

January 18, 2008

To: Tim Krehbiel, Chair, Teaching Effectiveness Committee

From: Joshua L. Schwarz, Professor, Department of Management

Subject: Nomination for Samuel S. Laws Teaching Award

I would like to nominate Thomas Murphy for the Samuel S. Laws teaching award to recognize the outstanding contributions he regularly makes to the classroom experience of Miami business students. After a full career at The Kroger Company, culminating in the position of Senior Vice President of Human Resources, he “retired” and came to work at Miami as a Markley Visiting Professor. Since that time, he has taught undergraduate and graduate courses (both here and abroad) in human capital metrics, human resource management, employment law, MBA bootcamp, negotiation and conflict management, employee benefits and compensation. He is also one of the few non-academics I know of who has been awarded multiple Fulbright appointments.

In each of the classes he has taught, he has brought energy, insight and high standards to his teaching. Despite his high standards, his courses are regularly rated among the highest in the Management Department. In addition to the typical student course evaluation data, I have personally been able to gather a much richer sense of his teaching by working closely with him and his students. Tom and I jointly designed/redesigned the human capital metrics course (MGT 474). As a result of Tom’s efforts, that course has been a tremendous success in transforming our entire management & organizations major. Through Tom’s insights this class now involves data collection and analysis aspects that were not there before the revision. In addition, the class features client based projects that would not have been possible without Tom’s extensive business contacts.

I have also observed Tom’s teaching first hand probably 10 times over the years. He and I jointly taught the 474 class for a semester where I got several opportunities to watch him teach and interact more informally with his students. In addition, I used him as a guest speaker several times in my 474 class. On all of these occasions, I observed Tom’s gift for explaining difficult concepts in a straight-forward and engaging way and that he does not gloss over the complexities of the issues covered. Some of my other data on Tom’s effectiveness in the classroom come from what our mutual students say about his class. They tell me how much they enjoy and learn from his classes and how hard he makes them work.

I know that his teaching materials are first class because, unlike most practitioners who teach, Tom is also a genuine scholar. One of the articles that he has written on how he

applied the concept of human capital metrics at Kroger is so good that I continue to use it as an exemplar in my class. In addition, he and I jointly published an article on the teaching of a course on human capital metrics in the Journal of Management Education. That article is organized around his analytical model and highlights mini cases, which Tom authored. He is also in the process of writing a textbook for use in upper level courses in employee benefits. He has completed a first draft of the entire manuscript and the reviews so far indicate that it will be quite an influential book in the field.

Last year when I won the Richard T. Farmer Teaching Award, largely, I think, for my work on the human capital metrics class, I could not help thinking how much of that recognition also was earned by Tom Murphy. He has truly had a long-standing, significant impact on the quality of education received by so many FSB students that it is long past the time when Tom's contributions should be formally recognized.

I would be glad to provide the committee with additional information on Tom's contributions to the classroom, if desired. In light of that, please do not hesitate to ask.

January 24, 2008

To: FSB Teaching Effectiveness Committee
Tim Krehbiel, Chair
Barry Arlinghaus
David Cowan
Ray Gorman
Tim Greenlee
Barnali Gupta
David Marshall

From: Kay Snavelly, Chair Department of Management

Re: Samuel S. Laws Teaching Award Nomination—Dr. Tom Murphy

I am honored to nominate Tom Murphy for the Samuel S. Laws Teaching Award. I have worked with Tom since 1998 when he was originally appointed as Markley Professor of Management. Since that time he has taught numerous management courses, including MGT 303—Human Resources Management, MGT 474—Human Capital Management, and FIN/MGT 463—Employee Benefits. In the current full-time MBA, Tom is a significant team member, teaching a human resources course in the summer boot camp and BUS 625 which focuses on negotiations in the fall semester.

Tom's expertise comes from an impressive array of intellectual and practical experience. He holds an earned doctorate, had a successful career at the Kroger Company, and has taught in several international programs most notably at the University of Monaco and the Vienna University of Economics and Business Administration. Having held two different Fulbright Scholar positions, he has consulted with business and government leadership in shaping human resources functions in diplomatic situations and in business and academia. Though he could easily boast of his accomplishments, he simply does not; he does, however, share with his students all of what he has learned. Their response is that he is the best at what he does.

As department chair of management, I regularly receive feedback from colleagues and students about our faculty. Dr. Murphy has been described by his colleagues here as "superb," "excellent," "proficient in the most current business knowledge," "worldly in his experience and teaching approach," and "a dedicated modern scholar who understands global business." His teaching expertise is in human resources, compensation, labor law, collective bargaining and negotiation, employee benefits, and human capital metrics; and he is astute in all aspects of business and management. To give you a sample of the student responses to their learning in his classes, I have provided his most recent course evaluation statistics from Fall 2007 as well as the summary comments I provided to him. Over the years, some of my favorite student comments have come from Tom's classes. Three in particular are ones that we would all hope to have in our feedback. I offer them below verbatim:

- "I would have been miserable...had anyone else taught this class. Professor Murphy is one of the best teachers I've ever had throughout my entire academic career. Finally--A REAL teacher!" (FIN/MGT 463, Spring 2007)
- "Great, Great, Great Teacher. Best ever in 5 years, bar none." (FIN/MGT 463, Spring 2007)
- "He is the best in the MGT Dept., or any other dept., on this campus." (MGT 474, Spring 2005)

Under separate cover, you should also have received a letter from Dr. Joshua Schwarz nominating Tom Murphy and a statement of teaching philosophy from Dr. Murphy himself. He is a master teacher; thank you for your consideration.

September 30, 2005

Mr. Christoph Seebauer,
Coordinator—International WU Summer University
International Studies Center
Vienna University of Economics and Business Administration

RE: Recommendation for Dr. Thomas Murphy for WU Summer University Lecturer

Dear Mr. Seebauer:

Dr. Thomas Murphy is highly qualified both academically and professionally to teach in your WU Summer University. I have worked with Professor Murphy at Miami University since 1998 when he was appointed as our distinguished Markley Professor of Management. He is an ideal match for the lecturer position because of his excellent academic credentials, his extensive international experience, and his outstanding record as a teacher.

In addition to an earned doctorate, Dr. Murphy's qualifications include a successful managerial career at the Kroger Company and numerous experiences teaching international students. He continues to teach occasionally at the University of Monaco and teaches at least one semester each year for our business school at Miami University. Having held two Fulbright Scholar positions, his competence in teaching an array of international students is among the best I have witnessed. He is comfortable and effective with undergraduate, graduate, and executive level students.

As department chair of management, I regularly receive feedback from colleagues and students about our faculty. Dr. Murphy has been described by his colleagues here as "superb," "excellent," "proficient in the most current business knowledge," "worldly in his experience and teaching approach," and "a dedicated modern scholar who understands global business." Dr. Murphy has teaching expertise in human resources, compensation, labor law, collective bargaining and negotiation, employee benefits, and human capital metrics; and he is astute in all aspects of business and management.

His teaching evaluations from students are consistently among the highest among all of our faculty, averaging 3.85 out of a possible 4. The following quotes are a selection of the comments written by students who evaluate his teaching:

"Professor Murphy's enthusiasm and knowledge for the course and course materials makes class enjoyable and entertaining."

"The instructor is the best in the Management Department, or any other department."

"Professor Murphy was fantastic because of his knowledge and humor."

"One of the most dynamic professors I have ever had."

"I really enjoyed Professor Murphy's class. He always came to class excited about the material and ready to give use realistic examples. I liked the class because it was centered around information I will need in the future."

"Professor Murphy is a great teacher who is very knowledgeable and cares about his students."

You will find Dr. Murphy a valuable lecturer, an active and successful scholar, and a wealth of practical knowledge about business and globalization. As a person, Dr. Murphy is cordial, interested in people and cultures, flexible, and generous in his support of colleagues and students. He is a genuinely bright and gracious person whom you and your students will enjoy knowing. I give Tom Murphy my highest recommendation.

Best wishes in the 17th International WU Summer University 2006. I hope you will include Tom Murphy among the faculty.

Sincere regards,

B. Kay Snavely
Chair, Department of Management
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snavelbk@muohio.edu

Vienna University of Economics and Business Administration
Ass.Prof. Mag. Dr. Dr.h.c. S. Zafarpour, Direktor
Director of International Studies Center
Augasse 2–6
A-1090 Wien
Austria

1 October, 2005

Dear Professor Zafarpour,

Please accept this as a letter of recommendation for Professor Thomas Murphy. He is applying to teach in your summer International Studies program.

For the past several years, Tom has been teaching a wide range of students from Europe, Asia, the Americas, and Africa at both the Graduate and Undergraduate levels at the International University of Monaco. He is known as a challenging, knowledgeable, and effective professor – students in our BSBA, MBA, and EMBA programs have all enjoyed his classes on Human Resources, Negotiations, Global Management, and Ethics.

Tom is an excellent colleague, with a fascinating intercultural background, and senior level leadership experience. I cannot offer a higher recommendation than the one I offer for Tom Murphy.

If you have any further questions, please do not hesitate to contact me.

Sincerely,

William S. Lightfoot, Ph. D.

Associate Dean, Graduate Programs