

JOEL B. CARNEVALE

Martin J. Whitman School of Management
Syracuse University
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ACADEMIC APPOINTMENTS

Assistant Professor of Management 2017-
Whitman Research Fellow
Syracuse University, Martin J. Whitman School of Management

EDUCATION

Ph.D., Management 2017
Organizational Studies, Strategy, and Change
Raymond J. Harbert College of Business
Auburn University

M.B.A. 2012
Davis College of Business and Economics
Radford University

B.S., Economics 2010
Davis College of Business and Economics
Radford University

EDITORIAL APPOINTMENTS

Associate Editor
Journal of Business Ethics 2022-
Journal of Business Research 2019-2022

Editorial Board Member
Journal of Management 2022-

RESEARCH INTERESTS

Leadership; Creativity; Reputation; Behavioral Ethics; Interpersonal dynamics.

AWARDS AND HONORS

- Whitman Research Fellowship (awarded to one faculty member throughout the Whitman School of Management in recognition of outstanding research productivity), 2023-2025
- Gutttag Junior Faculty Award (awarded to one pre-tenured faculty member throughout the Whitman School of Management for research productivity and quality), 2021-2023
- Best Paper Proceedings, Academy of Management Conference, 2016: Anaheim, CA
- Outstanding Doctoral Student Paper Award (entire OB Division), SMA, 2016: Charlotte, NC
- Best Doctoral Student Paper Award (in track), SMA, 2016: Charlotte, NC

RESEARCH PUBLICATIONS

- **Carnevale, J. B.** & Benegal, A. (2023). The Butt of the Joke: Understanding the Social Evaluations of Leader Humor Targets. *Current Opinion in Psychology*.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., & He, W. (2023). Outshined by Creative Stars: A Dual-Pathway Model of Leader Reactions to Employees' Reputation for Creativity. *Journal of Management*.
- **Carnevale, J. B.**, & Gangloff, A. K. A. (2022). A Mixed Blessing? Moral Cleansing as an Alternative Explanation for CEOs' Reparative Responses Following Misconduct. *Journal of Business Ethics*, 1-17.
- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. (2022). Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work. *Journal of Organizational Behavior* 43, 1153–1171.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Farmer, S., & Wang, Lin. (2021). Better to Give than to Receive (or Seek) Help? The Interpersonal Dynamics of Maintaining a Reputation for Creativity. *Organizational Behavior and Human Decision Processes*, 167, 144-156.
- **Carnevale, J. B.**, & Carson, J. E., & Huang, L. (2021). Greedy for Thee or Greedy for Me? A Contingency Model of Positive and Negative Reactions to Leader Greed. *Journal of Business Research*, 132, 897-905.
- **Carnevale, J. B.**, & Huang, L., Uhl-Bien, M., & Harris, S. G. (2020). Feeling Obligated Yet Hesitant to Speak Up: Investigating the Curvilinear Relationship between LMX and Promotive Voice. *Journal of Occupational and Organizational Psychology*, 66: 517–552.
- Harms, P. D., Pankaj, P. C., & **Carnevale, J. B.** (2020). Self-Centered and Self-Employed: Gender and the Relationship between Narcissism and Self-Employment. *Journal of Business Research*, 116: 183-187.
- **Carnevale, J. B.**, Huang, L., & Paterson, T. (2019). LMX-Differentiation Strengthens the Prosocial Consequences of Leader Humility: An Identification and Social Exchange Perspective. *Journal of Business Research*, 96: 287-296.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Leader Consultation Mitigates the Harmful effects of Leader Narcissism: A Belongingness Perspective. *Organizational Behavior and Human Decision Processes*, 146: 76-84.
- **Carnevale, J. B.**, Huang, L., & Harms, P. (2018). Speaking Up to the Emotional Vampire: A Conservation of Resources Perspective. *Journal of Business Research*, 91: 48-59.
- **Carnevale, J. B.**, Huang, L., Credé, M., Harms, P., & Uhl-Bien, M. (2017). Leading to Stimulate Employees' Ideas: A Quantitative Review of Leader–member Exchange, Employee Voice, Creativity, and Innovative Behavior. *Applied Psychology*, 66(4), 517-552.

BOOK CHAPTERS AND INVITED ARTICLES

- Vincent, L. C., **Carnevale, J. B.**, & Benegal, A. (forthcoming). Do Creative Reputations Beget Creative Expectations? How Organizational Reputation for Creativity can Shape (and Violate) Employee Role Expectations. In J. Goncalo, & J. Katz (Eds.), *The Research Handbook on Workplace Creativity*.
- **Carnevale, J. B.**, Hatak, I. (2020). Employee Adjustment and Well-Being in the Era of COVID-19: Implications for Human Resource Management. *Journal of Business Research (Editorial on COVID-19 Impact on Business and Research)*, 116: 183-187.
 - The 12th most cited article in JBR since 2017 according to Google Scholar Metrics

CONFERENCE PROCEEDINGS

- **Carnevale, J. B.**, Walker, A. G., & Walker, H. J. Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory. *Academy of Management Best Paper Proceedings*, 2016 (top 10% of papers).

MANUSCRIPTS UNDER REVIEW

- Huang, L., **Carnevale, J. B.**, Paterson, T. A., Mackey, J. Xiaolu, L., Yang, D. Reinforcing Responsibility or Prioritizing Appearance? Exploring the Moral Agency and Moral Burdening Consequences of Ethical Voice on the Voicer. *Invited for 2nd Round R&R at Journal of Applied Psychology*.

MANUSCRIPTS IN PROGRESS

- **Carnevale, J. B.**, & Huang, L. The Work-Related Consequences of Employees' Creative Reputation Maintenance Concerns Over Time. *Preparing Submission to Academy of Management Journal*.
- Huang, L., Paterson T., **Carnevale, J. B.**, & Phillipich, M. Contextualizing the Influence of Leader Unethical Pro-Organizational Behavior: Integrating Role and Event System Theories. *Preparing Submission to Academy of Management Journal*.
- **Carnevale, J. B.**, Huang, L., & Xiaolu, L. Keeping the Creative Juices Flowing: How Pressure to Remain Creative Enhances Team Trust and Creative Collaboration. *Preparing Submission to Journal of Applied Psychology*.
- Paterson T., Huang, L., **Carnevale, J. B.**, Lohrke, F., & Feng, J. Finding My Inner Entrepreneur at Work: A Longitudinal Study of Employees' Entrepreneurial Identity Aspiration. *Preparing Submission to Journal of Applied Psychology*.
- **Carnevale, J. B.**, Huang, L., Koopmann, J., Schilpzand, P., Liu, S., & Wang, L. Overqualified, Arrogant, and Deviant? Integrating Self-Control and Self-Concept Orientation Perspectives. *Preparing Submission to Journal of Management*.
- **Carnevale, J. B.** & Huang, L., Yu, L., Goodwin, R. D., & Wang, L. Know Your Place! How Subordinate Informal Influence and Supervisor Gender Interact to Affect Supervisor Downward Envy and Work Behavior. *Preparing Submission to The Leadership Quarterly*.

SELECTED MEDIA COVERAGE

LEADERSHIP AND INFLUENCE

- [Musk's About-Face on Remote Work Latest Example of WFH Whiplash.](#) *Bloomberg News*. 2022
- [3 Reasons Introverts Can Be Good Leaders.](#) *Fast Company*. 2022
- [Humor Can Make You \(and Your Employees\) More Influential – If You Do It Right.](#) *Entrepreneur*. 2022
- [If You Think Trusting Your Employees More is the Answer, Think Again.](#) *Entrepreneur*. 2022
- [Understanding the Basics of Organizational Structure and Design.](#) *Workest*. 2021
- [The Science of Success.](#) *TIME*. 2020
- [Employee Loneliness in Remote Work Environments: What Leaders Can Do.](#) *Workest*. 2020
- [Helping Employees Cope: Leadership for a Supportive and Cooperative Workplace.](#) *Workest*. 2020
- [Preventing the Spread of Conspiracism During Times of Crisis Requires Effective Leadership.](#) *Entrepreneur*. 2020
- [Your Narcissism Is Killing Your Employees' Productivity. How to Avoid the Pitfalls.](#) *Entrepreneur*. 2018
- [Are Entrepreneurs Narcissists?](#) *Entrepreneur*. 2020
- [Can Being Bullied Make You a More Successful Entrepreneur?](#) *Entrepreneur*. 2019

CREATIVITY AND PROSOCIAL BEHAVIOR

- [Are Your Company's Leaders Feeling Outshined By Their Creative Stars? Here's Why — and What You Need to Do About It.](#) *Entrepreneur*. 2023
- [Your 'Best' Employee Could Become the Most Toxic: 3 Ways to Get Them Back on Track.](#) *Business Insider*. 2021
- [Are Your Creative Stars Fading Over Time?](#) *Entrepreneur*. 2021
- [Is Your "Best" Employee Really Your Most Toxic?](#) *Entrepreneur*. 2021
- [How to Give Creativity a Voice in the Workplace.](#) *Entrepreneur*. 2019
- [3 Ways to Boost Your Creative Potential.](#) *Workest*. 2020
- [Are Mind-Altering Substances Hurting Your Employees' Productivity?](#) *Entrepreneur*. 2020
- [Think Being Close with Your Employees Will Motivate Them to Go Above and Beyond?](#) *Entrepreneur*. 2020

INTERPERSONAL DYNAMICS AND PERSONALITY

- [How To Handle Emotional Vampires.](#) *WebMD*. 2021
- [Tips for Building a More Effective Team in the Workplace.](#) *Workest*. 2021
- [Motivate Your Workforce Through Goal Setting.](#) *Workest*. 2021
- [3 Reasons Why Narcissists in Your Organization are Impossible to Evaluate.](#) *Entrepreneur*. 2021
- [Understanding and Incorporating “Dark” Traits in Personality Assessments.](#) *Workest*. 2020
- [A Guide to Using Personality Tests in Your Organization.](#) *Workest*. 2020
- [Getting “Generation Me” Invested in Your Change Initiative.](#) *Workest*. 2020
- [Having Issues with Employee Engagement? It Could Be Personal.](#) *Workest*. 2020
- [What Is Organizational Culture, and How Can You Ensure You're Cultivating the Right One?](#) *Workest*. 2020
- [The Unexpected Source of Employee Burnout.](#) *Entrepreneur*. 2019
- [Tips for Selecting and Training a Talented Narcissist.](#) *Workest*. 2019
- [Competitive Rivals Can Make You More Successful.](#) *Entrepreneur*. 2019
- [3 Ways Entrepreneurs Can Use Envy to Fuel Success.](#) *Entrepreneur*. 2019
- [Research Says Your Ego May Be Causing Employee Burnout: Here Are 3 Ways To Stop It.](#) *Business Insider*. 2019

BEHAVIORAL ETHICS AND DECISION-MAKING

- [How to Navigate The Social Harm of Having an Abusive Boss.](#) *Entrepreneur*. 2023
- [Why George Orwell Matters for Great Business Leadership.](#) *Entrepreneur*. 2020
- [The Zero-Sum Mindset: How to Avoid Toxic Thinking in Moments of Crisis.](#) *Entrepreneur*. 2020
- [3 Steps You Can Take to Reduce Bias and Become a Better Decision-Maker.](#) *Workest*. 2020
- [3 Reasons Why We Fall for Conspiracy Theories.](#) *Entrepreneur*. 2020
- [Are You Open to Opposing Viewpoints? 3 Tips for Improving Critical Thinking.](#) *Entrepreneur*. 2020
- [College students should start taking a closer look at the products, services they use.](#) *The Daily Orange*. 2019

CONFERENCE PRESENTATIONS

- **Carnevale, J. B.** (presenter). *Mental Health, Well-Being, and Entrepreneurship: Putting “Entrepreneurial Workers” Front and Center.* Professional Development Workshop (PDW) at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** & Huang, L. (Co-Organizers). *Creativity Across Levels: Taking Stock of Current Trends and Exploring Emerging Literature Streams.* Organized symposium at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** Huang, L., & Xiaolu., L. Keeping the Creative Juices Flowing: How Pressure to Remain Creative Enhances Team Trust and Creative Collaboration. In **Carnevale, J. B.** & Huang, L. (Co-Organizers). *Creativity Across Levels: Taking Stock of Current Trends and Exploring Emerging Literature Streams.* Invited presentation at the 83rd Annual Meeting of the Academy of Management: Boston, MA, 2023.
- **Carnevale, J. B.** & Goodwin, R. (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions.* Organized symposium at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.
- **Carnevale, J. B.** & Huang, L., Yu, L., Duffy, M., & Wang, L. A Territoriality Perspective of Gender Differences in Supervisor’s Emotional and Behavioral Reactions to Subordinate Influence. In **Carnevale, J. B.** & Goodwin, R (Co-Organizers). *Gender and Leadership: Exploring Novel Questions, Theories, and Boundary Conditions.* Invited presentation at the 82nd Annual Meeting of the Academy of Management: Seattle, WA, 2022.
- **Carnevale, J. B.**, Huang, L., Yam, K. C., & Wang, L. *Laughing with Me or Laughing at Me? The Differential Effects of Leader Humor Expressions on Follower Status and Influence at Work.* Presentation at the 4th Annual International Humor Conference: Virtual, 2022.
- **Carnevale, J. B.**, McSweeney, J., McSweeney, K., & Tucker, R. Entrepreneurial Envy: A Mixed-Blessing for Entrepreneurial Action? In L. Javadian, G., Gupta, A., & Cardon., M. Shapiro (Co-Organizers). *Emotions and Entrepreneurship: The Road Travelled, Boundary Conditions, and New Approaches.* Invited symposium at the 80th Annual Meeting of the Academy of Management: Virtual, 2020.

- **Carnevale, J. B.**, Hatak, I., Phan, P., Stephan, U., & Wiklund, J. (Co-Organizers). *Neurodiversity and the Future of Work in Entrepreneurial and Organizational Contexts*. Professional Development Workshop (PDW) at the 80th Annual Meeting of the Academy of Management: Virtual, 2020.
- **Carnevale, J. B.**, McSweeney J., McSweeney, K., & Tucker, R. *Entrepreneurial Envy*. Invitation to present at the 72nd *Rencontres de St-Gall*: St. Gallen, Switzerland, 2020.
- **Carnevale, J. B.**, & Gangloff, A. K. *Why do CEOs Make Good after Doing Bad? A Dual-Pathway Model of CEO Motives Following Misconduct*. Presentation at the Meeting of the Academy of Management Specialized Conference on Responsible Leadership in Rising Economies: Bled, Slovenia, 2019.
- **Carnevale, J. B.**, Harms, P. H., Hatak, I., Phan, P., Stephan, U., & Wiklund, J (Co-Organizers). *Mental Health and Well-being as the Link between Entrepreneurship and Leadership Research*. Professional Development Workshop (PDW) at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.** & Vincent, L. C. (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Organized symposium at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., & Farmer, S. Examining the Reputational and Knowledge Sharing Consequences of Employee Creativity. In Vincent, L. C., & **Carnevale, J. B.** (Co-Organizers). *Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity*. Invited presentation at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, Huang, L., Vincent, L. C., Yu, L., & He, W. Outshined and Envious Narcissistic Leaders: A Self-Evaluation Maintenance Perspective. In L. Huang & D. L. Shapiro (Co-Organizers). *Why and when is Narcissistic Leader Harmful: Exploring Mediating Mechanisms and Boundary Conditions*. Invited symposium at the 79th Annual Meeting of the Academy of Management: Boston, MA, 2019.
- **Carnevale, J. B.**, & Huang, L. *The Nature and Consequences of Leader Greed: A Social Information Processing Perspective*. Invited Presentation at the European Group for Organizational Studies (EGOS): Edinburgh, UK, 2019.
- **Carnevale, J. B.**, Huang, L., & Vincent, L. C. *Insatiable, Individualistic, and Investing in Oneself: Examining Employee Greed from a Conservation of Resources Perspective*. Presentation at the 78th Annual Meeting of the Academy of Management: Chicago, IL, 2018.
- **Carnevale, J. B.**, Walker, A. G., Walker, H. J. *Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory*. Presentation at the 76th Annual Meeting of the Academy of Management: Anaheim, CA, 2016.
- **Carnevale, J. B.**, Huang, L., & Harms, P. *Speaking up to the Emotional Vampire: A Conservation of Resources Perspective*. Presentation at the 76th Annual Meeting of the Academy of Management: Anaheim, CA, 2016.

- **Carnevale, J. B.,** & Huang, L., Uhl-Bien, M., & Harris, S. G. *The Double-Edged Sword of Leader-Member Exchange on Employee Voice in Groups: Social Contagion or Strategic Maneuvering?* Southern Management Association: Charlotte, NC, 2016.
 - Winner of the SMA Outstanding Doctoral Student Paper Award
 - Winner of the SMA Best Doctoral Student Paper In Track (OB) Award
- **Carnevale, J. B.,** Huang, L., & Patterson, T. *Turning Followers into Prosocial Citizens: An Integrated Model of Leader Humility and Follower Helping Behavior.* Southern Management Association: Charlotte, NC, 2016.
- **Carnevale, J. B.,** & Walker, A. *Greed at Work: A Review and Assessment.* Presentation at the 76th Annual Meeting of the Academy of Management Conference: Philadelphia, PA, 2014.
- Kunkel, D., **Carnevale, J.B.** and Henderson, D. *Understanding Workplace Incivility: Examining Issues with Measurement.* Presentation at the Allied Academies International Conference, New Orleans, LA, 2013.
- Vehorn, C. L., Kopf, J., & **Carnevale, J. B.** *Global Industry Concentration.* Presentation at the Society of Business Research, Nashville, TN, 2012.

INVITED PRESENTATIONS

- *Reputations at Work: Implications for Employee Creativity and Ethical Behavior.* Indian Institute of Management Jammu. Editor's Research Seminar, 2023.
- *When Image Creates Envy: The Mixed Blessing of Leader Reactions to Employees' Reputation for Creativity.* Syracuse University Department of Psychology Faculty Brown Bag Series, 2022.
- *"Emotional Vampires" At Work: How Leaders Stifle Employee Inclusion, Motivation, And Productivity And What Can Be Done About It.* Whitman Advisory Council, Syracuse, NY, 2021.
- *Leadership for a Supportive and Cooperative Workplace.* Emptor, New York, NY, 2021.
- Loneliness and the COVID-19 Pandemic. Whitman Podcast, Syracuse, NY, 2021
- *Creativity Under Threat: Examining the Reputational and Knowledge Hiding Consequences of Employee Creativity.* Syracuse University Whitman Faculty Brownbag Series, Syracuse, NY, 2019
- *Personality in the Workplace.* Alpha Kappa Psi, Syracuse, NY, 2018

ADVANCED RESEARCH TRAINING

- 2017, *FSL Course on Functional and Structural Brain Image Analysis*, 2017 University of Oxford FSL Course hosted by the University of British Columbia, Vancouver, BC.

- 2016, *Functional MRI Visiting Fellowship: A Five-Day Intensive Introduction*, 2016 fMRI Visiting Fellowship Course hosted by the Athinoula A. Martinos Center for Biomedical Imaging, Boston, MA.
- 2016, *Research Methods Consortium*, 2016 Doctoral Student and Early Career Faculty Consortium hosted by the Center for the Advancement of Research Methods & Analysis (CARMA).
- 2015, *Introduction to Social Network Analysis*, 2015 LINKS Center Workshop hosted by University of Kentucky, Lexington, KY.

RESEARCH FUNDING

- Syracuse University Roadmap Grant on Innovation, 2019 (\$37,680)
- Harbert College of Business fMRI Research Endowment, 2016 (\$1000)
- Center for Ethical Organizational Cultures fMRI Research Endowment, 2016 (\$2000)
- External Funding for fMRI Research, 2016 (\$1000)
- Vam York Fellowship Doctoral Grant Recipient, 2016 (\$3,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2016 (\$2,000)
- Vam York Fellowship Doctoral Grant Recipient, 2015 (\$4,000)
- Feild-Armenakis Fellowship Doctoral Student Award, 2015 (\$2,000)

TEACHING EXPERIENCE

SYRACUSE UNIVERSITY

Rating

- | | Instructor |
|--|-------------------|
| • <i>Organizational Behavior Seminar (Fall, 2022)</i>
Taught 3 Doctoral students. | 5.00/5 |
| • <i>Foundations of Management (Fall, 2022)</i>
Taught 94 undergraduate students across two sections (4.00; 4.11) | 4.06/5 |
| • <i>Foundations of Management (Fall, 2021)</i>
Taught 95 students across two sections (4.39; 4.27) | 4.33/5 |
| • <i>Foundations of Management (Spring, 2021)</i>
Taught 97 students across two sections (4.11; 4.24) | 4.18/5 |
| • <i>Foundations of Management (Spring, 2020)</i>
Taught 117 students across two sections (4.00; 4.52) | 4.26/5 |
| • <i>Foundations of Management (Spring, 2019)</i>
Taught 139 students across two sections (3.98; 4.02) | 4.00/5 |
| • <i>Foundations of Management (Spring, 2018)</i>
Taught 134 students across two sections (4.11; 4.13) | 4.12/5 |

AUBURN UNIVERSITY

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| • <i>Principles of Management (Summer, 2017)</i>
Taught 47 students | 5.4/6 |
| • <i>Principles of Management (Spring, 2017)</i>
Taught 134 students | 5.5/6 |
| • <i>Principles of Management (Fall, 2016)</i>
Taught 134 students | 5.4/6 |
| • <i>Principles of Management (Summer, 2016)</i>
Taught 46 students | 5.4/6 |

- *Principles of Management (Spring, 2016)* 5.4/6
Taught 111 students
- *Principles of Management (Fall, 2015)* 5.5/6
Taught 113 students
- *Principles of Management (Spring, 2015)* 5.2/6
Taught 112 students
- *Principles of Management (Fall, 2014)* 5.4/6
Taught 111 students
- *Organizational Leadership and Change (Fall, 2015)* –
Assisted MBA course
- *Organizational Leadership and Change (Fall, 2015)* –
Assisted Executive MBA course
- *Strategic Management (Spring, 2014)* 4.7/6
Taught 96 students across three sections in SM lab
- *Strategic Management (Fall, 2013)* 4.8/6
Taught 53 students across two sections in SM lab

RADFORD UNIVERSITY

- *Topics in Ethical Inquiry (Spring, 2013)* 4.48/5
Taught 50 students across two sections in Business Ethics (4.39; 4.56)
- *Topics in Critical Inquiry (Fall, 2012)* 4.37/5
Taught 49 students across two sections in MGT topics (4.20; 4.54)

PROFESSIONAL SERVICE

Guest Editor

- Journal of Business Research, Special Issue (2022-2023)
["A Better Tomorrow? Work and Well-being in the Entrepreneurial Society"](#)

Ad-hoc Reviewing

Journal of Management; Journal of Management Studies; Journal of Experimental Social Psychology; Human Relations; Entrepreneurship Theory and Practice; Journal of Business Ethics; Journal of Occupational and Organizational Psychology; Small Group Research; Applied Psychology; Leadership; Academy of Management Annual Meeting; Southern Management Annual Meeting

Academy of Management Meeting

- Volunteer, AOM Mentor, 2017, 2018, 2019
- Volunteer, Session Chair, 2016
- Member, Reviewer, 2014 onwards

Southern Management Association

- Panelist, Pre-doc Consortium Panel, 2018, 2019
- Volunteer, Session Chair, 2017
- Volunteer, Placement Services, 2013
- Reviewer, 2014, 2017

Additional Assignments

- Director of Outreach, Network of Leadership Scholars (2022-Present)
- [Entrepreneur Leadership Network Contributor](#) (2019-Present)

UNIVERSITY SERVICE

Syracuse University

- Coordinator, Management PhD Program (2019-present)
- Department Representative, Doctoral Board (2019-present)
- Faculty advisor, Renée Crown University Honors Program student (2018)