

# CURRICULUM VITAE

## Myeong-Gu Seo

### 1. PERSONAL INFORMATION

#### MYEONG-GU SEO

Associate Professor  
Department of Management & Organization  
Robert H Smith School of Business, University of Maryland  
College Park, MD 20742  
Phone: 410-884-6839 / Fax: 301-314-8787 /  
Email: [mseo@rsmith.umd.edu](mailto:mseo@rsmith.umd.edu)

#### ACADEMIC APPOINTMENT:

- 2003 - 2010 Assistant Professor, Department of Management & Organization  
Robert H Smith School of Business, University of Maryland
- 2010 - Associate Professor (with Tunure), Department of Management & Organization  
Robert H Smith School of Business, University of Maryland

#### EDUCATION:

- 1997-2003 Boston College  
Carroll School of Management, Chestnut Hill, MA  
Ph.D. in Organization Studies
- 1995-1997 Boston College  
Carroll School of Management, Chestnut Hill, MA  
Master in Business Administration (Concentration: Organization Studies)
- 1989-1991 Yonsei University  
Department of Business Administration, Seoul, Korea  
Master in Business Administration (Concentration: Organizational Behavior)
- 1985-1989 Yonsei University  
Department of Business Administration, Seoul, Korea  
Bachelor in Business Administration

## 2. RESEARCH AND SCHOLARLY ACTIVITIES

### REFEREED PUBLICATIONS:

Farh, C. I., Seo, M., & Tesluk, P. E. In-press. Emotional Intelligence, Teamwork Effectiveness, and Job Performance: The Moderating Role of Job Context." *Journal of Applied Psychology*.

Seo, M., Taylor, M. S., Hill, S. N., Zhang, X., Tesluk, P., & Lorinkova, N. M. In-press. The Role of Affect and Leadership during Radical Organizational Change. *Personnel Psychology*.

Shin, J., Taylor, M. S., & Seo, M. In-press. Resources for Organizational Change: The Effects of Individual Resilience and the Nature of the Employment Relationship on Employees' Reactions to Change. *Academy of Management Journal*.

Hill, N. S., Seo, M., Kang, J., & Taylor, M. S. In-press. Distance Matters: Influences on Perceived Top Management Communication and Commitment to Change. *Organization Science*.

Seo, M., Bartunek, J. M., & Barrett, L. F. 2010. The Role of Affective Experience in Work Motivation: Test of a Conceptual Model. *Journal of Organizational Behavior*, 31: 951-968.

Seo, M., Goldfarb, B., & Barrett, L. F. 2010. Affect and the Framing Effect within Individuals across Time: Risk Taking in a Dynamic Investment Simulation. *Academy of Management Journal*, 53: 411-431.

Seo, M. & Ilies, R. 2009. The Role of Self-Efficacy, Goal, and Affect in Dynamic Motivational Self-Regulation. *Organizational Behavior and Human Decision Processes*, 109: 120-133.

Jin, S., Seo, M., & Shapiro, D. 2008. Revisiting the link between leaders' emotional intelligence and transformational leadership: The moderating role of emotional intensity. *Best Papers Proceedings of the Academy of Management*.

Seo, M. & Barrett, L. F. 2007. Being emotional during decision making, good or bad? An empirical investigation. *Academy of Management Journal*, 50: 923-940.

Seo, M., Taylor, M. S., & Hill, N. S. 2007. The Role of Affect and Leadership during Radical Organizational Change. *Best Papers Proceedings of the Academy of Management*.

Seo, M., & Hill, N. S. 2005. Understanding the human side of merger and acquisition: An integrative framework. *Journal of Applied Behavioral Science*, 41(4): 422-443.

Seo, M. 2004. The effect of affective experience on the direction, intensity, and persistence of task behavior. *Best Papers Proceedings of the Academy of Management*.

Seo, M., Feldman Barrett, L., & Bartunek, J. M. 2004. The role of affective experience in work motivation. *Academy of Management Review*, 29 (3): 423-439.

Seo, M. 2003. Overcoming emotional barriers, political obstacles, and control imperatives in the action science approach to individual and organizational learning. *Academy of Management Learning and Education*, 2 (1): 7-21.

Seo, M. & Creed, W. E. D. 2002. Institutional contradictions, praxis, and institutional change. *Academy of Management Review*, 27 (2): 222-247.

Bartunek, J. M., & Seo, M. 2002. Qualitative research can add new meanings to quantitative research. *Journal of Organizational Behavior*, 23: 237-242.

### **CHAPTERS IN BOOKS:**

Seo, M., Barrett, L. F., & Jin, S. 2008. The structure of affect: History, theory, and implications for emotion research in organizations. In N. M. Ashkanasy and C.L. Cooper (Eds.) *Research Companion to Emotion in Organizations*: 17-44. London: Edward Elgar.

Bartunek, J. M., Austin, J., Seo, M. 2008. Intervening in organizations. In T. G. Cummings (Ed.), *Handbook of Organization Development*: 151-166. Thousand Oak, CA: Sage.

Seo, M., Putnam, L. L., & Bartunek, J. M. 2004. Dualities and tensions of planned organizational change. In M. S. Poole (Ed.) *Handbook of Organizational Change*: 73-107. NY: Oxford University Press.

### **OTHER ARTICLES:**

#### **ARTICLES SUBMITTED TO JOURNALS OR IN REVIEW PROCESS**

- Seo, M., Jin, S., & Shapiro, D. "Do Happy Leaders Lead Better? Affective and Attitudinal Antecedents of Transformational Leadership Behavior." Under the third revision for resubmission to at *Journal of Organizational Behavior*.
- Dong, Y., Seo, M., & Bartol, K. "Model of developmental job experience and turnover: The role of affect and emotional intelligence." Under second revision for resubmission to *Academy of Management Journal*.
- Seo, M., & Jung, H. "Shifting commitment: The role of feedback, fear, and greed." Under review at *Organizational Behavior and Human Decision Processes*.

## WORKING PAPERS

- Paik, Y., Seo, M., Liao, H., & Jin, S. "The effects of emotional intelligence on team member performance in self-managing team: The dual mediating mechanisms of emergent leadership and teamwork behavior." In preparation for submission to *Academy of Management Journal*.
- Shin, J., Seo, M., & Shapiro, D. "Maintaining employees' commitment to organizational change: The role of leaders' informational justice and transformational leadership." In preparation for submission to *Academy of Management Journal*.
- Hill, S. N., Kang, J. H., & Seo, M. "Linking the Interactive Effect of Leader-Member Exchange and Virtual Communication to Employee Work Outcomes through Psychological Empowerment." In preparation for submission to *Organization Science*.
- Jin, S., Seo, M., & Shapiro, D. "Revisiting the Link between Leaders' Emotional Intelligence and Transformational Leadership: The moderating role of emotional intensity." In preparation for submission to *Journal of Applied Psychology*.
- Malter, D., Goldfarb, B., & Seo, M. "Causes and consequences of investor feelings." In preparation for submission to *Management Science*.

## RESEARCH PRESENTATIONS:

### INVITED TALKS

- 2011 *Does Emotional Intelligence (EI) Really Matter for Job Performance? When and How?* Presented to Hong Kong University of Science and Technology, Hong Kong, China (May 13) / to Yonsei University, Seoul, Korea (June 16) / to China Europe International Business School, Shanghai, China (July 20).
- 2010 *Understanding and managing emotions intelligently in Organizations.* Presented to the Glodon Software Company (China) & Maryland International Incubator.
- 2010 *Emotional intelligence and job performance: The role of leadership emergence, teamwork effectiveness, and demographic diversity.* Presented to Jones School of Business, Rice University.
- 2010 *Emotional intelligence and performance.* Presented to the Department of Industrial & Organizational Psychology, University of Maryland
- 2008 *The role of emotions in the framing effects.* Presented to the Department of Business Administration, Yonsei University, Seoul, Korea

- 2007 *The role of affective experience on decision making*. Presented to the Department of Industrial & Organizational Psychology, University of Maryland
- 2007 *Feeling and Investing*. Presented to American Association of Individual Investors at Boston Chapter, Boston, MA.
- 2004 *The current issues in the ATO transition and the role of middle managers*. Presented to the Chief Operating Officer (COO) and the Air Traffic Organization (ATO) Transition Team in Federal Aviation Agency (FAA).

#### REFEREED CONFERENCE PRESENTATIONS

- 2011 Dong, Y., Seo, M., & Bartol, K. *Model of Developmental Job Experience and Turnover: The Role of Affect and Emotional Intelligence*. Paper presented at the annual meeting of the Academy of Management, San Antonio, Texas.
- 2011 Jung, H., & Seo, M. *The Role of Feedback, Fear, and Greed in Escalation and De-escalation of Commitment*. Paper presented at the annual meeting of the Academy of Management, San Antonio, Texas.
- 2010 Shin, J., Seo, M., & Shapiro, D. *Maintaining Employees' Commitment to Organizational Change*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- 2010 Singh, S., Tesluk, P., & Seo, M. *Too Much of a Good Thing? Exploring Curvilinear Effects of Emotional Intelligence on Performance*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- 2010 Shin, J., Taylor, M. S., & Seo, M. *Resources for Organizational Change: The Effects of Individual Resilience and the Nature of the Employment Relationship on Employees' Reactions to Change*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- 2009 Farh, C., Seo, M., & Tesluk, P. *Working well under challenge: Job context as a moderator of the EI-performance relationship*. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- 2009 Kang, J., Hill, N. S., & Seo, M. *Distance Matters: Influences on Perceived Top Management Communication and Commitment to Change*. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- 2009 Seo, M. & Ilies, R. *The Role of Self-Efficacy, Goal, and Affect in Dynamic Motivational Self-Regulation*. Paper presented to at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

- 2008 Seo, M., Jin, S., & Shapiro, D. *Do Happy Leaders Lead Better? Affective and Attitudinal Antecedents of Transformational Leadership Behavior*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- 2008 Jin, S., Seo, M., & Shapiro, D. *Revisiting the link between leaders' emotional intelligence and transformational leadership: The moderating role of emotional intensity*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- 2008 Seo, M., Hill, N. S., Taylor, M. S., & Tesluk, P. *The role of top management communication and managers' commitment and behaviors in support for organizational change on employee responses to change*. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, Washington.
- 2007 Seo, M., & Goldfarb, B. *Prospect Theory and the Role of Affect and Learning in Decision Making under Risk*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2007 Seo, M., Taylor, M. S., & Hill, N. S. *The Role of Affect and Leadership during Radical Organizational Change*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2007 Seo, M. & Lee, J. *The Role of Anticipatory Emotions in Ethical Decision Making*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2006 Seo, M. & Ilies, R. *Feedback and Task behavior: The role of affect, judgment, and goal*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- 2005 Seo, M. *Being emotional during decision making, good or bad? An empirical investigation*. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii.
- 2005 Seo, M. & Taylor, S. M. *Managing the human side of business process reengineering (BPR): The role of leadership and employee affect*. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii.
- 2004 Seo, M. *The effect of affective experience on the direction, intensity, and persistence of task behavior*. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana.
- 2001 Seo, M. *Managing merger and acquisition processes: An integrative framework*. Paper presented at the annual meeting of the Academy of Management, Washington, D.C.

- 2000 Seo, M. *The role of emotion in motivation: Emotion and postgraduate job search behavior*. Paper presented at the annual Academy of Management meeting, Toronto.
- 1999 Seo, M. *Overcoming emotional barriers, power disparity, and managerial imperatives in organizational transformation*. Paper presented at the annual Academy of Management meeting, Chicago.
- 1999 Seo, M. & Creed, W. E. D. *Institutional contradictions, praxis, and institutional transformation*. Paper presented at the annual Academy of Management meeting, Chicago.
- 1998 Seo, M. *The transition between the stages of organizational life cycle*. Paper presented at the annual Eastern Academy of Management meeting, Springfield.

#### **UNREFEREED CONFERENCE PRESENTATIONS**

- 2009 *The role of affect and leadership during radical organizational change*. Presented to the Emotions in Organizations Conference, Ross School of Business, University of Michigan, Ann Arbor, MI.
- 2008 *Top management communication and cascading commitment during radical organizational change*. Paper presented to a conference titled as "Leading Organizational Change from Multiple levels with Multiple Approaches," College Park, Maryland.
- 2005 *Managing the human side of radical organizational change: The role of leadership and employee affect*. Paper presented to a conference titled as "Leading Change at All Levels of the Organization," College Park, Maryland.

#### **CONFERENCE ORGANIZATION AND PARTICIPATION**

- 2011 Panelist, "*When West Meets East: Challenges and Adjustment Issues for Asian Members of the Academy*," All-Academy Theme professional development workshop (PDW) at the annual meeting of the Academy of Management, San Antonio, Texas.
- 2011 Panelist, "*Career Concerns: Getting Tenure, Changing Schools, and Other Things that Keep Us Awake at Night*," HR Division Junior Faculty Consortium at the annual meeting of the Academy of Management, San Antonio, Texas.
- 2007 Organizer, "*Leading Organizational Change from Multiple levels with Multiple Approaches*," an academic conference at the Robert H. Smith School of Business, University of Maryland, sponsored by the National Science Foundation (NSF) and the Center for Human Capital Innovation and Technology (HCIT).

- 2007 Panelist, "*Bringing Practice Back into our Scholarship*," a professional development workshop (PDW), at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2005 Organizer, "*Managing Dualities and Tensions in Planned Organizational Change: Downsizing, M&A, and BPR*," a joint symposium (ODC & OMT) at the annual meeting of the Academy of Management, Honolulu, Hawaii.
- 2004 Discussant, "*Organizational Change*," a paper session at the annual meeting of the Academy of Management, New Orleans, Louisiana.

### **RESEARCH GRANTS, AWARDS, AND FELLOWSHIPS:**

- 2007 General Research Board Summer Award, University of Maryland, \$8,000.
- 2005 National Science Foundation Research Grant (NSF#0452984), "*Managing Radical Organizational Change: The Role of Leadership and Affective Experience*," \$273,175, served as Principle Investigator (PI), worked with S. M. Taylor (Co-PI) and P. Tesluk (Co-PI), 2005-2007.
- 2005 Best Paper Finalist Award, Academy of Management Review 2004: "*The role of affective experience in work motivation*."
- 2004 Smith Technology Integration Initiative Research Award, University of Maryland, \$7,060, 2004-2005.
- 2002 National Science Foundation Research Grant (NSF#0215509), "*The Effect of Affective Experience on Financial Decision Making*," \$15,000, served as Co-PI, worked with Lisa Feldman Barrett (PI), 2002-2003.
- 2002 Doctoral Dissertation Research Grant, Boston College Graduate School, \$15,000.
- 2002 Second Place Winner, INFORMS Dissertation Proposal Competition.
- 2001 Best Doctoral Student Paper Award, Academy of Management, Organizational Development and Change Division.
- 1997 Research Assistant Fellowship, The Carroll School of Management, Boston College, 1997-1999.
- 1997 Edgar E. Huse Memorial Award, Outstanding MBA Student, Organization Studies Department at Boston College.

## **REVIEWING ACTIVITIES FOR JOURNALS:**

- Ad hoc reviewer in Academy of Management Journal, since 2004
- Ad hoc reviewer in Academy of Management Review, since 2003
- Ad hoc reviewer in Organization Science, since 2004
- Ad hoc reviewer in Journal of Organizational Behavior, since 2004
- Ad hoc reviewer in Human Relations, 2004-2005
- Ad hoc reviewer in Management Communication Quarterly, 2004-2005
- Ad hoc reviewer in Journal of World Business, Since 2006

## **BUSINESS PRESS CITED AND BROADCASTED:**

- Harvard Business Review (O’Conner, A., “*Hotter Heads Prevails*,” December 2007, p.22).
- The Wall Street Journal (Clements, J., “*How to Stop Your Emotions From Wrecking Your Returns*,” December 12, 2007, p.D1).
- The US News & World Report (Ewers, J., “*Decide to Share Some Feelings*,” October 5, 2007).
- Reuters (“*Hot-headed investors make better decisions: study*,” September 13, 2007).
- The Globeandmail (Immen, W., “*That poker face may be hurting your hand*,” September 22, 2007).
- Herald Sun (Beveridge, J., “*Fully Frank: Market for hot heads after all*,” September 17, 2007).

## **3. TEACHING, MENTORING, AND ADVISING**

### **COURSES TAUGHT:**

**UNDERGRADUATE COURSES** (Overall teaching rating: 4.64/5.00)

2010 Fall Semester / University of Maryland

- BMGT363 (CP01), *Leadership in Organizations*, 33 students, Teaching rating: 4.66/5.0
- 2010 Spring Semester / University of Maryland (Averaged rating: 4.79/5.0)
  - BMGT363 (SG91), *Leadership in Organizations*, 20 students, Teaching rating: 4.86/5.0
  - BMGT363 (SG92), *Leadership in Organizations*, 31 students, Teaching rating: 4.72/5.0
- 2009 Fall Semester / University of Maryland
  - BMGT363 (CP01), *Leadership in Organizations*, 16 students, Teaching rating: 4.69/5.0
- 2009 Spring Semester / University of Maryland (Averaged rating: 4.77/5.0)
  - BMGT363 (CP01), *Leadership in Organizations*, 30 students, Teaching rating: 4.76/5.0
  - BMGT363 (SG91), *Leadership in Organizations*, 16 students, Teaching rating: 4.91/5.0
  - BMGT363 (SG92), *Leadership in Organizations*, 27 students, Teaching rating: 4.64/5.0
- 2001 Fall Semester / Boston College
  - MB021, *Organizational Behavior*, 46 students, Teaching rating: 4.39/5.0
- 2000 Spring Semester / Boston College
  - MB021, *Organizational Behavior*, 45 students, Teaching rating: 4.1/5.0

**MBA COURSES** (Overall teaching rating: 4.26/5.00)

- 2010 Fall Semester / University of Maryland
  - BUMO720 (DC01), *Organizational Change*, 34 students, Teaching rating: 4.31/5.0
- 2007 Fall Semester / University of Maryland (Averaged rating: 4.18/5.0)
  - BUSI662 (DC02), *Leadership and Teamwork*, 65 students, Teaching rating: 4.29/5.0
  - BUSI662 (SG01), *Leadership and Teamwork*, 80 students, Teaching rating: 4.28/5.0
  - BUSI662 (BA01), *Leadership and Teamwork*, 80 students, Teaching rating: 3.97/5.0
- 2006 Fall Semester / University of Maryland (Averaged rating: 4.47/5.0)
  - BUSI662 (DC06), *Leadership and Teamwork*, 62 students, Teaching rating: 4.46/5.0
  - BUSI662 (SG01), *Leadership and Teamwork*, 58 students, Teaching rating: 4.52/5.0
  - BUSI662 (BA01), *Leadership and Teamwork*, 80 students, Teaching rating: 4.44/5.0
- 2005 Fall Semester / University of Maryland (Averaged rating: 4.34/5.0)
  - BUSI662 (DC06), *Leadership and Teamwork*, 57 students, Teaching rating: 4.40/5.0
  - BUSI662 (GS01), *Leadership and Teamwork*, 57 students, Teaching rating: 4.20/5.0
  - BUSI662 (BA01), *Leadership and Teamwork*, 63 students, Teaching rating: 4.43/5.0
- 2004 Fall Semester / University of Maryland (Averaged rating: 4.15/5.0)
  - BUSI662 (DC06), *Leadership and Teamwork*, 50 students, Teaching rating: 4.26/5.0
  - BUSI662 (GS01), *Leadership and Teamwork*, 60 students, Teaching rating: 3.87/5.0
  - BUSI662 (BA01), *Leadership and Teamwork*, 47 students, Teaching rating: 4.32/5.0
- 2003 Fall Semester / University of Maryland (Averaged rating: 4.12/5.0)

- BUSI662 (DC03), *Leadership and Teamwork*, 56 students, Teaching rating: 4.20/5.0
- BUSI662 (DC06), *Leadership and Teamwork*, 45 students, Teaching rating: 4.31/5.0
- BUSI662 (BA01), *Leadership and Teamwork*, 49 students, Teaching rating: 3.84/5.0

#### **PH.D. COURSES**

- 2011 Spring Semester / Yonsei University (Averaged rating: 4.92/5.0)
- BIZ9018 (01), *Emotion in Organizations (Special Topics in Organization Studies)*, 11 students.

#### **CURRICULUM DEVELOPMENT:**

- 2007 *Leadership Fellows Program*, Smith School of Business, University of Maryland, in cooperation with the PricewaterhouseCoopers, 2007-present

#### **TEACHING AWARDS AND RECOGNITIONS:**

- 2011 Best Graduate Course Teaching Award, *School of Business*, Yonsei University.
- 2010 Top 15% Teaching Award, *Smith School of Business*, University of Maryland.
- 2009 Top 15% Teaching Award, *Smith School of Business*, University of Maryland.
- 2008 The PricewaterhouseCoopers Foundation Sponsorship, *Innovative Curriculum Development*, \$50,000, Leadership Fellows Program, Smith School of Business, University of Maryland.
- 2007 Top 15% Teaching Award, *Smith School of Business*, University of Maryland.
- 2001 Donald J. White Teaching Excellence Award, Boston College.
- 1999 Teaching Assistant Fellowship, The Carroll School of Management, Boston College, 1999-2001.

#### **ACADEMIC ADVISING:**

#### **UNDERGRADUATE STUDENTS**

Fran Grabowski (Boston College, 2002-2003), Damien Dong (Boston College,

2002-2003), William Connell (Boston College, 2002-2003), Susan Bartz (U of Maryland, 2005-2006), Mary Shum (U of Maryland, 2006-2007), Lindsey Schwalb (U of Maryland, 2006-2007), Peter Doyle (U of Maryland, 2007- 2009).

#### **MASTER'S STUDENTS**

Blanca Madrid (Boston College, 2002-2003), Uloma Eze-Anyanwu (U of Maryland, 2005-2006), Avron Elbaum (U of Maryland, 2005), Jae-Hyung Kang (U of Maryland, 2007-2008), Min-ki Kim (KAIST, 2007), Bo-ram Do (KAIST, 2008), June Byun (New York U, 2009-).

#### **DOCTORAL STUDENTS**

Research mentorship and supervision: Sharon N. Hill (U of Maryland, 2003-2007), Sirkwoo Jin (U of Maryland, 2004-2010), Ji-Seon Shin (U of Maryland, 2008-present), Crystal Farh (U of Maryland, 2008-present), Sheetal Singh (U of Maryland, 2008-2010), Daniel Malter (U of Maryland, 2008-2009), Jae-Hyung Kang (George Washington U, 2009-2010), Yontao Dong (U of Maryland, 2009-present), Yonjeong Paik (U of Maryland, 2009-present), Min-Young Kim (Georgia Tech U, 2009-2010).

Dissertation Committee: Long Jiang (2006, U of Maryland, committee member), Gosia Langa (2006, U of Maryland, committee members), Xiaomeng Zhang (2007, U of Maryland, committee member), Sirkwoo Jin (2010, U of Maryland, committee member), Sheetal Singh (2010, U of Maryland, committee member), Yonjeong Paik (2010-, U of Maryland, Chair), Ji-Seon Shin (2010-, U of Maryland, Co-Chair), Ahnlee Jang (2011-, U of Maryland, committee member).

## **4. SERVICE**

### **PROFESSIONAL SERVICE:**

#### **PROFESSIONAL MEMBERSHIP**

- Academy of Management, *Member* since 1997 (OB/OMT/ODC Divisions).
- Society for Industrial and Organizational Psychology, *Member* since 2005
- Association of Korean Management Scholars, *Member* since 2001

## PROFESSIONAL APPOINTMENT

- Association of Korean Management Scholars, *President* since 2011

## SERVICE TO FEDERAL AGENCIES

- 2004 Federal Aviation Agency (Air Traffic organization), organizational change management consulting (survey administration, data collection and analysis, and report presentation), 2004-2008
- 2006 Invited seminar for the NIAID Group at National Institute for Health (NIH), “*Emotional Intelligence for Mentoring*,” 42 participants, December.

## UNIVERSITY SERVICE:

### MANAGEMENT AND ORGANIZATION AREA

- 2011 Management & Organization Department, University of Maryland
  - Faculty search committee, Fall Semester, *Member*
  - Undergraduate management major committee, *Member*
  - Ph.D. program comprehensive exam committee, Fall Semester, *Member*
- 2009 Management & Organization Department, University of Maryland
  - Undergraduate management major committee, *Member*
- 2007 Management & Organization Department, University of Maryland
  - The OB/HR area distinguished guest speaker series, *Organizer*
  - Endowed Chair search committee, Spring Semester, *Member*
  - Ph.D. Students admission committee, *Coordinator*
- 2006 Management & Organization Department, University of Maryland
  - The OB/HR area distinguished guest speaker series, *Organizer*
  - Endowed Chair search committee, Fall Semester, *Member*
  - Ph.D. Students admission committee, *Coordinator*
- 2005 Management & Organization Department, University of Maryland
  - The OB/HR area distinguished guest speaker series, *Organizer*
  - Faculty search committee, Spring Semester, *Member*
  - Ph.D. Students admission committee, *Coordinator*
- 2004 Management & Organization Department, University of Maryland
  - The OB/HR area distinguished guest speaker series, *Organizer*

- Faculty search committee, Fall Semester, *Member*
- PhD. Students admission committee, *Member*

## COLLEGE

- 2009 University of Maryland
- Undergraduate *Leadership Fellow* Program development committee, Smith School of Business, *Faculty Advisor*
- 2008 University of Maryland
- Undergraduate *Leadership Fellow* Program development committee, Smith School of Business, *Faculty Advisor*
  - Undergraduate *Emerging Leaders Retreat*, Smith School of Business, *Faculty Advisor*
- 2007 University of Maryland
- Salary Review Committee, Smith School of Business, Spring Semester, *Member*
  - Undergraduate *Leadership Fellow* Program development committee, Smith School of Business, *Faculty Advisor*
  - Undergraduate *Emerging Leaders Retreat*, Smith School of Business, *Faculty Advisor*
- 2005 University of Maryland
- Full-time MBA Case Competition, Smith School of Business, February, *Judge*
  - Doctoral dissertation committee, School of Music, *External member*
- 2004 University of Maryland
- Part-time MBA Business Innovation Competition, Smith School of Business, May, *Judge*
  - Doctoral dissertation committee, School of Engineering, *External member*

## UNIVERSITY

- 2011 University of Maryland
- Undergraduate *Leadership Fellow* Program development committee, Smith School of Business, *Faculty Advisor*
- 2010 University of Maryland
- The Banneker/Key Scholarship Selection Committee, *Faculty reviewer and interviewer*