

John W. Burrows  
1812 Vance Circle  
Austin, TX 78701  
[John.Burrows@mcombs.utexas.edu](mailto:John.Burrows@mcombs.utexas.edu)  
512-740-2839 (cell)

---

## EDUCATION

---

*Tulane University* **2002**  
**Ph.D. in Organizational Behavior, Minor in Latin American Studies**  
Dissertation: "As A Rule of Thumb: The Heuristic Effect of Rules and Trust in Nations and Organizations"

*Vanderbilt University, Nashville, TN* **1988**  
**B. S. in Economics, B. A. in German**

---

## TEACHING EXPERIENCE

---

**Lecturer** **2006 – Present**  
McCombs School of Business, The University of Texas at Austin

**Visiting Assistant Professor** **2002-2006**  
A. B. Freeman School of Business, Tulane University, New Orleans, LA

**Adjunct Professor** **2005**  
Cox School of Business, Southern Methodist University, Dallas, TX

**Graduate Student Instructor** **2001-2002**  
A. B. Freeman School of Business, Tulane University, New Orleans, LA

---

## COURSES TAUGHT

---

**Leading People and Organizations** **20011-Present**  
Fulltime MBA course for University of Texas at Austin

**Leading People and Organizations** **2008-2017**  
Executive MBA course for University of Texas at Austin

**Negotiations** **2004-Present**  
UT's Undergraduate, Executive, and fulltime MBA; Tulane's Executive MBA program in Shanghai, China and Guatemala City, Guatemala. Winner of both graduate and undergraduate teaching awards.

**Leading Teams** **2006**  
Professional MBA class taught at Southern Methodist University

**Leadership** **2007-2012**  
Class taught at the Universidad Francisco Marroquin in Guatemala City, Guatemala

**Management Consulting** **2006-2009**  
Class taught in UT's full-time MBA program and Tulane's professional MBA program

---

## LEADERSHIP AND MANAGEMENT EXPERIENCE

---

*The University of Texas at Austin*

**Director, Texas Executive MBA Program**

**2009-2019**

- Planned and executed strategy, built and managed an engaged leadership team, established a strong culture, organized service and operations, managed the P&L.
- Led program from unranked to an average ranking of 8<sup>th</sup>.

*Dell Computer Corp., Austin, TX*

**Project Manager**

**2008-2017**

- Responsible for financial systems in the Asian region

*Pervasive Software, Austin, TX*

**1994**

- Helped achieve funding through the designed and implemented the first budgeting and financial statement projection system for bTrieve, Inc. (now Pervasive Software--a spin-off of Novell, Inc)

*Schitag, Ernst & Young, GmbH, Munich and Leipzig, Germany*

**Senior Consultant**

**1991 – 1994**

- Organized, supervised, and evaluated numerous due diligence teams with Ernst & Young in Germany. This resulted in the acquisition of many of the larger former communist conglomerates from the German Institutional Trust (Treuhandanstalt). Clients included companies in the mineral oil and beverage industries.

*Ingeneurbuero Glöckl, Munich, Germany*

**Financial Analyst**

**1988-1991**

- Conducted strategic feasibility studies for the United Nations Industrial Development Organization (UNIDO) and German Agency for Technical Cooperation (GTZ) for projects in developing nations in Africa, as well as private industry projects in Eastern Europe, Asia, and Africa. Projects conducted in many different industries, including fruit juice manufacturing, compact disc manufacturing, and banking.
- Conducted financial analyses, strategic analyses, and computer seminars for the United Nations Industrial Development Organization (UNIDO) and the German Agency for Technical Cooperation (GTZ).
- Managed the establishment of joint ventures between German and eastern European (Poland, Czechoslovakia, Hungary, and Turkey) Asian (China) companies up to the point of registration with the respective government. Experience gained in the automobile, health, and construction industries.

---

## PUBLICATIONS AND PAPERS

---

Burrows, J. (2007). Unbridled Credulousness? Multi-national studies of propensity to trust, OCBs, and LMX. Paper presented at the Academy of Management Conference in Philadelphia

Brief, A. P., Umphress, E., Burrows, J. W., Dietz, J., Butz, R., & Scholten, L. (2005). Communities matter: A research note on the impact of racial demographics in organizations, *Academy of Management Journal*, 48, 830-845.

Burrows, J. W. & Folger, R., Salgado, E. (2003). Virtual strangers: The impact of national diversity and the propensity to trust on swift-trust behaviors in dyadic groups in the US and Colombia. Paper presented at the Academy of Management Conference, Seattle, WA.

Burrows, J. W. (2002). Innovative Distance Learning Web-Enabled Course Designs. Paper presented at the Academy of Management Conference, Denver, CO.

Burrows, J. W., Brief, A. P., Dietz, J., Umphress, E., Butz, R., & Scholten, L. (2002). Interwoven Relationships: Incorporating Context into Organizational Research. Paper presented at the Academy of Management Conference, Denver, CO.

Burrows, J. W. & Folger, R., Salgado, E. (2002). Virtual strangers: The impact of national diversity and the propensity to trust on swift-trust behaviors in dyadic groups in the US and Colombia. Paper presented at the Latin American Research Consortium, Monterrey, Mexico.

Burrows, J. W., & Folger, R. (2000). Virtual Swift Trust: Behavioral Effects in Nationally Heterogeneous Dyadic Teams. Paper presented at the Academy of Management Conference, Toronto, Canada.

Burrows, J. W. (1999). Cross-Cultural Motivation in Organizations: A Review. Paper presented at the IO/OB Graduate Student Conference, Fairfax, VA. Limon Porter award nominee for best student paper in OB.

---

## ACADEMIC SERVICE

---

Faculty Campus Security Authority Representative	2014-2019
Faculty Ambassador, "Our Turn" Alumni Giving Campaign	2012-2014
Plenary Chair, EMBA Council	2012-2013
Representative at Large, Management Consulting Division, Academy of Management	2011-2013
Graduate Programs Committee Member	2009-2019
Director of the Texas Executive MBA Program	2009-2019
Associate Director of Texas Executive MBA Program	2008-2009
Presentation given to MBA Career Services and Advisors	Summer, 2009
Full Time MBA-Faculty Student Lunch	August, 2009
Full Time MBA Recruiting Lunch	April, 2009
Undergraduate Recruiting Lunch	Spring, 2009
Combined MBA Graduation	Spring, 2009
EMBA Graduation	Spring, 2008
Undergraduate Graduation	Spring, 2008
Moderator of McCombs Faculty Podcast	2008-2009
Web Committee, OB division of the Academy of Management	2005-2006

---

ACADEMIC SERVICE (CONT.)

---

Dean's Advisory Committee, A. B. Freeman School of Business, Tulane University	2006-2007
Web Committee for the Conflict Management division of the Academy of Management	2004
Fundraising Committee for the Doctoral Student Liaison Committee for the Academy of Management	1999

---

LANGUAGES

---

- German – speak fluently and read/write with high proficiency
- Norwegian – speak a little and read
- Spanish - Understand