

Jennifer A. Marrone, Ph.D., C.P.A.

Seattle University
Albers School of Business and Economics
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ACADEMIC APPOINTMENTS:

Albers School of Business and Economics, Seattle University, Seattle, WA
Professor, Department of Management, September 2018-present

Albers School of Business and Economics, Seattle University, Seattle, WA
Associate Professor, Department of Management, September 2010-2018

Albers School of Business and Economics, Seattle University, Seattle, WA
Assistant Professor, Department of Management, September 2004-2010

Robert H. Smith School of Business, University of Maryland, College Park, MD
Graduate Research Assistant, Department of Management and Organization, 2001-2004

EDUCATION:

University of Maryland, College Park, MD

Doctor of Philosophy, August 2004

Major: Organizational Behavior Minor: Human Resource Management

Overall GPA: 3.9

Awards: *Summer Research Fellowship (all years), Top 15% Teaching Award (2003, 2004)*

Villanova University, Villanova, PA

Bachelor of Science in Accountancy, Magna Cum Laude, May 1996

Overall GPA: 3.8 Rank in Class: 38/522 Dean's List (all semesters)

Honor Societies: *Beta Gamma Sigma, Phi Kappa Phi, Gamma Phi*

RESEARCH INTERESTS:

Team processes and performance: 1) the antecedents and implications of team boundary spanning behaviors (team relationships with other actors/teams); 2) team leadership; 3) the development and impact of team knowledge management systems and strategies.

Humility in organizations: 1) the outcomes of leader humility for self, followers, teams, and organizations; 2) the influence of team member humility on team dynamics and performance.

Strategic human resource management: 1) the strategic management of human capital across varying employee groups; 2) the determinants and implications of high investment HR system use; 3) HRM practices in family businesses.

Multi-level perspectives: I approach domains from a multi-level perspective, exploring implications across individual, team, and organizational levels and applying multi-level techniques such as hierarchical linear modeling.

DISSERTATION:

Cutting Across Team Boundaries: Antecedents and Implications of Individual Boundary Spanning Behavior within Consulting Teams. Chaired by Paul Tesluk.
Proposal defense passed: July, 2003
Final defense passed: June, 2004

PEER-REVIEWED JOURNAL PUBLICATIONS & SCHOLARLY BOOKS:

* **Connotes research collaborations with current or former Seattle University undergraduate or MBA students.**

Marrone, J.A., Quigley, N.Q., Prussia, G.E., Dienhart, J. Can Supportive Coaching Behaviors Facilitate Boundary Spanning and Raise Job Satisfaction: An Indirect Effects Model. *Journal of Management* (forthcoming)

Marrone, J. A., Ferraro, H. S., & Huston, T. (2018). A Theoretical Approach to Female Team Leaders' Boundary Work Choices. *Group & Organization Management*, 43(5), 825–856. <https://doi.org/10.1177/1059601118795384>

Nielsen, R. & Marrone, J. A.¹ (2018) Humility: Our Understanding of the Construct and Its Role in Organizations. *International Journal of Management Reviews*, 25, 805-824. <https://doi.org/10.1111/ijmr.12160> *

¹ first-authorship is shared.

Ferraro, H. S. & Marrone, J. A. (2017). Is This for Me? Career Decision Making in a Family Business. *Case Research Journal*, 37 (2).

Kalinovich, A. V. & Marrone, J. A. (2017). Shared Leadership: A Primer and Teaching Recommendations for Educators. *Journal of Leadership Education*, 16, 205-215. *

Winner: Distinguished Innovative Practice Paper, Association of Leadership Educators Conference, 2016.

Ferraro, H. S. & Marrone, J. A. (2016). Examining Employment Relationship Activities in Family Business Research. *Journal of Family Business Management*, 6, 210-224.

Bauermeister, M. C., Greer, J. Kalinovich, A. V., Marrone, J. A., Pahl, M. M, Rochholz, L. B., Wilson, L. B. (2016). Preparing Students for Leadership through Experiential Learning. *Journal of Leadership Education*, *15*, 31-41. *

Nielsen, R., Marrone, J.A., & Ferraro, H.S. (2014). *Leading with humility*. New York: Routledge. *

Marrone, J.A. (2010). Team Boundary Spanning: A Multi-Level Review of Past Research and Proposals for the Future. *Journal of Management*, *36*, 911-940.

Nielsen, R., Marrone, J.A., & Slay, H. (2010). A New Look at Humility: Exploring the Humility Concept and its Role in Socialized Charismatic Leadership. *Journal of Leadership and Organizational Studies*, *17*, 33-43. *

Marrone, J.A., Tesluk, P.E., & Carson, J.B. (2007). A multi-level investigation of antecedents and consequences of team member boundary spanning behavior. *Academy of Management Journal*, *50*, 1423-1439.

Carson, J.B, Tesluk, P.E., & Marrone, J.A. (2007). Shared leadership in teams: An investigation of antecedent conditions and performance. *Academy of Management Journal*, *50*, 1217-1234.

Lepak, D. P., Taylor, M. S., Tekleab, A. G., Marrone, J. A., & Cohen, D. (2007). An examination of the use of high investment human resource systems for core and support employees. *Human Resource Management*, *46*, 223-246.

Lepak, D. P., Marrone, J. A., & Takeuchi, R. (2004). The relativity of human capital management systems: Conceptualizing the impact of desired employee contributions and HR philosophy. *International Journal of Technology Management*, *27*, 639-655.

TECHNICAL REPORTS:

Lepak, D. P., Taylor, M. S., Marrone, J. A., Tekleab, A.G., & Cohen, D. *A study of effective workforce management*.

Tesluk, P.E., & Marrone, J.A. *Working as an effective consulting team: Strategies for improving team dynamics and managing team expertise*.

WORKS UNDER REVIEW:

Chiu, C., Tukey, M., & Marrone, J.A. How Do Humble People Mitigate Group Incivility? An Examination of the Social Oil Hypothesis of Group Expressed Humility. Target: *Journal of Occupational Health Psychology* [3rd Round Submission]

WORKS IN PROGRESS:

Chitra, D., Ganesh, M.P., & Marrone, J.A. Team Boundary Activity in Software Development Teams. Data collected and analyzed, manuscript being prepared for submission. Target: *Group & Organization Management*

Marrone, J.A. & Koch, B. Manager Tenure, Team External Relations, and Team Performance. Data collected, analysis stage. Target: *Journal of Vocational Behavior*

Marrone, J. A., Gardner S.A., Tesluk, P. E., & Carson, J.B. A study of shared mental models of team expertise. Data collected, additional analyses needed, manuscript under preparation. Target: *Group & Organization Management*

DATA COLLECTIONS:

August, 2016-November, 2018: Lead investigator in data collection examining team boundedness, team identification, team processes, and team performance (approximately 35 work teams across various organizations). Completion of data collection: June, 2018.

September, 2016-September, 2017: Lead investigator in data collection examining team member humility, team member relational orientation, and team helping behavior (approximately 40 undergraduate project teams). Completion of data collection: September, 2017.

PEER-REVIEWED CONFERENCE PRESENTATIONS:

Chui, C., Marrone, J. A., & Tuckey, M. (2020). *How do humble people mitigate workplace incivility? An examination of the social oil hypothesis of employees' humility*. Academy of Management Annual Meetings, Virtual.

Chiu, C. & Marrone, J.A. (2018). *How Does Team Humility Encourage Members' Helping Behavior? The Role of Reduced Team Incivility Norm*. Paper presented at the 78th Academy of Management Annual Meeting, Chicago, Illinois.

Marrone, J.A., Ferraro, H.S., & Huston, T. (2017). *An Integrative Model of the Effects of Gender on Work Team Boundary Spanning Behaviors*. Developmental Paper presented at the Western Academy of Management Conference, Palm Springs, CA.

Ferraro, H. S. & Marrone, J. A. (2016). *Examining HRM Activities in Family Business Research: A Critical Review*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, California.

Marrone, J. A., Quigley, N., Prussia, G., & Dienhart, J. (2016). *Can I and Do I Want To? Boundary Spanning Self-efficacy and Affective Commitment as Drivers of Employee Boundary Spanning Behavior*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, California.

Marrone, J. A., Quigley, N., Prussia, G., & Dienhart, J. (2016). *Can I and Do I Want To? Boundary Spanning Self-efficacy and Affective Commitment as Drivers of Employee Boundary Spanning Behavior*. Paper presented at the Journal of Management Studies Special Issue Paper Workshop, London, Canada-Ontario.

Nielsen, R. & Marrone, J. A. (2016). *Humility: Our Current Understanding of the Construct and its Role in Organizations*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, California.

Kalinovich, A. & Marrone, J. A. (2016). *Shared Leadership: A Primer and Teaching Recommendations for Educators*. Paper presented at the Association of Leadership Educators Annual Conference, Sacramento, California. *

* Winner: 2016 Distinguished Innovative Practice Paper, Association of Leadership Educators Conference.

Bauermeister, M. C., Greer, J. Kalinovich, A. V., Marrone, J. A., Pahl, M. M, Rochholz, L. B., Wilson, L. B. (2015). *Preparing Students for Leadership through Experiential Learning*. Paper presented at the Western Academy of Management Conference, Portland, Oregon.

Marrone, J. A. & Quigley, N. (2014). *Managing External Relationships to Achieve Coordinated Action Within and Across Teams*. Symposium chaired at the 73rd Annual Academy of Management Meeting, Philadelphia, Pennsylvania.

Marrone, J. A., Quigley, N., & Koch, B. (2014). *External Team Competencies and Firm Performance*. Paper presented at the 73rd Annual Academy of Management Meeting, Philadelphia, Pennsylvania.

Marrone, J. A. (2013). *Enter Team Resilience: A Proposed Theoretical Model of Team Boundary Spanning, Team Resilience, and Outcomes*. Developmental Paper presented at the Western Academy of Management, Nappa, California.

Marrone, J. A., Quigley, N., & Prussia, G. (2012). *Exploring Antecedents of Discretionary Boundary-Spanning Behavior*. Paper Presented at the 26th Society of Industrial / Organizational Psychologists, San Diego, California.

Quigley, N. R. & Marrone, J.A. (2009, August). *Team leader personality and conflict in work teams: A role-based approach*. Paper presented at the 68th Annual Academy of Management Meeting, Chicago, IL.

Marrone, J.A., Gardner, S., Tesluk, P.E., & Carson, J.B. (2008, April). *A Study of Team Mental Models of Shared Expertise*. Paper presented at the 22nd Annual Society for Industrial / Organizational Psychology Conference, San Francisco, CA.

Dragoni, L., Slay, H.S., Postlethwaite, B.E., Burns, M.J., & Marrone, J.A. (2007, May). *Getting Networked: Structure, Content and Formation of Developmental*

Networks. Paper presented at the 21th Annual Society for Industrial / Organizational Psychology Conference, New York, NY.

Marrone, J.A. (2006, August). *A multi-level investigation of the motivators and consequences to team member boundary spanning*. Paper presented at the 65th Annual Academy of Management Meeting, Atlanta, GA.

Nielsen, R. & Marrone, J.A. (2006, May). *Extending socialized charismatic leadership research: A theoretical model integrating humility*. Paper presented at the 20th Annual Society for Industrial / Organizational Psychology Conference, Dallas, TX.

Marrone, J.A. (2005, August). *Managing the team's boundary: A multi-level investigation of engagement in boundary spanning behaviors and individual leadership outcomes*. Paper presented at the 64th Annual Academy of Management Meeting, Honolulu, Hawaii.

Marrone, J.A. (2005, August). *Exploring the team boundary: New directions and extensions of team boundary management research*. Symposium chaired at the 64th Annual Academy of Management Meeting, Honolulu, Hawaii.

Marrone, J.A. & Taylor, M.S. (2004, April). *Newcomers in action: The role of proactive behavior in socialization*. Symposium chaired at the 19th Annual Society for Industrial / Organizational Psychology Conference, Chicago, IL.

Marrone, J.A. & Taylor, M.S. (2004, April). *Change during newcomer socialization: A proposed theoretical model of newcomer proactive behavior and proximal socialization outcomes*. Paper presented at the 19th Annual Society for Industrial / Organizational Psychology Conference, Chicago, IL.

Marrone, J. A. (2003, April). *A study of team knowledge systems within consulting teams*. Paper presented at the 18th Annual Society for Industrial / Organizational Psychology Conference, Orlando, FL.

Marrone, J.A. (2003, August). *Shared mental model development within diverse project teams: Distributed and common knowledge over time*. Paper presented at the 63rd Annual Academy of Management Meeting, Seattle, WA.

Lepak, D. P., Taylor, M. S., Tekleab, A. G., Marrone, J. A., & Cohen, D. (2002, August). *Determinants of high investment HR systems: Strategy, HR philosophy, employee skills, and employment mode*. Paper presented at the 62nd Annual Academy of Management Meeting, Denver, CO.

Lepak, D. P., Taylor, M. S., Tekleab, A. G., Marrone, J. A., & Cohen, D. (2001, April). *Understanding the use and impact of high investment HR systems for different employee groups*. Paper presented at the Bath Annual Conference: People and Performance, Bath, England.

TEACHING ACTIVITIES:

Teaching Interests:

Principles of Management, Managing People, Organizational Behavior, Managing Work Teams

Teaching Performance:

(Undergraduate courses generally comprised of 35-40 students)

(Graduate courses taught generally comprised of 15-25 students, 35 for MBA 516)

Seattle University – Undergraduate (2007-2020)				Instructor	Course
				(out of 5.0)	
2020	FQ	MGMT 3000	Principles of Management	4.7	4.6
2020	SQ	MGMT 3000	Principles of Management	4.9	4.8
2020	SQ	MGMT 3000	Principles of Management	4.5	4.4
2020	WQ	MGMT 3000	Principles of Management	4.9	4.8
2020	WQ	MGMT 3840	*Managing Work Teams	4.6	4.4
2018	FQ	MGMT 3000	Principles of Management	4.8	4.9
2019	SQ	MGMT 3000	Principles of Management	4.9	4.9
2019	WQ	MGMT 3840	*Managing Work Teams	4.9	4.9
2018	FQ	MGMT 3000	Principles of Management	4.8	4.6
2017	SQ	MGMT 3000	Principles of Management	4.9	4.8
2017	SQ	MGMT 3000	Principles of Management	4.9	4.8
2017	WQ	MGMT 3000	Principles of Management	4.9	4.8
2017	WQ	MGMT 3840	*Managing Work Teams	4.9	4.8
2016	FQ	MGMT 3000	Principles of Management	4.8	4.8
2016	FQ	MGMT 3000	Principles of Management	4.7	4.8
2016	SQ	MGMT 3800	Principles of Management	4.8	4.8
2016	SQ	MGMT 3800	Principles of Management	4.8	4.9
2016	WQ	MGMT 3800	Principles of Management	4.8	4.6
2015	WQ	MGMT 3800	Principles of Management	4.6	4.6
2015	WQ	MGMT 3840	*Managing Work Teams	4.8	4.8
2014	SQ	MGMT 380	Principles of Management	4.9	4.7
2014	WQ	MGMT 380	Principles of Management	4.7	4.5
2012	SQ	MGMT 380	Principles of Management	4.8	4.8
2012	FQ	MGMT 380	Principles of Management	4.8	4.8
2012	FQ	MGMT 382	Organizational Behavior	4.9	4.8
2012	WQ	MGMT 380	Principles of Management	4.9	4.5
2011	FQ	MGMT 380	Principles of Management	5.0	4.9
2011	SQ	MGMT 491	*Managing Work Teams	5.0	5.0
2010	WQ	MGMT 382	Organizational Behavior	5.0	5.0
2009	WQ	MGMT 491	*Managing High Perf. Work Teams	4.9	4.9

* created and developed this course at school request

Seattle University – Graduate (2007-2020)				Instructor	Course
				(out of 5.0)	
2020	RQ	MGMT 5910	*Women in Leadership	5.0	5.0
2018	FQ	MGMT 5305	*Leadership Formation I	4.6	4.2
2015	FQ	BRMB 5215	Organizational Behavior	5.0	5.0
2015	FQ	MGMT 5305	*Foundations of Leadership Theory	4.9	4.7
2015	SQ	MGMT 5310	*Leadership Formation II	5.0	5.0
2014	FQ	MGMT 5305	*Leadership Formation I	4.7	4.4
2014	SQ	MGMT 567	*Leadership Formation I/II	4.6	4.5
2013	FQ-SQ	MGMT 566/7	*Leadership Formation I/II	4.3	4.2
2012	FQ-SQ	MGMT 566/7	*Leadership Formation I/II	4.6	4.5
2010	FQ-SQ	MGMT 566/7	*Leadership Formation I/II	4.9	4.8
2011	SQ	MGMT 567	*Leadership Formation I/II	4.9	4.0^
2010	SQ	MBA 516	Management of People	4.8	4.9
2010	WQ	MBA 516	Management of People	4.7	4.4
2009	FQ	MBA 516	Management of People	4.9	4.6
2009	SQ	MBA 516	Management of People	4.8	4.7
2009	SQ	MBA 516	Management of People	4.5	4.6
2009	WQ	MBA 516	Management of People	5.0	4.9
2008	FQ	MBA 516	Management of People	4.9	4.8
2008	RQ	MGMT 494	*Cross-Cultural Mgmt, Study Tour	4.9	4.8
2008	SQ	MBA 516	Management of People	4.8	4.9
2008	SQ	MBA 516	Management of People	4.9	4.7
2008	WQ	MBA 516	Management of People	4.6	4.7
2007	FQ	MBA 516	Management of People	4.7	4.7
2007	FQ	MBA 516	Management of People	4.9	4.9
2007	RQ	MGMT 494	*Cross-Cultural Mgmt, Study Tour	4.9	4.9
2007	SQ	MBA 516	Management of People	4.8	4.8
2007	SQ	MBA 516	Management of People	4.8	4.8
2007	WQ	MBA 516	Management of People	4.8	4.7
2007	WQ	MBA 516	Management of People	4.8	4.7

* created and developed this course at school request

^ core was co-taught; only instructor quality was rated separately

University of Maryland - Undergraduate	Overall Evaluation
	(out of 5.0)
BMGT 464, Organizational Behavior, Summer 2003	4.8
BMGT 464, Organizational Behavior, Summer 2004	4.7
BMGT 495, Business Policies, Fall 2003	4.7
BMGT 495, Business Policies, Spring 2004	4.7
BMGT 495, Business Policies, Spring 2004	4.4
BMGT 495, Business Policies, Spring 2004	4.7

Related Professional Experience (while at KPMG, LLP):

Presented numerous presentations to top executives in large, international organizations such as BMW North America, Inc., Minolta, Corp., Siemens – Cerberus Division, Inc., and United American Energy, Corp. Volunteered as a regional recruiter and traveled to several universities, including Lehigh University and Seton Hall

University, to deliver informational presentations to large groups of undergraduate accounting majors.

PROFESSIONAL & SERVICE ACTIVITIES:

University

- **Co-chair**, Academic Calendar Review, Seattle University (February 2020-present)
 - Co-leading a working group of approximately 16 faculty and staff
 - Charged with exploring a full range of academic calendar options and sponsor a campus-wide referendum
 - This initiative is named as “an essential first step” in implementing Seattle University’s 2020-2025 Strategic Directions
- **Faculty Athletic Representative (FAR)**, Seattle University (July 2020-present)
 - Appointed by the President
 - Provide oversight of the academic integrity of the athletics program and serve as an advocate for student-athlete well-being
 - Voting Delegate in NCAA/WAC Legislative Process
- **Co-chair**, Strategic Planning Steering Committee, Seattle University (2018-2019)
 - Co-led a committee of approximately 20 faculty and staff for 18 months
 - Developed and implemented all team and task work processes for this major University initiative
 - Designed and facilitated numerous working strategic planning retreats and/or presentations for Board of Trustees, Board of Regents, Cabinet & Deans, Provost Council, Academic Assembly, Staff Council, and more
 - Presented and/or facilitated strategic planning discussions on steering committee and University behalf weekly, and often several times a week
 - Produced Seattle University’s 2020-2025 Strategic Directions
- Member, University Assessment Committee, Seattle University (2018-present)
- Member, Budget Advisory Group - Faculty, Seattle University (2019-present)
- Member, Assessment of Deans Committee, Seattle University (2016-2017)
 - Development of a new assessment process; selected Korn Ferry as partner
- Member, Ministry and Mission Review, Seattle University (2016)
 - Proposal to President regarding restructuring of Mission and Ministry
- Member, Matteo Ricci's 3-year degree: Humanities for Business, Seattle University (2014-2016)
 - Worked with faculty and Dean to consider new program
- **Director**, Learning Communities Faculty Director, Seattle University
 - Led teams of undergraduate Residential Advisors and Academic Mentors to support Learning Communities; Liaison between Academic Affairs and Residential Life
- Member Athletic Advisory (AA) Board, Seattle University (2007- 2009; 2010-2012)
 - Summary report to President of AA Board oversight and recommendations
- Member, Advisory Group for the Selection of Vice President of Student Development, Seattle University (2012)
 - Recommendation to President for V.P. of Student Development hire

- Member, Strategic Planning– Leadership Formation Task Force, Seattle University (Fall, 2007)
- **Advisor**, Groups and Teams Consultant, Matteo Ricci College (Winter, 2005)
- Workshop Facilitator, Optimizing Student Teams, Center for Excellence in Teaching and Learning, Seattle University (Winter, 2009)
- Guest Presenter, Maximizing Decision Making, School of Theology and Ministry, Seattle University (Winter, 2009)
- Guest Panelist, Teaching Graduate Students, New Faculty Institute, Seattle University (September, 2009)
- Guest Lecturer, Academy of Finance, Seattle University (January, 2007)
- Guest Lecturer, Summer Business Institute, Seattle University (Summer 2006, Summer 2007)
- Guest Lecturer, Summer in Seattle, Seattle University (June, 2006)

School & Department

- **Leader**, Department of Management Assessment of Learning (AOL), Department of Management (2018-2020)
- **Leader**, Management Major, Department of Management (2018-2020)
 - Facilitate meetings with management major faculty to review major direction and new initiative/courses.
- **Mentor**, New Faculty, Albers School of Business and Economics (2019-present)
 - Mentored new faculty member Dr. Jennifer Hong (marketing)
- **Chair**, Albers Personnel Committee, Albers School of Business and Economics (2016-2017)
 - Led all Personnel Committee meetings; Evaluated rank and tenure cases; Acted as liaison between committee, Dean, and candidates
- Member, Scholarship Review Committee, Albers School of Business and Economics (2016-2018)
 - Evaluation of faculty scholarship requests related to journal rankings and scholarship points
- **Director**, Graduate Leadership Formation Certificate Director, Albers School of Business and Economics (2010-2016)
 - Recruitment and selection of students into Certificate; Managed certificate budget; Developed and taught Certificate curriculum
- **Chair**, Faculty Student Research Task Force, Albers School of Business and Economics (2014-2015)
 - Created and implemented new Faculty Student Research Program that provided incentives for faculty/student research collaborations
- **Mentor**, New Faculty, Albers School of Business and Economics (2012-2016)
 - Mentored new faculty members Dr. Cathy Cao (Finance) and Dr. Gabe Saucedo (Accounting)
- Member, Albers Personnel Committee, Albers School of Business and Economics (2013-2015; 2016-present)
 - Assessment of multiple tenure and promotion files
- Member, PMBA Revised Curriculum Implementation Committee, Albers School of Business and Economics (2013-2014)

- Assisted in the implementation of Albers' revised PMBA curriculum
- Member, Search Committee for Finance, Albers School of Business and Economics (2016)
 - Hired Bo Han, new faculty member in Finance
- **Chair**, Undergraduate (UG) Curriculum Review, Albers School of Business and Economics (2011)
 - Led committee meetings; Reviewed curriculum, identified areas for growth, and created a shared new vision for our UG business core courses; Created and implemented new "Introduction to Business" course
- Member, CAPCOM, Albers School of Business and Economics (2008-2010)
 - Reviewed and oversight of all school curriculum changes and proposals
- **Leader**, Management Major Review (2015-2017)
 - Proactively lead faculty in discussions of management major improvement
- Volunteer Representative, Introduction to Business Class, Department of Management (2014, 2016, 2017)
 - Represented management major
- **Leader**, Department of Management Assessment of Learning (AOL), Department of Management (2011, 2013)
 - Analyzed AOL Assessment data; Prepared all AOL reports; Provided recommendations to Management Department for future AOL initiatives
- Volunteer Representative, Student Career Fair, Department of Management (2016)
 - Represented management major
- Member, Academic Rigor Task Force, Albers School of Business and Economics (2008)
- Member, Strategic Planning Task Force, Albers School of Business and Economics (2007)
- Member, Leadership Task Force Initiative, Albers School of Business and Economics (Summer, 2005 – Winter, 2007)
- Member, Faculty and Staff Satisfaction Survey Initiative, Albers School of Business and Economics (Spring-Summer, 2008)
- Member, 2 Management Search Committees, Department of Management (2006)
 - Hired Drs. Holly Slay Ferraro and Rubina Mahsud
- Member, Management Search Committee, Department of Management (2005)
 - Hired Dr. Jason Kanov, Visiting Fellow
- Member, Scholarship Standing Committee, Albers School of Business and Economics (2005, 2006, 2007)
- **Advisor**, Student Career Advisor, Department of Management (2005-present)
- Workshop Facilitator, Understanding Student Teams, Albers Teaching and Research Committee, Seattle University (Winter, 2009)
- Guest Presenter, Entrepreneurship Small Business Round Table, Albers School of Business and Economics (January & March, 2009)
- Volunteer Representative, Student Open House, Department of Management (April, 2005)
- Volunteer Representative, Freshman Orientation, Department of Management (September, 2005)

- Member, Beta Gamma Sigma Scholarship Selection Committee for Student Leadership Forum, Albers School of Business and Economics (Fall 2005, Fall 2006)

Professional

- Editorial Board Member, *Journal of Managerial Psychology* (2017-present)
- Editorial Board Member, *Africa Journal of Management* (2014-present)
- Track Chair, Western Academy of Management (WAM) Annual Meeting, Leadership Track (2016, 2017, 2018, 2019)
- Ad Hoc Reviewer, *Academy of Management Journal*
- Ad Hoc Reviewer, *Journal of Management*
- Ad Hoc Reviewer, *Administrative Science Quarterly*
- Ad Hoc Reviewer, *Organization Science*
- Ad Hoc Reviewer, *Management Science*
- Ad Hoc Reviewer, *Human Relations*
- Ad Hoc Reviewer, *Journal of Management Studies*
- Ad Hoc Reviewer, *Journal of Engineering and Technology Management*
- Ad Hoc Reviewer, *Journal of Business Research*
- Ad Hoc Reviewer, *Education Research and Reviews*
- Ad Hoc Reviewer, Grant Proposals, National Science Foundation
- Ad Hoc Reviewer, Academy of Management Annual Meeting (AOM), Organizational Behavior Division
- Ad Hoc Reviewer, Western Academy of Management (WAM) Annual Meeting
- External Reviewer, Summer Grant Proposal, Villanova University (January, 2006 & 2007)

PROFESSIONAL EXPERIENCE:

University of Maryland, College Park, Robert H. Smith School of Business 2001-2004

Research Associate: Center for Human Capital, Innovation, and Technology

Selected to assist in the start-up of this newly formed Center. Responsible for identifying funding opportunities for the Center, assisting in the preparation of research proposals, and coordinating the submission of research grants and consulting proposals. Also performed a variety of research tasks across human capital, innovation, and technology domains, including dynamic capabilities, organizational change, management of information technology professionals, and innovation processes.

- Coordinated with Center Faculty Affiliates, University Funding personnel, and University Budgeting personnel to submit 2 major NSF research grant proposals.
- Assisted in the organization and preparation for the Center's first Knowledge Exchange (conference among human resource and other business professionals)

University of Maryland, College Park, Robert H. Smith School of Business 2000-2001

Graduate Assistant: Management and Organization Department

Collaborated with a variety of organizational behavior, human resource management, and strategic management faculty to assist with research and teaching, including literary searches, synthesis and summarization of research articles, data collection and

analysis, development of data coding schemes, and assistance in preparation for undergraduate and graduate level courses.

KPMG LLP, Short Hills, NJ

1998-2000

Supervising Senior Accountant (1999-2000)

Assigned as the lead auditor on several audit accounts while working closely with senior managers, partners, and executive client management. Responsible for the establishment and monitoring of account budgets, interpretation and application of new accounting pronouncements, performance of strategic risk assessments, and identification of revenue opportunities.

- Lead accountant for the BMW and Minolta audit accounts, two of KPMG's leading national accounts
- Managed staff of 3 or more through mentoring and professional development
- Served as a regional recruiting associate

Senior Accountant (1998-1999)

Demonstrated effective interpersonal and managerial skills while leading several audit accounts. Coordinated the efforts of 8 other audit teams, met and exceeded KPMG and client-imposed deadlines. Promoted to Supervising Senior Accountant.

- Awarded the opportunity to lead the BMW audit account, a position traditionally held by a supervising senior

KPMG Peat Marwick LLP, Short Hills, NJ

1996-1998

Staff Accountant (1997-1998)

Performed complex accounting research and interpretation, supervised and mentored new Assistant Accountants. Demonstrated ability to handle multiple tasks simultaneously. Promoted to Senior Accountant

- Selected to perform research and audit procedures for the IPO of a major energy company

Assistant Accountant (1996-1997)

Assisted other staff accountants in the audits of several clients, established successful relationships with clients and fellow team members. Demonstrated a strong technical foundation. Promoted to Staff Accountant.

Stockton Bates & Company, Philadelphia, PA

Fall 1995

Villanova Accounting Internship Program

Participated on several audits and reviews, including firm's largest client. Performed tasks similar to that of a staff accountant.

PROFESSIONAL AFFILIATIONS:

Member, Academy of Management (OB and GDO divisions)

Member, New Jersey State Board of Accountancy

CONSORTIA:

Participated in the Organizational Behavior Junior Faculty Workshop 64th Annual Academy of Management Meeting, Honolulu, Hawaii.

AWARDS & HONORS:

2020-2023 recipient of Endowed Chair, George Albers Professor, Seattle University (competitively awarded based on teaching, research, and service performance)

2018 Outstanding Reviewer Award, Journal of Managerial Psychology

2017 Outstanding Reviewer Award, Africa Journal of Management

2017, 2009, & 2007 recipient of summer research support grant from Albers School of Business and Economics

2016 Winner, Best Innovative Practice Paper, Association of Leadership Educators

2015, 2014 Outstanding Reviewer Award, Western Academy of Management

2014 Outstanding Reviewer Award, Academy of Management, Organizational Behavior Division

2013-2015 recipient of Endowed Chair, Genevieve Albers Professor, Seattle University (competitively awarded based on teaching, research, and service performance)

2008 & 2007 recipient of "Big Hit Publication Course Release" from Albers School of Business and Economics (reduced teaching load from 6 courses to 5)

2008 recipient of summer research support grant from Seattle University

2003 & 2004 Outstanding Instructor (Top 15%), Center for Teaching Excellence, University of Maryland

2000-2004 recipient of summer research support fellowship from Robert H. Smith School of Business, University of Maryland