
Kathleen M. Utecht, Ph.D.
Professor
Management & Marketing
College of Business
kmutecht@shsu.edu

Degrees Earned

Ph.D. Michigan State University, East Lansing, MI, USA, Business Administration: Organizational Behavior and Personnel Management, 1985

M.A. The University of Lancaster, Lancaster, England, Organizational Psychology, 1973

B.A. Elmira College, Elmira, New York, USA, Psychology, 1972

Professional Licensures and Certificates

PHR - Professional in Human Resources, HR Certification Institute, 2011-2014

Peer-Reviewed Publications and Artistic Performances/Exhibitions

Articles

Utecht, K. M. & Glissmeyer, M. D. (in press, 2011). The 'Benefits' of a Vacation: A Descriptive Profile of Managerial Vacation Practices and Preferences. *Insights to a Changing World Quarterly Journal*.

Hayes, R. B. & Utecht, K. M. (2009). Enterprise Resource Planning Implementation in an Institution of Higher Learning: A Case Study of Drummond University. *Journal of Cases in Information Technology*.

Utecht, K. M. & Jenicke, L. O. (2009). Increasing Calculation Consistency and Reducing Calculation Time Using Six Sigma: A Case Study of Salary Determination in an Institution of Higher Education. *International Journal of Services and Standards*.

Utecht, K. M. (in press, 2008). Enterprise Resource Planning and SAP R/3: Leveraging Technology to Enrich the Value of the Human Resource Management Curriculum. *Western Journal of Human Resource Management*.

Baker, G. & Utecht, K. M. (2007). Developing a System for Assessment of Organizational Performance Using the Balanced Scorecard Approach and SAP R/3. *International Journal of Quality and Productivity Management*, 07 (01), 1-11.

Proceedings

Full Paper

Utecht, K. M. & Gu, Q. (2010). Job Analysis: Increasing Consistency in the Process Using Six Sigma Methodology. *Institute of Behavioral and Applied Management*.

Utecht, K. M. & Gu, Q. (2009). Determining the Value of Work: Increasing Consistency in Job Evaluation Using Six Sigma. *International Industrial Relations and Human Resources Conference*.

Utecht, K. M. & Hachey, G. A. (2009). Managing Employee Business Travel and Entertainment (T&E): Enhancing the Effectiveness of Strategic Cost Cutting Decisions Using SAP R/3. *Institute of Behavioral and Applied Management*.

Utecht, K. M. & Hachey, G. A. (2008). Leveraging Technology to Enhance the Strategic Value of Human Resource Management. *Institute of Behavioral and Applied Management*.

Utecht, K. M. (2007). Compensating Office Professional Employees Fairly: Improving the Salary Determination Process Using Six Sigma. *Institute of Behavioral and Applied Management*.

Research Monographs and Technical Reports

Chapters, Cases, Readings, Supplements

Utecht, K. M., Quarles, N. R., & Noman, F. M. (2008). "Fly a Kite Independent Module Case - HR", In SAP AG (Ed.) *SAP Innovation Watch - Curriculum Exchange*, (pp. 1 - 24). Business Process Integration: SAP AG.

Working Papers

Utecht, K. M. & Warner, J. A. (2011). "Compensation and Enterprise Resource Planning (ERP): Leveraging Technology to Manage the Largest Controllable Expense in Contemporary Organizations," Initial submission to.

Utecht, K. M. (2009). "Strategically Managing the Human Resource Function: Evaluating the Effectiveness and Enhancing the Strategic Value of Human Resources Using SAP R/3".

Utecht, K. M. & Hachey, G. A. (2009). "Employee Business Travel and Enterprise Resource Planning: Managing the Second-Largest Controllable Corporate Expense Using SAP R/3".

Funded External Grants

Peer-Reviewed Presentations/Posters

Paper Presentations

International

Utecht, K. M. & Warner, J. A. (2010). *Compensation and Enterprise Resource Planning (ERP): Leveraging Technology to Manage the Largest Controllable Expense in Contemporary Organizations*. International Industrial Relations and Human Resources Conference, Louisville, Kentucky.

Utecht, K. M. & Gu, Q. (2009). *Determining the Value of Work: Increasing Consistency in Job Evaluation Using Six Sigma*. International Industrial Relations and Human Resources Conference, Louisville, Kentucky.

National

Utecht, K. M. & Hachey, G. A. (2008, October). *Leveraging Technology to Enhance the Strategic Value of Human Resource Management*. Institute of Behavioral and Applied Management, Orlando, Florida.

Utecht, K. M. (2007, October). *Compensating Office Professional Employees Fairly: Improving the Salary Determination Process Using Six Sigma*. Institute of Behavioral and Applied Management, Reno, Nevada.

Regional

Utecht, K. M. & Hachey, G. A. (2009). *Managing Employee Business Travel and Entertainment (T&E): Enhancing the Effectiveness of Strategic Cost Cutting Decisions Using SAP R/3*. Institute of Behavioral and Applied Management, Washington, District of Columbia.

Work or Professional Experiences

Other Competencies

2009 - Other : 'Enterprise Resource Planning and SAP R/3: Leveraging Technology to Enrich the Value of the Human Resource Management Curriculum'

2009 - Other : 'Experiential Learning: The Benefits of Incorporating Cutting-Edge Technology in the Management Classroom' with Victor E. Sower and Pamela J. Zelbst

2006 - Other : 'Employee Business Travel and Enterprise Resource Planning: Managing the Second-Largest Controllable Corporate Expense Using SAP R/3,' with George A. Hachey

Faculty Development

Technology-Related Training

2011: 2011 SAP University Alliance and Curriculum Development Workshop. Hunstville, Texas.

2010: 2010 SAP University Alliance Training and Curriculum Workshop. Business Intelligence Workshop - 4 Days. Huntsville, Texas.

2009: 2009 SAP University Alliance Training and Curriculum Workshop. Supply Chain Management Workshop - 1 Day. Charlotte, North Carolina.

2007: 2007 SAP University Alliance Training and Curriculum Workshop. SAP Cases in the Classroom - 1 1/2 Days. Vancouver, Canada.

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