

## RICK HARDCOPF

Management Department, Huntsman School of Business, Utah State University  
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### EDUCATION

- University of Minnesota**, Carlson School of Management, **Minneapolis, MN** 2018  
Ph.D. – Supply Chain and Operations Management  
Dissertation Title: *Heterogeneity in Firm Environmental Management Activity: Antecedents and Operational Impacts*
- University of Wisconsin**, Wisconsin School of Business, **Madison, WI** 1989  
Master of Business Administration (*Honors*)  
Major: Quantitative Analysis
- Iowa State University, Ames, IA** 1984  
Bachelor of Science (Chemical Engineering)

### Certifications

- Certified *Lean Six Sigma Master Black Belt*, George Group 2000  
*Certified Management Consultant* (CMC), Institute of Management Consultants 1996  
*Certified in Production and Inventory Management* (CPIM), American Production and Inventory Control Society (APICS) 1991
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**RESEARCH INTERESTS:** Environmental management, sustainability, corporate social responsibility, lean, Six Sigma, process improvement, and operational excellence.

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### RESEARCH

#### Published Papers

1. R. Hardcopf, P. Goncalves, K. Linderman, E. Bendoly (October 2017), “Short-term bias and strategic misalignment in operational solutions: Perceptions, tendencies, and traps,” *European Journal of Operational Research (EJOR)*
2. R. Hardcopf, R. Shah, U. Mukherjee (July 2019), “Explaining heterogeneity in environmental management practice adoption across firms,” *Production and Operations Management (POM)*
3. R. Hardcopf, S. Dhanorkar, R. Shah, “The impact of a spill or pollution accident on firm environmental activity: An empirical investigation,” *Production and Operations Management (POM)*
4. R. Hardcopf, R. Shah, “Lean production and performance: The moderating role of organizational culture,” *International Journal of Production Economics (IJPE)*

#### Papers Under Review

5. R. Hardcopf, K. Linderman, R. Shah, “Examining the effect of public commitments on implementing environmental management practices: The role of an environmental controversy,” major revision, *Journal of Operations Management (JOM)*
6. R. Hardcopf, S. Dhanorkar, “How spill & pollution accidents influence community ‘green’ behaviors: Evidence from a Natural Experiment,” submitted, *Production and Operations Management (POM)*

#### Working Papers (draft completed)

7. R. Hardcopf, R. Shah, G. Ball, “Do environmental controversies affect the product recall decision?”, target journal – *Decision Sciences*

#### Works In-Progress

8. R. Hardcopf, U. Mukherjee, S. Dhanorkar, “Examining firm environmental management activity during recessionary and expansion periods”

9. M. Dixon, R. Hardcopf, S. Roper, C. Keller, “Gaps in lean education”
10. R. Hardcopf, U. Mukherjee, S. Dhanorkar, “The effect of changes in U.S. political leadership on firm environmental activity”

**Book**

- *Lean Six Sigma for Service* (2003), McGraw-Hill (*contributing author*)
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**HONORS and AWARDS**

1. **Research Fellowship** – Carlson School of Management, Univ. of Minnesota 2012 – 2018
  2. **PhD Summer Fellowship** – Carlson School of Management, Univ. of Minnesota 2012 – 2017
  3. **Roger and Marlene Schroeder Doctoral Research Grant**, Supply Chain and Operations 2016  
Department, Carlson School of Management, Univ. of Minnesota
  4. **Doctoral Dissertation Fellowship** – Carlson School of Management, Univ. of Minnesota 2016
  5. **Finalist, Best Student Paper** – “Managerial Commitment and the Relationship between 2016  
Controversy and Environmental Practice Adoption” – *Academy of Management*
  6. **PhD Student Teaching Award** – Carlson School of Management, Univ. of Minnesota 2015
  7. **Finalist, Best Student Paper** – “Lean and Performance: The Moderating Role of 2014  
Organizational Culture” – *Academy of Management*
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**PRESENTATIONS**

**Academic Conferences**

1. “Examining firm environmental management activity during recessionary and expansion periods,” with U. Mukherjee, POMS annual meeting (May 2021)
2. “Examining firm environmental management activity during recessionary and expansion periods,” with U. Mukherjee, DSI annual meeting (Nov. 2020)
3. “Do environmental controversies affect the decision to recall a product?”, with R. Shah and G. Ball. DSI annual meeting (Nov. 2019).
4. “Do environmental controversies affect the product recall decision?”, with R. Shah and G. Ball. POMS annual meeting (May 2018).
5. “The impact of spill and pollution controversies on firm environmental activity,” with R. Shah and S. Dhanorkar. INFORMS annual meeting (Oct. 2017).
6. “Explaining heterogeneity in environmental management practice adoption: A multi-level approach,” with R. Shah and U. Mukherjee. POMS annual meeting (May 2017).
7. “Explaining heterogeneity in environmental management practice adoption: A multi-level approach,” with R. Shah and U. Mukherjee. 2017 Early-career Sustainable OM Conference (March 2017).
8. “Explaining heterogeneity in environmental management practice adoption: A multi-level approach,” with R. Shah and U. Mukherjee. DSI annual meeting (Nov. 2016).
9. “The role of managerial commitment on the relationship between controversy and environmental practice adoption,” with R. Shah and S. Dhanorkar. DSI annual meeting (Nov. 2016).
10. “Explaining heterogeneity in environmental management practice adoption: A multi-level approach,” with R. Shah and U. Mukherjee. INFORMS annual meeting (Nov. 2016).
11. “The role of managerial commitment on the relationship between controversy and environmental practice adoption,” with R. Shah and S. Dhanorkar. INFORMS annual meeting (Nov. 2016).
12. “The role of managerial commitment on the relationship between controversy and environmental practice adoption,” with R. Shah and S. Dhanorkar. AOM annual meeting (Aug. 2016).
13. “Operational drivers of environmental practice adoption,” with R. Shah and U. Mukherjee. POMS annual meeting (May 2016).
14. “The role of managerial commitment on the relationship between controversy and environmental practice adoption,” with R. Shah and S. Dhanorkar. POMS annual meeting (May 2016).

15. "The role of managerial commitment on the relationship between controversy and environmental practice adoption," with R. Shah. DSI annual meeting (Nov. 2015).
16. "The role of managerial commitment on the relationship between controversy and environmental practice adoption," with R. Shah. POMS annual meeting (May 2015).
17. "Environmental performance & building social trust: Does green reputation provide insurance against negative environmental publicity?" with R. Shah. DSI annual meeting (Nov. 2014).
18. "Short-term bias & strategic misalignment in operational solutions: Perceptions, tendencies & traps," with P. Goncalves, E. Bendoly, and K. Linderman. AOM annual meeting (Aug. 2014).
19. "Lean and performance: The impact of organizational culture," with R. Shah. AOM annual meeting (Aug. 2014).
20. "Experiencing queuing delay: To wait or not to wait ...," with K. Donohue. POMS annual meeting (May 2014).
21. "Save the environment or strive for legitimacy - Motives for adopting environmental practices in manufacturing," POMS annual meeting (May 2014).
22. "Lean and performance: The impact of organizational culture," with R. Shah. POMS annual meeting (May 2014).
23. "Lean and performance: The impact of organizational culture," with R. Shah. POMS annual meeting (May 2013).
24. "Profit gaps and short-term heuristics: Systems dynamics understanding as a reinforcement of operations strategy," with P. Goncalves, E. Bendoly, and K. Linderman. POMS annual meeting (May 2013).
25. "Process focused organizations & innovation: An important relationship revisited," with W. Zhang and A. Hill. DSI annual meeting (Nov. 2012).

### **Business Conferences and Meetings**

1. "Introduction to Lean Six Sigma and DMAIC." Minnesota Society of Certified Public Accountants (MNCPA) professional development meeting (May 2013).
2. "Lean Six Sigma for accounting and finance functions." 19<sup>th</sup> Annual MNCPA Management & Business Advisors Conference (May 2013).
3. "Introduction to Lean Six Sigma and DMAIC." National Association of Purchasing Management professional development meeting (May 2012).
4. "Introduction to Lean Six Sigma." Meeting Professionals International of Minnesota annual conference (Apr. 2010).
5. "Introduction to Lean Six Sigma." Society for Woman Engineers quarterly meeting (Mar. 2010).
6. "Introduction to Lean Six Sigma." Minnesota Council for Quality monthly meeting (Feb. 2009).
7. "Best practices for federal Lean Six Sigma deployment" Institute for Defense and Government Advancement (IDGA) annual conference (June 2006).

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### **TEACHING**

- Assistant Professor**, Huntsman School of Business, **Utah State University** 2018 - present
- MGT 3600 – Managing Projects (2-credit req'd class for undergraduate Management majors)
  - MGT 6100 – Managing Projects (1-credit req'd class for Masters of HR students)
  - MGT 3700 – Intro. to Operations Mgmt (2-credit req'd class for all undergraduate business students)
- Instructor** (MBA program), Carlson School of Management, **University of Minnesota** 2014 - 2016
- SCO 6041 - Project Management (taught 4 times; teaching evaluations: 5.4 - 5.6 out of 6)
- Instructor** (MBA program), **Hamline University** 2008 - 2012
- MBA 8270 - Quantitative Decision Methods (statistics), 2008, 2009 (taught 5 times)
  - MBA - Project Management, 2009, 2010, 2011, 2012 (taught 8 times)
  - MBA - Lean Six Sigma, 2008, 2009 (taught 3 times)
  - MBA 8490 - Business Process Management (IT strategy), 2009 (taught 2 times)

## Rick Hardcopf

Page 4 of 5

### Professional instructor

2000 - 2012

- Trained over 700 Black Belts (DMAIC and DfLSS) and Green Belts, hundreds of business executives, and hundreds of others in their specific LSS deployment responsibilities.
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### SERVICE

- Editorial Review Board, *Decision Sciences Journal* 2020 - present
  - Reviewer - JOM, POM, *DS*, *BSE*, *EJOR*, *AOM* 2018 - present
  - Session Developer, *Decision Sciences Annual Conference* 2019
  - Carlson School of Management, University of Minnesota
    - Graduate Student Advisory Committee Member 2014 – 2017
    - Chair of Supply Chain Department PhD Student Group 2014 – 2015
  - Session Chair, *POMS Annual Conference* 2014
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### PROFESSIONAL EXPERIENCE

- Assistant Professor**, Utah State University Logan, UT
  - President**, Acceleren Consulting Minneapolis, MN
  - Vice President**, George Group consulting Dallas, TX & Arlington, VA
  - Vice President - Operations**, Learningbyte International Minneapolis, MN
  - President**, Khust Bottling Company (start-up) Minneapolis, MN & *Khust, Ukraine*
  - General Director** - Ukrainian Dairy Operations (start-up), Developed Tech. Resources *Kiev, Ukraine*
  - Senior Manager**, Deloitte Touche Tohmatsu Emerging Markets consulting *Moscow, Russia*
  - Manager**, KPMG Peat Marwick consulting Minneapolis, MN
  - Business Specialist**, U.S. Peace Corps *Vladivostok, Russia*
  - Senior Consultant**, Anderson Consulting (Accenture) Chicago, IL
  - Senior Process Engineer**, 3M Nevada, MO
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### INTELLECTUAL PROPERTY, INVENTIONS and OTHER CREATIVE WORK

- *Developer of Lean Six Sigma training curricula* - Black Belt (4-week), Green Belt (2-week), Lean Leader (1-week), Design for Lean Six Sigma, Project Sponsor, Deployment Champion, Project Management and several others.
  - *Developer of Lean Six Sigma deployment tools* - Deployment Kaizen and Maturity Assessment.
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### PROFESSIONAL AFFILIATIONS

- Institute for Operations Research and the Management Sciences (INFORMS)
- Manufacturing and Service Operations Management (MSOM)
- Academy of Management (AOM)
- Production and Operations Management Society (POMS)
- Decision Sciences Institute (DSI)
- Environmental Initiative (EI)
- American Society for Quality (ASQ)
- American Production and Inventory Control Society (APICS)
- Institute of Management Consultants (IMC)

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**PERSONAL INFORMATION**

- *Statistical Package Proficiency:* STATA, MINITAB, JMP, MATLAB, LISREL, SPSS
  - *Languages:* English – native, Russian – fluent
  - *Government Clearance:* Top Secret – Inactive
  - *Hobbies/Interests:* Running, basketball and international travel, youth baseball and hockey coach, past treasurer for son's Cub Scout troop, past parish council member of local Catholic church.
  - *Married* – Three teenage children
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