

## BRUCE T. TEAGUE

### Director of the Center for Entrepreneurial Activities and Associate Professor

Management Department  
College of Business & Public Administration  
Eastern Washington University  
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### EDUCATION

- 12/2001**      **Ph.D. in Organizational Behavior & Theory, *The Wharton School, University of Pennsylvania***
- Fellow, Wharton Organizational Behavior/Organizational Theory Group. 1998-2001
- Dissertation Committee:* Chair: Prof. Robert G. House; Advisor: Prof. Karen (Ett) Jehn; Members: Prof. Keith Weigelt; Prof. Elaine Zanutto (Statistics Department); Prof. Andrew Baum (Outside Member: Deputy Director, The University of Pittsburgh Cancer Institute)
- 12/1998**      **M.A., Organizational Behavior & Theory, *The Wharton School, University of Pennsylvania***
- 6/1993**      **M.B.A. *The W. P. Carey School of Business, Arizona State University***  
Board of Regents Fellow 1991-93
- 3/1989**      **B.A. in Marketing, *Western Washington University***

### ACADEMIC/PROFESSIONAL POSITIONS

- 2015-present**      **DIRECTOR OF THE CENTER FOR ENTREPRENEURIAL ACTIVITIES and ASSOCIATE PROFESSOR OF MANAGEMENT**  
Eastern Washington University, Spokane, Washington
- 2013-14**      **VISITING SCHOLAR**  
Copenhagen Business School, Entrepreneurship Platform  
Department of Management, Politics and Philosophy  
Hosts: William B. Gartner & Daniel Hjorth
- 2012-present**      **ASSOCIATE PROFESSOR**  
Eastern Washington University, Spokane, Washington
- 2006-2012**      **ASSISTANT PROFESSOR**  
Eastern Washington University, Spokane, Washington
- 2002-2006**      **VISITING ASSISTANT PROFESSOR**  
University of South Florida, St. Petersburg, Florida
- 1994-2001**      **RESEARCH ASSISTANT, MANAGEMENT DEPARTMENT**  
Wharton School of Business, University of Pennsylvania,  
Philadelphia, Pennsylvania
- 1989-1990**      **CO-FOUNDER, GYM SERVE**  
Torrance, CA  
Sold to primary customer in late 1990.

## **RESEARCH INTERESTS**

My research focuses on the following:

1. Entrepreneurship as practice/entrepreneurial behavior.
2. Narrative methods as a basis for entrepreneurship research.
3. Entrepreneurship education and pedagogy.
4. Qualitative and mixed methods
5. Expert skill acquisition.

Prior work has explored work stress, and ethical/moral cognition.

## **PROFESSIONAL AFFILIATIONS**

- Academy of Management
  - Entrepreneurship Division
  - Organizational Behavior Division
- United States Association for Small Business and Entrepreneurship
- European Institute for Advanced Studies in Management
- American Psychological Association
- Society of Industrial Organizational Psychology
- Human Behavior and Evolution Society

## **PUBLICATIONS**

### ***Refereed publications***

1. Teague, B., (forthcoming) "As Novices Become Experts: A Narrative Analysis of Effectual and Causal Logics In the Development of TerraCycle," Entrepreneurial Narrative: Theory, Ethnomethodology, and Reflexivity.
2. Teague, B. T., Aiken, K.D., and Watson, G. W. (2012) "When does breach of the organizational-consumer psychological contract affect the employee's desire to stay?" Journal of Organizational Culture, Communications, and Conflict 16(2) pp. 79-90.
3. Teague, B. (2011). "Comparing the relative frequency of decision mode selected when individuals make self/other allocation decisions." Journal of Organizational Moral Psychology 1(3)
4. Teague, B., and Watson, G. (2011), "Understanding the Moral Decision-making Processes Of Working Professionals" Journal of Business, Industry, and Economics.
5. Teague, B. (2010). "A Narrative Analysis of Idea Initiation in The Republic of Tea." Entrepreneurial Narrative: Theory, Ethnomethodology, and Reflexivity. v1(1)
6. Teague, B. (2008). "Work Stress from Unexpected Sources: The Novelty of the Mundane." Business Research Yearbook
7. Teague, B., and Watson, G. (2008). "The Importance of Moral Hypocrisy as an Organizational Research Agenda." Business Research Yearbook
8. Watson, G., Teague, B., & Papamarcos, S. (2005). "Moral Hypocrisy; A Matter of Measures?" International Journal of Ethics, 3(4) 371-384
9. Watson, G. W., Teague, B. T., and Papamarcos, S. D., (2004) "Understanding Values in Organizations: A Value-Dynamics Perspective," The Journal of Human Values 10(1) pp. 23-39

10. Watson, G. W., Papamarcos, S., Teague, B. T., and Bean, C. (2004) "Exploring the Dynamics of Business Values: A Self-Affirmation Perspective," *Journal of Business Ethics*, (49) pp.337-346

### ***Book Chapters***

1. Gartner, W. B., Teague, B. T. (forthcoming) "Entrepreneurial Behavior," R. Aldag (Ed). *Oxford Research Encyclopedia of Business and Management*. Oxford, U.K.: Oxford Press.
2. Gartner, W. B., Teague, B. T., Baker, T. & R. D. Wadhvani (in press) A brief history of the idea of opportunity. C. Leger-Jarniou & S. Tegtmeier (Eds). *Research Handbook on Opportunity Formation*. Cheltenham, UK: Edward Elgar Publishing.
3. Watson, G., Teague, B., & Papamarcos, S. (2006). "Moral Hypocrisy; A Matter of Measures?", in Wurtzel, A. E. (ed.), *Trends in Contemporary Ethical Issues*, pp. 1-14, Hauppauge, NJ: Nova Science Publishers

### ***Refereed published conference proceedings***

1. Teague, B., (2015) "As Novices Become Experts: A Narrative Analysis of Effectual and Causal Logics In the Development of TerraCycle," USASBE, Tampa, FL
2. Teague, B. T. and Gartner, W. B. (2014) Theory of Entrepreneurial Behavior, Research in Entrepreneurship and Small Business, Luxembourg.
3. Teague, B. T., Aiken, K.D., and Watson, G. W. (2011) Consequences of Employee Perceived Breach of the Consumer's Psychological Contract," Presented at the Academy of Conflict, Communication, and Culture, Las Vegas, NV.
4. Teague, B. (2008). "Work Stress from Unexpected Sources: The Novelty of the Mundane." International Association of Business Disciplines, Houston, TX.
5. Teague, B., and Watson, G. (2008). "The Importance of Moral Hypocrisy as an Organizational Research Agenda." International Association of Business Disciplines, Houston, TX.
6. Teague, B. (2005). Does Gender Alter the Experience of Non-Persistent Work-Stressors? Midwestern Academy of Management, Chicago, Illinois
7. Teague, B. and Watson, G., (2005) Does Moral Hypocrisy Actually Exist? A study of Working Professionals to Eliminate Ambiguity in Prior Results. Midwestern Academy of Management, Chicago, Illinois
8. Watson, G. W., Teague, B. T., and Papamarcos, S. D., (2004) Understanding Values in Organizations: A Value-Dynamics Perspective, Southwest Academy of Management, Orlando, Florida
9. Watson, G. W., Teague, B. T., and Papamarcos, S. D., (2004) The Dynamics of Business Values: The Cognitive Construction of Self-Affirmation and Fairness International Association of Business & Society, Jackson Hole, Wyoming

### *Scholarly presentations*

1. Teague, B., (2015) "As Novices Become Experts: A Narrative Analysis of Effectual and Causal Logics In the Development of TerraCycle," USASBE, Tampa, FL
2. Teague, B. T. and Gartner, W. B. (2014) Theory of Entrepreneurial Behavior, Research in Entrepreneurship and Small Business, Luxembourg.
3. Watson, G. W., and Teague, B. T., (2012) Evaluating Psychopathy in Morally Relevant Decisions, Western Business & Management Association, Paris, France
4. Teague, B. T., Aiken, K.D., and Watson, G. W. (2011) Consequences of Employee Perceived Breach of the Consumer's Psychological Contract," Academy of Conflict, Communication, and Culture, Las Vegas, NV.
5. Teague, B. T., Aiken, K.D., and Watson, G. W. (2009) "The relative effects of direct and indirect psychological contract breach," Academy of Management, Chicago, IL
6. Watson, G. W., Love, M. S., and Teague, B.T., (2008) "The Force of Moral Intuition When We Ask: Is This Right?" Academy of Management, Anaheim, CA
7. Aiken, K. D. and Teague, B. T. (2008) "Exploring the Link between Internal Branding and Employee Satisfaction and Loyalty", Society of Business, Industry and Economics, Destin, FL.
8. Teague, B. (2008). "Work Stress from Unexpected Sources: The Novelty of the Mundane." International Association of Business Disciplines, Houston, TX.
9. Teague, B., and Watson, G. (2008). "The Importance of Moral Hypocrisy as an Organizational Research Agenda." International Association of Business Disciplines, Houston, TX.
10. Teague, B. (2005). Does Gender Alter the Experience of Non-Persistent Work-Stressors? Midwestern Academy of Management, Chicago, Illinois
11. Teague, B. and Watson, G., (2005) Does Moral Hypocrisy Actually Exist? A study of Working Professionals to Eliminate Ambiguity in Prior Results. Midwestern Academy of Management, Chicago, Illinois
12. Watson, G. W., Teague, B. T., and Papamarcos, S. D. "Is Cognitive Moral Development Related to Actions?" Academy of Management, 2004
13. Watson, G. W., Teague, B. T., and Papamarcos, S. D., "The Dynamics of Business Values: The Cognitive Construction of Self-Affirmation and Fairness" International Association of Business & Society, 2004
14. Watson, G. W., Teague, B. T., and Papamarcos, S. D., "Understanding Values in Organizations: A Value Dynamics Perspective." Southwest Academy of Management, 2004
15. Teague, B. T., "Influences of Goal Difficulty, Goal Importance, and Gender on Subject Cortisol Levels", Academy of Management, 2002
16. Teague, B. T., "Influences of Novelty and Gender on Subject Cortisol Levels in a Management Simulation", Academy of Management, 2002

### ***Work in Progress/Under Review***

1. Teague, B. T. and Gartner, W. B., "Entrepreneurial Behavior: Understanding Sources of Variation." USASBE 2016
2. Gartner, W. B., Teague, B.T., Verduijn, J.K., and Stam, A.M.C.E., "Entrepreneurship as Practice." Proposal being prepared for Academy of Management Annals.
3. Watson, G. W., Teague, B. T., and Papamarcos, S. "Understanding and Clarifying Functional Psychopathy in Morally Relevant Business Decisions," Target is Journal of Business Ethics.
4. Watson, G. W., Teague, B. T., and Papamarcos, S. "Specifying Pscyopathy in the Study of Ethical Decision Making," Target is Journal of Business Ethics.
5. Watson, G. W., Teague, B. T., "Teaching Emergent Theories of Organizational Ethical Behavior," Target is Teaching Business Ethics.
6. Watson, G. W., Love, M. S., and Teague, B.T., "The Force of Moral Intuition When We Ask: Is This Right?" under review at Business Ethics Quarterly.

### ***Professional Meetings***

- Global Consortium of Entrepreneurship Centers (2015), Gainesville, FL
- The Experiential Classroom (2015), Gainesville, FL

### **BUSINESS START-UP**

#### **GymServe, Torrance, CA**

GymServe was a small business developed to meet gym equipment repair and maintenance needs of fitness clubs in the greater Los Angeles region. It was started in 1989 and was acquired by our largest customer in late-1990.

### **CONSULTING**

ALSC Architects, Spokane, WA

Salt River Project, Phoenix, AZ

Lisa's Cookies, Marina Del Rey, CA

### **TEACHING**

#### ***Courses Taught***

2008-Current: Startup Skills for Entrepreneurs (new for Spring 2015)  
Introduction to Entrepreneurship (Undergraduate)  
Organizational Behavior & Theory (Undergraduate)  
Strategic Management (Undergraduate)  
Leadership & Ethics (MBA)

2006-2008:	Organizational Behavior & Theory (Undergraduate) Strategic Management (Undergraduate) Managing the Service Driven Enterprise (MBA)
2004-2006:	Introduction to Management (Undergraduate) Strategic Management (Undergraduate) Organizational Strategies for the 21 <sup>st</sup> Century (MBA)
2002-2004:	Introduction to Management (Undergraduate) Advanced Organizational Behavior (Undergraduate) Leadership and Ethics (MBA)
1998-2001	Management History
1991-1993	Managerial Communications

### ***Courses Created/Developed***

- Startup Skills for Entrepreneurs
- Business Model Design for Entrepreneurs
- Leadership & Ethics (MBA)
- Managing the Service Driven Enterprise (MBA)
- Organizational Strategies for the 21<sup>st</sup> Century (MBA)
- Ph.D. Seminar on Organizational Evolution (co-created with Jitendra Singh)

### **PROFESSIONAL SERVICE ACTIVITIES**

- Preferred Reviewer: Entrepreneurship Theory and Practice
- Academy of Management Reviewer (1998 to present)
- Academy of Management Teaching and Learning Conference Reviewer (2014)
- Technology Enhanced Learning Committee member 2009-present—chair 2009-2013)
- Chair Task Force to Create AACSB Assessment Program (2013)
- EWU Program Review Committee (2012-2013)
- EWU EWU Program Audit Committee (2011-2012)
- Editorial Board: Journal of Organizational Moral Psychology (2010-2012)
- Ad hoc reviewer for Air Force Office of Scientific Research (2010-present)
- EWU Management Instructor Search Committee (2011)
- EWU Assistant Professor of Management Search Committee (2010)
- EWU Library Affairs Council (2007-2010)
- EWU General Business Major Assessment Committee (2008 to present)
- EWU Search Committee: E. Claire Daniels Chair in Accounting (2008)
- EWU Search committee: Distinguished Chair in Entrepreneurship (2008)
- EWU MBA Curriculum Committee (2006-2008)
- USF Chair MBA Curriculum Design and Assessment Committee (2005-2006)
- Midwestern Academy of Management Discussant (2005)
- USF MBA Curriculum Design and Assessment Committee (2004-2006)
- Southwestern Academy of Management Session Coordinator (2004)
- USF Committee for Technology & Education (2002-2004)
- Academy of Management Discussant (2002, 2008, 2009)

## AWARDS

- Best Paper Award, Research in Small Business and Entrepreneurship Conference (Luxembourg) 2014
- EWU Outstanding Teacher Award 2010-11
- Best Paper Award, AOCCC conference, Las Vegas, 2011
- EWU Outstanding Teacher Award 2008-09
- Academy of Management Outstanding Reviewer 2008
- Academy of Management Outstanding Reviewer 2007
- Academy of Management Outstanding Reviewer 1999
- Academy of Management Outstanding Reviewer 1998
- Wharton Fellowship: 1994-2001
- Arizona State University Board of Regent's Scholar 1991-1993
- Phi Kappa Phi Honor Society
- Beta Gamma Sigma Honor Society
- Sigma Iota Eta Honor Society