

**JOSEPH SCOTT GLADSTONE, Ph.D., M.P.H.**  
**Curriculum Vitae**

Assistant Professor  
Department of Public Health Sciences  
New Mexico State University  
MSC 3HLS  
PO Box 30001  
Las Cruces, NM 88003

5004 Arena Drive  
Las Cruces, NM 88012  
575-993-2242

**EDUCATION**

Ph.D., Business Administration (Management), 2012, New Mexico State University, Las Cruces, NM

Concentrations: Native American Culture and Management, Organizations and Society,  
Organization Development and Change, Management Education,

M.P.H., 1999, University of Arizona, Tucson, AZ

Concentration: Health Program Management, American Indian Health

B.S., Health and Human Performance, 1993, University of Montana, Missoula, MT

**ACADEMIC PROFESSIONAL EXPERIENCE**

2012-present: Assistant Professor, Public Health Administration. Department Of Public Health  
Sciences, New Mexico State University, Las Cruces, NM

**RESEARCH**

My research stream focuses management practices within organizations operated and managed by or serving Native American communities. Because my research is contextual, I explore my work from multiple theoretical perspectives, grounding each in a Native American philosophical orientation. My dominant theoretical approaches are organization and institutional theory. The current phase in my research explores the ways that Native American institutions, culture, and philosophy influences organization leaders in contrast to western-influenced management philosophies. The findings from my current work will guide my continuing work exploring management education strategies appropriate and relevant for Native American and Indigenous communities. I am especially interested in the interrelationships between organizations led and managed through Indigenous and Western cultural philosophies and how these relationships contribute to effective organization development and leadership

**PUBLICATIONS IN REFEREED JOURNALS**

Verbos, A. K., Kennedy, D., **Gladstone, J. S.**, Birmingham, C. (2015). Native American cultural influences on career self-schemas and MBA fit. *Equality, Diversity, and Inclusion: An International Journal*. Accepted for Spring 2015 publication.

- Stewart, D. **Gladstone, J.**, and Verbos, A. (2014). Native American Cultural Capital and Business Strategy: The Culture-of-Origin Effect. *American Indian Culture and Research Journal*, 38 (4), 127-138.
- Verbos, A., **Gladstone, J.**, Kennedy, D. (2011). Native American values and management education: envisioning an inclusive virtuous circle. *Journal of Management Education*, 35 (1), 10-26.
- Verbos, Kennedy, **Gladstone, J.** (2011). "Coyote was walking...": Management education in Indian Time. *Journal of Management Education*, 35 (1), 51-65.
- Humphreys, J., Zhao, D., Ingram, K., **Gladstone, J.**, Basham, L. (2010). Situational Narcissism and Charismatic Leadership: A Conceptual Framework. *Journal of Behavioral and Applied Management*, 11 (2), 118-136.
- Gladstone, J.** (2009). A commentary on Coyote and Brother Crow. *Tamara Journal for Critical Organization Inquiry*, 8 (8.1), 29-31.

#### PUBLICATIONS IN REFEREED PROCEEDINGS

- Boje, D., Rosile, G. A., and **Gladstone, J.** (2007). Natives Questioning Western Narrative Ways (Symposium). *2008 Annual Meeting Proceedings* (G. T. Solomon, Ed.), Academy of Management, #1670.
- Black, J., and **Gladstone, J.** (2007). Entrepreneurial Conation Preferences: Working Adults versus Students. In *Western Academy of Management Proceedings* (C. Ybarra, Ed.), Western Academy of Management 48<sup>th</sup> Annual Conference, #132.

#### PEER REVIEWED BOOK CHAPTERS

- Gladstone, J. S.** (2015). Native American Transplaner Wisdom. In C. Spiller and R. Wolfgramm, Eds., *Indigenous spiritualities at work: Transforming the spirit of business enterprise*. Charlotte, NC: Information Age Publishing, pp. 21-32.
- Gladstone, J. S.** (2014). Transplanar Wisdom: The Quantum Spirit of Native American Storytelling. In T. Wakefield, Ed., *Being Quantum: Ontological Storytelling in the Age of Antenarrative*. Cambridge, MA: Cambridge Scholars Publishing, pp. 217-231.
- Stager, L., **Gladstone, J.**, Beemer, L. (2013). Management across cultures when the boundaries are intra-national. In *The Routledge Companion to International Management Education* (Tsang, D., Kazeroony, H. H., and Ellis, G., Editors). London: Routledge, pp. 26-32.

Pio, E., Waddock, S., Mangaliso, M., McIntosh, M., Spiller, S., Takeda, H., **Gladstone, J.**, Ho, M., and Syed, J. (2013). Pipeline to the future: seeking wisdom in Indigenous, Eastern, and Western traditions. In J. Neal (Ed.), *Handbook Of Faith And Spirituality In The Workplace: Emerging Research And Practice*. New York: Springer, pp. 149-174.

Boje, D. M. and **Gladstone, J.** (2012). Academic Storytelling Consultancy Supporting a Local Arts Scene: An Agential Realist and Socio-Economic Approach to Management Perspective Research in Management. In S.M. Adams & A. Zanzi, Eds, *Preparing Better Consultants: The Role of Academia*, Consulting series, v 14., pp. 217-231.

#### PAPERS UNDER REVIEW

Stewart, D., Verbos, A. K., Black, S., Birmingham, C, **Gladstone, J. S.** (2015). Being Native American in Business: Culture, Identity, and Authentic Leadership in Modern American Indian Enterprises. *Leadership*. Status: Revise and resubmit.

**Gladstone, J. S.** and Pepion, D. D. (2014). Power and Authority: Exploring Blackfeet Indian Traditional Leadership Concepts. *Leadership*. Under review.

#### ACADEMIC PRESENTATIONS

**Gladstone, J.S.** and Claw Nez, C. (2015). *Dark Side Case: Trickster Devices - Misappropriating Cultural Capital*. Divisional Paper. 2015 Academy of Management Meeting, Vancouver, BC. August 7- 11.

Verbos, A.K., Stewart, D, Birmingham, C., Black, S., and **Gladstone, J.S.** *Being Native American in Business: Identity and Leadership in Modern American Indian Enterprises*. Divisional Paper. 2015 Academy of Management Meeting, Vancouver, BC. August 7- 11.

Verbos, A.K., Kennedy, D., Stewart, D, **Gladstone, J.S.**, Spiller, C., Evans, M. and Henry, E. *Indigenous Perspectives on the UN Declaration and the PRME*. Professional Development Workshop. 2015 Academy of Management Meeting. Vancouver, BC. August 7-11.

Harding, N; Ford, J.; Palmer, F.; Wilson, S.; Evans, M.; Eyong, J. E.; **Gladstone, J. S.** (2014). *The linearity of Words and Oppressions of Linearity: Mapping, Dreaming and Imagining of Workplaces*. Professional Development Workshop. 2014 Academy of Management Meeting. Philadelphia, Pennsylvania, August 2.

- Gladstone, J.** (2013) *Sovereign Trade as Historically Practiced among Indian Tribes in the Western United States*. Divisional Paper. 2013 Academy of Management Meeting. Lake Buena Vista, Florida, August 12.
- Gladstone, J.** (2013). *The Dynamic Medicine Wheel: A New Look at a Traditional Tool for Wellness*. Arizona Public Health Association 2013 Spring Conference: Moving Arizona Communities Toward Health Equity. Phoenix, Arizona, April 24.
- Gladstone, J.** (2012). *Quantum Storytelling as Praxis*. Keynote discussion. 2nd Annual Quantum Storytelling Conference. Las Cruces, New Mexico. December 17.
- Stewart, D., Verbos, A., **Gladstone, J.**, Kennedy, D., and Sommer, A. (2012) *Sustainability through Inductive and Reflective Pedagogy: Contemporary Application of Native American Story-Telling*. 39th OBTC: Teaching Conference for Management Educators. Brock University, St. Catharines, Ontario, Canada. June 20-23.
- Verbos, A., **Gladstone, J.**, Kennedy, D. (2012) *Creating Timeless Stories for Inductive, Reflective Learning: Native American Pedagogy*. Professional Development Workshop. 2012 Academy of Management Meeting. Boston, Massachusetts, August 3-7.
- Gladstone, J.**, Stewart, D., Verbos, A., (2011). *Open to Others: Exploring the Possibilities of Indigenous Work/Life Balance in the Classroom and At Work*. 38th OBTC: Teaching Conference for Management Educators. Marquette University, Milwaukee, WI, June 9.
- Verbos, A. K., Little Chief Bryan, L.D., Kennedy, D. M., **Gladstone, J. S.**, and Stewart, D. (2010). *Hidden elephants: a dialogue to engage difference & create connection through American Indian values*. 37th OBTC: Teaching Conference for Management Educators. University of New Mexico, Albuquerque, NM, June 17.
- Stewart, D., **Gladstone, J.**, Ellis, R., Verbos, A., Richards, P. and Humphries, M. (2009). *Indigenous Knowledge and Management Education*. 36th OBTC: Teaching Conference for Management Educators. College of Charleston, Charleston, SC, June 11.
- Verbos, A. K., **Gladstone, J. S.** and Kennedy, D. M.(2009). *Native American Cultural Influences on Career Self-Schemas and MBA Aspirations*. Academy of Management Annual Meeting. Chicago, IL, August 10.
- Humphreys, J., Duan, Z., Ingram, K., **Gladstone, J.**, and Basham, L. (2009). *Situational Narcissism and Charismatic Leadership: A Conceptual Framework*. Academy of Management Annual Meeting, Chicago, IL, August 9.

Albinsson, P. A., **Gladstone, J. S.**, and Perera, Y. (2009). *The Evolution of Activist Punk*. Southwest Texas Popular/American Culture Association Annual Meeting, Albuquerque, NM, February 1.

#### CAUCUS LEADER

**Gladstone, J. S.**; Spiller, C. (2015). *Self-Determination and Indigenous Governance: The Native and Indigenous People's Caucus*, Accepted to the 2015 Academy of Management Meeting;, Vancouver, BC, August 11

**Gladstone, J. S.**; Spiller, C. (2014). *Discovering Indigenous Voices and Their Words for "Management": Native and Indigenous Peoples Caucus*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania, August 5.

**Gladstone, J.**; Verbos, A. K. (2013). *Indigenous People Questioning Capitalism: Native and Indigenous Culture Research Caucus*. Academy of Management Annual Meeting, Lake Buena Vista, FL, August 13.

**Gladstone, J.** (2012). *The Pocket Entrepreneurs: Native and Indigenous Culture Research Caucus*. Academy of Management Annual Meeting, Boston, MA, August 7.

**Gladstone, J.** (2011). *Meeting the West: Native and Indigenous Culture Research Caucus*. Academy of Management Annual Meeting, San Antonio, TX, August 15.

#### INVITED PRESENTATIONS

**Gladstone, J. S.** (2015). *Native American Public Health Philosophy*. Indigenous Research Connections Conference. University of New Mexico School of Medicine. Albuquerque, NM. January 22.

**Gladstone, J.** (2013). *The Evolution and Rationale of the Patient Protection and Affordable Care Act*. NMSU Affordable Care Act Conference. Las Cruces, NM. May 1.

**Gladstone, J.** (2011). *Old Man and Coyote Barter: Discovering the Native Trading Spirit*. American Indian Business Leaders Conference, Phoenix, AZ, March 30.

**Gladstone, J.** (2011). *Old Man and Coyote Barter: Discovering the Native Trading Spirit*. Native Scholar Series. New Mexico State University, Las Cruces, NM, March 15.

Pre-Academic Career Invited Presentations

**Gladstone, J.** (2004). *Vision and Strategic Planning; Community Planning and Development; Marketing Health Promotion Programs; Social Marketing*. Native Wellness Institute Reno, NV. and Coeur d'Alene, ID.

**Gladstone, J.** (2004). *Diabetes Program Building: What To Do With Your Money* (Keynote speaker) Native American Diabetes Conference. University of Oklahoma Health Promotion Programs. Phoenix, AZ.

**Gladstone, J.** (2001). *Health Promotion Program Management*. Native American Diabetes Conference. University of Oklahoma Health Promotion Programs Laughlin, NV.

DISSERTATION

**Gladstone, J. S.** (2012). *Old Man and Coyote Barter: An Inquiry Into the Spirit of a Native American Philosophy of Business*. Thesis (PhD)–Business Administration, (Order No. 3537767, New Mexico State University). ProQuest Dissertations and Theses, 284 pages.

WORKING PAPERS

**Gladstone, J. S.** *Practicing Health Program Management in Indian Country: A Business Perspective*. Status: Introductory chapter and planning for edited textbook

**Gladstone, J. S.** *The Circle Process: A Dialogic Approach for Thinking about Tribal Program Management Systems*. Status: In development

**Gladstone, J. S.** *The American Indian Education Paradox*: In progress. Target: American Indian Culture and Research Journal

PROJECTS

Principle Investigator. External Program Evaluation Contract, Project K'e (Navajo tribe suicide prevention program). Thoreau, NM. \$50,000. March – May 2015.

Contributor . Tribal Wisdom for Business Ethics. Daniels Fund Ethics Initiative. New Mexico State University. 2013.

## TEACHING

### Experience

2012 – Present: MPH 540: Public Health Service Design and Operation  
HLS 457: Administration of Health Programs  
HLS 473: Program Planning (face-to-face and online)  
PHLS 460/MPH 560: American Indian Health (online)

### Courses Taught as Instructor of Record

BUSA 421: Integrated Business Concepts and Strategy  
MGT 309: Organizational Behavior (online)  
MGT 332: Human Resources Management (online)

### Undergraduate Courses Assisted

MGT 309: Organizational Behavior  
MGT 333: Training and Development  
MGT 361: Small Business Management  
MGT 453: Leadership and Motivation  
MGT 470: Project Management in Organizations  
MGT 452: Small Business Consulting  
BUSA 421: Integrated Business Concepts and Strategy (online)

### Graduate Courses Assisted

MGT 552: Small Business Consulting

## SERVICE

### Reviewer Experience

Journal of Management Inquiry. 2015  
Journal of Management History. 2010  
Academy of Management Annual Meeting. 2015, 2014, 2013, 2010, 2009, 2008

### Committee Service

University Diversity Committee, Fall 2013-Present  
University Native American Student Recruitment, Fall 2013

Department Student Assessment Committee, Fall 2013 – Present

**Organization Service**

Eta Sigma Gamma, Health Education Honor Society

Co-Advisor, 2014-Present

Native American Business Student Association, New Mexico State University

Graduate Advisor, 2011-2012

Management Doctoral Students Association, PhD Project

President, 2009

Past-President, 2010

Governance Committee Liaison, 2011-2012

The PhD Project

Project Recruiter, American Indian Science and Engineering Society Conference

Anchorage, 2012

Project Recruiter, American Indian Business Leaders Conference

Tucson, 2009

Phoenix, 2011

Panelist, Annual PhD Project Conference

Chicago, 2008, 2010, 2012, 2014

**Association Memberships**

Academy of Management

*Social Issues Management Division*

*Critical Management Studies Division*

*Management History Division*

*Management and Spirituality Interest Group*

Organizational Behavior Teaching Society

Beta Gamma Sigma Business Society

Delta Sigma Pi Business Fraternity

Eta Sigma Gamma Health Education Honor Society



## OTHER PROFESSIONAL EXPERIENCE

### **Professional**

2004-2006 Program Coordinator, Seattle Indian Health Board. Seattle, WA  
2003-2004 Health Education Program Management Consultant. Tucson, AZ  
1999-2003 Manager, Division of Health Promotion, Tohono O'odham Nation. Sells, AZ  
1993-1997 Safety Officer, Puyallup Tribal Health Authority. Tacoma, WA  
1990-1993 Ranger, U. S. National Park Service, Lake Roosevelt N.R.A., WA  
1980-1984 Recon Team Leader, United States Marine Corps, Camp Lejeune, NC

### **Volunteer**

2002-2004 Vice-Chair, Board of Directors, Tucson Indian Center. Tucson, AZ  
2001-2002 Member, Board of Directors, Tucson Indian Center. Tucson, AZ  
1997-1999 Instructor, American Red Cross. Tucson, AZ  
1994-1997 Instructor-Trainer, American Red Cross. Tacoma, WA

## HONORS AND AWARDS

Jo Hill Memorial Teaching Excellence Award, 2015  
Jo Hill Memorial Teaching Excellence Award Finalist, 2014, 2013  
    Sponsored by Eta Sigma Gamma, the National Health Education Honorarium  
    NMSU Eta Sigma Gamma Chapter  
Beta Gamma Sigma, Initiate, New Mexico State University, 2013  
Delta Sigma Pi, Faculty Initiate, New Mexico State University, 2010  
Most Distinguished Graduate Member, Teaching Academy, New Mexico State University, 2008 - 2009  
Diversity Fellowship, New Mexico State University, 2006 - 2008  
Mentor of the Year, American Public Health Students Association, 2001

