

FULL CURRICULUM VITAE

James R. Lackritz, Ph. D.

Professor

Contact Information

Information and Decision Systems Department
College of Business
San Diego State University
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San Diego, CA 92182-8234

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Educational Background

Degrees

Doctor of Philosophy, 1977
University of Florida
Gainesville, FL 32611

Major Field: Statistics
Minor Field: Mathematics

Master of Statistics, 1974
University of Florida
Gainesville, FL 32611

Major Field: Statistics
Minor Field: Mathematics

Bachelor of Science, 1972
Bucknell University
Lewisburg, PA 17837

Major: Mathematics

Professional and Academic Experience

Professor of Information and Decision Systems
San Diego State University, August, 1985 to present

Chair
Information and Decision Systems Department
San Diego State University, August, 1986 - August, 1993

Professor of Management
San Diego State University, August, 1984 - August, 1985

Associate Professor of Management
San Diego State University, August, 1981 - August, 1984

Assistant Professor of Management
San Diego State University, August, 1977 - August, 1981

Instructor, Institute for Quality and Productivity
College of Extended Studies
San Diego State University, June, 1987 to present

Instructor, Personnel Certificate Program
College of Extended Studies
San Diego State University, February, 1981 - April, 1981

Graduate Teaching Associate, Department of Statistics
University of Florida, September, 1973 - August, 1977
Taught one or two courses per quarter

Teaching Assistantship
University of Florida, September, 1972 - August, 1977

Teaching

Courses Taught

Teach Business Statistics and Quality Control (department shift of Quantitative Methods faculty from Management Department to IDS Department)

Taught Business Statistics and Operations Research, Personnel Statistics, concepts in Total Quality Control to local business managers.

Teaching Awards

Outstanding Faculty Award, Most Influential University Professor, San Diego State University, 1989.

Textbooks and Other Teaching Aids

Statistics for Business and Economics (with Dr. D. Oltman), Brooks/Cole Publishing Company, 1998 (custom published).

Statistics for Business and Economics (with Dr. D. Oltman), Brooks/Cole Publishing Company, 1991.

Student Solutions Manual for Statistics for Business and Economics (with Dr. D. Oltman), Brooks/Cole Publishing Company, 1991.

Instructor's Manual for Statistics for Business and Economics (with Dr. D. Oltman), Brooks/Cole Publishing Company, 1991.

Study Guide for *Statistics for Business and Economics*, 2nd Edition, McClave and Benson, 1982.

Study Guide for *Statistics for Business and Economics*, McClave and Benson, Dellen Publishing Company, 1980.

Professional Growth

Articles in Refereed Journals

"Exploring burnout among university faculty Incidence, performance, and demographic issues." *Teaching and Teacher Education*, 20-7, (2004) p. 713-729.

"Involving employees in the management of organisations: the United States versus India" (with Dr. J. Ghorpade and Dr. G. Singh). *International Journal of Human Resource Development and Management*, 3-3 (2003), p. 275-284.

"Psychological acculturation of ethnic minorities into White, Anglo-American culture: Consequences and predictors," (with Dr. J. Ghorpade and Dr. G. Singh). *Journal of Applied Social Psychology*.

"Preferences for involving employees in the management of organisations: the United States versus Mexico" (with Dr. J. Ghorpade and Dr. G. Singh). *International Journal of Human Resource Development and Management*, 2-3/4 (2002), p. 298-307.

Decision Model for the Deemed Sale Election for Purposes of the 18% Future Capital Gains Tax Rate," (with Dr. G. E. Whittenburg and Dr. William A. Raabe), *Taxes - The Tax Magazine* 79-10 (October 2001), pp. 41-44.

"Peer Evaluation in the Classroom: A Check for Sex and Race/Ethnicity Effects" (with Dr. J. Ghorpade), *Journal of Education for Business* 76-5 (May-June, 2001), pp. 274-281.

"The Use of Generally Accepted Accounting Principles (GAAP) in Tax Litigation" (with Dr. G. E. Whittenburg and Dr. William A. Raabe), *Advances in Taxation*, 13 (2001), pp. 201-218.

"The Use of Personality Measures in Cross-Cultural Research: A Test of Three Personality Scales Across Two Countries" (with Dr. J. Ghorpade and Dr. K. Hattrup), *Journal of Applied Psychology*, 84-5 (September, 1999), pp. 670-679.

"Shorthanded," *Chance*, 12-2 (1999), pp. 3-5.

"Equal Opportunity in the Classroom: Test Construction in a Diversity Sensitive Environment" (with Dr. J. Ghorpade), *Journal of Management Education*, 22-4 (1998), pp. 453-472.

"Personality Differences Across Borders: A Comparison of Student Samples from Mexico and the United States," (with Dr. J. Ghorpade and Dr. K. Hattrup), *Journal of Borderlands Studies*, XIII-2 (1998), pp. 49-61.

"TQM Within FORTUNE 500 Corporations," *Quality Progress*, 30-2 (February, 1997), pp. 69-73.

"Two of Baseball's Great Marks: Can They Ever Be Broken," *Chance*, 9-4, (1996), pp. 12-18.

"Should Student Evaluations of Faculty Be Given Less Weight in the Tenure and Promotion Process?" (with Dr. J. Ghorpade), *NEA Higher Education Advocate*, XII-1 (1994), p. 5.

"Compensation Justification Criteria: An Expanded Perspective" (with Dr. J. Ghorpade), *Asian Pacific Journal of Human Resources*, 32-3, (1994), pp. 53-66.

"Bounds for the Standard Deviation of Grouped Data" (with Dr. R. Shiffler), *International Journal of Mathematical Education in Science and Technology*, 24-3 (1993), pp. 359-364.

"Increasing Public Awareness of Statistics as a Science and Profession--Reinforcing the Message in Universities," *The American Statistician*, 46-2 (1992), pp. 164-165.

"Student Evaluations of Faculty: Some Equal Employment Opportunity Concerns" (with Dr. J. Ghorpade), *Thought & Action: Journal of the National Education Association*, VII-1 (1991), pp. 61-72.

"Finding the Mean and Variance for Discrete Probability Distributions: An Alternative Approach using Cumulative and Decumulative Probabilities" (with Dr. R. Shiffler), *International Journal of Mathematical Education in Science and Technology*, 21-4 (1990), pp. 599-602.

"Salary Evaluation for Professional Baseball Players," *The American Statistician*, 44-1 (1990), pp. 39-43.

"Neutral Responses to Structured Questionnaires within Organizational Settings: Roles of Rater Affective Feelings and Demographics" (with Dr. J. Ghorpade), *Multivariate Behavioral Research*, 21(1986), pp. 123-129.

"Variance Approximations for Volume Fraction Estimators from Areal Sampling," *Communications in Statistics, Theories and Methods*, 13-1 (1984), pp. 81-92.

“Exact P-Values for F and T Tests,” *The American Statistician*, 38-4 (1984), pp. 312-314.

“Asymptotic Properties of Estimators Derived from Line Transect Sampling,” (with Dr. R. L. Scheaffer), *Communications in Statistics*, 12-8 (1983), pp. 849-865.

“Exact P-Values for Chi-Squared Tests,” *Proceedings of the National Meetings of the American Statistical Association, Section on Statistical Education* (1983).

“Problems with a Buffered Course,” *The American Statistician*, 36-4 (1982), pp. 395-396.

“Influences Behind Neutral Responses in Subordinate Ratings of Supervisors: A Methodological Note” (with Dr. Jai Ghorpade), *Personnel Psychology*, 34 (1981), pp. 511-522.

“Teaching Regression: An Exploratory Approach,” *The American Statistician*, 34-4 (1980), p. 251.

“Point Sampling in Areal-Fraction Analysis” (with Dr. R. L. Scheaffer), *Communications in Statistics*, A9-4 (1980) pp. 355-374.

Articles in Refereed Proceedings

“Intrinsic religious orientation among minorities in the United States: An exploratory probe” (with Dr. J. Ghorpade and Dr. G. Singh). *Proceedings of the Meetings of the Western Academy of Management*, 001PREL (2003), p. 1-25.

“Self-selection and employee involvement programs: Implications for organizational practice and public policy” (with Dr. J. Ghorpade and Dr. G. Singh). *Proceedings of the Meetings of the Western Academy of Management*, 008PHRM (2003), p. 1-24.

“Work values and preferences for employee involvement in the management of organizations” (with Dr. J. Ghorpade and Dr. G. Singh). In B. Preziosi (Ed.) *Emerging Trends in Employment Practices and Principles*, Association of Employment Practices and Principles, pp. 265-281.

“An Investigation of the Use of Generally Accepted Accounting Principles (GAAP) in Tax Litigation,” (with Dr. G. E. Whittenburg and Dr. William A. Raabe), *Proceedings of the 28th Annual Meeting of the Western Decision Sciences Institute*, April 28, 1999, pp. 41-43.

“A Financial Analysis of Baseball: Predicting a Ballplayer's True Worth” (with J. Ross), *Proceedings of the National Meetings of the American Statistical Association, Section on Business and Economics*, (1985).

“Self-Paced Statistics in the Business School: A Complete Study and Evaluation,” *Proceedings of the Western AIDS*, 11(1982), pp. 92-94.

“Applications of Basic Probability Concepts from an Introductory Probability and Statistics Course for Developing Game Show Strategy,” *Proceedings of the National Meetings of the American Statistical Association, Section on Statistical Education* (1982).

“The Use of Sports Data in the Teaching of Statistics,” *Proceedings of the National Meetings of the American Statistical Association, Section on Statistical Education* (1981).

“Take Me Out to the Ballgame: A Queuing Approach,” *Proceedings of the Western AIDS*, 9 (1980), pp. 280-282.

“A Markov Analysis of Baseball Strategy,” *Proceedings of the National Meetings of the American Statistical Association* (1980).

“Job Enrichment in the Classroom” (with Dr. D. Hampton), *Proceedings of the 40th Meetings of the Academy of Management* (1980).

“Scoring of the Neutral Response: Options, Practices, and Suggestions Based on Empirical Results” (with Dr. J. Ghorpade), *Proceedings of the National Meetings of the American Statistical Association, Social Statistics Section* (1979).

“A Teacher's Aid to the Binomial Distribution: A College Football Contest” (with Dr. R. Shiffler), *Proceedings of the National Meetings of the American Statistical Association, Statistical Education Section* (1979).

“I'm Not Very Good at Mathematics, So How Do You Expect Me to Understand This Stuff?” *Proceedings of the Western AIDS*, 8 (1979), pp. 362-364.

Other Published Articles

"Increasing Student Participation in Large Introductory Statistics Classes," *The American Statistician*, 51-2 (1997), p. 210.

Refereed Papers Before Professional Conferences

Ghorpade, J., & Lackritz, J. R. (1997). *The work ethic across three cultures: Moral importance of work in India, Mexico and the United States*. A paper presented before the annual meeting of the Western Academy of Management conference, April, 1997.

"Student Evaluations of Faculty: Some Equal Employment Opportunity Concerns," (with Dr. J. Ghorpade), presented at the 1991 Western Academy of Management Meetings.

"Compensation Criteria: An Expanded Perspective," (with Dr. J. Ghorpade), presented by Dr. Ghorpade at the 1990 Western Academy of Management Meetings.

"Salary Evaluations for Professional Baseball Players," presented at the 1987 National Meetings of the American Statistical Association.

"A Financial Analysis of Baseball: Predicting a Ballplayer's True Worth," presented at the 1985 National Meetings of the American Statistical Association, Section on Business and Economics.

"Exact P-Values for F and T-Tests," presented at the 1984 National Meetings of the American Statistical Association.

"Exact P-Values for Chi-Squared Tests," presented at the 1983 National Meetings of the American Statistical Association.

"Self-Paced Statistics in the Business School: A Complete Study and Evaluation," presented at Western AIDS (American Institute of Decision Sciences), 1982.

"Applications of Basic Probability Concepts from an Introductory Probability and Statistics Course for Developing Game Show Strategies," presented at the 1982 National Meetings of the American Statistical Association.

"The Use of Sports Data in Teaching Introductory Statistics," presented at the 1981 National Meetings of the American Statistical Association.

"A Markov Analysis for Baseball," presented at the 1980 National Meetings of the American Statistical Association.

"Take Me Out to the Ballgame: A Queuing Approach," presented at Western AIDS, 1980.

"I'm Not Very Good at Mathematics, So How Do You Expect Me to Understand This Stuff?" presented at the Western AIDS, 1979.

"Scoring of the Neutral Response: Options, Practices, and Some Suggestions Based on Empirical Results," presented at the 1979 National Meetings of the American Statistical Association.

"Traffic Problems at the Stadium," presented at the National ORSA/TIMS Conference, 1979.

"A Teacher's Aid to the Binomial Distribution: A College Football Contest," presented at the 1979 National Meetings of the American Statistical Association.

"Point Sampling in Areal-Fraction Analysis," presented at the 1978 National Meetings of the American Statistical Association.

"Variance Approximations in Areal-Fraction Analysis," presented at the 1977 Florida Chapter Meetings of the American Statistical Association.

Seminars, Workshops, and Other Presentations

"Dealing With the Real World - A Statistical Point of View," SDSU Statistics/Biostatistics Seminar Series, 2001.

“TQM Within FORTUNE 500 Corporations,” ASQC, Palomar Section, 1997

Speeches

“Data Collection and Analysis Techniques for Quality,” Teledyne-Ryan, Suppliers Workshop, 1994.

“The Role of MIS in a TQM Environment,” San Diego DPMA Chapter, 1993.

“Eat your Spinach,” SDSU Student DPMA Chapter Banquet, 1993.

“Keeping up with the Toyotas,” NAVALEX, 1989.

“Keeping up with the Toyotas,” Management Development Center Series, 1987.

Publications In Progress

“Involving employees in the management of organizations: The United States versus India” (with Dr. J. Ghorpade and Dr. G. Singh). Accepted for publication by the *International Journal of Human Resource Development and Management*, (2002).

“Involving employees in the management of organizations: The United States versus Mexico” (with Dr. J. Ghorpade and Dr. G. Singh). Accepted for publication by the *International Journal of Human Resource Development and Management*, (2002).

“Work values and preferences for employee involvement in the management of organizations” (with Dr. J. Ghorpade and Dr. G. Singh). Accepted for publication by *Employee Responsibilities and Rights Journal*, (2002).

Working Papers

“Individualism and Collectivism: Links with selected personality traits and work attitudes, and some intracultural differences,” (with Dr. J. Ghorpade), *CIBER* (Working Paper Series), 96-3, (1996), pp. 1-41.

Scholarly Awards or Honors

Outstanding Faculty Contribution Award, College of Business, San Diego State University, 1999.

Participation in Professional Associations

Member, Board of Directors, Springbak, Inc., 1998-1999.

Other

Dissertation Title

“Contributions to Statistical Techniques for Two and Three Dimensional Measurement Problems”

Recent Consulting Experience

Expert Witness in Gender Discrimination Lawsuit

Harris vs. CB Richard Ellis

Strauss & Asher

September, 2001

Expert Witness on missing funds

People vs. Donald Williams

County of San Diego

June, 2001 - October, 2001

Statistical Process Control Training

GKN-Chemtronics

March, 2001 - May, 2001

Estimate of Damages from Lost Vacation Time

“Richardson vs. Tenet”

Law Offices of Sheldon Ostroff

March, 2001

Validation of Reliability Model and Sample Size Determination
Phogenics Imaging
February, 2001 - March, 2001

Survey Sampling Analysis
"Shelstead vs. Farmers Insurance"
Coradino, Hickey & Hanson
March, 2000 - August, 2000

Golf Ball Patent Analysis
Callaway Golf
December, 1999 - January, 2000

Estimate of Damages from Overcharge
"Higgins vs. Maryland Casualty"
Blumenthal, Ostroff, and Markham
September, 1999

Benefits Estimate for Class
"Stevens vs. Robinsons-May"
Blumenthal, Ostroff, and Markham
August, 1999

Statistical Process Control Training
MedImpact
August, 1999 - September, 1999

Statistical Expert Consultant
"Daniels vs. Philip Morris, et. al."
Blumenthal, Ostroff, and Markham
Thorsnes, Bartalotta, and McGuire
May, 1999 - January, 2000, July, 2001 - present

Statistical, Economic, and Operations Analysis
Budget Rent-A-Car
March, 1999 - April, 1999

Statistical Expert Consultant
"Metropolitan Condominium Homeowners Association vs. Douglas Builders"
McDonough & Strickland
February, 1999 - January, 2000

Health Index Analysis and Report
Qualcomm QC Heart Division
December, 1998 - January, 1999

Statistical Process Control Training
Executone Information Systems
April, 1998 - June, 1998

Statistical Process Control Training
Axsys Technology
April, 1998 - June, 1998

Pricing Model for Auto Glass Industry
National Auto Glass
April, 1998

Statistical Expert Consultant
"Callaway vs. Spalding and Evenflo"
Knobbe, Martens, Olson, and Bear
March, 1998 - September, 1999

San Diego County Reinvestment Task Force
Member, Selection Committee
Countywide Credit Needs Assessment Study
February, 1998 - March, 1998

Service

Service to the Profession

Book Reviewer for Wadsworth, Dellen, Random House, and other publishing companies
Grant Proposal Reviewer for the National Science Foundation
Referee for *Applied Statistics*, *Biometrics*, *The American Statistician*, *Journal of the American Statistical Association*

Service to the University

External Member, College of Health and Human Services Peer Review Committee, 2001-02. Evaluate and make recommendations on faculty in College of health and Human Services for tenure and promotion decisions.

Member, University Student Grievance Committee, 1993-2001 (Chair, 1997-2001). Committee which investigates student grievances against faculty which cannot reach earlier resolution.

Member, College of Business Peer Review Committee, 2001 (substitute for Dr. Chen), 1997-1999, 1993-1995 (Chair, 1994-95, 1998-1999). Evaluate and make recommendations on faculty in College of Business for reappointment, tenure, and promotion decisions.

Peer Review Committee, Department of Information and Decision Systems, 1999-present, 1995-1997, 1985-1986 (Chair, 1985-1986).

Statistics Coordinator, IDS Department, 1998-2000.

Member, College of Business Task Force Committee on Physical and Technical Facilities, 1998.

Member, College of Business Administration Steering Committee, 1993-1996. Member of six person faculty committee charged with overseeing all matters of concern to COB faculty, except for issues related to tenure and promotion and collective bargaining. Replaces old AP&P committee.

Member, College of Business PSI Committee, 1995-1997. Evaluate and make recommendations on faculty in College of Business for salary step increases.

Evaluator, Team Excellence Program, Institute for Quality and Productivity, College of Extended Studies, 1995-1997. Evaluate and recommend applications for Team Excellence Awards.

Corporate Contact/Scholarship/Awards Person, IDS Department, 1993-present. Contact person for IDS Department to generate intern and practicum positions, jobs, and scholarships.

Member, College of Business Administration, Academic Policy and Planning Committee, Policy Subcommittee, 1993. Work with faculty on planning and policy issues for the college.

Member, Aztec Shops, Board of Directors, 1990-1995 (Chair, 1993-94).

Member, College of Business Administration/Business Advisory Council Dialogue, Communications Group, 1994-1996. Work with CBA faculty and BAC members to find ways to promote the CBA within the community.

Member, Knowledge Task Force, CBA Undergraduate Program Committee, 1995-1996. Work with faculty task force to develop strategies for students to be introduced to critical business functions and their interactions in lower division and upper division core classes.

Chair, Information and Decision Systems Department, 1986-1993.

Instructionally Related Activities Committee, 1987-1993. Responsible for disbursement of IRA funds to clubs and organizations at SDSU. Presidential appointment.

Member, Computer Science and Information Systems Advisory Board, San Diego Community College District, 1987-1993. Meet monthly to discuss curriculum programs for CSIS Departments in SD Community Colleges.

Member, Executive Board, Center for Study of Data Processing (since changed to Center for Information Technology), 1986-1993. Meet quarterly to discuss training programs for MIS/DP departments of local industry.

College of Business Administration, Executive Committee, 1986-1993. Work with Deans and Chairs on policy issues for the college.

Member, Panel for Review of Director of the University Library, 1993

Intercollegiate Athletic Association, 1984-1987 (Chair, 1984-1987). Responsible for financial decision-making for athletic programs at SDSU. Work with Athletic Director and Vice President for Business and Financial Affairs.

Faculty Senator, 1985 (substitute for Dr. Chen while on sabbatical)

Senate Committee on Committees, 1985 (substitute for Dr. Chen)

Senate Personnel Committee, 1981-1984 (Chair, 1983-1984). Responsible for major changes in University Promotions, Tenure, and Reappointment procedures. Committee revision of Personnel Data Summary form, 1983, revising Personnel section of Senate Policy File in compliance with Collective Bargaining Agreement. Work with Dean of Faculty Affairs and Vice President of Academic Affairs.

Senate Executive Committee, 1983-1984.

Ad Hoc Committee of Senate Executive Committee, 1983. Charged with studying conflicts of Policy File with the Collective Bargaining Agreement.

College of Business Undergraduate Admissions Committee, 1981-1985. Developing and administering procedures for handling admissions to impacted College of Business.

Personnel Committee, Department of Management, 1981-1985.

College of Business Undergraduate Committee, 1980-1982.

Quantitative Methods Coordinator, 1980-1981.

Faculty Advisor for SAM, 1979-1981.

Research Committee, Department of Management, 1978-1985.

Instrumental in faculty recruiting for Department of Management, 1978-1985.

Instrumental in faculty recruiting for Department of Information and Decision Systems, 1985-present.

MBA Committee, 1977-1978. Responsible for grading comprehensive examinations of MBA candidates.