

JIM PARCO

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Department of Economics & Business
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EDUCATION

- Doctor of Philosophy in Management (2002)
 - University of Arizona
Major: Interactive decision behavior
Minor: Experimental economics
- Masters of Science in Management (2001)
 - University of Arizona
Focus: Judgment and decision-making
- Masters of Business Administration (1994)
 - College of William & Mary
Focus: Quantitative modeling
- Bachelor of Science (1991) *with distinction*
 - United States Air Force Academy
Major: Economics
Minor: Russian

SCHOLARLY ACTIVITY

Publications: Books

- **Parco, J.E.** and Levy, D.A. (2012). *The Rise and Fall of DADT: Evolution of Government Policy Towards Homosexuals in the Military*. London: Routledge. Forthcoming.
- Levy, D.A. and **Parco, J.E.** (2011). *Echoes of Mind: Thinking Deeply About Humanity*. Montgomery, AL: Enso Books (ISBN: 978-09820185-7-6)
- **Parco, J.E.** and Levy, D.A. (2010). *Attitudes Aren't Free: Thinking Deeply About Diversity in the U.S. Armed Forces*. Maxwell AFB: Air University Press. (ISBN: 978-15856620-4-3)

Publications: Books (*cont*)

- Levy, D.A., **Parco, J.E.**, Blass, F.R. (2009). *The 52nd Floor: Thinking Deeply About Leadership*. Montgomery, AL: Enso Books (ISBN: 978-09820185-0-7)

Publications: Journal articles

- **Parco, J.E.** and Levy, D.A. (2012). Policy and paradox: Grounded theory at the moment of DADT repeal. *Journal of Homosexuality*, forthcoming.
- **Parco, J.E.** and Levy, D.A. (2012). DADT, R.I.P. *Armed Forces Journal*, forthcoming.
- Allsep, L.M., **Parco, J.E.** and Levy, D.A. (2011). E pluribus unum: Integration of open homosexuality in the United States armed services. *Air and Space Power Journal* (Chinese language edition), 5(1), 68-76.
- Allsep, L.M., Levy, D.A. and **Parco, J.E.** (2011). The culture war within: Reconciling policy change and military culture after DADT. *Armed Forces Journal*, 2, 28-31.
- **Parco, J.E.** and Levy, D.A. (2010). An elephant named Morality: The latent argument over 'Don't Ask, Don't Tell'. *Armed Forces Journal*, 9, 26-29.
- Davis, K.J., **Parco, J.E.**, Levy, D.A. and Fraser, S.P. (2008). Embracing ambiguity: Creating portals to enactment and creativity. *Leadership & Organizational Management Journal*, 2, 106-136.
- **Parco, J.E.**, Levy, D.A., and Blass, F.R. (2008). Intolerable tolerance: The problem with diversity training in the military. *Armed Forces Journal*, 7, 37-45.
- Fagin, B.F. and **Parco, J.E.** (2008). A question of faith: Religious bias and coercion undermine military leadership and trust. *Armed Forces Journal*, 1, 40-43.
- Murphy, R.O., Rapoport, A. and **Parco, J.E.** (2006) Breakdown of cooperation in real-time trust dilemmas, *Experimental Economics*, 9, 147-166.
- **Parco, J.E.** (2006). Price-setting power and information asymmetry in sealed bidding, *Managerial and Decision Economics*, 27, 413-434.
- Garratt, R., **Parco, J.E.**, Qin, C-Z. and Rapoport, A. (2005). Potential maximization and coalition government formation, *International Game Theory Review*, 7, 407-429.
- **Parco, J.E.**, Amaldoss W. and Rapoport, A. (2005). Two-stage contests with budget constraints: An experimental study. *Journal of Mathematical Psychology*, 49, 320-338.
- Daniel, T.E. and **Parco J.E.** (2005). Fair, efficient and envy-free bargaining: An experimental test of the Brams-Taylor adjusted winner mechanism. *Group Decision & Negotiation*, 14, 241-264.

Publications: Journal articles (*cont*)

- Seale, D.A., **Parco, J.E.**, Stein, W.E. and Rapoport, A. (2005). Joining a queue or staying out: Effects of information structure and service time on large group coordination. *Experimental Economics*, 8, 117-144.
- **Parco, J.E.** and Rapoport, A. (2004). Enhancing honesty in bargaining under incomplete information: An experimental study of the bonus procedure. *Group Decision & Negotiation*, 13, 539-562.
- Rapoport, A., Stein, W.E. **Parco, J.E.** and Seale, D.A. (2004). Equilibrium play in single-server queues with endogenously determined arrival times. *Journal of Economic Behavior and Organization*, 55, 67-91.
- Murphy, R.O., Rapoport, A. and **Parco, J.E.** (2004). Population learning of cooperative behavior in a three-person centipede game. *Rationality and Society*, 16, 91-120.
- Rapoport, A., Stein, W.E., **Parco, J.E.** and Nicholas, T.E. (2003). Equilibrium play and adaptive learning in a three-person centipede game. *Games and Economic Behavior*. 43, 239-265.
- **Parco, J.E.**, Rapoport, A., and Stein, W.E. (2002). Effects of financial incentives on the breakdown of mutual trust. *Psychological Science*. 13, 292-297.
- **Parco, J.E.**, Davis, K. J. and Green, S.G. (2000). The U.S. defense landscape: From extreme competitive advantage to commoditization. *Air Force Journal of Logistics*, 23, 25-40.

Publications: Book chapters and invited comment (peer-reviewed)

- **Parco, J.E.** (2012). For god and country: The rise of religious fundamentalism in the US Military. Center for Inquiry, forthcoming.
- **Parco, J.E.** and Fagin, B.S. (2007). The one true religion in the military. *The Humanist*, 67(5), 11-18. (*Reprinted in 2010 as chapter 4 in Attitudes Aren't Free*)
- **Parco, J.E.**, Rapoport, A., Seale, D.A., Stein, W.E. and Zwick, R. (2004). Multistage sealed-bid k -double auctions: An experimental study of bilateral bargaining. *Advances in Understanding Strategic Behaviour: Game Theory, Experiments, and Bounded Rationality: Essays in Honour of Werner Güth*. Ed. S. Huck. London: Palgrave. Ch. 10, 210-234.
- Casebeer, W. and **Parco, J.E.** (2003). To Have and to eat cake: The descriptive role of game-theoretic explanations of human choice behavior cooperation. "A commentary on Psychological Game Theory, and limitations of rationality in social interaction." by Andrew M. Colman. *Behavioral and Brain Science*, 26, 159-60.

- Rapoport, A., Seale, D.A. and **Parco, J.E.** (2002). Coordination in the aggregate without common knowledge or outcome information. *Experimental Business Research*. Eds. Rami Zwick and Amnon Rapoport. New York: Kluwer. Ch. 4, 69-99.

Conferences, Invited Presentations and Workshops (*past 5 years*)

- **November 2011:** *Credible Signaling and Nonrandom Matching in a Real-Time Trust Dilemma*. Economics Science Association North American Regional Meeting (Tucson, AZ)
- **August 2011:** Acquisition Bootcamp, *Plenary speaker* (Boston, MA)
- **August 2011:** Air Force Staff Judge Advocate's GATEWAY IV Leadership Program, *Plenary speaker* (Montgomery, AL)
- **May 2011:** Levers of Leadership: An Experiential Approach to Embracing Complexity, *Eastern Academy of Management conference presentation* (Boston, MA)
- **May 2011:** Acquisition Bootcamp, *Plenary speaker* (Boston, MA)
- **April 2011:** Barnes Center Senior NCO Leadership Symposium, *Plenary speaker* (Gunter Annex, AL)
- **March 2011:** 160th SOAR's Officer Professional Development Leadership Program, *Plenary speaker* (Savannah, GA)
- **February 2011:** *Attitudes Aren't Free: Repeal of DADT*, US Army Chaplains Corps, *Plenary speaker* (Hilton Head Island, SC)
- **January 2011:** Air Force Staff Judge Advocate's GATEWAY III Leadership Program, *Plenary speaker* (Montgomery, AL)
- **January 2011:** Acquisition Bootcamp, *Plenary speaker* (Boston, MA)
- **November 2010:** *Levers of Leadership*, Air Force Small Business Program Fall Conference. *Plenary speaker* (Washington, DC)
- **November 2010:** *Reflective Leadership*, Squadron Officers College. *Plenary speaker* (Montgomery, AL)
- **October 2010:** *Thinking Deeply About Leadership*, University of Southern California, Executive Masters in Leadership Program (Los Angeles, CA)
- **October 2010:** *Attitudes Aren't Free*, US Air Force Reserves Human Resource Development Council Conference. *Plenary speaker* (Atlanta, GA)

Conferences, Invited Presentations and Workshops (cont.)

- **September 2010:** *Reflective Leadership*, Squadron Officers College. *Plenary speaker* (Montgomery, AL)
- **September 2010:** *Thinking Deeply About Diversity in the US Armed Forces*, US Army Accessions Command Annual Conference. *Plenary speaker* (Ft. Knox, KY)
- **August 2010:** *Habits of Mind: Thinking Critically*, Air Command and Staff College. *Presentation to student body*. (Montgomery, AL)
- **August 2010:** Air Force Staff Judge Advocate's GATEWAY II Leadership Program, *Plenary speaker* (Montgomery, AL)
- **June 2010:** Air Force General Council's Mediation Program. *Plenary speaker* (Montgomery, AL)
- **June 2010:** International Officers Course. *Plenary speaker* (Montgomery, AL)
- **April 2010:** Air Force Reserves First Sergeant Summit. *Plenary speaker* (Macon, GA)
- **March 2010:** 65 Air Base Wing's 3-day Leadership Development Program. (Azores, Portugal)
- **February 2010:** Air Force Legislative Liaison Program's Legis Fellows Leadership Development. *Plenary speaker* (Washington, DC)
- **January 2010:** Air Force Staff Judge Advocate's GATEWAY I Leadership Program, *Plenary speaker* (Montgomery, AL)
- **January 2010:** National Security and Space Institute Leadership Offsite (Colorado Springs, CO)
- **December 2009:** Commander's Reflective Leadership 2-day Offsite. (Charleston, SC)
- **November 2009:** *Exceeding Expectations Beyond Goals*, Air Force Small Business Program Fall Conference. *Plenary speaker* (Washington, DC)
- **October 2009:** *Thinking Deeply About*, University of Southern California, Executive Masters in Leadership Program (Los Angeles, CA)
- **June 2009:** Entrepreneur Bootcamp for Veterans, Florida State University (Tallahassee, FL)
- **June 2009:** *A Leadership Perspective from The 52nd Floor*, Distance Learning Faculty Convocation (Montgomery, AL)
- **March 2009:** *Leadership from The 52nd Floor*, NCO Academy Faculty. (Gunter AFB Annex, AL)

Conferences, Invited Presentations and Workshops (*cont.*)

- **January 2009:** *Predicting “Unforeseen” Trends and Challenges*, Air Force Chief of Staff Fellows Program. *Plenary speaker* (RAND, Arlington VA)
- **December 2008:** *Executive Decision Making*, Public Safety Leadership Institute. *Plenary speaker* (Denver, CO)
- **October 2008:** *Appreciative Inquiry: Theories of Adaptive Leadership*, Air Force Small Business Program’s Regional Meeting. *Plenary speaker* (San Antonio, TX)
- **August 2008:** *Embracing Ambiguity: Creating Portals to Enactment and Creativity*, Academy of Management Proceedings (Anaheim, CA)
- **June 2008:** Entrepreneur Bootcamp for Veterans, Florida State University (Tallahassee, FL)
- **February 2008:** *Thinking Strategically*, Air Force Small Business Program’s Strategic Planning Conference. *Plenary speaker* (Destin, FL)
- **June 2007:** *A Systems Perspective of Religion in the Military*, Military Religious Freedom Foundation. *Plenary speaker* (Washington DC)

Working Papers

- Comparing Leadership at the Institutional Level with the Technical Core (*co-authored with Kevin Davis and David Levy*). Under review.
- Resistance to truthful revelation in bargaining: Persistent bid shading and the play of dominated strategies (*co-authored with Ryan Murphy*). Under review.
- Signaling and the Evolution of Trust in Real-Time Experimental Dilemmas. (*co-authored with Ryan Murphy*)
- Purple in a Black and White World: Transgender in the US Military. (*joint project with Dave Levy*)

AWARDS

- **2011:** AETC Educator of the Year
 - Top military educator in the US Air Force’s Education and Training Command
- **2010:** Spaatz Center Educator of the Year
 - University-level award presented annually to the top faculty member across colleges
- **2009:** MOAA Outstanding ACSC Faculty Award

- Presented annually to the top faculty member within the college
- **2007:** Thomas Jefferson Award for the Preservation of Religious Freedom
 - National award presented annually by the Military Religious Freedom Foundation
- **2007:** William D. Heiser Outstanding Senior Educator Award for Teaching Excellence
 - Selected by the Class of 2007 from all eligible (250) university faculty
- **2004:** McDermott Award for Faculty Research Excellence
 - Selected by a committee from all eligible (250) university faculty
- **2004, 2005, 2006:** Robert L. Taylor Award for Outstanding Research
 - Externally selected in a blind, peer-reviewed process from 37 eligible
- **2004:** Quay C. Snyder Memorial Mentorship Award
 - Selected by peer vote from 25 eligible faculty members
- **1999:** Outstanding Academy Educator, Department of Management
- **1998, 1997:** Theodore Helmer Outstanding Teaching in Management Award

ACADEMIC PROMOTIONS

- Professor (*promoted March 2010 at Air University*)
- Associate professor (*promoted July 2005 at the US Air Force Academy*)
- Assistant professor (*appointed July 1998 at the US Air Force Academy*)

GRANTS

- Institute for Veterans and Military Families. (2012)
- Social Science Executive Committee, Colorado College. (2011)
- Heiser Fund, US Air Force Academy. (2007)
- ACES Fund, US Air Force Academy. (2006)
- Air Force Office of Scientific Research. (2005)
- McDermott Fund, US Air Force Academy. (2004)
- Economic Science Laboratory, University of Arizona. (2002)

PROFESSIONAL ACADEMIC SERVICE

- Faculty Enhancement Project, ACSC (*2008-2009*)
- Research Award Committee Chair, ACSC (*2007-2011*)

- Beta Gamma Sigma National Honor Society (AACSB)
 - Chapter Secretary (2005-2007)
 - Chapter Treasurer (2004-2005)
- Admissions Committee, US Air Force Academy (2006-2007)
- Faculty Forum (Senate)
 - Executive Board (2006-2007)
 - Committee chair, “On the Appropriate Balance between Religious Freedom and Official Neutrality in the Military” (2007)
 - Committee to Investigate the Merits of Rolling Contracts for Civilian Faculty (2006)
 - Academic Testing Standardization Committee (2006)
 - Outstanding Academy Educator Awards Committee (2004-2005)
 - Diversity Committee (2004-2006)
- U.S. Air Force Academy Committees
 - Creating Academically Rich Environments (2005-2006)
 - Academic Testing Procedures (2006)
- “Respecting the Spiritual Value of Persons,” U.S. Air Force Academy
 - RSVP I: One of 15 staff members selected by the Vice-Commandant to help identify and develop the initial awareness program for all personnel initiating the Superintendent’s program on religious respect (2003-2004)
 - RSVP II: One of 17 faculty members developing the second-phase curriculum on international religions (2005-2006)
- Invited referee (past and on-going) for the following journals/organizations:
 - Organizational Behavior and Human Decision Processes
 - European Economic Review
 - Interfaces
 - Experimental Economics
 - Southern Economics Journal
 - European Journal of Operations Research
 - Games and Economic Behavior
 - Computational and Mathematical Organization Theory
 - National Science Foundation

ACADEMIC LEADERSHIP

- **Air Command & Staff College (2007-2011)**
 - Director of Research (2009-2010)
 - Director of Faculty Development (2008-2011)
- **United States Air Force Academy (1996-1999 and 2003-2007)**

- Deputy Department Head (2004-2007)
- Director of Curriculum (1998-1999; 2003-2004)
- Director of Faculty Development (2003-2004)
- Director of Academic Advising (1998-1999; 2003-2005)

CAREER HIGHLIGHTS

- **Associate Professor, Colorado College** (2011-present)
Colorado Springs, Colorado
- **Professor, Air Command & Staff College** (2007-2011)
Montgomery, Alabama
- **Associate Professor, United States Air Force Academy** (2003-2007)
Colorado Springs, Colorado
- **Assistant Professor, United States Air Force Academy** (1996-1999)
Colorado Springs, Colorado
- **Doctoral student, University of Arizona** (1999-2002)
Tucson, Arizona
- **Diplomat, American Embassy** (2002 – 2003)
Tel Aviv, Israel
- **Director, National Security Council** (1994 – 1996)
The White House, Washington D.C.
- **Contracting officer, US Air Force** (1991 – 1994)
Hampton, Virginia

(Current as of August 2012)