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EDUCATION

University of Wisconsin-Milwaukee - Lubar School of Business, Milwaukee, WI
PhD in Management Science
Graduation Date: December 2021
Specialization: Strategic Management Minor: International Business

Dissertation: Investor Reaction to Exploration versus Exploitation Using an
Absorptive Capacity Lens

Dissertation Chair: Dr. Edward F Levitas

Marquette University - College of Business Administration, Milwaukee, WI
Master of Business Administration
Graduation Date: May 1997

Marquette University - College of Engineering, Milwaukee, WI
Bachelor of Science in Electrical Engineering
Graduation Date: May 1991
Major: Electrical Engineering Minor: Mathematics

RESEARCH INTERESTS

Mergers and Acquisitions
Innovation
Top Management Teams
Cross-Cultural Management
Corporate Decline and Turnaround

CONFERENCE PRESENTATIONS

Walsh, K.J., Thomas, K., and Towhidi, G. The Impact of CEO Compensation Composition and the Environment on Merger Exposure. *Presented at 2013 Midwest Academy of Management Conference.*

WORKING PAPERS

Walsh, K.J., & Mone, M. Understanding Middle Management's Post-Acquisition Downsizing Decision Making. *Status: Preparing for Journal Submission*

Walsh, K.J. The Role of Intellectual Capital in Turnarounds. *Status: Preparing for Journal Submission.*

Walsh, K.J. Merger Madness: The Role of Innovation and Dynamism on Market Reactions to Cross-Border Acquisitions *Status: Preparing for submission to 2017 Academy of International Business Conference.*

Walsh, K.J. Humor in Diverse Teams: Understanding the Role of Time, Degree of Diversity and Psychological Safety *Status: Preparing for submission to 2017 Academy of Management Conference.*

Sekhar, S., Walsh, K. and Milovic, A. The Relationship Between Values, Self-Concept, and Beliefs Associated with Donating and Three Forms of Donating Behavior: Time, Money and Resources. *Status: Preparing for Journal Submission.*

TEACHING EXPERIENCE

Marquette University (August 2015 - Present)

Instructor of Practice – BUAD 1001 Business Day One (Fall 2015 - Present)

Business Foundations Class for Incoming Freshmen (3-4 Sections/Semester)
Implemented several new components to make class more interactive
Overall Instructor Ratings between 5.3-5.9/6.0

University of Wisconsin-Milwaukee (January 2011 - 2015)

Adjunct Professor – BUSADM 600 Management Analysis (Fall 2013, Spring & Fall 2014, Spring 2015)

Lubar School of Business Capstone Class
Prepare and Lead Sections with Approximately 40 Students Each
Leverage D2L and other Technologies to Enhance Learning Experience
Overall Instructor Rating

- Fall 2013: 5.0 / 5.0 and 4.8 / 5.0
- Spring 2014: 5.0 / 5.0 and 4.8 / 5.0
- Fall 2014: 5.0 / 5.0

Adjunct Professor – BUSADM 496 International Business (Spring 2015)

Prepare and Lead One Section with Approximately 45 Students
Leverage D2L and other Technologies to Enhance Learning Experience

Adjunct Professor – BUSADM 292 Introduction to Entrepreneurship and Small Business Formation (Fall 2014)

Prepare and Lead One Section with Approximately 50 Students
Leverage D2L and other Technologies to Enhance Learning Experience

- Fall 2014: 5.0 / 5.0

Teaching Assistant – BUSADM 230 Introduction to Information Systems (Spring 2011)

Lead Lab/Discussion Sessions

Review and Grade Homework, Quizzes and Projects for 125 Sophomores/Juniors

Part of Team to Roll Out Trial of SAM (Skills Assessment Manager) Mechanized Project

Review Tool

Overall Instructor Rating

- Spring 2011: 4.78 / 5.00

SELECTED WORK EXPERIENCE

Marquette University (January 2017 - Present)

Director – Executive Education (August 2008 - November 2010)

Inaugural Director responsible for creating Marquette's initial entry into Executive Education market. Responsible for strategic planning, internal business process design and business development.

Secured two \$1 Million corporate gifts to fund programing efforts.

Launched non-credit "Bridge to Business for Engineers – Sponsored by Rexnord" offering.

Over 125 engineers from 14 companies have participated or registered for the program since 2018. 98% of past participants agree they can apply concepts and would recommend the program to a peer.

Negotiated and secured two custom program contracts.

AT&T/SBC/Ameritech Corporation (June 1990- November 2010)

Director – Customer Care (August 2008 - November 2010)

Led an organization comprised of approximately 340 management and non-management employees located in six centers across the nation. The primary organization responsibilities are to process billing inquiries, claims and adjustments for all wholesale products.

Reduced headcount by over 25% - while managing a 261% increase in claims volume.

Responsible for resolution of 0.00.7 (e.5.(l)n)0j15t4.5.(l)ti

for Industry Market's Local Service Centers (LSC) located in the five state Midwest region and their 1100 employees.

Worked with Regulatory and IT organizations to design and develop measures used to reflect LSC performance. Attended customer "collaborative" sessions and worked with Regulatory to identify and justify numerous proposed measurement changes.

Led various process improvement initiatives (often partnering with Network and I/T) that resulted in improved performance in over ten different performance measures. One effort alone reduced remedy payments from over \$800K per month to less than \$5K per month.

UNIVERSITY SERVICE

College of Business Administration New Building Core Team – Committee Member (2020-Present)

University Upskilling Team – Subcommittee Lead (2020-Present)

Innovation Alley – Kaleidoscope Subcommittee Lead (2020-Present)

One Step Ahead – Student Organization – Inaugural Faculty Advisor (2019-Present)

Faculty Externship Initiative – Committee Member (2020)

Webinar "The Challenge of Uncertainty - Leadership in Volatile Times" – Facilitator (2020)

Council for Corporate Engagement – Committee Member (2019-Present)

Global Consortium of Jesuit Executive and Professional Education – Committee Member (2019- Present)

Go-Getters – Student Organization – Faculty Advisor (2019-Present)

Club Golf – Faculty Advisor (2019-Present)

Faculty Academic Advisor – Undergraduate Student (2016-2019)

Faculty Academic Advisor – Graduate Student (2020-Present)

Center for Principal Entrepreneurship Research Team – Committee Member (2019)

Person Search Committee – Committee Member (2019)

Confidential Task Force on Corporate Engagement – Subcommittee Co-Lead (2018)

Essential Relationships 13.1 (MC /LBodna)-12.2 ng49-12.7 012113io TCommittee Member (20

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