

Cox, R., Blum, A. A. & Villa, J. R. (1998). Promoting organizational fairness in small business: an analysis of grievance procedures. *Journal of Business Entrepreneurship* 10(2), 1-19.

Villa, J. R. & Blum, A. A. (1996). Collective bargaining in higher education: Prospects for faculty unions. *Journal of Collective Negotiations in the Public Sector*, 25(2) 157-169.

Villa, J. R., & Blum, A. A. (1994). New Mexico's Public Employee Bargaining Act: Its first year for teachers. *Journal of Collective Negotiations in the Public Sector*, 23(4), 321-332.

PROCEEDINGS:

Villa, J. R., Howell, J.P. & Dorfman, P. W. (1996). Problems with detecting moderators using Moderated Multiple Regression in Leadership Research. *Academy of Management Best Papers Proceedings 1996 Expanded Electronic Version*.

Villa, J. R., & Ghosh, S. (1995). The decline of union membership in OECD countries. *Proceedings of the Fourth Annual Miles International Conference*.

Howell, J. P. & Villa, J. R. (1994). Supportive leadership: Extending the definition. *Proceedings of the Organizational Studies Group, Association of Management* 12(1), 115-120.

Daily, B. F. & Villa, J. R. (1993). Total quality management in the maquiladoras. *Proceedings 1993 Western Decision Sciences Institute*.

TECHNICAL WRITING - MANUALS & REPORTS:

Villa, J. R. (2005). *Instructors Manual for Understanding Behaviors for Effective Leadership Second Edition* by Jon P. Howell and Dan L. Costly. Upper Saddle River, NJ: Prentice Hall.

Villa, J. R. (2000). *Instructors Manual for Understanding Behaviors for Effective Leadership* by Jon P. Howell and Dan L. Costly. Upper Saddle River, NJ: Prentice Hall.

Pettibone, T. J. & Villa, J. R. (1998). *1998 Annual Report of the Graduate School of New Mexico State University*. Las Cruces, New Mexico: New Mexico State University.

Pettibone, T. J. & Villa, J. R. (1997). *1997 Annual Report of the Graduate School of New Mexico State University*. Las Cruces, New Mexico: New Mexico State University.

Pettibone, T. J. & Villa, J. R. (1996). *1996 Annual Report of the Graduate School of New Mexico State University*. Las Cruces, New Mexico: New Mexico State University.

CONFERENCE PRESENTATIONS:

"Using Technology to support Lesson Study in Mathematics Education" (with Karin Wiburg) Presented at the 2002 National Educational Computing Conference (NECC), San Antonio, TX June, 17-19, 2002.

"MathStar: Building a web-based learning environment from three perspectives" (with Karin Wiburg) Presented at the 2000 New Mexico State Technology Conference, Albuquerque, NM November 10-11, 2000.

"MathStar: Building a web-based learning environment for middle school mathematics" (with Karin Wiburg) Presented at the 2000 Annual Meeting School Science and Mathematics Association, Albuquerque, NM October 20-21, 2000.

"The MathStar Project" Presented at the Mountain Plains Media Leadership Symposium, Estes Park, CO, October 7-10, 2000.

"Interpreting interaction effects using moderated multiple regression." Presented at the Graduate Research Symposium, New Mexico State University, May 2, 1997.

"Problems with detecting moderators using moderated multiple regression in leadership research." (with Jon Howell & Peter Dorfman) Presented at the Fifty-sixth Annual Meeting of the Academy of Management, Cincinnati, Ohio, August 11-14, 1996.

"The decline of union membership in OECD Countries." Presented at the Fourth Annual Miles International Conference, El Paso, Texas, April 30-May 2, 1995.

"Supportive leadership: Extending the definition." Presented at the Association of Management Twelfth Annual Conference, Dallas, Texas, August 10-13, 1994.

GRANT ACTIVITY:

2000 \$25,000 Co-PI with Prentice Baptiste and Susan Brown, Rites Online Earth System Science Education Alliance Grant

1997 \$500 New Mexico Commission on Higher Education Graduate Research Award.

1994 \$500 New Mexico Commission on Higher Education Graduate Research Award.

PROFESSIONAL WORK EXPERIENCE:

January 2003 - present

Director, Learning Resource Center, MSC 3LRC, College of Education, New Mexico State University, Las Cruces, NM.

The Learning Resource Center serves the administrative and instructional technology needs of the college & also serves as an instructional materials resource center for the public schools.

Key Duties and Responsibilities:

- Supervise all LRC personnel to ensure smooth operation of the center including the instructional labs & the center's hardware, software, & print materials
- Supervise the operation & maintenance of all computers & networks within the College of Education
- Establish procedures that are service oriented in order to provide technical assistance & advice to administrators, faculty, staff & students related to the use of technology
- Manage the college's web presence & provide technical help, & instructional materials; provide public access to state adoption materials, NASA materials & a software preview lab
- Evaluate new & existing technologies for administration, teaching, & distance education
- Manages the LRC budget & provide input to administration regarding cost/benefits of LRC priorities

September 2002 - January 2003

Interim Director, Learning Resource Center, MSC 3LRC, College of Education, New Mexico State University, Las Cruces, NM.

October 1999 - September 2002

Project Coordinator II - Multimedia/Web Developer, New Mexico MathStar & PT3 Projects, Curriculum & Instruction Department, New Mexico State University, Las Cruces, NM.

Key Duties and Responsibilities:

- Design, Create and maintain web pages for the MathStar and PT3 websites
- Order, install and maintain the websites and server
- Order, set-up and install necessary hardware and software to produce video case studies and create video streaming content for the web
- Coordinate web development projects with other MathStar sites and with partner grants
- Organize and track grant resources

Spring 2000

Instructor, Department of Curriculum & Instruction, New Mexico State University, Las Cruces, NM.

- Taught Education 568 B Educational Uses of Computers. Responsible for course instruction, content, evaluation and grading.

March 1999 - October 1999

(The Banner Admissions System went live in November 1999, ending the need for this position)

Functional Analyst, the Banner Implementation Project, Admissions office, MSC 3A New Mexico State University, Las Cruces, NM.

Key Duties and Responsibilities:

- Responsible for ensuring the functional aspects of the new admission system and associated interfaces work as expected.
- Inventory current client hardware and software and identify any upgrades or new requirements
- Identify and document current business office procedures and automated processes by time of year; current production and ad hoc reports; current letters; and current interfaces with other systems, vendors, test companies, etc.
- Identify which of the above will be needed in the new application, map the needed items to the new application, and note discrepancies
- Map current admissions data fields and table data fields to new application, note discrepancies, and identify what items will be manually entered into the new application
- Using the new application, enter all manual data such as business rules and tables and develop required letter text, security, and ad hoc reports

Spring 1996 - Spring 1999

Graduate Statistical Assistant, The Graduate School, MSC 3G, New Mexico State University, Las Cruces, NM.

Key Duties and Responsibilities:

- Key staffer in charge of querying mainframe student databases, detecting and correcting data input errors and methods, planning future data and technological needs, and consulting with programmers in campus academic computing center. Expertise with a number of software applications including Word and Word Perfect word processing programs; Lotus 123, Quattro Pro and Excel spreadsheet programs; PageMaker desktop publishing program, UNIX and VM editors, Access, Crystal Reports, and FOCUS report writer for querying the VISTAS database, and SPSS and Systat statistics programs.
- Technical writer and statistician in charge of preparing the Graduate School Annual Report, reporting statistics to outside agencies and preparing numerous ad hoc reports requested by the

graduate departments.

- Author, update, and otherwise maintain web pages for the Graduate School web site.
- Administer the Graduate student Research Awards program-- \$75,000 in \$200-\$500 grants to graduate students.
- Representative for the Dean of the Graduate School for various university functions and on several committees.

Fall 1992 - Spring 1996

Teaching Assistant, Management Department, New Mexico State University, Las Cruces, NM.

- Responsible for course instruction, content, evaluation and grading.
Courses taught: Management 309--Human Relations
 Management 334--Labor Relations
 Management 225--Quantitative decision making (calculus)
 Management 201--Introduction to Management
- Conduct research on leadership, managerial effectiveness, public employee labor unions, cooperation between U. S. and Mexican labor unions, and total quality management in Mexico.

Fall 1994 - Spring 1996

Instructor, Service Leadership Institute, Management Department, New Mexico State University, Las Cruces, NM.

- Co-facilitated a 33 week course in supervisory and management skills for the Physical Plant managers, supervisors and prospective supervisors. Responsible for course instruction, content, and evaluation.

Spring 1992

Adjunct Faculty, Instructor of Economics, University of Alaska Anchorage, Eilson AFB, Alaska.

Fall 1990 - Spring 1991

Research Assistant, Economics Department, University of Alaska, Fairbanks, Alaska.

Fall 1988 - Spring 1990

Research Assistant, R. O. Anderson School of Management, The University of New Mexico, Albuquerque, New Mexico.

Other Work Experience:

November 1976 - 1984

Senior Technical Representative, Xerox Corporation, Fairbanks, Alaska.

January 1976 - November 1976

Electronic Technician, Federal Aviation Administration, Fairbanks, Alaska.

September 1974 - October 1975

Audio/Visual technician, University of Alaska Fairbanks, Fairbanks, Alaska.

PROFESSIONAL ASSOCIATIONS:

Member, Phi Kappa Phi Honor Society.
Member, Omicron Delta Epsilon Honor Society in Economics.
Member, Academy of Management
Past President, Business Doctoral Student Association, 1993-1994

References available on request.