

TIMOTHY L. HARPER  
Department of Management and Business  
Skidmore College  
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Education

Ph.D., Organizational Studies, State University of New York at Albany  
Dissertation: Racial Stereotypes of Occupations

MBA, Bowling Green State University  
Thesis: Personnel Practices and Perceptions of Invasion of Privacy

B.S.B.A., Administrative Management, Bowling Green State University

Academic Employment

2008-pres. Professor, Skidmore College, Department of Management and Business

06/2014 12/2021 Management and Business Department Leadership Roles  
Department Chair (Fall, 2018 - Fall, 2020)  
Associate Chair, Department of Management and Business (Fall, 2016  
Spring, 2018)  
Department Chair (Fall, 2010 - Fall, 2014)  
MB107 Faculty Coordinator (Spring 2022)

2003-2008. Assistant Professor, Skidmore College, Department of Management and  
Business

Department Chair, Management



Harper, T.L. (2008) *Perceived fit of asian americans as entrepreneurs*. International Journal of Social Entrepreneurship, vol. 1(1). pp. 93–101.

Harper, T.L. (Editor) (2009) MB107 Course Reader. “*A selection of business and management readings and business cases*” (Prentice Hall Publishing and Harvard Business School). Adopted for 2009–2011.

Sands, J. & Harper, T. (2007) “*Family-friendly benefits and organizational performance*.” Business Renaissance Quarterly, vol. 2(1) pp. 107-126.



Harper, T.L. and Norelli, B.A. (2011). *Faculty-Librarian Collaborations: A Prescription for Effective Instruction*. Organizational Behavior Teaching Conference. Marquette University, Milwaukee, Wisconsin.

Harper, T.L. & Norelli, B.A. (2009). *Management & Business Faculty and Librarian Collaboration: Sustainable Benefits*. Academy of Management Annual Meeting, Chicago IL.

Morrison, S. & Harper, T.L. (2009). *The Money Behind the Tracks: A Case Study of the Interrelationship between Saratoga Race Course, Saratoga Raceway & Saratoga Springs*. Eastern Academy of Management Annual Meeting (Case Association), Hartford, CT.

Harper, T.L., Green, M.W. & Harper, P.J. (2009). *The Intersection of Asian American and Occupational Stereotypes: Advantage or Disadvantage?* Eastern Academy of Management Annual Meeting, Hartford, CT.

Harper, T.L. & Norelli, B.P. (2008). *Meeting Academic Objectives through Management and Business Faculty and Librarian (MBFL) Collaboration*. Southern Management Association, St. Pete Beach, FL.

Sherman, A. & Harper, T. (2008). *The Adult Entertainment Industry*. The Eastern Academy of Management, Washington, D.C.

Harper, T.L. & Kennelly J. (2007) *Corn Products (Embryo Case)*. The Eastern Academy of Management. New Brunswick, NJ.

Sands, J. & Harper, T.L. (2006) *An Empirical Examination of the Relationship between Family-Friendly Benefits and Organizational Performance*. Proceedings of the Southern Management Association 2006 Meeting. Clearwater Beach, FL.

Harper, T.L. & Ruge, B. (2006) *Government Agency Decision-Making: Post-Hoc Explanations*. Proceedings of the 43rd Annual Meeting of the Eastern Academy of Management. Saratoga Springs, NY.

Harper, T.L. & Green, M. (2004) *Challenging Diversity Assumptions within Information Science*. Diversity Leadership Institute, American Leadership Institute, Orlando, FL

Harper, T.L. & Green, M. (2003) *Illustrating Social Categorization to Leaders in Information Science*. Diversity Leadership Institute, American Library Association Toronto, CA

Harper, T.L. & Green, M. (2002) *Challenging Social Categorization within Diversity*. NCORE Conference, New Orleans, LA

Harper T.L. & Smith-Hunter, A. (1997) *Relationship between Religious Orientation and Organizational Behavior*. Industrial/Organizational Psychology Organizational Behavior Graduate Student Conference, Radford University.

Harper, T.L. & Ruge B.G. (1995) *An Analysis Of Decision Making Rationalities in a*

## Workplace





AACSB Accreditation Standards Meeting Chicago, IL  
MB107 Faculty Coordinator (2002 - 2006; 2007 - 2010)  
Chair, AACSB Student & Alumni Perception Committee  
MBD Writing in the Major Requirement Committee  
Panelist, Department Academic Forum (2008)  
Office of International Programs - Conducted Site Visits in Prague and Warsaw Spring, 2006  
Accepted Candidate Days (at least once per academic year)  
Academic Advisor approximately 50 students each academic year  
Thesis Advisor Jack Fischer; Pooja Bhaskar (2013-2014); Alexandra Abisso (2012-2013); Chi  
Nguyen (2010-2011) Samantha Morrison (2007-8); Jamie Sands (2005-6); Mike Zarilli (2002-3)  
Self-Study Development Committee (2004)

### College

IPPC and IPPC Subcommittee, Fall 2023 - Present  
Faculty Learning Community, Panelist - Confronting Challenges in the Classroom, Fall, 2022  
External Search Committee Member, Math Department, 2022-2023  
Skidmore College Campaign Executive Committee  
Co-Chair Health Care Working Group, 2019-Present  
IPPC (Vice-Chair) & IPPC Budget and Finance Subcommittee, 2018-2019  
Peer Teaching Observation Group (2018-2019; Spring, 2020)  
FYE Mentor (2018-2019 & 2019-2020)  
Black Studies Program Search Process  
VPAA & DOF Search Committee, 2016-2017  
IPPC & IPPC Budget and Finance Subcommittee, 2017-2018  
IPPC Vice-Chair & Budget and Finance Subcommittee, 2015-2017  
IPPC Elected to Serve 2016 2018  
Commencement 2017 Citation Reading Introduced Oprah Winfrey  
HEOP Director Search Committee, Summer 2016  
Middle States Reaccreditation Invited Dinner Guest; Forum; Review Participant  
Skidmore NCORE Representative Summer 2015  
Vice-Chair, Institutional Policy and Planning Committee, 2014-2015 Academic Year  
IPPC- Budget and Finance Subcommittee (2013-2014); Student Affairs Subcommittee (Fall  
2014)  
Lacrosse Head Coach Search Summer 2015  
Assistant Athletic Director Search Committee Summer 2014  
New Faculty Learning Committee Representative (Consecutive Academic Years)  
Director of Arts Administration Re-Appointment Review Committee  
NY6 Explore Class Sessions Summer, 2013  
Discovery Tour Academic Forum  
Admissions/SUCH Counselor Tour, April 29<sup>th</sup>; Admissions - SUCH Tour Panelist  
Search Committee, Career Development Director (2013)  
Search Committee, Associate Director for Alumni Career Development Summer 2012  
Search Committee, HEOP Co-Director (2012)  
Search Committee, sketball Coach (2012)  
OACAC Counselor Tour Sunday, July 15, 2012  
New Faculty Learning Community Committee (2011-Present)  
Curriculum Committee (Chair 2008 2009; 2009 2010) Service, 2007 2010  
IPPC (Fall 2009 One semester replacement)  
UWW Committee (2004-2006; 2007 -

