

SCOTT N. TAYLOR

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EDUCATION

PhD, Organizational Behavior, January 2007

Case Western Reserve University, Cleveland, OH

Dissertation: *A conceptual framework and empirical test of leader attunement: Toward a theory of leader self-awareness*, Richard E. Boyatzis, PhD (Chair)

MBA, May 1997

Case Western Reserve University, Cleveland, OH

Concentrations: Organizational Behavior, Labor and Human Resource Policy

B.A., Spanish, December 1994

Brigham Young University, Provo, UT

Minor: Family Science

ACADEMIC POSITIONS

Assistant Professor (8/2008-present) of Organizational Behavior; Anderson School of Management, University of New Mexico

- *Anderson School of Management Foundation Board Endowed Fellow, 2009-2011*
- *Bill Daniels Business Ethics Fellow: 2010, 2011*

Assistant Professor (8/2006-8/2008) of Organizational Behavior; School of Management, Boston University.

RESEARCH INTERESTS

The major theme of my research is leader assessment and development. I am fascinated with the various methods organizations use to assess and develop their current and future leaders, evaluating the effectiveness of these methods, and developing new methods and technologies to improve leader assessment and development. As a result, my research has focused on competency development (especially emotional and social competence), leader self-awareness, multi-source feedback assessment, executive coaching, management education, and sustainable individual change.

PUBLICATIONS

A. REFEREED JOURNAL ARTICLES

Taylor, S.N., & Bright, D.S. (In press). Exploring conditions for openness in multisource feedback assessment. *Journal of Applied Behavioral Science*.

Aliaga, A.V., & Taylor, S.N. (In press). The influence of emotional and social competencies on the performance of Peruvian refinery staff. *Cross Cultural Management: An International Journal*.

Taylor, S.N., & Hood, J. (2011). It may not be what you think: Gender differences in predicting emotional and social competence. *Human Relations*, 64(5), 627-652.

Taylor, S.N. (2010). Redefining leader self-awareness by integrating the second component of self-awareness. *Journal of Leadership Studies*, 3(4), 57-68.

Taylor, S.N. (2006). Why the real self is fundamental to intentional change. *Journal of Management Development*, 25, 643-656.

Boyatzis, R.E., Stubbs, E., & Taylor, S.N. (2002). Learning cognitive and emotional intelligence competencies. *Academy of Management Learning and Education*, 1(2), 150-162.

B. OTHER REFEREED ARTICLES AND CONFERENCE PROCEEDINGS

Powley, E.H., & Taylor, S.N. (In press). Leading healing in a broken unit. (Peer reviewed case study to be published by Georgetown University Press).

Taylor, S.N., & Bright, D.S. (2010). *Exploring Conditions for Openness in Multisource Feedback*. *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643. **Best Paper Proceedings, ODC Division.**

Taylor, S.N. (2009, June). *The Queen of self-awareness: Teaching and developing two components of self-awareness in the classroom*. Proceedings of the 36th Annual Conference of the Organizational Behavior Teaching Society. Charleston, SC.

Taylor, S.N. (2008, June). *360-degree assessment in the classroom: Time for innovation*. Proceedings of the 35th Annual Conference of the Organizational Behavior Teaching Society. Wellesley, MA.

Taylor, S.N. (2003, October). *Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors*. Proceedings of the 11th Annual Institute of Behavioral and Applied Management Conference, L. Ross (Ed.). Tampa, FL. **Awarded Best Doctoral Student Paper.**

C. EDITED BOOK CHAPTERS

Boyatzis, R.E., Howard, A., Rapisarda, B. and Taylor, S. (2007). Coaching for Sustainable Change. In A. B. Shani, Nicolas Adler, Susan A. Mohrman, William A. Pasmore, & Bengst Stymne (Eds.). *Handbook of Collaborative Management Research* (pp. 231-241). Thousand Oaks, CA: Sage Publications.

Powley, E.H., & Taylor, S.N. (2006). Values and leadership in organizational crisis. In E. Hess and K. Cameron (Eds.), *Leading with Values: Values, Positivity, Virtue, and High Performance* (pp. 194-212). New York, NY: Cambridge University Press.

Boyatzis, R.E. & Taylor, S.N. (2002). Developing emotional intelligence in executive and graduate management education. In Subir Chowdhury (Ed.), *Organizations in the 21st Century: Someday All Organizations Will Lead This Way* (pp. 225-240). London: Financial Times-Prentice Hall.

D. OTHER PUBLICATIONS

Boyatzis, R.E., Howard, A., Rapisarda, B., Taylor, S. (2004). Target practice. *People Management*, 10(5), 26-32.

E. UNDER REVIEW

Taylor, S.N, Wang, M., & Zhan, Y. Going beyond self-other rating agreement: Comparing two components of self-awareness using multisource feedback assessment. (Under review with the *Journal of Leadership Studies*)

F. ADVANCED-STAGE WORKING PAPERS (DATA ANALYSIS COMPLETED)

Mahon, E., Taylor, S.N., & Boyatzis, R.E. Organizational and individual drivers of employee engagement: A contingency perspective. (Targeted for *Academy of Management Journal*)

Taylor, S.N., & Trujillo, S. The forgotten second component of self-awareness in management education. (Targeted for *Management Learning*)

Taylor, S.N. No Gender differences here: A look at perceptions of leadership using the case of Brooksley Born (Targeted for the *Journal of Management Education*)

Taylor, S.N. The comprehensive self and the need to consider multiple contexts. (Targeted for *Journal of Management Inquiry*)

G. ADVANCED-STAGE WORKS IN PROGRESS (DATA COLLECTED)

Gender Differences in Leader Self-awareness: The Ability to Predict How Others Experience Your Leadership

This study is a follow-up study of my dissertation study wherein we examine whether or not there is a gender difference in the ability to predict how others perceive one's leadership. Based on previous research, we predict there will be gender differences and, using a variety of measures, we seek to understand potential underlying reasons for the differences. (Data analysis phase; targeted for *Journal of Applied Psychology*, with Leanne Atwater and Rachel Strum of the University of Houston)

Longitudinal Impact of Emotional, Social and Cognitive Intelligence Competencies on Career Progress and Life Satisfaction

Using graduating MBA emotional, social and cognitive competency data collected from 1992-1996 for full-time MBAs and 1994-1996 for part-time MBAs, we will assess the impact of these competencies on predicting MBA graduate career progress and life satisfaction 12-16 years later. (Data analysis phase; targeted for *Academy of Management Learning & Education*, with Richard E. Boyatzis, Emily Amdurer, and Melvin Smith of Case Western Reserve University and Argun Saatcioglu of the University of Kansas).

Cognitive competence versus emotional and social competence as predictors of effectiveness: Is social class a moderator?
(Data analysis phase; targeted for *Journal of Applied Psychology*)

The increasing demand for executive coaching: When self-concept's need for confirmation / disconfirmation goes unfulfilled.

This paper will make the conceptual argument that one of the main reasons for the increasing demand for and reliance upon executive coaching is related to the lack of

authentic and specific confirming and disconfirming feedback managers receive; feedback that is essential to self-concept definition and intentional, sustained change (targeted for *Journal Counseling Psychology*).

H. REFEREED SCHOLARLY PRESENTATIONS

- Taylor, S.N., & Bright, D.S. (2010, August). *Exploring Conditions for Openness in Multisource Feedback Assessment*. Academy of Management Conference (ODC Division). Montreal, Canada. (**Best Paper Proceedings**).
- Miche, S., & Taylor, S.N. (2010, August). *An Integrated Theory and Multi-level Perspective of Leadership for Sustainable Development*. Academy of Management Conference (ONE Division). Montreal, Canada.
- Taylor, S.N. (2010, August). *A Map of Managerial Competencies: A 15-country Study*. (with Maria Jose Bosch, Pablo Cardona, Maria Aguirre Nieto, Jon P. Briscoe, Cesar Bullara, Maria Victoria Caparas et al.). Academy of Management Conference (OB Division). Montreal, Canada
- Taylor, S.N. (2009, August). *It may not be what you think: Gender differences in predicting emotional and social competence*. Academy of Management Conference (OB Division). Chicago, IL.
- Taylor, S.N. (2009, August). *A reciprocal model of trust in manager-subordinate relationships: An eighteen-country study*. (with Pablo Cardona, Sabastian Reich, Yih-teen Lee, Miguel Canela, Marisa Aguirre Nieta, Esther Akinnukawe et al.). Academy of Management Conference (OB Division). Chicago, IL.
- Taylor, S.N. (2009, June). *The Queen of self-awareness: Teaching and developing two components of self-awareness in the classroom*. 36th Annual Conference of the Organizational Behavior Teaching Society. Charleston, SC.
- Taylor, S.N. (2008, August). *Prediction-other agreement as a predictor of manager effectiveness: Adding to 360-degree assessment*. Academy of Management Conference (OB Division). Anaheim, CA.
- Taylor, S.N. (2008, August). *Exploring a conceptual framework for leader comprehension of influence*. Academy of Management Conference (MED Division). Anaheim, CA.
- Taylor, S.N. (2008, August). *The emics of trust building in manager-subordinate relationships: An anglo-saxon perspective*. (with Pablo Cardona, Sabastian Reich, Yih-teen Lee, Miguel Canela, Marisa Aguirre Nieta, Esther Akinnukawe et al.). Academy of Management Conference (OB/OMT Divisions). Anaheim, CA. ***Finalist for the Best International Symposium Award.**
- Taylor, S.N. (2008, June). *360-degree assessment in the classroom: Time for innovation*. 35th Annual Organizational Behavior Teaching Conference. Wellesley, MA.
- Taylor, S.N. (2008, April). *The measurement of self-awareness in organizations using multisource feedback assessment*. The Society for Industrial and Organizational Psychology. San Francisco, CA.
- Powley, E.H., Taylor, S.N., & Crosby, R. (2008, March). *Leadership competencies in extreme situations*. Western Academy of Management Conference. Oakland, CA.
- Taylor, S.N. (2007, August). *Leader Attunement: A critical component of leader self-awareness*. Academy of Management Conference (OB Division). Philadelphia, PA.

- Taylor, S.N. (2006, August). *A conceptual framework and empirical test of leader attunement: Toward a theory of leader self-awareness*. Academy of Management Conference (OB Division). Atlanta, GA.
- Taylor, S.N. (2005, August). *Time for accountability: Looking at the treatment of multisource feedback assessment*. Academy of Management Conference (HR Division). Honolulu, HI.
- Taylor, S.N. (2003, October). *Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors*. Paper presented at the meeting of the 11th Annual Institute of Behavioral and Applied Management Conference. Tampa, FL.

I. OTHER SCHOLARLY PRESENTATIONS

- Taylor, S.N. (2009, August). *Becoming a scholar-practitioner: Exploring career strategies for integrating research and practice*. Invited panel member for professional development workshop (PDW, organized by Dawn Chandler, Yan Shen, and Amy Gannon). Academy of Management Conference (Careers Division). Chicago, IL.
- Taylor, S.N. (2009, May). *How important is it to see yourself as others see you? Going beyond self-other rating agreement*. Department Symposium conducted by the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.
- Taylor, S.N. (2008, May). *Considering leader self-awareness: A critical component of emotional and social competence. A conceptual framework and empirical test of leader comprehension of influence (LCI): Extending our understanding of leader self-awareness*. University of the Pacific, Stockton, CA.
- Taylor, S.N. (2008, February). *A conceptual framework and empirical test of leader comprehension of influence (LCI): Extending our understanding of leader self-awareness*. University of New Mexico, Anderson School of Management, Albuquerque, NM.
- Taylor, S.N. (2007, May). *Toward a Theory of Leader Self-awareness: Exploring a Conceptual Framework*. Department Symposium conducted at the annual research meeting of the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.
- Taylor, S.N. (2006, November). *Toward a theory of leader self-awareness: An empirical test of leader attunement*. Presentation given to the Humans and Automation Lab; Massachusetts Institute of Technology, Boston, MA.
- Taylor, S.N. (2003, May). *Beyond tacit acceptance: Using theory to assess the current treatment of multisource feedback*. Department Symposium conducted at the annual research meeting of the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

J. INVITED PROFESSIONAL PRESENTATIONS

- Taylor, S.N. (2011, March). *The business impact of empathy in Fifth-Third Bank*. Coaching Forum conference call presentation. Cincinnati, OH.

- Taylor, S.N. (2010, November). *Leadership: What really matters?* Brown Bag Lunch Session with the Health Science Center's staff mentorship program at the University of New Mexico. Albuquerque, NM.
- Taylor, S.N. (2010, October). *Coaching and mentoring with compassion: Helping others develop social and emotional competence.* Plenary session address at the Mentoring Conference of the University of New Mexico's Mentoring Institute. Albuquerque, NM.
- Taylor, S.N. (2010, March). *Best practices in developing emotional and social intelligence.* Symposium on Social and Emotional Competence in Higher Education. University of the Pacific, Stockton, CA.
- Taylor, S.N. (2009, Oct.). *Women and leadership: Ensuring stronger impact and influence.* Moss-Adams' Forum_W, local meeting. Albuquerque, NM.
- Taylor, S.N. (2009, Sept.). *Developing and maintaining effective leadership.* Presentation given to the Native American Finance Officers Association's (NAFOA) 27th Annual Finance Conference. Santa Ana Pueblo, NM.
- Taylor, S.N. (2009, April). *The hard truths that come with high rewards.* Invited *Last Lecture Series* presentation given to the University of New Mexico Chapter of *Delta Sigma Pi*, Anderson School alumni, and invited Albuquerque community invited guests. Albuquerque, NM.
- Taylor, S.N. (2009, April). *Exploring effective leadership.* Presentation given to the University of New Mexico Chapter of *Delta Sigma Pi*. Albuquerque, NM.
- Taylor, S.N. (2008, Sept.). *Reconsidering our understanding of effective leadership.* Presentation given to the New Mexico Chapter of the Brigham Young University Alumni Association. Albuquerque, NM.
- Taylor, S.N. (2008, January). *Considering leader self-awareness as a critical competency for cross-cultural leadership.* International Conference on Cross Cultural Leadership, University of Navarra, IESE Business School, Barcelona, Spain. (Invited keynote address)
- Taylor, S.N. (2005, May). *Leadership without emotional intelligence is like passing a baton with your elbow: An introduction to emotional intelligence and intentional change theory.* Presentation given to Travelocity.com managers, Southlake, TX.
- Taylor, S.N. (2005, May). *Leadership without emotional intelligence is like passing a baton with your elbow: An introduction to emotional intelligence and intentional change theory.* Presentation given to the Weatherhead School of Management Executive MBA, MBA, Executive Doctorate in Management and Master of Science in Organizational Development Alumni, Cleveland, OH.
- Taylor, S.N. (2004, July). *Reassessing what we mean by leadership: An introduction to emotional intelligence.* Presentation given to the senior leadership of the Executive Leadership Institute, Cleveland, OH.
- Taylor, S.N. (2004, May). *Leadership assessment and development new facilitator training (LEAD): Coaching MBA students.* Presentation given at the annual LEAD new facilitators training in the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

Taylor, S.N. (2003, May). *Leadership assessment and development new facilitator training (LEAD): Emotional intelligence competency development for MBA students*. Presentation given at the annual LEAD new facilitators training in the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

EXPERIENCE

A. TEACHING

University of New Mexico: Anderson School of Management, Albuquerque, NM

Instructor

Leadership Development (Elective, upper division undergraduate, MGMT 362):

- Fall 2011 (instructor rating: **4.94/5.00**; course rating: **4.94/5.00**; 38 students, response rate = 84%)
- Spring 2010 (instructor rating: **5.00/5.00**; course rating: **4.91/5.00**; 43 students, response rate = 81%)
- Fall 2009 (instructor rating: **5.00/5.00**; course rating: **4.97/5.00**; 36 students, response rate = 97%)
- Spring 2009 (instructor rating: **4.96/5.00**; course rating: **4.92/5.00**; 29 students, response rate = 90%)
- Fall 2008 (instructor rating: **4.82/5.00**; course rating: **4.79/5.00**; 39 students, response rate = 83%)

Organizational Behavior and Diversity (Full-time MBA Core, MGMT 506):

- Fall 2009 (instructor rating: **4.92/5.00**; course rating: **4.88/5.00**; 27 students, response rate = 93%)
- Fall 2008 (instructor rating: **5.00/5.00**; course rating: **4.91/5.00**; 26 students, response rate = 85%)

Creative Leadership and Innovating Organizations (Full-time MBA Core, MGMT568):

- Fall 2011 (instructor rating: **4.81/5.00**; course rating: **4.71/5.00**; 36 students, response rate = 92%)
- Spring 2010 (instructor rating: **4.91/5.00**; course rating: **4.83/5.00**; 43 students, response rate = 88%)
- Spring 2009 (instructor rating: **4.93/5.00**; course rating: **4.93/5.00**; 30 students, response rate = 90%)

Boston University: School of Management, Boston MA

Instructor

The Manager and Change – Intentional Change (EMBA course):

- Summer 2008 (Overall effectiveness of instructor: **4.48/5.00**, 25 students; Instructor's ability to facilitate discussion **4.54/5.00**, 25 students; Overall value of this instructor's material for you as a professional: **4.605.00**, 25 students.

Leadership (Full-time MBA elective, OB848):

- Spring 2008 (instructor rating: **4.83/5.00**; course rating: **4.75/5.00**; 25 students, response rate = 96%)

- Fall 2007 (instructor rating: **4.92/5.00**; course rating: **4.88/5.00**; 26 students, response rate = 96%)
- Spring 2007 (instructor rating: **5.00/5.00**; course rating: **4.88/5.00**; 17 students, response rate = 100%)

Leadership Challenge (Elective, upper division undergraduate, ORBH 460):

- Fall 2007 (instructor rating: **4.96/5.00**; course rating: **4.81/5.00**; 26 students, response rate = 100%; for all undergraduate courses in the School of Management, the ‘course overall’ average score was 4.10, and the ‘instructor overall’ average score was 4.37)
- Fall 2006 (instructor rating: **5.00/5.00**; course rating: **5.00/5.00**; 15 students, response rate = 87%; for all undergraduate courses in the School of Management, the ‘course overall’ average score was 4.01, and the ‘instructor overall’ average score was 4.30)

Case Western Reserve University: Weatherhead School of Management

Instructor

Leadership Assessment and Development (Required MBA, MGMT 403/410):

- Summer 2005 (instructor rating: **5.00/5.00**; course rating: **4.96/5.00**; 33 full-time MBA students, response rate = 91%)
- Summer 2004 (instructor rating: **4.73/5.00**; course rating: **4.47/5.00**, 16 full-time MBA students, response rate = 94%)
- Summer 2003 (instructor rating: **4.88/5.00**; course rating: **4.69/5.00**; 17 part-time MBA students, response rate = 94%)

B. PROFESSIONAL EMPLOYMENT SUMMARY

- April 2002—Aug 2006 **Lecturer and Executive Coach, Weatherhead Executive Education**
Weatherhead School of Management – Dively Center for Executive Education
Cleveland, OH
- Nov 1998—Aug 2000 **Manger, Organization Effectiveness** (Human Resources)
Sabre Inc. /AMR
Ft. Worth, TX
- May 1996—Nov 1998 **Manager, Business Transformation Management** (Management Consulting)
Ernst & Young, LLP.
Cleveland, OH; Irving, TX
- April 1991—July 1995 **Supervisor, Spanish Language Training Area**
Brigham Young University
Provo, UT

C. AWARDS AND RECOGNITIONS

Board Member (3 year appointment, 2009-2012): Advisory Board Member for the *Center for Social and Emotional Competence*, University of the Pacific.

American Indian Student Services STARS Award, 2011

Nominated for the University of New Mexico New Faculty Teaching Award: 2010, 2011

Bill Daniels Business Ethics Fellow, 2010, 2011

Outstanding Reviewer Award from the Organizational Behavior Division, Academy of Management, 2010

Best Paper Proceedings, ODC Division for Taylor, S.N., & Bright, D.S. (2010). *Exploring Conditions for Openness in Multisource Feedback*. *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Anderson School of Management Foundation Fellowship, \$2900/year (3 years, 2009-2012)

Finalist, Best International Symposium Award for *The Emics of Trust Building in Manager-Subordinate Relationships: An Anglo-Saxon Perspective*. Academy of Management Conference (OB Division), 2008. Anaheim, CA.

Boston University Class Gift. Honored by graduating students as part of the Class Gift Program. Students who donate to the class gift have the opportunity to present their donation in honor of a faculty or staff member who has positively influenced their business education experience.

- **2008**: Six -time honoree (3 MBA, 3 Undergraduate)
- **2007**: Three-time honoree (2 MBA, 1 Undergraduate)

Case Western Reserve University Endowed Mentorship Program Award. 2005 Financial Award (\$500) for presentation at the Academy of Management Conference; Honolulu, Hawaii.

Organizational Behavior Division PhD Consortium. Academy of Management Conference, 2004. New Orleans. Distinctive faculty nomination awarded each year to one PhD candidate in the Department of Organizational Behavior at Case Western Reserve University.

Best Doctoral Student Paper Award, 2003 (for “Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors”), The Institute for Behavioral and Applied Management Conference, 11th Annual Conference. Tampa, Florida.

D. ACADEMIC SERVICE

- **Ongoing Ad Hoc Peer Reviewer** (2007-present):
 - *Academy of Management Journal*
 - *Evaluation and Program Planning*
 - *Human Resource Management Review*
 - *Human Relations*
 - *International Journal of Management Reviews*
 - *Journal of Business and Psychology*
 - *Journal of Management Development*
- **Ad Hoc Reviewer**, Academy of Management Conference, OB and MED Divisions, 2011
- **Ad Hoc Reviewer**, Academy of Management Conference, OB Division, 2010

- **Invited Reviewer**, Special issue in *Cross Cultural Management: An International Journal on Emotional Intelligence*, 2009
- **Ad Hoc Reviewer**, Society of Industrial and Organizational Psychology (SIOP) Conference, 2009
- **Ad Hoc Reviewer**, Organizational Behavior Teaching Conference (OBTC), 2009
- Anderson School of Management Budget Review Subcommittee, 2009
- **Invited Reviewer**, Special issue of *Journal of Management Development* on Managerial Competency Development in Europe, 2008
- **Ad Hoc Reviewer**, Academy of Management Conference, OB, MED Divisions, 2008
- **Ad Hoc Reviewer**, Organizational Behavior Teaching Conference (OBTC), 2008
- **Boston University Link Day**, 2008
- **Invited Reviewer**, Sage *Handbook of Managerial Learning, Education, and Development* edited by Steve Armstrong and Cynthia Fukami, 2007
- **Invited Reviewer**, *Mastering Self-Leadership: Empowering yourself for personal excellence* by Christopher P. Neck & Charles C. Manz (Pearson Prentice Hall), 2007
- **Invited Reviewer**, Special issue of *Journal of Management Development* on Managerial Competency Development, 2007
- **Ad Hoc Reviewer**, Academy of Management Conference, OB Division, 2007
- **Ad Hoc Reviewer**, Society of Industrial and Organizational Psychology Conference (SIOP), 2007
- **Ad Hoc Reviewer**, Academy of Management Conference, OMT Division, 2004
- **Ad Hoc Reviewer, symposium discussant, and symposium chair**: Institute of Behavioral and Applied Management Annual Meeting, 2003

E. UNIVERSITY SERVICE – COLLEGE, DEPARTMENTAL, AND GROUP

- **Advisor**, Anderson School of Management Internship Concentration Advisor for Organizational Leadership, 2011-present
- **Member**, Anderson School of Management Information Technology Committee, 2010-present
- **Member**, Anderson School of Management Financial Review Subcommittee. 2009
- **Member**, Department of Organizational Studies Teaching Evaluation Criteria Committee, 2009
- **Department of Organizational Behavior DBA Admissions Committee**. 2007-2008 (Boston University).
- **Ph.D. Admissions Committee Member**, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, 2001, 2003
- **Ph.D. Admissions Committee Interviewer**, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, 2001-2003

F. UNIVERSITY SERVICE – FACULTY ADVISING

- **Doctorate of Management Dissertation Committee Member (External Reviewer)**, Nicholas Spezza (Case Western University, Cleveland, OH), 2011-present
- **PhD Dissertation Committee Member (External Reviewer)**, Denise Alison Jackson (The University of Western Australia; Dissertation Title: *Profiling industry-required non-technical competencies in university business graduates*), 2011
- **PhD Dissertation Committee Member (External Reviewer)**, Randy J. Byrnes (doctoral student of Human & Organizational Systems at the Fielding Graduate University;

Dissertation Title: *The Inevitable exit: A narrative identity study of CEO/ Owners' departing their company*, 2009-2010.

- **Dissertation Committee Member**, Lynne Richer (doctoral student at Boston University's School of Education in the Human Resource Education program), 2007-2008.

G. PROFESSIONAL AFFILIATIONS / CERTIFICATIONS

Member, Academy of Management, 2002-Present

Divisions: Organizational Behavior, Human Resources, Management Education & Development

Member, American Psychological Association, 2004-Present

Member, Organizational Behavior Teaching Society, 2008-present

Member, Society for Industrial and Organizational Psychology, 2004-present

Member, Consortium for Research on Emotional Intelligence in Organizations, 2006-present

Certified Executive Coach, HayGroup: Emotional and Social Competence Inventory (ESCI), 2002-Present

H. MEDIA INTERVIEWS

2009:

The Wall Street Journal blog, *The Juggle* (8 Aug. 2009), *Business Week Online* (10 Aug. 2009), *Academy of Management* (July 2009), *Associated Press* (10 Aug. 2009), *MSNBC* (10 Aug. 2009), *Business Week Magazine* (24 August 2009), *Society for Human Resource Managers* (14 Aug. 2009), *The Globe and Mail* (12 Aug. 2009), *Finance Daily* (15 Aug. 2009), *KUNM Radio* (21 Aug. 2009), *Voice of America* (19 Aug. 2009), *KKOB News Radio* (11 Aug. 2009), *New York Daily News* (11 Aug. 2009), for 2009 Academy of Management Conference Presentation of: *It may not be what you think: Gender differences in predicting emotional and social competence.*

2008:

Cinco Dias (Spanish Business Newspaper, January 19, 2008) El perfil que permite a los lideres traspasar fronteras by Rosario Correro. Interview regarding leader self-awareness research.

IESE (January 19, 2008). Interview regarding intentional change research.