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**Dennis R. Laker, Ph.D.**  
**Associate Professor**  
**Management**  
**School of Business Administration**  
[drlaker@widener.edu](mailto:drlaker@widener.edu)

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**Academic Background**

Ph.D. University of Illinois, Champaign-Urbana, Industrial/Organizational Psychology, 1984.

M.A. University of Illinois, Champaign-Urbana, Industrial/Organizational Psychology, 1978.

B.A. Hanover College, Hanover, Indiana, Psychology, 1974.

**Professional Memberships**

Academy of Management

Great Valley Chapter of the International Society for Performance Improvement

Great Valley Chapter of the Society for Human Resource Management

National Speakers Association Mid-Atlantic Chapter

Professional Showcase Committee

Society for Human Resource Management (SHRM)

Society for the Advancement of Management

Society of Training & Development

**WORK EXPERIENCE**

**TEACHING**

**Courses Taught**

**Courses from the Teaching Schedule:** Creation of Business Products and Services, FOUNDATIONS OF MGT, FOUNDATIONS OF MGT, HUM RES MGT, INTERNAT HUM RES MGT, INTRO HUMAN RES MGT, INTRODUCTION TO BUS CONCEPT, ORGANIZATIONAL BEH, ORGANIZATIONAL BEH, ORGL DEVELOPMENT, Sabbatical Leave, Understanding and Working in Organizations

**Teaching Activities**

**Course Engagement - embedded CAPs activity**

2016 - *A representative of CAPs presents a workshop on networking to class, and students upload resumes and they are critiqued by a representative from CAPs.*

2015 - *A representative of CAPs presents a workshop on networking to class, and students upload resumes and they are critiqued by a representative from CAPs.*

2014 - *A representative of CAPs presents a workshop on networking to class, and students upload resumes and they are critiqued by a representative from CAPs.*

2013 - *A representative of CAPs presents a workshop on networking to class, and students upload resumes and they are critiqued by a representative from CAPs.*

**Course Engagement - embedded Oskin Leaders seminar**

2016 - *Students given credit for attending Oskin Leader seminars.*

**Course Engagement - field trips or external mtg**

2016 - *Students attend a variety of professional meetings.*

2015 - *Students attend a variety of professional meetings.*

2014 - *Students attend a variety of professional meetings.*

2012 - *Students attend a variety of professional meetings.*

**Couse Engagement - experiential learning**

2016 - *Each student independently interviews 2 professionals in their field concerning ethical issues in their professional field.*

2016 - *Students creates and have printed their student (business) card and distributes it to 5 individuals.*

2016 - *Based upon independent interviews with professionals and creates a career wheel and 5 year resume assignments.*

2015 - *Based upon independent interviews with professionals and creates a career wheel and 5 year resume assignments.*

2015 - *Students creates and have printed their student (business) card and distributes it to 5 individuals.*

2015 - *Each student independently interviews 2 professionals in their field concerning ethical issues in their professional field.*

2014 - *Based upon independent interviews with professionals and creates a career wheel and 5 year resume assignments.*

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2013 - *Each student independently interviews 2 professionals in their field concerning ethical issues in their professional field.*

2012 - *Students creates and have printed their student (business) card and distributes it to 5 individuals.*

2012 - *Based upon independent interviews with professionals and creates a career wheel and 5 year resume assignments.*

2012 - *Each student independently interviews 2 professionals in their field concerning ethical issues in their professional field.*

## **INTELLECTUAL CONTRIBUTIONS**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	11	1	3	15
Publications in Refereed Conference Proceedings	15		8	23
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings			1	1
Presentations of Refereed Papers	27	1	13	41

### **Refereed Articles**

#### **Applied or Integrative/application Scholarship**

Haman, D. C., & Laker, D. R. (2018). Financial Planning Self-Efficacy: A Framework for Research and Practical Application. *Journal of Financial Services Professionals*, 72 (5), 87-96.

#### **Basic or Discovery Scholarship**

Goeke, R., Brannen, T., & Laker, D. R. (in press, 2018). The Effect of Education on Information Systems Success: Lessons from Human Resources. *Information Resources Management Journal*.

Laker, D. R., & Powell, J. (2011). The Differences between Hard and Soft Skills and Their Relative Impact on Training Transfer. *Human Resource Development Quarterly*.

Larsen, B. V., Bender, A. Douglas, & Laker, D. R. (2008). The Aging Sport Fan: A Model for Marketing Spectator Sports to Baby Boomers. *Business Research Yearbook*.

Laker, D. R., & Laker, R. (2007). The five year resume: A career planning exercise. *Journal of Management Education*, 31 ((1)), 128-141.

Laker, D. R. (2005). Using journaling to extract greater meaning from the internship experience. *Journal of College Teaching & Learning*, 2 ((2)), 263-271.

Laker, D. R., & Williams, M. (2003). Nepotism's effect on employee satisfaction and organizational commitment: An empirical study. *International Journal of Human Resource Management*, 3 (3), 191-202.

Laker, D. R. (2002). The Career Wheel: An Exercise for Exploring and Validating One's Career. *Journal of Employment Counseling*, 39, 61-72.

Laker, D. R., & Steffy, B. D. (1995). The Impact of Alternative Socialization Tactics on Self- Management Behavior and Organizational Commitment. *Journal of Social Behavior and Personality*, 10 (3), 645-660.

Steffy, B. D., Laker, D. R., & Shimko, B. (1992). The Impact of Household Economy on Stress Reactions Among Professional Women. *Journal of Business and Psychology*, 7 (1), 99-107.

Laker, D. R. (1991). Dual Dimensionality of Training Transfer. *Human Resource Development Quarterly*, 1 (3), 209-223.

Laker, D. R. (1990). Job Search, Perceptions of Alternative Employment, and the Turnover Decision. *Journal of Applied Business Research*, 7 (1), 6-16.

Adams, E., Laker, D. R., & Hulin, C. L. (1977). An Investigation of the Influence of Job Level and Functional Specialty On Job Attitudes and Perceptions. *Journal of Applied Psychology*, 62, 335-342.

#### **Teaching and Learning Scholarship**

Laker, D. R., & Leppel, K. (2018). Introducing KASTER as a Vehicle for Communicating Your Professional Qualifications. *Journal of Human Resources Education*, 12 (1/2), 35-52.

Laker, D. R. (2011). Multi-Faceted Active Learning Project: Engaging Students in an Introduction to Business Course. *Business Education Digest*.

Laker, D. R., & Cermignano, G. P. (2009). An Exercise in Linking Ethics in the Classroom to the Real World. *Journal of Business Case Studies*, 5 (1), 1-8.

## **Refereed Proceedings**

### **Basic or Discovery Scholarship**

Laker, D. R. (2016). Using the KASTER Narrative to tell your story: A Reflective Exercise for Providing Verbal Evidence of One's Professional Qualifications. *Organizational Behavior Teaching Conference*.

Laker, D. R., & Williams, M. (2016). "Nepotism: Can it Affect the Bottom Line?". *28th Annual Conference of the International Academy of Business Disciplines*.

Laker, D. R. (2011). Linking ethics in the classroom with real world. *Organizational Behavior Teaching Conference*.

Laker, D. R. (2011). Increasing the relationship between professional context and classroom content: Acknowledging the Students' Professional Future. *Organizational Behavior Teaching Conference*.

Larson, B. V., Bender, A. Douglas, & Laker, D. R. (2008). The Aging Sport Fan: A Model for Marketing Spectator Sports to Baby Boomers. *International Academy of Business Disciplines*.

Laker, D. R. (2006). The hard case of soft skills training: The inherent differences that . *International Society of Performance Improvement*.

Fuller, L., Laker, D. R., & Cermignano, G. (2006). The Problem and Potential Solutions to Corporate Malfeasance: Putting the Pieces of Human REsources and Internal Controls Together. *The Association of Private Enterprise Education International Convention*.

Larsen, B., Bender, A. Douglas, & Laker, D. R. (2006). The Aging Sport Fan: Is the Coming of the Baby Boomer Going to Change the Way We Market Spectator Sports? *American Society of Business and Behavioral Sciences 13th Meeting*.

Mary, W. ..., & Laker, D. R. (2005). Financial measures of productivity: Nepotisms effect at the branch level of a commercial bank. *Atlantic Economic Society*.

Laker, D. R. (2004). The five-year resume: A career planning exercise. *The International College Teaching & Learning Conference*.

Laker, D. R. (2004). Using journaling to extract greater meaning from the internship. *The International College Teaching & Learning Conference*.

Laker, D. R. (2001). Nepotisms effect on productivity: Analysis of a commercial Bank. . *National Business and Economic Society Conference*.

Laker, D. R., & Williams, M. (2001). Nepotisms effect on customer touchpoints and job efficiency. *Atlantic Economic Society*.

Laker, D. R. (2001). Nepotisms effect on employee satisfaction and organizational commitment: An empirical study. *Atlantic Economic Society*.

Laker, D. R. (2000). Emotional intelligence and the hard case of soft skills training. . *The Society for Advancement of Management International Management Conference*.

### **Teaching and Learning Scholarship**

Laker, D. R. (2017). Teaching leadership from the perspective of those being led: A structured reflective exercise. *Organizational Behavior Teaching Conference*.

Laker, D. R. (2016). Maximizing the Benefit of the Cooperative Education Experience Through Goal Setting and Journaling. *28th Annual Conference of the International Academy of Business Disciplines*.

Laker, D. R. (2016). Teaching Leadership from the Perspective of Those Being Led: A Structured Reflective exercise. *30th Annual Mid-Atlantic Organizational Behavior Teaching Conference*.

- Laker, D. R. (2016). The Integration of Attendance at Outside Professional Organizations into the Management Classroom. *Organizational Behavior Teaching Conference*.
- Laker, D. R. (2011). Increasing the relationship between professional context and classroom content: Acknowledging the Students' Professional Future. *Organizational Behavior Teaching Conference*.
- Laker, D. R. (2011). Linking ethics in the classroom with real world: A Next Step. *Organizational Behavior Teaching Conference*.
- Laker, D. R., Lacey, J., Bender, A. D., & Williams, M. (2007). All the worlds a stage: Using an integrated video, case and play to teach the business curriculum. *67th Annual Meeting of the Academy of Management*.
- Cermignano, G., Laker, D. R., & Fuller, L. (2006). The integration of learning styles in the classroom: The case for the gameshow format. *The Association of Private Enterprise Education International Convention*.

## **Books, Monographs, Compilations, Manuals**

### **Books**

- Laker, R., & Laker, D. R. (2008). *The Experiential Learning Workbook*. Kimberton, PA: Seven Star Press.

### **Manuals/Guides**

- Tachau, S., Beck, T., Carpenter, C., Harman, D., & Laker, D. R. (2013). *Cents and Sensibility: A guide to money management for people with disabilities*. Pennsylvania: Pennsylvania Assistive Technology Foundation.

## **Presentations of Refereed Papers**

### **International**

- Laker, D. R. (2011, June). *Linking ethics in the classroom with real world: A Next Step*. Organizational Behavior Teaching Conference, Milwaukee, Pennsylvania.
- Laker, D. R. (2011, June). *Increasing the relationship between professional context and classroom content: Acknowledging the Students' Professional Future*. Organizational Behavior Teaching Conference, Milwaukee, Wisconsin.
- Carpenter, C. (2010). *Impact of the Recession on Financial Planning for Older Pennsylvanians*. Academy of Financial Services, Denver, Colorado.
- Laker, D. R. (2010). *Telling Your Story with the KASTER© Narrative: A Reflective Exercise for Providing Verbal Evidence of One's Professional Qualifications*. International Cooperative Education and Internship Association Annual Conference, Boston, Massachusetts.
- Laker, D. R. (2008). *A Multidimensional Perspective of Training Transfer*. 68th Annual Meeting of the Academy of Management, Anaheim, California.
- Larson, B. V., Bender, A. Douglas, & Laker, D. R. (2008). *The Aging Sport Fan: A Model for Marketing Spectator Sports to Baby Boomers*. International Academy of Business Disciplines, San Antonio, Texas.
- Laker, D. R. & DeWerth-Pallmeyer, D. (2008, January). *TV, Popular Culture and Career Choice*. International Conference on Arts and Humanities, Honolulu, Hawaii.
- Laker, D. R. & Cermignano, G. (2008, January). *An Exercise in Linking Ethics in the Classroom to the Real World*. International College Teaching and Learning Conference, Orlando, Florida.
- Laker, D. R. & Williams, M. (2007, October). *Nepotism, satisfaction, commitment, individual and branch level performance: A Latin Bank*. International Atlantic Economic Society, Savannah, Georgia.

Laker, D. R., Lacey, J., Bender, A. Douglas, & Williams, M. (2007, August). *All the worlds a stage: Using an integrated video, case and play to teach the business curriculum* . 67th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Laker, D. R. (2007, August). *A Multidimensional Perspective of Training Transfer: The Differences between Hard and Soft Skills*. 67th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Cermignano, G., Laker, D. R., & Fuller, L. (2006, April). *The integration of learning styles in the classroom: The case for the gameshow format*. The Association of Private Enterprise Education International Convention, Las Vegas, Nevada.

Fuller, L., Laker, D. R., & Cermignano, G. (2006, April). *The Problem and Potential Solutions to Corporate Malfeasance: Putting the Pieces of Human Resources and Internal Controls Together*. The Association of Private Enterprise Education International Convention, Las Vegas, Nevada.

Laker, D. R. (2006, April). *The hard case of soft skills training: The inherent differences that* . International Society of Performance Improvement, Dallas, Texas.

Laker, D. R. (2004, October). *The five-year resume: A career planning exercise*. The International College Teaching & Learning Conference, Las Vegas, Nevada.

Laker, D. R. & Laker, R. (2004, October). *Using journaling to extract greater meaning from the internship*. The International College Teaching & Learning Conference, Las Vegas, Nevada.

Laker, D. R. (2000, April). *Emotional intelligence and the hard case of soft skills training*. . The Society for Advancement of Management International Management Conference, St. Augustine, Florida.

### **National**

Laker, D. R. (2017). *Teaching leadership from the perspective of those being led*. Organizational Behavior Teaching Conference, Providence, Rhode Island.

Laker, D. R. (2016). *The Integration of Attendance at Outside Professional Organizations into the Management Classroom*. Organizational Behavior Teaching Conference, North Canton, Ohio.

Laker, D. R. (2016). *Using the KASTER Narrative to tell your story: A Reflective Exercise for Providing Verbal Evidence of One's Professional Qualifications*. Organizational Behavior Teaching Conference, North Canton, Ohio.

Laker, D. R. (2016, March). *Maximizing the Benefit of the Cooperative Education Experience Through Goal Setting and Journaling*. 28th Annual Conference of the International Academy of Business Disciplines, Las Vegas, Nevada.

Laker, D. R. & Williams, M. (2016, March). *"Nepotism: Can it Affect the Bottom Line?"*. 28th Annual Conference of the International Academy of Business Disciplines, Las Vegas, Nevada.

Powell, J., Morris, L. E., & Laker, D. R. (2008). *Transfer Initiation and Maintenance: Employees' Perception of the Relative Influences of Transfer Intention, General Self-efficacy and Supervisor Support*. Annual Conference of the American Association for Adult and Continuing Education, Denver, Colorado.

Powell, J. (2008, November). *Transfer Initiation and Maintenance: Employees' Perception of the Relative Influences of Transfer Intention, General Self-efficacy and Supervisor Support*. Annual Conference of the American Association for Adult and Continuing Education, Denver, Colorado.

Larsen, B., Bender, A. Douglas, & Laker, D. R. (2006, February). *The Aging Sport Fan: Is the Coming of the Baby Boomer Going to Change the Way We Market Spectator Sports?* American Society of Business and Behavioral Sciences 13th Meeting, Las Vegas, Nevada.

Mary, W. .. & Laker, D. R. (2005, October). *Financial measures of productivity: Nepotisms effect at the branch level of a commercial bank*. Atlantic Economic Society, Washington D.C., District of Columbia.

Laker, D. R. & Williams, M. (2002, October). *Nepotism's effect on customer touchpoints and job efficiency*. Atlantic Economic Society, Washington D.C., District of Columbia.

Laker, D. R. (2001, October). *Nepotism's effect on employee satisfaction and organizational commitment: An empirical study*. Atlantic Economic Society, Philadelphia, Pennsylvania.

Laker, D. R. (2001, March). *Nepotisms effect on productivity: Analysis of a commercial Bank*. . National Business and Economic Society Conference, San Juan, Puerto Rico.

### **Regional**

Laker, D. R. (2016, March). *Teaching Leadership from the Perspective of Those Being Led: A Structured Reflective exercise*. 30th Annual Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2010). *Increasing the Relationship between Professional Context and Classroom Content: Building in the Real World*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2009). *Goal Setting and a Four Step Process for Enhancing Cooperative and Experiential Education*. New England Association for Cooperative Education & Field Experience/ New York State Cooperative & Experiential Education Association, Boston, Massachusetts.

Laker, D. R. (2008). *Radical Reality Learners Preparing Students for Experiential Learning*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2008). *Radical Reality Learners Preparing Students for Experiential*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2008). *Bridging the Gap between the 'Classroom' and the 'Real-world.'*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2007, September). *Goal Setting and a Four Step Process for Enhancing the Coop Experience*. Mid-Atlantic Cooperative Education and Internship Conference, Rehobeth, New Jersey.

Laker, D. R. (2007, March). *An exercise in linking ethics to the real world*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2006, September). *The success of a co-op experience should be more than luck!* Mid-Atlantic Cooperative Education and Internship Conference, Rehobeth, Delaware.

Laker, D. R., Bender, A. Douglas, Williams, M., & Lacy, J. (2006, March). *All the World's a Stage: Using a play to illustrate and help to develop managerial competencies*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

Laker, D. R. (2005, October). *Journaling: Adding value to the internship cooperative education experience*. . Mid-Atlantic Cooperative Education and Internship Conference, Ocean City, Maryland.

Laker, D. R. (2001, March). *The Career Wheel and Five Year Resume: Two exercises for exploring, validating and planning for one's career choices*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, Pennsylvania.

## **SERVICE**

### **Service to the Institution**

#### **College Assignments**

##### **Member:**

2016-2017: School of Business Administration Academic Council

2015-2016: Faculty Qualifications

2015-2016: Academic Council

2015-2016: Promotion, Tenure & Retention Committee

**University Assignments**

**Member:**

2015-2016 – 2017-2018: University Promotion, Tenure, and Academic Freedom (PTAF) Committee

**Honors/Awards**

**Award**

2007: University - School of Business.

2006: Widener University School of Business.

2006: University - Provost Grant.

2005: Widener University - School of Business.

2001: Widener University - Provost Grant.

2001: Widener University.

**Honor**

2003: Phi Beta Delta.