

**KIRA KRISTAL REED  
ASSOCIATE PROFESSOR**

***Curriculum Vitae***

**SCHOOL INFORMATION**

Syracuse University  
Martin J. Whitman School of Management  
Management Department  
721 University Avenue, Office 529  
Syracuse, NY 13244-2450

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**EDUCATION**

2000 **Ph.D. University of Connecticut, School of Business  
Administration:**  
Management (emphasis on Strategic Management)

1996 **M.B.A. Northwestern, J. L. Kellogg Graduate School of  
Management:**  
Management, Marketing, and Organization Behavior

1991 **B.S. University of Illinois, Urbana-Champaign, School of  
Business Administration:** Finance

**ADDITIONAL PROFESSIONAL DEVELOPMENT**

2021 Syracuse University Certificate of Completion of DiversityEdu:  
Personal Skills for a Diverse Campus

2013 University College at Syracuse University Certificate of Completion in  
Online Instruction

**EMPLOYMENT**

May 2022 – Present Interim Director of First-Year Seminar  
2018- June 2022 Provost Faculty Fellow  
2012- Present Associate Professor at Syracuse University  
2001- 2012 Assistant Professor at Syracuse University  
2000-2001 Assistant Professor at Iowa State University

## **ADMINISTRATIVE EXPERIENCE**

### **Interim Director of First-Year Seminar May 2022 to September 2022**

- Helped close the gap in hiring the final 80 Lead Instructors for a total of 225.
- Worked closely with the Registrar Office and the Academic Advising Directors to facilitate the enrollment of 4200 incoming first-year, and transfer students across 222 sections of FYS 101.
- Part of the Lead Instructor and Peer Leader training design and implementation team to deliver 8 hours of training on four separate occasions (2 in person and the other two virtually) for over 350 participants.
- Part of the curriculum design team to refresh the syllabus based on student feedback, as well as Lead Instructor, Peer Leader, and Academic Leader feedback.
- Worked closely with every school/college to coordinate and promote their Home College Experiences to be offered throughout the fall semester.
- Worked closely with campus partners to identify and coordinate the offering of 222 Shared Experiences for each FYS section during Week 4 of the semester to promote community building.

### **Syracuse University Provost Faculty Fellow appointment June 2018 to June 2022**

- Helped create and launch a 5-week first-year course (SEM 100) in which 3600 students were enrolled aimed at building community, promoting healthy habits, and building intercultural skills for fall 2018 as part of a First Year Experience Team.
- Assessed the first iteration of SEM 100 and helped revise the first-year course for the entering first year class of 2019 in addition to providing logistical support to the enrollment process.
- One of the leaders of the university-wide effort to pass a permanent, full semester-length, first-year course through every school/college and the university senate (FYS 101) as well as supported the logistical efforts of coordinating the course. These efforts included recruiting, training, and supporting nearly 200 Lead Instructors and Peer Leaders assigned to lead sections of 19-students.
- Helped lead the effort to launch FYS 101 in Fall 2021 involving nearly 4,000 first-year and transfer students across 209 sections. The logistical support similarly included recruiting and training lead instructors and peer leaders but also orchestrating on-campus field trips for every section (week 6 shared experience) and working with

each school/college to coordinate three separate home college experiences throughout the semester.

- Provided strategic planning support to diversity, equity, inclusion, and accessibility initiatives including faculty development workshops, the development of an intensive international disabled writers' workshop, and the Social Differences, Social Justice Research Cluster (Whitman Lead).
- Served as the 2021-2022 faculty affairs liaison on the following committees: Council for Diversity and Inclusion; Disability, Accessibility, and Inclusion Council; and Accessibility, Information, and Communication Technology Policy Council.

This work has led to two significant university recognitions in 2021 and 2022: The Chancellor's Citation Award and the Black Rose of Appreciation.

The Black History Month Committee awarded to Black faculty and staff that are making the Syracuse University campus/community a more welcoming space for Black/African American students, staff, and faculty. The criteria included: made significant contribution to campus wide DEIA work; and have contributed to the betterment of the Black/African American community.

The Chancellor's Citation for Excellence in the category of Outstanding Contributions to the Student Experience and University Initiatives is meant to highlight Syracuse University faculty and staff who have enhanced the undergraduate experience or have made invaluable contributions to advancing the University's mission and goals.

## **LEADERSHIP POSITIONS**

September 2022 – present – Co-Chair of the Educational Excellence and Student Success Working Group of the Academic Strategic Plan.

September 2022 – present – Member of the Academic Strategic Planning Steering Committee.

May 2022 – September 2022 – Interim Director of First-Year Seminar.

2018 – June 2022 Provost Faculty Fellow supporting the First Year Experience Initiative and other DEIA initiatives.

2021 – present Syracuse University Senate Agenda Committee Member (elected by University Senate colleagues).

2021-2022 Syracuse University ACC Academic Leadership Network Liaison (in support of the Associate Provost of Faculty Affairs).

2021 – present Syracuse University Social Differences, Social Justice Research Cluster Whitman Lead.

2017-2021 Chair of the University Senate Committee on Curricula (elected by committee members).

2016 – 2019 Chair of the Whitman Masters Board (elected by committee members).

2019 – present Public and Nonprofit Division Listserv Manager and LinkedIn page manager.

2019-2020 Public and Nonprofit Past Division Chair of the Academy of Management.

2018-2019 Public and Nonprofit Division Chair of the Academy of Management (elected by membership).

2017 – 2018 Public and Nonprofit Division Chair Elect of the Academy of Management.

2016-2017 Public and Nonprofit Program Chair of Academy of Management (elected by membership).

2004 to 2016 Reappointed 4 times as the Public and Nonprofit Division of the Academy of Management Secretary/Archivist/Newsletter Editor/Web Page Manager.

2015 – present Editorial Board for the *Journal of Managerial issues*

2014 – 2020 Editorial Board for the *Africa Journal of Management*

2016-2018 Co-Chair of Standard III Middle States Syracuse University Self-Study Team.

## **JOURNAL PUBLICATIONS**

Serdar, Gokce, and Reed, Kira Kristal 2022. The Impact of Institutional Context and Gender on Corporate Social Responsibility. Journal of Managerial Issues, 34(3): 285-304.

Teo, Stephen T. T., Reed, Kira Kristal, and Ly, Karen. 2014. Human resource involvement in developing intellectual capital. The Service Industries Journal, 34(15): 1219-1233.

Tschirhart, Mary, Reed, Kira Kristal, Freeman, Sarah and Anker, Alison Louie. 2009 The Call to Service: Management Graduates on Nonprofit, Government and Business Boards. Nonprofit Voluntary Sector Quarterly, 38(6): 1076-1085.

Reed, Kira K. A Look at Firm-Regulator Exchanges: Friendly Enough or Too Friendly? 2009. Business and Society, 48(2): 147-178.

Reed, Kira K., Srinivasan, Narasimhan and Doty, D. Harold. 2009. Adapting Human and Social Capital to Impact Performance: Some Empirical Findings From the U.S. Personal Banking Sector. Journal of Managerial Issues, XXI(1): 36-57.

Tschirhart, Mary, Reed, Kira Kristal, Freeman, Sarah and Anker, Alison Louie. 2008. Is the Grass Greener? Sector-Shifting and Choice of Sector by MPA and MBA Graduates. Nonprofit Voluntary Sector Quarterly, 37(4): 668-688.

\*Doty, D. Harold, Bushardt, Stephen C. and Reed, Kira Kristal. 2007. An extension of the configurational fit methodology and support for a respecification of Mintzberg's theory. Journal of Current Issues in Finance, Business and Economics, 1(2/3): 151-166.

Reed, Kira K., Lubatkin, Michael, and Srinivasan, Narasimhan. 2006. Proposing and testing an intellectual capital-based view of the firm. Journal of Management Studies, 43(4): 867-893.

Owens-Patton, Tracey M., and Reed, Kira K. 2002. City Times Newspaper: A Cross-Disciplinary Exercise in Ethical Dilemmas in Communication Teacher: Ideas and Strategies for the Classroom, Vol. 16, No. 3: 11-13.

*Total Web of Science citations on these publications as of June 2022 were 431.*

*Total Scopus citations on these publications as of June 2022 were 482.*

*Total Google Scholar citations on these publications as of June 2022 were 1115.*

\*This 2007 article was reprinted in 2011 as a book chapter listed below.

## **BOOK CHAPTER PUBLICATIONS**

\*Doty, D. Harold, Bushardt, Stephen C. and Reed, Kira Kristal. 2011. An extension of the configurational fit methodology and support for a respecification of Mintzberg's theory. Progress of Economic Research, Volume 22, Edited by Thomas L. Wouter, as Chapter 14 (pp 259-274), Nova Science Publishers, Inc.

Reed, Kira K., and Kidder, Deborah L. 2004. "Work is its own reward (?): Employee perceptions about rewarding organizational citizenship behaviors" in the Handbook of Organizational Citizenship Behavior: A Review of 'Good Soldier' Activity in Organizations, Edited by David L. Turnipseed, Nova Science Publishers, Inc.

Nishizutsumi, Yoji, Rilmington, Kira K., and Handy, Femida 2003. "Strategic Management and Japanese non-profits: can it work?" in The Voluntary and Non-Profit Sector in Japan: The challenge of change, Edited by Stephen P. Osborne, Nissan Institute/Routledge Curzon.

Senjem, Jason, and Reed, Kira K. 2002. Social Capital and Network Entrepreneurs in Paul Reynolds et al (Eds), Frontiers of Entrepreneurship Research 2002 (22 edition), Babson College, Wellesley, MA.

## **BOOK – DISSERTATION PUBLICATION**

Reed, Kira K. 2000. The Dynamic Nature of Intellectual Capital.

## **PROCEEDINGS PUBLICATIONS**

Goranova, Maria, and Reed, Kira K. 2018. "Double Bind: African-American, Asian, and Hispanic Women on Corporate Boards" in Academy of Management Proceedings, 2018(1): 15654.

Serdar, Gokce, and Reed, Kira K. 2015. "Institutional Heterogeneity and Corporate Social Responsibility: The Impact of Red and Blue" in Academy of Management Proceedings, 2015(1): 11416.

Serdar, Gokce, Reed, Kira K., and Harter, Donald E. 2015. "Blue State vs Red State: Heterogeneity in Institutional Context and its Impact on IPO Success" in Academy of Management Proceedings, 2015(1): 11267.

Reed, Kira K., and Srinivasan, Narasimhan. 2005. "Responding to a Changing Environment: Adapting Human and Social Capital to Impact Performance" in 2005 Academy of Management Best Paper Proceedings.

Senjem, Jason, and Reed, Kira K. 2002. Social Capital and Network Entrepreneurs. Proceedings, Babson Kauffman Entrepreneurship Research Conference, (BKERC), University of Colorado at Boulder.

Reed, Kira K. 1998. Bargaining at the MNC-Host Country Interface: A Mode of Entry Perspective. Proceedings, IV IFSAM World Congress, Madrid, Spain, July.

Reed, Kira K. 1998. A Decision-Making Model of MNC Expansion: An Option theory Perspective. Proceedings, Eastern Academy of Management Meetings, Springfield, MA, May.

Reed, Kira K. 1997. The Dynamics of Firm-Regulator Relationships – A Management Strategy Perspective. Proceedings, Eastern Academy of Management Meetings, New Brunswick, NJ, May.

## **CONFERENCE PARTICIPATION**

2022 Professional Development Workshop with Dharwadkar, Ravi, Smith, Danille, Falkner, Carol, and Berry, Patrick entitled: "Building Strong Interdisciplinary Research Clusters that Inform Management Research and Practice." The Academy of Management Annual Meeting (held virtually).

2021 Presenter with Haste-Jackson, Chandice, and Luckman, Jimmy entitled: "Diversity & Inclusion in First-Year Seminar Courses." The Association for Orientation, Transition, and Retention in Higher Education (held virtually).

2021 Presenter with Luke, Melissa (1<sup>st</sup> author), Haste-Jackson, Chandice, and Mangram, Jeffery entitled: "Anti-Racism Curriculum within a First-Year Experience Course." Winter Roundtable Conference at Columbia University (held virtually).

2018 Facilitator with Arun Pillutla, Jason Senjem, Gokce Serdar, and Grace Su on a Professional Development Workshop entitled: "Community Engagement – How the Art Institute of Chicago is Improving the Lives of Teens," Academy of Management Annual Meeting, Chicago, IL.

2018 Presenter with Maria Goranova (1<sup>st</sup> author) of a paper entitled: "Double Bind: African-American, Asian, and Hispanic Women on Corporate Boards", Academy of Management Annual Meeting, Chicago, IL.

2016 PLEASE NOTE THAT AS THE PNP PROGRAM CHAIR I WAS NOT ALLOWED TO PARTICIPATE ON THE ACADEMY OF MANAGEMENT PROGRAM

2015 Presenter with Greg Serdar (1<sup>st</sup> author) and Don Harter (3<sup>rd</sup> author) of a paper entitled: "Blue State vs Red State: Heterogeneity in Institutional Context and its Impact on IPO Success", Academy of Management Annual Meeting, Vancouver, British Columbia Canada.

2015 Presenter with Greg Serdar (1<sup>st</sup> author) of paper entitled: "Institutional Heterogeneity and Corporate Social Responsibility: The Impact of Red and Blue," Academy of Management Annual Meeting, Vancouver, British Columbia Canada.

2015 Chair for session entitled: "A Multi-Sector Examination of Financial Performance" Academy of Management Annual Meeting, Vancouver, British Columbia Canada.

2014 Chair for session entitled: "Public and Nonprofit Financial Performance" Academy of Management Annual Meeting, Philadelphia, PA

2012 Chair for session entitled: "Strategic HR and Core Competencies" Academy of Management Annual Meeting, Boston, MA.

2012 Facilitator for session entitled: "Managing in Government and Public Sector Organizations" Academy of Management Annual Meeting, Boston, MA.

2010 Presenter in Management E-Media Visions Symposiums at the Academy of Management Annual Meetings, Montreal, Quebec Canada.

2009 Discussant for session entitled: "The Evolution of the Firm: Governance, Strategic Response, Entrepreneurship and Dynamicism" Academy of Management Annual Meeting, Chicago, IL.

2009 Discussant for session entitled: "Network Structure & Connections in Non-Profits" Academy of Management Annual Meeting, Chicago, IL.

2009 Session Chair for session entitled: "Human Capital, Entrepreneurial Action, and Performance" Academy of Management Annual Meeting, Chicago, IL.

2008 Presenter with Dennis J. Gillen (as 1<sup>st</sup> author) and S.P. Raj (as 2<sup>nd</sup> author). Leading by Design: The Design of an Organization Has



- Always Been a Way of Gaining Competitive Advantage. Presented at the Irish Academy of Management Annual Meeting, Dublin Ireland.
- 2007 Presenter with Mary Tschirhart (as 1<sup>st</sup> author), Sarah Freeman (as 2<sup>nd</sup> author) and Alison Louie Anker (as 4<sup>th</sup> author). "Evidence for Protean and Boundaryless Careers? Empirical and Critical Perspectives." Presented at the Academy of Management Annual Meetings, Philadelphia, PA.
- 2007 Presenter with Dennis Gillen (1<sup>st</sup> author – alphabetical) and S. P. Raj (2<sup>nd</sup> author – alphabetical). Presenter (and organizer) in Multi-Level Analysis of Organizational Decline and Recovery in both International and U.S. Firms Symposium at the Academy of Management Annual Meeting, Philadelphia, PA.
- 2007 Session Chair for an interactive paper session entitled: "Networked, Partnered, And Otherwise Connected: Interorganizational Relations between the Public and Private Sector" Academy of Management Annual Meeting, Philadelphia, PA.
- 2006 Presenter. Exploring the Effects of Relational Characteristics of Government and Firm Exchanges. Presented at the Academy of Management Annual Meetings, Atlanta, GA.
- 2006 Presenter in Management E-Media Visions Symposiums at the Academy of Management Annual Meetings, Atlanta, GA.
- 2006 Presenter with Dennis J. Gillen (as 1<sup>st</sup> author - alphabetical) and S.P. Raj (as 2<sup>nd</sup> author - alphabetical). Fatally Flawed. Presented at the Strategic Management Society Annual Meeting, Vienna Austria.
- 2006 Presenter. Follow-up Study to "Proposing and Testing an Intellectual Capital-Based View of the Firm. Presented at Business Research Consortium of Western New York Annual Meeting, Buffalo, NY
- 2005 Presenter with Narasimhan Srinivasan. Responding to a Changing Environment: Adapting Human and Social Capital to Impact Performance. Presented at the Academy of Management Annual Meetings, Honolulu, HI
- 2005 Presenter in Management E-Media Visions Symposiums at the Academy of Management Annual Meetings, Honolulu, HI.
- 2005 Facilitator for an interactive paper session entitled: "Building Workplace Trust and Satisfaction." Academy of Management Annual

Meeting, Honolulu, HI.

- 2005 Discussant for an interactive paper session entitled: "Employee Preferences & Concerns in Public & Other Sector Organizations." Academy of Management Annual Meeting, Honolulu, HI.
- 2004 Facilitator for an interactive paper session entitled: "Person and Organizations Fit in the Nonprofit and Public Sectors." Academy of Management Annual Meeting, New Orleans, LA.
- 2003 Presenter with Jason Senjem (as 1<sup>st</sup> author) and Maria L. Goranova (3<sup>rd</sup> author). Is Profitability Linked to Social Networks in New Hollywood Film Ventures? Presented at the Academy of Management Annual Meetings, Seattle, WA.
- 2003 Facilitator for an interactive paper session entitled: "Dynamics of Innovation Networks." Academy of Management Annual Meeting, Seattle, WA.
- 2002 Presenter with Narasimhan Srinivasan. Intellectual Capital and Firm Performance: A Two Sample Test. Presented at the Academy of Management Annual Meetings, Denver, CO.
- 2002 Presenter with Jason Senjem (as 1<sup>st</sup> author). Social Capital and Network Entrepreneurs. Presented at the annual Babson Kauffman Entrepreneurship Research Conference, (BKERC), University of Colorado at Boulder.
- 2001 Facilitator for an interactive paper session entitled: "Public and Private Sector Leadership: Creating Excellence in Government." Academy of Management Annual Meeting, Washington, D.C.
- 2000 Facilitator for an interactive paper session entitled: "Volunteers, Volunteerism and Voluntary Organizations." Academy of Management Annual Meeting, Toronto.
- 1999 Presenter. An Option Theory Approach to MNC Mode-of-Entry Decisions. Presented at the Academy of Management Annual Meetings, Chicago, IL.
- 1999 Facilitator for an interactive paper session entitled: "Issues for Public and Nonprofit Management". Academy of Management Annual Meeting, Chicago.

- 1998 Presenter. Creating a Competitive Advantage at the Government-Firm Interface. Presented at the Academy of Management Annual Meetings, San Diego, CA.
- 1998 Presenter with Deborah L. Kidder. Creation and Repayment of Emotional Debt. Presented at Emotions in Organizational Life Conference, San Diego State University, San Diego, CA.
- 1998 Presenter. Bargaining at the MNC-Host Country Interface: A Mode of Entry Perspective. Presented at International Federation of Scholarly Associations of Management (IFSAM) bi-annual meeting, Madrid, Spain.
- 1998 Presenter. a Decision-Making Model of MNC Expansion: An Option theory Perspective. Presented at Eastern Academy of Management Meetings, Springfield, MA.
- 1997 Presenter with Deborah L. Kidder (as 1<sup>st</sup> author). Work is its Own Reward(?): Nurses' Perceptions About Rewarding Extra-role Behaviors. Presented at the Academy of Management Annual Meetings, Boston, MA.
- 1997 Presenter. The Dynamics of Firm-Regulator Relationships - A Management Strategy Perspective. Presented at Eastern Academy of Management Meetings, New Brunswick, NJ.

## **RESEARCH SYMPOSIA**

2022 Inaugural Social Differences, Social Justice Research Cluster Symposium at Syracuse University.

I was one of the three founders of this new annual symposia. It highlighted the work being done by Faculty, Graduate Students, and Undergraduate Students in this area at Syracuse University.

I have received a \$7,500 CUSE Grant to expand the Symposia to a 2-day event.

## **WORKING PAPERS AND PROJECTS**

Serdar, Gokce, Reed, Kira Kristal, and Harter, Donald E. Blue State vs Red State: Heterogeneity in Institutional Context and its Impact on IPO Success. *Under first review*.

Reed, Kira Kristal Developing Intellectual Capital within The National Alliance of Black School Educators (NABSE) Community to further support Youth of African descent.

## **TEACHING EXPERIENCE**

### **Syracuse University, School of Management, Syracuse, NY**

*Introduction to Strategic Management (formerly Strategy and Human Resources) MGT 247 – 28 semesters as of Spring 2022*

*Strategy and Human Resources 400 – Topics in Leadership – 2 semesters*

*Strategy and Human Resources 462 - Leadership and Organizational Change - 2 semesters as of Spring 2007*

*Leadership and Organizational Change – MBC 639 – 1 semester as of Spring 2007*

*Leadership and Organizational Change (now Leadership in Organizations) – MBC 639 (iMBA section) – 14 semesters as of Fall 2014*

*Competitive Strategy – MBC 618 – 9 semesters as of Spring 2019*

*Corporate Strategy – MBC 619 – 9 semesters as of Spring 2019*

*Leadership training during MBA Orientation – 5 years as of Summer 2015*

### **Iowa State University, College of Business, Ames, IA**

*Management 478 - Strategic Management - 2 semesters*

*Management 310 - Entrepreneurship – 1 semester*

### **University of Connecticut, School of Business Administration, Storrs, CT**

*Management 201 - Managerial and Interpersonal Behavior - 4 semesters*

*Management 290 - Strategic Management - 2 semesters*

## **HONORS AND AWARDS**

- 2022 Black Rose of Appreciation (Syracuse University)
- 2021 Chancellor's Citation Award (Syracuse University)
- 2013 Online Teaching Certification awarded by Syracuse University
- 2009 Recognized as One of the Outstanding Reviewers for the Public and Nonprofit division of the Academy of Management related to the 2009 Program
- 2005 Best Interactive Paper Award by Organizational Development and Change Division of the Academy of Management for "Responding to a Changing Environment: Adapting Human and Social Capital to Impact Performance" with Narasimhan Srinivasan. Presented at the Academy of Management Annual Meeting, Honolulu, August, 2005
- 2001 Inducted into Beta Gamma Sigma, University of Connecticut Chapter.
- 2001 VEISHA 2001, nominated as an outstanding faculty member at Iowa State University.
- 1999 Graduate Student Teaching Award for the 1998-1999 Academic Year Awarded by the Management Department at the University of Connecticut.
- 1999 Business Policy and Strategy Doctoral Student Consortium participant. Academy of Management Annual Meeting, Chicago, August 6-8, 1999.
- 1998 Doctoral International Consortium participant. Duke University CIBER, November, 1998.
- 1996 New Doctoral Student Consortium participant. Academy of Management Annual Meeting, Cincinnati, August, 1996.

## **SERVICE IN THE ACADEMY**

### **Officer in the Public Nonprofit Division – approximately 800 members at the time of service (2005-2020)**

- Elected PNP Program Chair for 2016-2017
- PNP Division Chair Elect for 2017-2018
- PNP division Chair for 2018-2019
- PNP Past Division Chair 2019-2020
  
- Listserv Manager 2013 – present
- PNP Secretary 2005-2016 (included newsletter editor and managing AOM presence)

## **OFFICIAL SERVICE AT SYRACUSE UNIVERSITY**

Appointed the ACC Academic Leadership Network Liaison for Syracuse University for 2021-2022.

Commencement Faculty Marshal 2015-present.

Member of Writing Department search committee 2022-2023.

Member of iSchool search committee for the Social Differences, Social Justice Cluster hire 2022.

Chair of the Management Department Search Committee for the Social Differences, Social Justice Cluster hire 2020-2021.

Member of the Provost Search Committee 2021.

Member of the University Leadership Team from July 2018-June 2022.

First-Year Experience Steering Committee Co-Chair with Amanda Nicholson 2018-2019

This First-Year Experience initiative continued in Fall 2019 and Fall 2020 servicing an additional approximately 3900 and 3100 incoming students respectively. The Fall 2020 effort was led collaboratively with Jeffery Mangram and Chandice Haste-Jackson.

Co-Chair of Standard III (Team 3) Middle States Self-Study Review – Jenny Gluck and I have coordinated an 18 member team to produce a 10 page+ report on our compliance on Standard III, beginning 2016 until we received reaccreditation in 2018.

Middle States Self Study Review Steering Committee member beginning 2016 until we received reaccreditation in 2018.

Member of the search committee for a University Senate Secretary/Curricular Committee Coordinator 2015.

Management Department representative on the Masters Board 2009-2019. I was elected chair in 2016, and re-elected each year to 2019.

Member of Second Integrated Core Planning Committee 2016.

Member of Management Department Strategic Management Faculty Search Committee 2016.

Member of the Whitman wide Promotion and Tenure Committee for reviewing promotion and tenure cases to Associate Professor 2015 to present.

Coordinating faculty of Whitman's Coming Back Together Reunion efforts 2014 and 2017.

Elected to the University Senate as a Whitman Representative 2013-present.  
Administrative Operations Committee (2013-2015)  
Curricula Committee (2015-2021)  
Agenda Committee (2021 – present)

Representative on two MBA recruiter position search committees 2013-2014.

Whitman representative on the University Scholars Committee 2010-2014.

A member of the Phanstiel Chair search committee in Maxwell 2012.

Twice elected representative to Whitman's Grade Appeal Committee 2009-2010 and 2011-2012.

Management Department representative on the Undergraduate Board (facilitated the establishment of the department major) 2007-2008.

Committee Member of SEBU (Summer Experience in Business for Undergraduates) beginning 2006 to 2008.

Co-Chair (one of three) of 2005 Diversity Conference in Minnowbrook hosted by Martin J. Whitman School of Management and the Management Department in Association with the Organizational Behavior Division of the Academy of Management.

Member of the Academic Integrity Committee in the Martin J. Whitman School of Management (2004-2005).

Speaker Coordinator for the Management Department (formerly named Strategy and Human Resources Department at the time of the appointment) in 2004 and 2005.

### **Work with students**

Management Doctoral student mentor and dissertation advisor 2013-2017.

Management Doctoral student dissertation committee member 2017-2019.

iSchool Doctoral student outside committee member on dissertation team 2021-2022.

Outside member of Dissertation Committee for a School of Education doctoral candidate 2019-2021.

Oral Dissertation Defense Chair for a School of Education doctoral candidate Spring 2021.

School of Education Doctoral student dissertation committee member 2018-2020.

Oral Dissertation Defense Chair for a School of Education doctoral candidate Spring 2017.

McNair Faculty Mentor of an undergraduate Whitman student – Spring 2014.

Oral Dissertation Defense Chair for a School of Management - Entrepreneurship doctoral candidate Summer 2012.

Oral Dissertation Defense Chair for a Maxwell doctoral candidate Summer 2012.

Oral Dissertation Defense Chair for a School of Management - Entrepreneurship doctoral candidate Fall 2011.

Oral Dissertation Defense Chair for a School of Education doctoral candidate Fall 2010.

Second reader on dissertation for IST doctoral candidate 2006.

Co-Advisor for student group, NABA Spring Semester 2004 and 2004-2005 academic year.

## **EDITORIAL SERVICE**

Reviewer ***Human Resource Management Journal*** 2003-2017.

Reviewer ***British Journal of Management*** 2009-2017.

Reviewer ***The Service Industries Journal Summer*** 2014-2015.

Reviewer ***Nonprofit Voluntary Sector Quarterly*** 2012-2015.



Reviewer ***Journal of Managerial Issues*** 2008-2019.

Reviewer ***Research Policy*** 2011.

Reviewer ***R&D Management*** 2009-2010.

Reviewer ***Journal of Managerial Psychology*** Fall 2005.

Reviewer ***Journal of Management Studies*** 2005-2008.

Reviewer ***Academy of Management Journal***: 2002-2005.

Special topics reviewer for ***Journal of Organizational Behavior***, Vol. 21, 123-129, 2000.

Reviewer for Academy of Management Annual Meetings since 1998 (excluding 2012)

Gender and Diversity Division 2017

Public/Non-Profit Division 1998-2000; 2002 until (with the exception of 2010 and 2012) present

Business Policy & Strategy Division annually until 2005

Entrepreneurship Division 2002 until 2005

Organization Behavior Division 2003 until 2007

Organizational Development and Change 2004 until 2010

Reviewer for Eastern Academy of Management Conferences 1996 until 1999  
2 divisions (Strategy and International)

Reviewer for International Federation of Scholarly Associations of Management Conferences 1997 (International Strategy)

Reviewer for Southern Management Association Annual Meetings 1998 (Strategy)

## **PROFESSIONAL AFFILIATIONS**

Member of Academy of Management 1996 to present

Member of Africa Academy of Management 2015 to present

Member of Eastern Academy of Management 1996 to 2000

Member of Academy of International Business 1996 to 2000

Member of Southern Management Association 1998/1999

Member of International Federation of Scholars in  
Management Associations 1998-2000

## **COMMUNITY INVOLVEMENT**

Chapter Recording Secretary of The Links, Incorporated Syracuse (NY)  
Chapter 2022 – present.

Chair of International Trends and Services Facet Committee of The Links,  
Incorporated Syracuse (NY) Chapter 2021-2022.

Co-Leader to Cadette Girl Scout Troop 60500 2015-present leading them to  
earn their Bronze Award in 2019, and their Silver Award in 2021, the third  
and second highest awards in Girl Scouts, respectively, and the highest  
awards a Junior and Cadette can earn, respectively.

Vice Chair of the Holy Cross Church Pastoral Council 2019 to 2020.

Spring Gala committee member at Montessori School of Syracuse 2011-  
2014.

## **HONORS AND AWARDS (NON-ACADEMIC)**

2022	Girl Scouts of NYPENN Pathways Appreciation Pin Volunteer Award
2021	Girl Scouts of NYPENN Pathways Spirit Volunteer Award
2021	Girl Scouts of NYPENN Pathways Trefoil Award (team award) as part of the Jamesville-DeWitt Service Unit Team
2020	Girl Scouts of NYPENN Pathways Volunteer of Excellence
1995	Richard J. Daley Award - Best Project Chicago Jaycees 1994-1995
1995	Northeast Region Illinois Jaycees - The Outstanding Financial Management Project of the 4 <sup>th</sup> Quarter, 1995
1995	Illinois Jaycees - Outstanding Management Development Project of the 4 <sup>th</sup> Quarter, 1995
1994	Northern Trust Bank's Quality Medallion Award for work done on Correspondent Bank Study Team
1994	Certified Cash Manager License - June, 1994

## **OTHER - PROFESSIONAL EXPERIENCE**

**Northern Trust Company  
1996**

**Chicago, Illinois**

**1991-**

**Residential Mortgage Loan Officer  
April, 1996**

**June, 1995-**

- Originated, processed, and underwrote 20 Equity Credit Line loans a month. This activity represented approximately \$800,000 of the bank's monthly mortgage loan activity. The position involved credit analysis and interpersonal skills, and the cross-selling of Northern's additional personal and private banking services.

**Officer - Investment Services  
June, 1995**

**February, 1995 to**

- Participated on Northern's Due Diligence Team for its acquisition of RCB International, Inc. Assisted senior management in searching for material risks that may have prevented the acquisition from being finalized. The position involved general risk analysis, and written communication skills.
- Cooperated with senior management on the Due Diligence Team and in Corporate Training to develop a training program to educate 200 Officer to Senior Vice President level professionals on the details of the acquisition and the marketplace in which RCB operates. This project required an in-depth knowledge of RCB International's business practices and strategy, its clients, its competitors, and the competitive strengths it provided to Northern. It also required an intimate knowledge of desktop publishing packages and PowerPoint for designing the course presentation and materials.

**Correspondent Banking Officer  
February, 1995**

**June, 1993 to**

- Managed 50 correspondent bank client and prospect relationships located in the Chicagoland area. The total portfolio contributed \$200,000+ in annual revenue to Northern Trust in 1994. The position involved credit analysis, and the cross-selling of Northern's cash management, international, and personal and private trust services.

- Assisted Relationship Managers in administering their portfolios by evaluating the credit worthiness of correspondent bank clients, and cross-selling Cashletter and Safekeeping services.

**Money Market Coordinator**                      **March, 1992 to June, 1993**

**Commercial Lending Training Program**        **July, 1991 to March,**

**1992**