 1).

Bell, G.G., B. Dyck and M. Neubert (2011). “Reconfiguring Porter’s generic strategies in virtuous world.” BPS Division, Academy of Management, San Antonio, TX.

Dyck, B., and E. Wiebe (2010). “Salvation, theology and organization theory.” Presented at the Critical Management Studies “Theology and organization” Workshop, Academy of Management, Montreal.

Dyck, B. and G. Sawatzky (2010). “Does the kingdom of God support contemporary management theory, or call for alternatives?” Presented at the Academy of Management, Management Spirituality and Religion Division.

Dyck, B., and M. Neubert (2010). “A time for developing new management theory: Examples of goal-setting and strategy.” Presented, BPS, Dallas at South Western Academy of Management conference.

Bell, G.G., and B. Dyck (2009). “Beyond profit maximization: Broadening the RBT to a radical framework,” 16th Annual International Business Conference Promoting Business Ethics, Niagara Falls, NY (October).

Chen, F. H. Bapuji, B. Dyck and X. Wang (2009). “I learned more than I taught: The hidden dimension of learning in knowledge transfer,” Academy of Management Annual Conference, Chicago, United States.

Dyck, B., K. Walker, F. Starke and K. Uggerslev (2008). “What happens when management students are taught to question the materialist-individualist status quo?” Academy of Management meetings, Anaheim, CA.

Dyck, B. and L. Broadhurst (2008). “Applying four-phase organization learning theory to the Gospel of Luke: An interdisciplinary study.” In George T. Solomon (Ed.) Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management (CD), ISSN, 1543-8643. Presented at the Academy of Management, Management, Spirituality and Religion, Anaheim, California.

Dyck, B. F. Starke, K. Uggerselv and K. Walker (2008). “What happens when management students are taught to question a materialist-individualist approach?” Management Education, Academy of Management, Anaheim, California.

Chen, F., X. Wang, H. Bapuji and B. Dyck (2007). “I learned more than I taught: Exploring the feedback loop of knowledge transfer.” Proceedings of OLKC, pp 105-117.

Dyck, B. (2007). “Competing rationalities in management practice and management education.” Presentation at the Academy of Management, Philadelphia, PA.

Dyck, B. and L. Broadhurst (2007). “A new approach and methodology to study chiasms: An exploratory look at Luke's journey narrative.” Canadian Society of Biblical Studies, University of Saskatchewan, Saskatoon.

Dyck, B. F. Starke, K. Uggerselv and K. Walker (2006). “What if we weren’t so obsessed with materialism and individualism?: Findings from the classroom.” Presented at the Administrative Sciences Association of Canada, Banff, AB

Christie, N., B. Dyck. J. Morrill and R. Stewart (2004). “Escaping the materialistic-individualistic iron cage: A Weberian agenda for alternative radical accounting.” APIRA conference, Singapore. Other versions of this paper were presented at the following conferences: University of Manitoba-CGA Accounting Research Conference; University of Calgary Critical Accounting Research Conference.

Dyck, B., F. Starke, H. Harder and T. Hecht (2004). “Do the structures of religious organizations reflect their statements-of-faith? An exploratory study.” Organization Theory Division, Administrative Sciences Association of Canada, Quebec City.

Lawrence, T., M. Mauws, B. Dyck and R. Kleysen (2003). “The politics of organizational learning: Integrating power into the 4-I framework.” Presented at the Academy of Management meetings, Seattle.

Dyck, B. E. Bruning, and J. Buckland (2003). “A critical view of conventional globalization: Making an argument for a new paradigm for the new millennium.” Proceedings of International Business Division, Administrative Sciences Association of Canada, Halifax, N.S.

Dyck, B. (2002). “A grounded, faith-based moral point of view of management.” In Teresa Rose (Ed.), Proceedings of Organizational Theory Division, 23: 12-23. Administrative Sciences Association of Canada, Winnipeg, MB.

Dyck, B. (2001). “An exploratory study of multi-organizational clans: A look at a population of congregations.” In Alex Z. Kondra (Ed.), Proceedings of Organizational Theory Division, 22(22): 24-34. Administrative Sciences Association of Canada, London ON.

Kleysen, R. and B. Dyck (2001). “Cumulating knowledge: An elaboration and extension of Crossan, Lane & White’s framework for organizational learning.” In Mary Crossan and Fernando Olivera (Eds.) Organizational learning and knowledge management: New directions (4th international conference proceedings) (pp 383-394). Richard Ivey School of Business, London ON, June 1-4.

Dyck, B. (2001). “Micro-financing and international development - The MEDA approach.” Presented at CIBER 2001, San Diego, March 28-31.

Neufeld, D.J., C.M. Brotheridge and B. Dyck (2001). “Electronic mail as a rich communication medium in global virtual organizations.” HICSS 34, Minitrack Information Systems in Global Business, Hawaii, January 3-6.

Sharma, G., B. Dyck and P. Dass (2000). “A longitudinal case study of the interplay between agency and structure across hierarchical levels in organizational transformation.” Academy of Management, Organization Development and Change Division, Toronto, Aug 6-9.

Brotheridge, C., B. Dyck, and D. Neufeld (2000). “Effect of new communications media in an international organization: Alternative explanatory models and change and continuity.” Accepted for presentation and proceedings in the Organization Theory Division, Administrative Sciences Association of Canada/International Federation of Scholarly Associations of Management, July 8-11, Montreal, Quebec.

Dyck, B. and D. Schroeder (1999). “Seek ye first the redemptive managerial character of God: Towards a theology of management.” Presented at the 1999 Academy of Management meetings, Social Issues in Management Division, August 7-11, Chicago, IL.

Mischke, G.A., B. Dyck, F. Starke, and M. Mauws (1999). “Learning to build a car: An empirical investigation of organizational learning.” Presented at the Academy of Management meetings, Organization Theory Division, August 7-11, Chicago, IL.

Dyck, B, M. Mauws, G. Mischke and F. Starke (1999). “When father and son drop the succession baton: Toward a theory of executive succession.” In Scott Kunkel (Ed.) Proceedings of the United States Association for Small Business and Entrepreneurship: 197-210. San Diego, California, January 14-17.

Dyck, B. and D. Schroeder (1998). “Seek ye first the redemptive managerial character of God: Towards a theology of management.” Christian Business Faculty Association, Langley, British Columbia, October 22-25.

Dyck, B. (1998). “Managers’ functions, roles and virtues: An exploratory empirical study.” Organizational Theory Division, Administrative Sciences Association of Canada, Saskatoon. Saskatchewan.

Dyck, B., R. Litz and G. Mischke (1998). “An unfinished tale of Gulliver’s travels among the Lilliputians: A longitidunal study of small incumbents’ responses to rumoured and actual entry of giant retailers.” Policy Division, Administrative Sciences Association of Canada, Saskatoon. Saskatchewan.

Dyck, B., M. Mauws, G. Mischke and F. Starke (1997). “When father and son drop the succession baton: Order, timing, hand-off style and communication.” In David Stewart (Ed.), Proceedings of Entrepreneurship Division, 18(21): 55-76. Administrative Sciences Association of Canada, St. John’s, Newfoundland.

Mischke, G., B. Dyck, M. Mauws, and F. Starke (1997). “Learning to build a car: An empirical investigation of organizational learning.” In John M. Usher (Ed.), Proceedings of Organization Theory Division, 18(22): 28-37. Administrative Sciences Association of Canada, St. John’s, Newfoundland.

Dyck, B., M.K. Mauws, F. Starke, & G. Mischke (1996). “Westward ho! ... Some tales from the field.” Symposium of the Organization Theory Division, Administrative Sciences Association of Canada, Montreal, Quebec.

Dyck, B., and F. Starke (1995). “Organizational conflict and mass exit behavior.” Presented at the Academy of Management meetings, Conflict Management Division, Vancouver, BC.

Dyck, B. and F. Starke (1995). “Exploring organizational family trees: A multi-generational approach to analyzing organizations.” Presented in the Organizational Theory Division, Administrative Sciences Association of Canada, Windsor, ON.

Dyck, B., and F. Starke (1994). “Mass exit behavior: An extension of the Exit/Voice/Loyalty/ Neglect model.” In L.R. Jauch & R.N. Osborn (Ed.), Proceedings of the International Federation of Scholarly Associations of Management, 15: 85-86. Dallas, Texas.

Dyck, B., and F. Starke (1994). “The process of conflict: A first empirical look at Pondy's conflict model.” Presented in the Organizational Theory Division, Administrative Sciences Association of Canada, Halifax, Nova Scotia.

Starke, F. and B. Dyck (1994). “Conflict in self-governing churches: The formation of breakaway organizations.” Proceedings of the Association for Research on Nonprofit Organizations and Voluntary Action, 15: 421-425). San Francisco, CA.

Dyck, B. (1993). “Transformational change and organizational half-lives.” Presented at the Academy of Management meetings, Organizational Change and Development Division, Atlanta, Georgia.

Dyck, B., S. Bruning and L. Driedger (1993). “Organizational conflict versus performance: An empirical test.” Presented in the Organization and Management Theory Division of the Administrative Sciences Association of Canada, Lake Louise, Alberta.

Dyck, B., and F. Starke (1993). “Managing strategic change: Lessons from unsuccessful strategic change attempts.” Strategic Management Society, Chicago, Illinois.

Dyck, B. (1992). “Designing organizations for sustainable agriculture: Manifesting values for environmental and regional development.” Proceedings of the International Federation of Scholarly Associations of Management, 13: 264-267), Regional Development and Environmental Problems Division. Tokyo, Japan.

Chubey, C., C. Epp and B. Dyck (1992). “A bottom-up look at factors important for implementing transformations: Exploratory data and theory.” In C. Oliver (Ed.), Proceedings of Organizational Theory Division, 13 (13): 52-61. Administrative Sciences Association of Canada, Quebec City, Quebec.

Bruning, E. and B. Dyck (1992). “The meaning of 'competitiveness': Its evolution in theory and practice.” In B.E. Ashforth (Ed.), Proceedings of Organizational Behavior Division, 13 (1): 21-30. Administrative Sciences Association of Canada, Quebec City, Quebec.

Dyck, B. (1992). “A more rational framework for organization theory.” Presented in the Organizational Theory Division of the Administrative Sciences Association of Canada, Quebec City, Quebec.

Dyck, B. (1991). “Prescription, description and inscription: A script theoretic leadership model.” Presented in the Organization and Management Theory Interest Group, Administrative Sciences Association of Canada, Niagara Falls, Ontario.

Dyck, B. (1990). “A dynamic model of organizational failure.” In J.M. Geringer (Ed.), Proceedings of Policy Division, 11 (6): 35-44, Administrative Sciences Association of Canada, Whistler, British Columbia.

Dyck, B. (1990). “Organizational strategy as moral discipline: A Durkheimian perspective.” Presented in the Policy Division, Administrative Sciences Association of Canada, Whistler, B.C.

Dyck, B. (1989). “Reinfusing value into Institutional Theory: An application of Weber's multidimensional rationality.” Presented at the national Academy of Management meetings, Organization Theory Division, Washington, D.C.

Dyck, B. (1989). “A generic conceptual framework for the study of organizational change: Transformation and convergence in strategies, structures and systems.” Presented in Theory and Practice of Organizational Transition, at the European Group on Organizational Studies Colloquium, West Berlin, West Germany.

Dyck, B. (1988). “The TechnoSocioControl leadership model: A fusion of job design and leadership theory.” In S.L. McShane (Ed.), Proceedings of the Organizational Behaviour Division, 9 (5): 21-30. Administrative Sciences Association of Canada, Halifax, Nova Scotia.

**Book chapters, reviews and other publications**

Dyck, B. (forthcoming 2015). “Spirituality, virtue and management: Theory and evidence.” In Grassl, W. (section ed.) “Virtues and Workplace Spirituality,” in Sison, A.J.G. (editor-in-chief) Handbook of Virtue Ethics in Business and Management(part of *International Handbooks in Business Ethics* series). Heidelberg, Germany: Springer-Verlag GmbH. (invited chapter).

Dyck, B. (2014). “God on Management: The world’s largest religions, the ‘theological turn’, and organizational and management theory and practice.” In P. Tracey, N. Phillips & M. Lounsbury (eds.) Research in the Sociology of Organizations: Religion and Organization Theory, 41: 23-62. Emerald Publishing Group.

Dyck, B. (2012). “Small farms and the future of the Planet.” The Manila Times (July 17). See http://www.manilatimes.net/index.php/business/business-columnist/27041-small-farms-and-the-future-of-the-planet.

Dyck, B. (2012). “Management and the Gospel.” Business World OnLine (July 11). See http://www.bworldonline.com/content.php?section=Opinion&title=Management-and-the-Gospel&id=54968

Dyck, B. (2012). “Salvation comes to a rich house: Unpacking first-century management practices for the 21st century.” Canadian Mennonite 16(2): 4-6.

Summers, D.B., and B. Dyck (2011). “A process model of social intrapreneurship within a for-profit company: First Community Bank,” In G.T. Lumpkin and J.A. Kats (Eds.) Advances in Entrepreneurship, Firm Emergence and Growth. Volume 13: 141-77. Bingley, UK: Emerald Group Publishing.

Bradley, J., B. Dyck, R. Martinez, M. Neubert, and D. Wong (2010). Instructor’s Resource Manual (Special Edition for use in Christian schools) for *Management: Current Practices and New Directions*. Boston MA: Cengage.

Dyck, B. and F. Starke (2005). “Looking back and looking ahead: A review of the most frequently-cited biblical texts in the first decade of *JBIB*.” Journal of Biblical Integration in Business.

Dyck, B. (2003). “Book review: Power, Authority and the Anabaptist Tradition.” Journal of Mennonite Studies, 21: 250.

Wiens, D. and B. Dyck (2002). “Rethinking glocalization: Shared Farming versus Weber’s ‘iron cage.’” In Bruning, N.S. (Ed.) Rethinking Globalization: Critical Perspectives. A joint ASAC/CGA Ontario International Business Research Centre at Queen’s University conference: 109-115, Winnipeg, May 28-29.

Dyck, B. (2002). “Managing for the benefit of all stakeholders: Introductory remarks.” In Bruning, N.S. (Ed.) Rethinking Globalization: Critical Perspectives. A joint ASAC/CGA Ontario International Business Research Centre at Queen’s University conference: 93, Winnipeg, May 28-29.

Starke, F. and B. Dyck (2001). “Understanding church splits.” Canadian Mennonite, 5 (4), February 26: 4; and F. Starke and B. Dyck, “Lessons to be learned from church splits.” Canadian Mennonite, 5 (4), February 26: 5. (Note, these articles also appeared in the Mennonite Brethren Herald in April 2000, and in Christian Week in October, 1996.)

Dyck, B. (2001). “Book review: The hammer rings hope: Photos and stories from fifty years of Mennonite Disaster Service.” Journal of Mennonite Studies.

Starke, F., and B. Dyck (2000). “Understanding congregational splits.” Mennonite Brethren Herald, 30 (9), April 28: 4-5. and, Starke, F., and B. Dyck (2000) “Lessons to be learned.” Mennonite Brethren Herald, 30 (9), April 28: 6-7. (Note these articles first appeared in Christian Week in October 1996.)

Dyck, J. (1999). Stories of my life (self-published: I translated and helped to edit this autobiographical book by my father).

Dyck, B. (1999). “A modest proposal for a bold initiative: Reflections from a public university.” Journal of Biblical Integration in Business, 5: 169-173.

Dyck, B. (1999). “Trust and trustworthiness: A response to ‘Organizational control through trust.’” Journal of Biblical Integration in Business, 5: 103-104.

Dyck, B. (1999). “A more rational framework for organization theory.” In Cunha, M. P., and C. A. Margues (Eds), Readings in Organization Science: Organizational change in a changing context, pp 143-154. Outobru: Instituto Superior de Psicolgia Aplicada.

Dyck, B. (1998). “Food for thought on the privatization of universities: Halving the cake and eating it, too!” In H. Braun and W. Klooss (Eds.), The University at the Turn of the Century: Canadian and German Perspectives., pp 81-107. Kiel, Germany: l&f Verlag.

Dyck, B. (1998). “In the soup for doing too good.” In F. Starke and R. Sexty, Contemporary Management in Canada (3rd edition), pp. 343-344. Toronto: Prentice-Hall, Inc.

Dyck, B., M. Mauws, G. Mischke, and F. Starke (1998). “Prairie Industries.” In F. Starke and R. Sexty, Contemporary Management in Canada (3rd edition), pp. 596-598. Toronto: Prentice-Hall, Inc.

Dyck, B., B. Paddock Thiessen and J. Timmerman (1997). “A plea from boot camp: Management students respond to the ‘View from the Trenches’ (Letter to editor).” California Management Review, 39(3): 135-140.

Starke, F. and B. Dyck (1996). “Understanding congregational splits: What can we learn?” Christian Week, October 22, pp. 8-9.

Suderman, E. and B. Dyck (1994). “Major restructuring in a hospital: A nurse's perspective.” Canadian Nurse 90 (9): 21-26.

Dyck, B. (1995). “Transformational change and organizational half-lives.” In W.A Pasmore and R.W. Woodman (Eds.) Research in Organizational Change and Development, 8:145-180.

Dyck, B. (1994). Organizational Theory Division Proceedings (Ed.). Halifax, Nova Scotia: Administrative Sciences Association of Canada.

Dyck, B. (1991). “A multiple rationalities model of transformational change: Understanding the ubiquity of change.” Unpublished doctoral dissertation, University of Alberta.

**Research papers being written**

Dyck, B., Walker, K., and Ni, N. “Radical organizational designs and strategic configurations: A case meta-analysis identifying empirical sustainable archetypes associated with financial performance.”

**Presentations**

Dyck, B. (2014). “Context and hallmarks of sustainable organizations: Recent research.” Managing Sustainability in Business, Management Brown Bag Lunch, hosted by Office of Sustainability, University of Manitoba (Jan 14).

Dyck, B. (2012). “Multistream Management W5 edition: Meet the author.” De La Salle University—Dasmarinas, Philippines, July 10.

Dyck, B. (2012) “Meet the author: Managing to enhance the common good.” De La Salle University, Manila, Philippines, July 7, 2012.

Dyck, B. (2012). Research linking religious beliefs and organization and management theory and practice. Roundtable presentation, De La Salle University, Manila, Philippines, July 5.

Dyck, B. (2012). “Management and the Gospel: Luke’s Radical Message for the First and Twenty-First Centuries. Inaugural Bro. Rafael Donato Professorial Lecture, De La Salle University, Manila, Philippines, July 12.

Dyck, B. (2012). “Doing research in organization and management theory (OMT) that truly makes a difference: Escaping the Mainstream iron cage by enhancing the common good.” Presentation to the Philippine Academy of Management, Asian Institute of Management, July 11.

Dyck, B. (2012). “Income Inequality, Modern Management and Small-Scale Farms: Developing Appropriate Management Theory.” Presented at the Economic Inequality and Business–Research Workshop, I.H. Asper School of Business, September 28.

Dyck, B. (2012). “Management strategy and conservation agriculture: The case of small-scale farms in low-income countries.” Hickson Research Day, I.H. Asper School of Business, March 2, 2012.

Dyck, B. (2012). “Management strategy and conservation agriculture: The case of small-scale farms in low-income countries.” Workshop at Canadian Foodgrains Bank, Winnipeg, Manitoba, February 24, 2012.

Dyck, B. (2011-14). Material related to “Management and the Gospel” has been presented in a variety of settings, including:

* presentations in adult education settings at four congregations in Winnipeg (Grace Bible Church, Fort Garry Mennonite Fellowship, Fort Garry Mennonite Brethren, Charleswood Mennonite Church; 2013-2014)
* presentation at MEDA event (November 29, 2012, Winnipeg)
* two keynote presentations at Conference on Theology of Work/Marketplace Ministry, Trinity Western University, Langley, British Columbia (November 17 and 18, 2011);
* several presentations at Eastern Mennonite University/Seminary in Harrisonburg Virginia (October 13-15, 2011);
* numerous presentations during one-week invited visited to Seattle Pacific University (January 9-14, 2011);
* two presentation as Visiting Scholar in University of Minnesota-Duluth (Tuesday, March 8, 2011);
* presentations in Santa Cruz, Bolivia (January 28, 2011), central Chaco, Paraguay (February 3, 2011).

Dyck, B. (2010). “Managing congregational change: A four-phase process model.” Presented at Mennonite Church Manitoba, Annual Conference, Douglas Mennonite Church, Winnipeg, February 19, 2010 (available at http://resources.mennonitechurch.ca/ResourceView/47/12468)

Dyck, B. (2009). “Organizational learning and alternative approaches to management.” Presented at inaugural Hickson Research Day, I.H. Asper School of Business, University of Manitoba. Mach 27, 2009.

Dyck, B. (2004). “Spirituality and management.” Presented at Regent College, University of British Columbia, Vancouver, BC., January 26, 2004.

Dyck, B. (2004). “Management, theology and moral-points-of-view: Beyond materialism and individualism.” Presented at Seattle Pacific University, Seattle, Washington, January 23, 2004.

Dyck, B. (2004). “An *Introduction to Management* textbook that reflects different moral-points-of-view.” Presented at Trinity Western University, Langley, BC., January 22, 2004,

Dyck, B. (2001). “Exploring congregational clans: Playing ‘the Mennonite game’ in Winnipeg.” Presented for the “Mennonites in the City” conference, sponsored by the Mennonite Chair of Mennonite Studies at the University of Winnipeg, December 4, 2001.

Dyck, B. (2001). “God and Business: How some managers practice their faith.” Presented in the University of Manitoba annual Centre for Applied and Professional Ethics paper series, Oct. 29, 2001.

Dyck, B (2000). Guest speaker at Canadian Association of Mennonite Schools conference, Brandon, Feb. 11.

**Book reviews of Dyck & Neubert (2010) “Management”**

Haughton, J.D. (2010). “Book & resource reviews: ‘Management: Current Practices and New Directions.’” *Academy of Management Learning & Education*, 9 (2), 354.

Kroeker, W. (2010). “Management as if values mattered [book review].” *The Marketplace*, May/June, pp. 20-21.

Leaman, James M. (2010). “Book review: ‘Management: Current Practices and New Directions.’” *Christian Business Academy Review*, 5(1): 15-16.

Wiebe, E. (2010). “Book review: ‘Management: Current Practices and New Directions.’” *Academy of Management, Management Spirituality and Religion Newsletter*, January, p. 11.

**Book reviews/media mentions of Dyck (2013) “Management and the Gospel”**

Stansbury, J. (2014). "Book reviews: Management and the Gospel." Business Ethics Quarterly, 24(2): 291-294.

Smith, Y. (2014). “Book Review: Luke’s radical message for the first and twenty-first centuries. Christian Business Academy Review, 9 (1): 11-12.

Long, D.S. (2014 forthcoming). “[Book review: Management and the Gospel.](http://brunodyck.weebly.com/uploads/1/4/7/1/14715544/review_of_bruno_dycks_book.docx)” Direction: A Mennonite Brethren Forum, 43 (Spring).

Gotsis, G. (2013). “Book Review: Management and the Gospel.” History of Economic Ideas, 21(3): 149-152.

Savage, D. (2013). “Reviews: Management and the Gospel.” Journal of Markets & Morality, 16(2): 682-84.

Smith, Y. (2013). “Book Review: Management and the Gospel.” M@n@gement, 16(3): 341-48.

Barentsen, J. (2013). “Review: Management and the Gospel.” Review of Biblical Literature.

Salgado, L. (2013). “Book Review: Management and the Gospel.” Journal of Biblical Integration in Business, 16(2): 90-91.

Hinnenkamp, C. (2013). “Reviews: Bruno Dyck. Management and the Gospel.” Christian Scholar's Review, 43(1): 83-87.

Wiebe, E. (2013). “A first-century 'lens' for modern managers.” The Marketplace, 43 (4): 18-19.

Academy of Management (2013). “Member news: Books, chapters, articles,” in Schuyler, K.G. (ed.) AOM Management Spirituality and Religion Newsletter, Winter 2012-13, p. 9.

Klowak, S. (2013). “Shining a unique light on the Gospel of Luke. The Bulletin (University of Manitoba), 46 (17): 5.

Lehman, G. (2013). “Book review: A kingdom of God management primer.” Canadian Mennonite, January 21, 17(2): 18.

McBride, R. (2013). “Management: The Gospel Truth.” Asper School of Business Update*,* Spring, p. 18.

**Research Awards/Fellowships/Grants**

$143,800.00 (under review) “The diffusion of sustainable innovation: Introducing ‘Conservation Agriculture’ on small-scale farms in low-income countries.” Principal investigator: Bruno Dyck; Co-applicants: Nathan Greidanus, Bruno Silvestre; Collaborators: Martin Entz, Michael Salomons.

$ 4,000.00 Associates Achievement Award for Teaching (2013-14)

$ 50,420.00 “A case meta-analysis identifying empirical archetypes for environmental performance.” Principal investigator: Kent Walker; Co-applicant: Bruno Dyck; Collaborator: Na Ni. SSHRC Insight Development Grant. Two year grant (June 6, 2013).

$ 1,800.00 “Feedback Knowledge Transfer for International Organizations“ (Principal Investigator: Fang Chen; Co-investigators: Bruno Dyck, Xiaoyun Wang) UM SSHRC Bridge Funding (2009).

$116,645.00 “Management, prophets, and self-fulfilling prophecies.” Social Sciences and Humanities Research Council of Canada (2006 Grnt #410-2006-960).

$ 1,650.00 “Review of explicitly religious moral-points-of-view in the management literature.” Asper School Research and Publications Grant (2003)

$ 17,000.00 “Conventional management, and beyond.” Loewen Foundation (2002)

$ 2,000.00 “How organizations learn from overseas volunteers.” I.H. Asper School of Business, Research and Publications Grant (2002)

$ 2,375.00 “Religious values and management theory and practice.” Asper School, Research and Publications Grant (2001)

$ 4,000.00 Associates Achievement Award for Research (2000)

$ 1,700.00 “Towards a grounded theology of management.” Asper School, Research and Publications Grant (2000)

Res. Flwshp UM Centre for Professional and Applied Ethics (2000-01)

# $ 4,800.00 “The effect of communication media on international management” (CIBS: 1999)

$ 4,085.00 UM/SSHRC grant for project entitled: “Reintroducing the physical environment to organization theory: A preliminary study.” (1999)

$23,000.00 “Alexander von Humboldt” Research Fellowship (6 months at 3.700,00 DM/month; declined due to family reasons, July, 1997).

$ 4,000.00 Associates Achievement Award for Research (1997)

$31,575.00 Faculty of Management, Student Research Assistance Program (supplemented by CareerStart and CareerFocus grants):

“Type of organizational start-up and subsequent performance” (with F. Starke ‘93)

“The relationship between organizational design and values” (with F. Starke 1994)

“How small retailers compete with giants” (with G. Mischke and R. Litz, 1995/97)

“Mass exit and the formation of breakaway organizations” (with F. Starke, 1995)

“The effect of email on international management” (1999)

“Toward a grounded theology of management” (2000) ($1,700)

Research performance grant (2000) ($1,000)

“Religious values and management theory and practice” (2001) ($2,375)

Research performance grant (2001) ($500)

$ 4,250.00 UM/SSHRC grant: “Organizational performance versus cultural homogeneity and correctness,” with L. Driedger (1992)

$ 4,000.00 UM/SSHRC grant: “Towards a better understanding of rationalities in the organizational sciences: A Weberian multiple rationalities approach.” (1991)

**TEACHING**

**A. Graduate student committees**

On-going service on committees and as supervisor for numerous graduate students, including supervisor for two doctoral Business students who have now graduated (Andrew Gaudes, Celeste Brotheridge).

**B. Courses taught on regular basis**

Management and Organization Theory (GMGT 2060)

- Course provides a Mainstream and Multistream look at classic management functions of planning, organizing and controlling with chapters on strategy, small business management, international management, and values/ethics.

Doctoral Seminar in Organization Theory (GMGT 7440)

- I developed and have taught this survey course for Ph.D. students since its inception.

Corporate Social and Environmental Responsibility (LEAD 3030)

- this is a new course I have developed and teach to undergraduate students

Contemporary Themes in Business

- I team teach this new MBA course (my focus is the Sustainability theme)

**C. Other courses taught on occasional basis**

International Management (former 27.220)

- I developed and taught this course for the first three years it was offered in our School (starting September, 1997). It is a required core course for all students enrolled in the “International Business” pattern area.

Seminar in Transformational/Strategic Change (former 27.302)

- Looks at role of leadership, political and cultural processes in implementing change.

Advanced Organization Theory and Behavior (GMGT 4040)

- Course provides a fairly scholarly and in-depth view at key issues facing managers.

Sustainable Development (former 98.702; no longer offered)

- Part of required course work for MBA students.

Strategic Leadership and Managing Change (27.751; team taught)

- previous course in MBA program

Strategic Change (former 27.740)

- Occasional course developed for doctoral students.

Numerous readings courses (undergraduate and graduate level)

Awards: Certificate of Teaching Excellence, awarded by The University of Manitoba,

University Teaching Services and University of Manitoba Students’ Union (1994)

Associates Achievement Award for Teaching (2013-14)

**SErvice**

**A) University**

2014-15 Member, OB Department Recruiting Committee (3 positions)

Member, Promotion Committee

Member, Research and Publications Committee

2013-14 Member, Research and Publications Committee

Member, OB Department Recruiting Committee (2 positions)

Member, Promotion Committee

Chair, Sustainable Organizations Round Table event (Feb 14)

2012-13 Member, Research and Publications Committee

2011-12 Member, Ad hoc MBA Program Review Committee

Member, Research and Publications Committee

Member, Promotion Committee

2010-11 On Research Leave

2009-10 Member, Undergraduate Program Committee

Member, OB Area PhD/MSc committee

Member, Promotion committee (nucleus)

Member, Undergraduate Program Committee

Member, search committee (Chair in Entrepreneurship)

2008-09 Member, OB Area PhD/MSc committee

Member, Promotion committee (nucleus)

2007-08 Member, Task force for promotion guidelines

Member, OB Area PhD/MSc committee

Member, Recruiting committee (2 positions in Accounting)

2006-07 Member, Research and Publication Committee

Member, Task force for promotion guidelines

Member, Promotion committee

Member, OB Area PhD committee

2005-06 Chair, Research and Publications committee

Member, Promotion Committee

Member, OB Area PhD Committee

* 1. Member, Research and Publications committee

Member, Business Administration recruiting committee

Member, OB Area PhD Committee

2003-04 Member, OB Area PhD Committee

Member, M.Sc. (Management) proposal committee

* 1. Chair, Research and Publications committee

Member, OB Area PhD Committee

Member, M.Sc. (Management) proposal committee

2001-02 Member, Research and Publications committee

Member, Faculty Endowment committee

Member, Business Admin recruiting committee (2 positions)

Member, OB Area PhD Committee

Promotion Committee

Member, M.Sc. (Management) proposal committee

2000-01 Member, Tenure Committee

Member, Department HR Recruiting Committee

Member, Department Head Search Committee

Member, University Research Grants Committee

Member, OB Area Ph.D. committee

Member, M.Sc. (Management) proposal committee

1999-00 Member, M.Sc. (Management) proposal committee

Chair, Faculty Steering Committee

Member, University Research Grants Committee

Member, OB Area Ph.D. committee

1998-99 Chair, Research and Publications Committee

Member, Ed Admin. recruiting committee

Member, Department HR & Policy Recruiting Committee

Member, University Research Grants Committee

Member, Tenure Committee

Member, OB Area Ph.D. committee

1997-98 Member, University Research Grants Committee

Member, Tenure Committee

Member, Nominating Committee

Member, OB Area Ph.D. committee

1996-97 Chair, Undergraduate Program Committee

Assessor, ad hoc Undergrad Curriculum Review Comm.

Member, ad hoc Faculty of Mgmt Promotions Policy Comm.

Member, Tenure Committee

Member, Nominating Committee

Member, OB Area Ph.D. committee

1995-96 Member, Undergraduate Program Committee

Member, OB Area Ph.D. committee

1994-95 Member, Research and Publications Committee

Chair, OB Area Ph.D. committee

Member, Faculty-wide Ph.D. committee

Member, Faculty Ph.D. Selection Committee

1993-94 Chair, OB Area Ph.D. committee

Member, Faculty-wide Ph.D. committee

Member, Faculty Ph.D. Selection Committee

Member, Business Policy recruiting committee

1992-93 Member, Undergraduate Program Committee

Member, OB Area Ph.D. committee

**B) Professional Service**

Convener: “Creating Sustainable Organizations” mini-conference, Asper School of Business.

Keynote speakers: Drs. Robert Giacalone and Laszlo Zsolnai (Sept 25-26, 2014)

External examiner for doctoral defense

University of Toronto, August 30, 2011 (N. Carter)

University of Alberta, School of Business, 2010 (M. McDougald)

Schulich School of Business, March 24, 2000 (R. Dart)

Have served as member of numerous graduate committees across campus

(e.g., Nursing, Ed Admin, Natural Resources Institute).

Member of the Academy of Management (1988-present)

Member of the Administrative Sciences Association of Canada (ASAC) (1989-present)

- Founding co-chairperson of the ASAC OMT Interest Group (1992)

- Academic Reviewer for the ASAC OT Division (1993-94)

- Program Chair ASAC OT Division (1994-95)

- Division Chair ASAC OT Division (1995-96)

Reviewed articles for the following:

- Academy of Management Learning & Education

- Academy of Management Review

- Administrative Science Quarterly

- Business Ethics Quarterly

- Canadian Journal of Administrative Sciences

- Christian Scholars Review

- Human Relations

- International Journal of Entrepreneurial Behaviour & Research

- M@n@gement

- MIT Sloan Management Review

- Organization

- Organization Studies

- Journal of Biblical Integration in Business

- Journal of Business Ethics

- Journal of Developmental Entrepreneurship

- Journal of Management Inquiry

- Journal of Managerial Psychology

- Journal of Management, Spirituality & Religion

- Journal of Management Studies

- Journal of Mennonite Studies

- Journal of Small Business Management

- Academy of Management

- Administrative Sciences Association of Canada

- SSHRC grant applications

Editorial Board member, Journal of Management Studies (2006 to present)

Editorial Board member, M@n@gement (2001 to present)

International Editorial Board, Journal of Management, Spirituality & Religion (2009 to present)

Board member, Journal of Biblical Integration in Business (1998 to present)

Board member, Journal of Mennonite Studies (1997 to present)

**C) Community Service**

Member of “Sustainable Canada Dialogues” (2014-15). Convener of SCD “visioning workshop” (January 24, 2015).

Provide counsel to Mennonite Church Manitoba, Camps “visioning” survey & report (2014-15).

Member of Steering Committee, “Pay Forward Project,” Mennonite Central Committee (Manitoba), 2013-14.

Vice-Chair, Inter-Mennonite Chaplaincy Association (IMCA), 2013-present.

Mennonite Central Committee, international programming, site visit to Nicaragua (Nov. 2013), site visits to DPRK, China (Oct-Nov., 2011)

Mennonite Central Committee, international programming, site visits to Bolivia, Paraguay, Brazil (February, 2011)

Member of Canadian Mennonite University, Governance Restructuring Committee (2002-03).

Member of the Mennonite Church Canada, Canadian Program Transformation Team, Sub-Committee on Structures (2000).

Advisor for restructuring the Missions Agencies of the Mennonite Church Canada (2000).

Advisor, visioning process, Executive members, Conference of Mennonites in Manitoba (1999).

Member of Academic Program Review Sub-Committee for Canadian Mennonite University (1996-98); preparation of numerous reports and presentations (1996ff)

Participation in workshops/presentations/interviews:

- Canadian Foodgrains Bank

- Canadian Mennonite Bible College

- CMBC Short Course

- Concord College

- German-Canadian Congress (Manitoba)

- Mennonite Central Committee

- Palliser Furniture

- Wardrop Engineering

- CBC Radio, Canadian Business, Globe and Mail, Winnipeg Free Press, Winnipeg Sun

Founding member of the Inter-Mennonite Chaplaincy Association (1995-97)

Extensive service in Charleswood Mennonite Church

- Vision committee (2011)

- Co-chair, Youth Ministries Committee, Charleswood Mennonite Church (05-09)

- Chair, Worship Committee, Charleswood Mennonite Church (1992-93; 2004-05),

member of Worship Committee (1995-97, 2014-15)

- Chair, Venture Clubs (2003-04)

- Congregational Visioning Committee (1998-99)

- Adult Education Committee Chair (1994-95)

- Home Bible Study Group coordinator (1990-97)

- Worship Committee Chair (1992-93)

- Education Commission Chair (1991-92)

- Council member (1991-92)

Member, board and education committee (1992) for the Winnipeg Mennonite Elementary Schools, Inc.

External advisor of a task force of Mennonite Central Committee (Canada), on a strategic task force mandated to make recommendations for a strategic revisioning and restructuring of the agency. The task force met twice a month over a period of 8 months in 1992-93.

**PERSONAL INFORMATION**

Birth: February 9, 1961

Citizenship: Canadian

Marital status: Married, three children

Languages: English, German, some French

**Positions held**

July, 1990 – May, 1996 Assistant Professor

May, 1996 – March 2001 Associate Professor

March 2001 – present Full Professor

Department of Business Administration

I.H. Asper School of Business

University of Manitoba

September, 1986 - July, 1991 Doctoral student, Organizational Analysis,

Faculty of Business, University of Alberta

May, 1984 - August, 1986 Executive Director

Manitoba Parents for German Education, Inc.

May, 1982 - May, 1983 Administrative Assistant

Mennonite World Conference, Strasbourg, France

September, 1979 – May, 1984 Bachelor of Commerce (Honours)

Faculty of Management, University of Manitoba