

Kimberly S. Jaussi

Associate Professor, Organizational Behavior and Leadership
School of Management
Fellow, Center for Leadership Studies
Binghamton University (SUNY)
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Academic Employment

Associate Professor, Binghamton University School of Management (2007-current)
Assistant Professor, Binghamton University School of Management (2001-2007)

Education

University of Southern California, Marshall School of Business

Los Angeles, California

PhD in Business Administration, Organization Behavior, 2001

Dissertation Chair: Gretchen Spreitzer; Committee Members: Thomas Cummings, Susan Mohrman, Dennis Hocevar)

Smith College

Northampton, Massachusetts

A.B. in Economics (January, 1990)

Sea Education Association

Woods Hole, Massachusetts

Oceanographic research in the Caribbean (1989-1990)

Research Interests

My research focuses on how the behaviors of leaders at different hierarchical levels in the organization influence followers in efforts to align employee efforts and performance with the strategic focus of the organization. Specifically, I am interested in the design implications for the cognitive and self-concept related drivers of employee creativity, strategic thinking, and employee attitudes (e.g. commitment). I am also interested in the areas of diversity and identity in teams, as well as leadership development for effective inspiration, development, and stimulation of others.

Publications (Published and forthcoming)

Jaussi, K.S. & Benson, G. (2011) Careers of the creatives: Creating and managing the canvas. In Press, M. Mumford (ed), *Handbook of Organizational Creativity*.

Randel, A.E., **Jaussi, K.S.** & Wu, A. (2011) When is being creative related to being viewed as creative? The moderating role of the perception of supervisor as approachable. In press, *Creativity Research Journal*.

Randel, A.E., **Jaussi, K.S.**, & Standifird, S. (2009) Organizational Responses to Negative Evaluation by External Stakeholders: The Role of Organizational Identity Characteristics in Organizational Response Formulation, *Business & Society*, 48:438-466.

Jaussi, K.S., & Bluedorn, A. (2008). Leaders, followers and time. *The Leadership Quarterly*, 19: 654-668

.Randel, A.E. & **Jaussi, K.S.** (2008). Gender personal and social identity, sex dissimilarity, relationship conflict, and asymmetrical effects. *Small Group Research*. 39(4),468-491.

Jaussi, K.S., Stefanovich, A. & Devlin, P.G. (2008). Effective followership for creativity: A range of colors and dimensions. In Ron Riggio, Ira Chaleff, & Jean Lipman-Blumen (eds.) *Rethinking Followership*, pp. 291-307. San Francisco: Jossey-Bass.

Bluedorn, A. & **Jaussi, K.S.** (2007). "Time and the challenge of temporal concepts." *Research in Multi-level Issues*, 6, 249-255.

Jaussi, K.S., Randel, A.E.; & Dionne, S.D. (2007). "I am, I think I can, and I do: The role of personal identity, self-efficacy, and cross-application of experiences in creativity at work" *Creativity Research Journal*, 19, (2-3), 247-258

- Bluedorn, A. & **Jaussi, K.S.** (2007) "Organizationally Relevant Dimensions of Time Across Levels of Analysis." *Research in Multi-level Issues*, 6, 187-255.
- Jaussi, K.S.** (2007). "Attitudinal commitment: A three-dimensional construct." *Journal of Occupational and Organizational Psychology*, 80: 51-61.
- Jaussi, K.S.** (2007). Do levels and phases always happen together? Questions for considering the case of new venture emergence. *Research in Multi-level Issues*, 7, 479-491.
- Sosik, J.J., Jung, D.I., Benson, Y., Dionne, S. & **Jaussi, K.** (2005) "Making All the Right Connections: The Strategic Leadership of Top Executives in High-Tech Organizations" *Organizational Dynamics*, 34:47-61.
- Randel, A.E. and **Jaussi, K.S.** (2005). "Personal and Social Functional Background Identity and Individual Performance as a Team Member: The Moderating Role of Identity Salience." *Research in Management*, 4: 27-44.
- Dionne, S.D., Randel, A.E., **Jaussi, K.S.** & Chun, J.U. (2004). "Diversity and Demography in Organizations: A Levels of Analysis Review of the Literature." *Research in Multi-level Issues*, 3: 181-230.
- Dionne, S.D., Randel, A.E., **Jaussi, K.S.** & Chun, J.U. (2004). "Good research begins with good multi-level theory: Lessons learned in a multi-level community." *Research in Multi-level Issues*, 3 259-270.
- Jaussi, K.S.** & Dionne, S.D. (2004). "Unconventional leader behavior: Effects on subordinate satisfaction, effort, and perception of leader effectiveness." *Journal of Leadership and Organizational Studies*, 10 (3):15-26.
- Jaussi, K.S.** & Dionne, S.D. (2003). "Leading for creativity: The role of unconventional behavior." *Leadership Quarterly*, 14:475-498.
- Randel, A.E. & **Jaussi, K.S.** (2003). "Functional background identity, diversity, and individual performance in cross-functional teams." *Academy of Management Journal*, 46: 763-774.
- Jaussi, K.** (2002). Commentary on 9/11 and attribution theory in the classroom. In Fukami, C. "9/11 montage: Professors remember". *Academy of Management Learning and Education Journal*, 1:14-37.

Manuscripts under Review or Being Revised

- Jaussi, K.S.** & Randel, A.E. (2011). Look in or out for two types of creativity? Scanning, creative self-efficacy, and cross-application. Manuscript currently under review for the Academy of Management National Meeting, San Antonio, TX.
- Jaussi, K.S.** & Serba, A. (2011) . Inspiring Others for Creativity: Creativity Catalysts, Identity, and Being a Scanning Resource. Manuscript currently under review for the Academy of Management National Meeting, San Antonio, TX.
- Randel, A.E. & **Jaussi, K.S.** (2011) Observed issue selling: A moderated-mediation model with role models, willingness to issue sell, and inclusion. Manuscript currently being revised for submission to the *Journal of Applied Psychology*.

- Bluedorn, A.B., Schnatterly, K. **Jaussi, K.** & McCullough, C. (2010). The time orientation of strategic leaders. Manuscript currently being revised.

Books

- Sosik, J.J., Jung, D.I., Benson, Y., Dionne, S.D. & **Jaussi, K.S.** (2004). *The Dream Weavers: Strategy Focused Leadership in Technology Driven Organizations*. Information Age Publishing.

Conference Presentations

- Randel, A., **Jaussi, K.S.** & Wu, A. (2010) When does being creative lead to being rated as creative? Accepted for presentation at the Academy of Management National Meeting, Montreal, Canada.

- Schnatterly, K, Bluedorn, A.C., **Jaussi, K.S.**, McCullough, C.M. (2010) CEOs, Timescapes, and the Temporal Necessities of Strategy. Accepted for presentation as part of the symposium "More than Just Fast: Time-Based Strategies for Firm Performance" at the Academy of Management National Meeting, Montreal, Canada.
- Dunne, D. **Jaussi, K.S.** & Kelly, T. (2009). Do they know your strategy: Implications of network partner perceptions of strategic articulation and inclusion. Paper presented at **the Strategic Management Society Annual meeting**
- Randel, A., **Jaussi, K.S.** & Chow, R. (2009) Willing to sell or actually issue selling? The role of proactive personality, optimism, and inclusion. Paper presented at the **Academy of Management National Meeting**, Chicago, IL.
- Jaussi, K.S.** (2009). Panelist, *Organizing for Sustainable Impact: Creating Synergy and Acceleration to Implement a Sustainable Future*. Nance School of Business, Cleveland State University, Cleveland, OH.
- Jaussi, K.S.**, Doherty, D. Oldham, G., and Conger, J. (2008). "The Questions We Do and Do Not Ask **Regarding** Leading Innovative Organizational Change for Innovation". Workshop delivered as part of the Network of Leadership Scholar program and the **Academy of Management National Conference**, August 2008..
- Jaussi, K.S.**, Gooty, J. & Randel, A.E. (2008). "Environmental scouting, positive emotions, and creativity at work." Paper poster presented at **the Society for Industrial and Organizational Psychologists**. San Francisco, April, 2008. .
- Kim, J.H., Kim, Y.J. & **Jaussi, K.S.** (2007). The Role of Leaders in Knowledge-Based Organizations: Organizational Knowledge Structure as a Mediator. Paper accepted for presentation at **Southern Management Association Annual Meeting**, Nov., 2007.
- Jaussi, K.S.** & Randel, A.E. (2007). Driven to learn and gifted at selling ideas: Learning orientation, issue selling, and creativity at work. Paper accepted for presentation at the **Academy of Management National Conference**, August 2007.
- Jaussi, K.S.** (2007). Leading identities for creativity. Paper to be presented as part of the Network of Leadership Scholars pre-conference workshop, Leadership and Identity, at the **Academy of Management National Conference**, August 2007.
- Jaussi, K.S.**, Devlin, P., & Randel, A.E. (2006). "Developing those who will lead others towards creativity at work: The role of a leader's creative catalyst personal identity, fun at work, and follower's leader-inspired creative role identity." Paper presented at the **Gallup Leadership Institute Summit**, Washington DC.
- Randel, A.E. & **Jaussi, K.S.** (2006). "Gender Identity, Status, and Perceptions of Conflict" Paper presented at the **Academy of Management National Conference** as part of the symposium, *Status and power in groups: Effects on conflict and performance*, Atlanta, GA.
- Jaussi, K.S.**, Chan, J. & DelDuco, S. (2006). "Turnover, Supervisory Support, and Training: Customer Contact Makes All the Difference." Paper presented at the **Academy of Management National Conference**; Atlanta, GA.
- Standifird, S., Randel, A.E. & **Jaussi, K.S.** (2006). Stakeholder Saliency, Stigmatization and Perceived Organizational Identity Threat. Paper presented at the **10th Annual RI Conference on Corporate Reputation**, New York, NY.
- Jaussi, K.S.**, Palanski, M. & Reichman, W. (2006). "Turnover in High-Performing Employees: Do Antecedents Depend on Age?" Paper presented at **Society of Industrial and Organizational Psychology National Meeting**, Dallas, TX
- Jaussi, K.S.**, Erskine, L., Sully de Luque, M., Bluedorn, A., Aldag, R. (2006) "Follower strategies for the management of distance from one's leader. Panel presented at **Claremont/Kravis Leadership Institute "Rethinking Followership" conference**.
Specific papers presented Bluedorn & Jaussi "Followers and entrainment."
Jaussi, K.S. & Aldag, R. (2006) "Followers and fun at work."

- Jaussi, K.S., Randel, A.E., Carroll, E. & Klein, D. (2005). Different colored glasses: Minority and majority perceptions of an organization's diversity policies. Presented at the **National Academy of Management Meeting**, Hawaii. Summer, 2005.
- Jaussi, K.S.**, Randel, A.E. & Dionne, S.D. (2004) Creativity at Work: The Role of Creative Personal Identity. Presented at the **National Academy of Management Meeting**, Organizational Behavior Division, New Orleans, LA, August, 2004.
- Jaussi, K.S.** & Carroll, E. (2004). Effective creativity training: The role of trainee creativity and creativity commitment. Presented at the **National Academy of Management Meeting**, Human Resource Division, New Orleans, LA, August, 2004.
- Berson, Y., Dionne, S.D. & **Jaussi, K.S.** (2004) "Intellectual Stimulation of Senior Executives: Triangulated Evidence from the U.S. and Israel" Presented as part of the joint symposium "Strategic Leadership of High Technology Organizations: Connecting people, processes and technology" at the **National Academy of Management Meeting**, Organizational Behavior, Organization Development and Change, and Technology and Management Divisions, New Orleans, LA, August, 2004.
- Jaussi, K.S.** Carroll, E. & Dionne, S.D. (2004) The real deal rubs off on others: Authentic leadership and the importance of fun. Presented at the **Gallup Leadership Institute Summit**, Omaha, NE June 2004.
- Jaussi, K.S.**; Dionne, S.D; Harder, J.; Carroll, E.; Korkmaz, N.; Silverman, S. (2003). Creativity training: More effective for some? Presented at the national meeting of the **Society for Industrial and Organizational Psychology**, Chicago, IL, April, 2004.
- Chun, J., **Jaussi, K.S.** & Dionne, S.D. (2003). "Close and distant charismatic leadership in organizations: Toward a balanced leadership perspective." Presented at the **National Academy of Management Meeting**, Summer, 2003.
- Dionne, S.D., & **Jaussi, K.** "Unconventional leader behavior: Improving subordinate satisfaction, and leader effectiveness" Presented at the **Society of Industrial and Organizational Psychologists**, Orlando, Fl. April 2003
- Randel, A.E. & **Jaussi, K.** "Demographic and identity perspectives on an individual's work group contribution." Part of the Showcase symposium "Which differences make a difference when? Exploring demographic and cultural configurations in teams" presented at the **Academy of Management National Meeting**, Denver, 2002.
- Harder, J. and **Jaussi, K.** "The Case of Play". Invited presentation for the **Western Casewriter's Association** at the **Western Academy of Management**, Santa Fe, 2002
- Harder, J. and **Jaussi, K.** "Teaching with Play". Presented at the **Western Academy of Management**, Santa Fe, 2002
- Jaussi, K.** "Teaching Global Leadership". Invited paper presented in the symposium, "Revitalizing Leadership Education: New Audiences and New Directions" at the **Academy of Management National Meeting** Washington, DC August 2001
- Jaussi, K.** "Some women are born leaders". Paper presented in the symposium, "What are the implications of gender and culture on notions of what is leadership? Findings and questions spanning 4 continents" **International Congress of Applied Psychology**, San Francisco, August, 1998.
- Jaussi, K.** Conger, J. & Xin, K. "The development of expertise and executive development". **International Consortium of Executive Development and Research**, Harvard Business School, June, 1997.
- Xin, K., Conger J.A. & **Jaussi, K.** "Second language acquisition and executive development." **International Consortium of Executive Development and Research, Harvard Business School**, June, 1997.
- Jaussi, K.**, Sanjay Gosain, Ami Doshi, and Philip Birnbaum-More. "The current state of organization theory: Weed patch or well-tended garden?" **Western Academy of Management**, Lake Tahoe, March, 1997.
- Jaussi, Kim** "Some leaders are born women!" **Interdisciplinary Students of Organizations**, Chicago, October, 1996.

Research in Progress:

Conceptualization & Data Collection Stage:

Randel, A.E. & **Jaussi, K.S.** Creativity in entrepreneurs vs. intrapreneuers. Survey design complete and intrapreneurial data sites confirmed; entrepreneurs still being secured for data collection. Research funded by a grant from San Diego State University.

Data Analysis Stage:

Jaussi, K.S. Survey regarding creativity and leadership of Fortune 500 chief innovation officers. Data analysis of 200+ individuals currently in progress.

Jaussi, K.S. Personal versus role-related creative identity and performance across 200 employees in a small organization with 22 convenience store locations. Data analysis in progress.

Jaussi, K.S. Data currently being analyzed examining the relationships between design thinking, strategic linking, and work-related creativity in a workplace design organization.

Jaussi, K.S. Leader and follower matched sample from top 200 executives in a Fortune 500 financial firm. Data on leader performance, creativity, unconventional behavior, fun, creative role and personal identity, subordinate effort on behalf of leader, subordinate creativity, leader role expectations. Data currently being analyzed.

Jaussi, K.S. Survey of elite sports organization to identify reactions to creativity training and obstacles for implementation of concepts learned. Data analysis in progress.

Final Write-Up Stage:

Jaussi, K.S. & Randel, A.E. Positive emotions, issue selling, scouting, learning goal orientation, and creativity at work: A mediated moderation model. Paper in final revisions for submission to *Journal of Applied Psychology*.

Jaussi, K.S., Dunne, D. & Kelly, T. Do they know your strategy? Alliance resource allocation and knowledge of partner strategy. In final preparation for submission to *Strategic Management Journal*.

Jaussi, K.S., Bluedorn, A. & Gooty, J. Patterns of Entrainment and Trust in Leader-follower Relationships. Paper being revised for submission to *Academy of Management Review*.

Jaussi, K.S, Randel, A.E. & Gooty, J. Positive emotions, environmental scanning, and creativity at work. Manuscript being revised for submission to *Journal of Organizational Behavior*.

Jaussi, K.S., Sully de Luque, M. Stars in their eyes: The romance of creative leadership. Manuscript to be submitted to *Leadership Quarterly*.

Jaussi, K.S. & Dionne, S.D. "Effective creativity training: The role of trainee creativity and creativity commitment." Manuscript to be submitted to *Journal of Organizational Behavior*.

Jaussi, K.S. & Palanski, M. "Turnover in High-Performing Employees: Do Antecedents Depend on Age?" Manuscript to be submitted to *Human Resource Management*.

Teaching Experience

Executive MBA

Organizational Behavior, Executive MBA Program, Binghamton University, Fall 2001, 2004, 2005, 2007, 2009

Leadership, NYC Professional MBA Program, Binghamton University, Spring 2009, 2010

Leadership, Executive MBA Program, Binghamton University, Spring 2004

Leadership, Executive MBA Program, Binghamton University, Spring 2002

MBA/Graduate

Leadership and Consulting Skill Development, Binghamton University, Fall 2005

Organizational and Strategic Leadership, Binghamton University, Spring 2006, 2007

Managerial Perspectives, MBA-PM Program, Marshall School of Business, University of Southern California Fall 1999/Winter 2000

Undergraduate

Leadership Skills and Development, Binghamton University, Fall 2007, Spring 2008, Spring 2009, Fall 2009

Organizational and Strategic Leadership, Binghamton, University, Spring 2002-current
Organizational Behavior, Large Section (200+) Binghamton University, Fall and Spring semesters, 2001-2005
Organizational Behavior, small section, Binghamton University, Summer 2002
Organizational Behavior, Marshall School of Business, University of Southern California Fall 2000/Spring 2001
Business Policy and Strategy, Marshall School of Business, University of Southern California Summer 1999
Global Leadership, Marshall School of Business, University of Southern California, Spring 1999, Fall 2000

PhD. Level

Ph.D. Seminar in Innovation and Organization Theory, Binghamton University, Fall, 2007
Ph.D. Seminar in Leadership, Binghamton University, Fall, 2002

Industry and Industry-Related Experience

Independent Project Associate, Play/Prophet, 2006-current
Independent Project Associate, Advancing Inspiration, 2009-current
Strategy Formulation Facilitator, Broome County Council of Churches
Leadership and Diversity Trainer, Lockheed Martin
Leadership Development Training, Bearsch Compeau Knudson
Speaker, Visions Federal Credit Union (Strategic Leadership, Motivation)
Strategic Leadership Speaker & Trainer, Binghamton City School District
Team Building Trainer, Vestal School Board
Leadership Development Speaker & Trainer, Maines Paper and Food

Subject Matter Expert, University Access

Los Angeles, California (Summer, 2000)

Served as a subject matter expert in the development of an online EMBA leadership skills course for a major university. Advised regarding the theoretical framework, the choice of readings, etc., and assisted in the development of exercises.

Independent Consultant, Sibson & Co.

Los Angeles, California (Spring, 2000)

Conducted training for the implementation of a qualitative research program for a client, using QSR NUDIST.

Research Associate, Center for Effective Organizations, 1998-1999.

Marshall School of Business, University of Southern California

Los Angeles, California

Served on a project with Susan Mohrman, Ph.D and David Finegold, Ph.D. on the management of technical excellence in 7 international firms from high-tech industries. Duties included conducting interviews, data collection and analysis, and hypothesis generation and testing. Also was a principal researcher on a longitudinal project looking at organizational commitment and its relationship to employee effectiveness.

Research Assistant, Center for Effective Organizations, 1996-1998.

Marshall School of Business, University of Southern California

Los Angeles, California

Duties included qualitative research coding and data analysis for a three-year project on organizational learning, organizational change and effectiveness, for Susan Mohrman, Ph.D and Ram Tenkasi, Ph.D.

Research Assistant, The Leadership Institute, 1995-2000.

Marshall School of Business, University of Southern California

Los Angeles, California

For a project that focused on global firms and their leaders, my responsibilities included data retrieval (COMPUSTAT, Disclosure, company reports), computer searches (Lexis/Nexis, Abi Inform, etc), literature reviews, company correspondence and statistical analysis (Minitab, R-code, Excel). Additional research includes investigation of the acquisition of expertise and its implications for executive development and education. Also assisted Jay Conger in the preparation of the book, *Charismatic Leadership in Organizations*. Also managed all manuscript submissions as part of Warren Bennis's Festschrift and for the resultant book, *The Future of Leadership* (working closely with editors Warren Bennis, Gretchen Spreitzer, & Tom Cummings).

Market and Competitive Intelligence Analyst, The Kappa Group, Management Consultants
Laguna Hills, California (1995)

Duties included data and information searches and retrieval, competitive intelligence analysis, the presentation of intelligence to clients, and active participation and facilitation in management consulting/strategic planning projects for clients from high technology industries

Research Associate to Richard A. Brahm, Ph.D. 1994-1995

Graduate School of Management, University of California, Irvine

Irvine, California

Duties included data retrieval (COMPUSTAT, Lexis/Nexis, Disclosure, Internet, etc) data analysis, preliminary finding summaries, and foreign correspondence for projects examining excessive competition in the semiconductor industry and capacity utilization in declining industries in the United States and Japan.

Research Associate to Judy B. Rosener, Ph.D. 1992-1995

Graduate School of Management, University of California, Irvine

Irvine, California

Duties included development of structure, organization, and partial writing of Professor Rosener's book, *America's Competitive Secret: Utilizing Women as A Management Strategy* (Oxford University Press: Spring, 1995). Other duties include data retrieval, data analysis, computer data generation, preliminary finding summaries, and foreign correspondence for projects examining gender issues and leadership. Also, course development and assistance in course implementation.

Owner /Operator, The Coffee Pub of Newport

Newport Beach, California (1990-1993)

Duties included all financial, interpersonal, and managerial efforts associated with owning and operating a coffee house/cafe. Oversaw daily operations and five employees. Responsible for inventory, marketing, and employee relations. Duties also included obtaining initial financing, lease negotiations, and the acquisition of all state, county, and city permits.

Service to the Profession

Ad-hoc Reviewer, *Human Relations*

Member, Editorial Board, *Leadership Quarterly* (currently serving 2nd term)

Long-term ad-hoc reviewer, *Journal of Organizational Behavior*

Co-Chair, Network of Leadership Scholars, *Academy of Management*, 2007-present

Co-Program Chair, Professional Development Workshop Program, *Network of Leadership Scholars, Academy of Management National Meeting, Summer 2007.*

Prof. Development Workshop Session coordinator, *Community of Leadership Scholars, Academy of Management National Meeting,, Summer 2006.*

Ad hoc reviewer, *Creativity Research Journal*

Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*

Ad hoc reviewer, *Journal of Organizational and Occupational Psychology*

Ad hoc reviewer, *Group and Organization Management*

Caucus Program Chair, *Academy of Management National Meeting*, August 2004

Reviewer, *Academy of Management National Conference, Organizational Behavior Division*, 2004,

Reviewer, *Academy of Management National Conference, Organizational Behavior Division*, 2005.

Reviewer, *Society of Industrial and Organizational Psychology National Conference*, 2004.

Reviewer, *Academy of Management National Conference, Organizational Behavior Division*, 2003.

Reviewer, *Western Academy of Management*, Fall 2002.

Reviewer, *International Western Academy of Management*, 2002.

Member, Program Committee, International Western Academy of Management, 2002.

Reviewer, *Western Academy of Management*, Fall 2001.

Co-Chair, Distinguished Scholar Speaker Series, Management & Organization Department, USC 1996-1998.

Co-Chair, Interdisciplinary Students of Organizations Conference, 1997

Member, Activities Committee, New Doctoral Student Consortium, Academy of Management, Boston, MA 1997

Associate Editor, Careers Division (AOM) Newsletter, Fall, 1996.

Reviewer, International Conference on Advances in Management. Framingham, MA. January, 1996.

Discussant, International Conference on Advances in Management. Framingham, MA June, 1996.

Service to the University and School of Management

Member, President's Task Force on the Future of Undergraduate Education, Binghamton University, Fall 2009-present

Member, Steering Committee, Institute for Student Centered Learning, Binghamton University 2007-present.

Workshop Facilitator, Using Google for More Effective Teaching, ISCL, Jan. 2010

Workshop Facilitator, ISCL, Spring 2010

Member, Binghamton University Scholars Advisory Board, 2010

Facilitator, Binghamton University Dean of Students Office Spring Retreat 2010

Co-Faculty Advisor, Beta Gamma Sigma, School of Management, Binghamton University, Fall 2005-present.

Workshop Facilitator, Learning Theories. ISCL, May 2009

Speaker, Experiential Learning Program, Binghamton High School, Fall 2008.

Workshop Facilitator, Diversity in the Classroom, ISCL, May 2008

Member, Comprehensive Committee, Michael Palanski, Summer 2006.

Member, Comprehensive Committee, Elizabeth Carroll, Spring 2006.

Member, PriceWaterhouseCoopers Scholar Committee, 2005-2006.

Member, MBA committee, School of Management, 2005-2006.

Speaker, Institute for Student Centered Learning, Summer 2006.

Speaker, Binghamton High School Career Series, Fall 2004

Faculty Advisor, Society for Human Resource Management, Binghamton University Chapter, Spring 2004-present

Best Practices, Service Learning, Binghamton University 2005

Faculty Mentor, McNair Scholars Program, 2004-2005

Speaker, Leadership Concentration Night, October, 2003

Recognized, Services for Student with Disabilities, May, 2003

Speaker, GEAR UP Program, Binghamton University, February, 2003

Speaker, Leadership Concentration Night, October 2001

Mentor, Presidential Fellows Program, University of Southern California. 1996-1997.

Founder and President, Management and Organization Department Ph.D. Associated Student Body Organization, University of Southern California. 1996-1998

Awards

Dean's Honor Roll, Excellence in Teaching, School of Management, Binghamton University, 2009, 2010

Recipient, Dr. Nuala McGann Drescher Leave Program. State of New York/United University Professions Joint Labor-Management, Fall 2006.

Recipient, Delta Sigma Pi Faculty of the Year Award, School of Management, Binghamton University, 2005.

Recipient, Individual Development Award, \$1000, Binghamton University, 2002-2003.

Recipient, Excellence in Teaching Award, School of Management, Binghamton University, 2001-2002.

Recipient, Summer Research Grant, \$2250, School of Management, Binghamton University, 2002.

Recipient, Mini-grant, \$1000 from the Binghamton Foundation Eckler funds for the project "Creative Leadership in Work Groups: Is the Writing on the Walls?"

Praiseworthy, Excellence in Teaching (Ph.D. Student), Department of Management, University of Southern California. 2001.

Recipient, Joan Dahl/Steve Robbins Ph.D. Student Grant, Western Academy of Management, Sun Valley, Id. 2001

Recipient, Excellence in Teaching Award, Department of Management, University of Southern California, 2000.

Praiseworthy, Excellence in Teaching (Ph.D. Student), Department of Management, University of Southern California. 1999.

Nominated Participant, OB/OMT/ODC Doctoral Consortium, Academy of Management, Chicago, IL. 1999.

Praiseworthy, Excellence in Teaching (Ph.D. Student), Department of Management, University of Southern California. 1998.

Presidential Fellow, the Leadership Institute, University of Southern California, 1997-1998.

Nominated Participant, MED Doctoral Consortium, Academy of Management, San Diego, CA 1998

Invited Participant, Sloan Foundation Doctoral Conference in Human Resource Management, Madison, WI March, 1997

Professional Memberships

Member, Academy of Management.

Member, Society for Industrial and Organizational Psychologists
Member, American Psychological Society
Member and Faculty Advisor, Society for Human Resource Management
Member and Faculty Advisor, Beta Gamma Sigma
Member, United States Equestrian Federation
Member, Association of Experiential Education
Member, Equine Assisted Growth and Learning Association
Member, Equine Guided Education Association