

Rhonda K. Reger

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Education

Ph.D., University of Illinois at Urbana-Champaign, IL, (Major: Strategic Management; Minor: Organization Theory)
M.B.A., University of Illinois at Urbana-Champaign, IL, (Concentration: Policy)
B.B.A., Marketing, Texas A & M University, College Station, TX

Awards & Honors

Research

- 2007 Sage Best Publication Award from *Organizational Research Methods*
- Best Paper Award from Academy of Management, Managerial and Organizational Cognition Interest Group, 1995
- New Faculty Consortium, Academy of Management, BPP Division, Invited Participant, 1989
- A. T. Kearney Award for Outstanding Dissertation Research in General Management. Academy of Management, Business Policy and Planning Division, 1988
- Doctoral Student Consortium, Academy of Management, BPP Division, Invited Participant, 1985
- University of Illinois Fellowship, 1985-1986
- Alcoa Foundation Fellowship, 1984-1985

Teaching

- Krowe Excellence in Teaching Award, highest teaching award given by the Robert H. Smith School of Business, University of Maryland, 2009
- Robert H. Smith School of Business, University of Maryland, Top 15% Teaching Award, 2006
- University of Illinois, Urbana-Champaign, Top 15% Teaching Awards, 1984-1986

Service

- Ten Year Contribution Recognition, Cognition in the Rough Workshop, Managerial and Organizational Cognition Division, Academy of Management, for 1998-2008
- Outstanding Reviewer Award, Organization and Management Theory Division, Academy of Management, 2011
- Outstanding Reviewer Award, Business Policy and Strategy Division, Academy of Management, 1996, 2008
- Outstanding Reviewer Award, Managerial and Organizational Cognition Interest Group, Academy of Management, 1995, 2009

Conditionally Accepted

Zavyalova, A., Pfarrer, M., Reger, R.K., & Shapiro, D. Managing the Message: The Effects of Firm Actions and Industry Spillovers on Media Coverage Following Wrongdoing. *Conditionally accepted by Academy of Management Journal*, October 2011.

Research Publications

1. Kiyatkin, L. & Reger, R. K. Baum, J. R. forthcoming. Thought Leadership on Business and Social

Issues: Why U.S. Business Schools Lag Corporations and How They Could Improve, *Journal of Corporate Citizenship*.

2. Livengood, R. S. & Reger, R. K. 2010. That's Our Turf!: Identity Domains and Competitive Dynamics. *Academy of Management Review*, 35: 48-66.
3. Duriau, V. J., Reger, R. K. & Pfarrar, M. 2007. A Content Analysis of the Content Analysis Literature in Organizational Studies: Research Themes, Data Sources, and Methodological Refinements, *Organizational Research Methods*. 10(1): 5-34. Sage Best Publication for 2007 Award.
4. Mullane, J. V., Gustafson, L.T. & Reger, R.K. 2002. Entrepreneurs in High Velocity Environments: Leveraging Cognitive Independence, *Journal of Business and Entrepreneurship*, Vol. 14, No. 2, pp. 133-150.
5. Reger, R. K. (section editor) 1998. Chapter 5: A Strategy Conversation on the Topic of Organization Identity, Jay Barney, Stu Bunderson, Peter Foreman, Loren Gustafson, Anne Huff, Luis Martins, Rhonda Reger, Yolanda Sarason, and Larry Stimpert (conversationalists), in *Identity in Organizations: Building Theory Through Conversation*. (Dave Whetten and Paul Godfrey, eds.), Sage.
6. Albert, S, Ashforth, B.E., Gioia, D.A., Godfrey, P. C. (moderator), Reger, R. K., Whetten, D. A. 1998. Chapter 8: Epilogue: What Does the Concept of Identity Add to Organization Science?, in *Identity in Organizations: Building Theory Through Conversation*. (Dave Whetten and Paul Godfrey, eds), Sage.
7. Reger, R. K., & Palmer, T. B. 1996. Managerial Categorization of Competitors: Using Old Maps to Navigate New Environments. *Organization Science*, 7:22-39.
8. Noble, C. H., Stafford, E. R. & Reger, R. K. 1995. A New Direction for Strategic Alliance Research in Marketing: Organizational Cognition. *Journal of Strategic Marketing*, 3: 145-165.
9. Reger, R. K., Mullane, J. V., Gustafson, L. T. & DeMarie, S. M. 1994. Creating Earthquakes to Change Organizational Mindsets. *Academy of Management Executive*, 8(4): 31-46.
10. Reger, R. K., Gustafson, L. T., DeMarie, S. M. & Mullane, J. V. 1994. Reframing the Organization: Why Implementing Total Quality is Easier Said Than Done. *Academy of Management Review*, 19: 565-584.
11. Reger, R. K., & Huff, A. S. 1993. Strategic Groups: A Cognitive Perspective. *Strategic Management Journal*, 14: 103-124. This article was also summarized by M. Shanley in the 'Translations' section of *Academy of Management Executive*, 7(4): 82-83.
12. Lyles, M. A., & Reger, R. K. 1993. Managing for Autonomy in Joint Ventures: A Longitudinal Study of Upward Influence. *Journal of Management Studies*, 30: 383-404.
13. Reger, R. K., Duhaime, I. M., & Stimpert, J. L. 1992. Deregulation, Strategic Choice, Risk and Financial Performance. *Strategic Management Journal*, 13, pp. 189-204.
14. Reger, R. K. 1990. Managerial Thought Structures and Competitive Positioning. In A. S. Huff (Ed.), *Mapping Strategic Thought*, Chichester, England: Wiley, pp. 71-88.
15. Reger, R. K. 1990. The Repertory Grid Technique for Eliciting the Content and Structure of Cognitive Constructive Systems. In A. S. Huff (Ed.), *Mapping Strategic Thought*, Chichester,

England: Wiley, pp. 301-309.

16. Huff, A. S. & Reger, R. K. 1987. Review of Strategic Process Research. *Journal of Management*, 13, pp. 211-236.

Other Publications

17. Reger, R. K. 2011. Invited book review of Gray, P. S., Williamson, J. B., Karp, D. A., & Dalphin, J. R. (2007). *The Research Imagination: An Introduction to Qualitative and Quantitative Methods*. Cambridge: Cambridge University Press, *Organizational Research Methods*, 14: 394-397.
18. Reger, R. K. 2003. Networking: A Step by Step Approach. *Washington Business Journal*.
19. Reger, R. K. 2001. Managing in the Information Age, *Journal of Management*, editor's note, 27(3):233-234.
20. Reger, R. K. 1999. Building Quake-Proof Companies. *Executive Excellence*. 16(9):19.
21. Reger, R. K. 1997. Book review of Strategic Leadership: Top Executives and Their Effects on Organizations, by Sydney Finkelstein and Donald C. Hambrick, *Academy of Management Review*, 22.
22. Reger, R. K. & Wiseman, R. M. (Eds.) 1996. *Strategic Management: Creating Competitive Advantage*, New York: McGraw-Hill, College Custom Series. (Revised readings book for MBA capstone course, with chapter introductions by Reger and Wiseman).
23. Wiseman, R. M. & Reger, R. K. (Eds.) 1994. *Readings in Strategic Management*, Acton, MA: Copley Publishing Group. (Readings book for MBA capstone course)
24. Reger, R. K. & Wiseman, R. M. (Eds.) 1994. *Cases in Strategic Management*, Lexington, MA: Ginn Custom Publishing. (Case book for MBA capstone course)
25. Palmer, T. B. & Reger, R. K. 1992. MeraBank B. In C. W. L. Hill & G. R. Jones, *Strategic Management*, 2nd edition, Boston: Houghton Mifflin.
26. Reger, R. K. & Palmer, R. B. 1992. Teaching Note for MeraBank B. In C. W. L. Hill & G. R. Jones, *Instructor's Manual for Strategic Management*, 2nd edition, Boston: Houghton Mifflin

Refereed Conference Proceedings

Duriau, V. J. & Reger, R. K. 2004. Choice of Text Analysis Software in Organization Research: Insight from a Multi-dimensional Scaling (MDS) Analysis, JADT 2004 : 7es Journées internationales d'Analyse statistique des Données Textuelles (7th International Conference on the Textual Data Statistical Analysis), *JADT 2004 Proceedings Volume 1*, pp.382-389, University Press of Louvain (PUL).

Gustafson, L. T. & Reger, R. K. 1995. Using Organizational Identity to Achieve Stability and Change in High Velocity Environments. *Best Paper Proceedings*, Academy of Management, August.

Citation Counts

ISI Web of Science: 615 citations (September 10, 2011)

Google Scholar (Harzing's Publish or Perish): 2200+ citations (September 10, 2011)

Work in Progress

Rindova, V., Reger, R. K., Dalpiaz, E. (in press) The Mind of the Strategist and the Eye of the Beholder: The Socio-cognitive Perspective in Strategy Research, Forthcoming in *Handbook of Competitive Strategy*, Giambattista D'Agnino (Ed.), Edgar Elgar Publisher, planned publication date: August 2009; Editor has promised the volume will be published "soon". Given the delay, we are in the process of revising and may withdraw this chapter and submit it to a journal instead.

Reger, R. K. & Shen, A. R. Pride Comes Before the Fall: A Reexamination of CEO Hubris and Its Antecedents. Paper submitted to the 2010 Academy of Management meeting, Revising manuscript for submission to *Academy of Management Review*, and analyzing empirical data for submission to *Strategic Management Journal* with Cindy Stevens, Joo Hun Han and Debbie Searcy.

Pfarrer, M., Reger, R.K., Strategic Sensegiving: Delivering Effective Information to Stakeholders Efficiently. Paper submitted to the 2010 Academy of Management meetings; revising manuscript for submission to *Academy of Management Review*,

The Use of Simulations in Strategy and Organization Theory Research, with Vivian Wei Guo, Preparing manuscript for journal submission. Data collection of over 1000 subjects in 250 teams in Fall 2010 and Spring 2011 with Cindy Stevens and Kyle Lewis; presenting preliminary findings in a PDW on simulations in strategic management research at the 2011 AOM meetings.

The Social Construction of Alternative Energy Sources: A Socio-cognitive Study of Wind Power Adoption, with Michael Pfarrer and Scott Benjamin. Additional data collection is underway. Earlier drafts have been presented at SMS, MERC and ACAC conferences and will be presented at 2011 AOM. We expect to submit to *Academy of Management Journal* in Fall 2011.

An Empirical Test of the Livengood-Reger Identity Domain Theory, with Sekuo Bermiss (assistant professor, UT-Austin) and Jonathan Moerbe. Results to be presented at AOM as part of a competitively reviewed symposium.

Refereed Conference Presentations

1. Moerbe, J., **Reger, R.K.** & Bermiss, S. 2011. Hierarchical Competitor Categorization, Organizational Identity, Identity Domains, and Strategic Choice: Evidence from the Wind Energy Industry, presented as part of symposium entitled *Category Effects in the Evolution of Industries: Cognitive and Institutional Approaches*(organized by **R.K. Reger**) accepted by BPS, OMT, and SIM divisions at the Academy of Management meetings.
2. **R.K. Reger** (organizer and chair), 2011. Panel Session: The Social Construction of Social Approval Assets: Who is in Control? Presenting: Show Me the Time (To Market): The Effects of Media Influence on Innovation Adoption in the US Wind Energy Sector, S.Benjamin, R.K. Reger, M. Pfarrer, and J. R. Baum, Strategic Management Society meetings, Miami, FL, November.
3. Benjamin, S., **Reger, R.K.**, Pfarrer, M., and Baum, R. 2011. "The Effects of Media Influence on Innovation Adoption in the US Wind Energy Sector" presented at the pre-conference Research-Development Workshop, Atlanta Competitive Advantage Conference, May 17-19, 2011.
4. **R.K. Reger** (with S. Benjamin, M. Pfarrer, and R.Baum,) 2011. The Effects of Infomediaries on Industry Adoption: Speed of Adoption in the US Wind Energy Industry, Mason Entrepreneurship Research Conference, May, George Mason University.
5. **R.K. Reger** (with S. Bermiss and J. Moerbe) 2011. Hierarchical Competitor Categorization, Organizational Identity, Identity Domains, and Strategic Choice: Evidence from the Wind Energy Industry, Mason Entrepreneurship Research Conference, May, George Mason University.

6. Pfarrer, M., **Reger, R.K.**, and Benjamin, S. (2010) *Discourse and Delayed Adoption of U.S. Wind Farms*. Paper presented at the INFORMS Annual Conference, Austin, Texas, November.
7. Benjamin, S., **Reger, R.K.**, and Pfarrer, M. (2010) The Bradley Effect: *When Sensemaking Doesn't Make Sense*. Paper presentat at the Strategic Management Society Conference, Rome, Italy, October.
8. Zavyalova, A., Pfarrer, M., **Reger, R.K.**, & Shapiro, D. (2010) *Reputation Dynamics: The Effects of Industry Spillovers and Firm Actions on Firm Reputation*. Paper presented at the Atlanta Competitive Advantage Conference, May.
9. Benjamin, S., **Reger, R.K.**, Pfarrer, M. (2010) *Social Construction of New Public Good Technology: The Case of the Wind Energy Industry*. Research proposal accepted to the George Mason University Entrepreneurship miniconference, presented April.
10. Zavyalova, A., Pfarrer, M., **Reger, R.K.** & Shapiro, D. (2009) *Reputation Dynamics: Differential Effects of Symbolic and Substantive Actions on Firm Reputation Following Negative Events*, Mid-Atlantic Strategy Colloquium, North Carolina State University, December.
11. Zavyalova, A., Pfarrer, M., **Reger, R.K.** & Shapiro, D. (2009) *Reputation Dynamics in Industries with Transgressing Rivals: From Blessings in Disguise to Collateral Damage*, 2009 Strategic Management Society Conference, Washington, D.C., October.
12. Guo, W. and **Reger, R. K.** (2009) *Methods to Study the Cognitive Micro-foundations in Strategic Management: Computer Simulations and Games*, 2009 Strategy Management Society Conference, Washington, D.C., October.
13. Zavyalova, A., Michael D. Pfarrer, M. D., **Reger, R. K.**, & Shapiro, D. L. 2009. *From Guilty to Good . . . or Just to Looking Good?: Reputational Dynamics in the U.S. Toy Industry*, Academy of Management Meetings, Chicago.
14. Kiyatkin, L. & **Reger, R. K.** Baum, J. R. 2009. *The Purpose of Business: Corporations are More Progressive than U.S. Business Schools?* Selected for inclusion in the poster session and Virtual Global Forum at the 2009 Global Forum for Business as an Agent of World Benefit: "Manage by Designing in an Era of Massive Innovation," June 2-5, 2009, in Cleveland.
15. Livengood, R. S. & **Reger, R. K.** 2008. *That's Our Turf!: Identity Domains and Competitive Dynamics*. Mid-Atlantic Strategy Colloquium, George Mason University, December.
16. Kiyatkin, L. & **Reger, R. K.** Baum, J. R. 2008. *What are we saying? Understanding divergence in corporations' and business schools' expressions about social issues*. Academy of Management meetings, Anaheim.
17. Kiyatkin, L. & **Reger, R. K.** Baum, J. R. 2008. *The social responsibilities of business: Why major corporations are more progressive than U.S. business schools*. Strategic Management Society meetings, Cologne, Germany.
18. Zhang, L., & **Reger, R. K.** 2008. *The Reputation Trap: The Effect of Reputation on Ambidexterity*. Strategic Management Society 2008 Conference, Colonge, Germany.
19. Livengood, R. S. & **Reger, R. K.** 2007. *That's Our Turf!: Identity Domains and Competitive Dynamics*. Academy of Management Meetings, Philadelphia.
20. Duriau, V. J. & **Reger, R.. K.** 2004. *Choice of Text Analysis Software in Organization Research:*

Insight from a Multi-dimensional Scaling (MDS) Analysis, JADT 2004: 7th International Conference on the Textual Data Statistical Analysis, March , Louvain-la-Neuve, Belgium.

21. Duriau, V. J., **Reger, R. K.** 2003. *Content Analysis in Management Research: A Review of the Literature from 1980 to 2001*. Presented at the Academy of Management Meetings, Seattle, Washington.
22. Duriau, V. J., **Reger, R. K.** & Nodofor, H. 2000. *Content Analysis of Firms' Web Sites: Methodological Foundations, Software Solutions, and Implementation Issues*. Presented at the Academy of Management Meetings, Toronto, Canada.
23. Gustafson, L. T. & **Reger, R. K.** 1999. *Beyond Collective Organizational Identity: Empirical Evidence for Multiple Subidentities*. Presented at the Academy of Management Meetings, Chicago, Illinois.
24. **Reger, R. K.** 1999. *If Red and Love are Real, Then So are Strategic Groups*. Presented at the Academy of Management Meetings, Chicago, Illinois.
25. Gustafson, L. T., Mullane, J. V & **Reger, R. K.** 1995. *Coping With Turbulence: Upper Echelons in High Velocity Environments*. Presented at the international Strategic Management Society Meetings, Mexico City.
26. Gustafson, L. T. & **Reger, R. K.** 1995. *Using Organizational Identity to Achieve Stability and Change in High Velocity Environments*. Presented at the Academy of Management Meetings, Vancouver. Won Best Paper Award from the Managerial and Organizational Cognition Interest Group.
27. **Reger, R. K.** 1995. *New Perspectives on Assessing and Using the Organization-Culture Construct in Organization Science*. Co-discussant (along with Janice Beyer) on a competitive symposium chaired by Neal Ashkanasy (University of Queensland) presented at the Academy of Management Meetings, Vancouver.
28. **Reger, R. K.** 1995. *Living in Reputational Fields: Management in the Vocal Marketplace of the 21st Century*. Panelist in a competitive symposium chaired by Charles Fombrun (New York University), presented at the Academy of Management Meetings, Vancouver.
29. Duhaime, I. M., Mullane, J. V., **Reger, R. K.**, & Stimpert, J. L. 1994. *The Decision to Enter International Markets: An Upper Echelons Perspective*. Presented at the 1994 International Conference of the Strategic Management Society, France, September.
30. **Reger, R. K.** (symposium chair) 1994. *Upper Echelons Research: Breaking Down Barriers between Demography and Cognitive Theory*. Symposium presented at the Academy of Management Meetings, Dallas, August. Panelists include Syd Finkelstein, Don Hambrick, Anne Huff, Larry Stimpert and Jim Walsh.
31. **Reger, R. K.** 1994. *Cognitive Strategic Groups: Implications for Economic Theory and Research*. Presented as part of a symposium organized by Margaret Peteraf for the Academy of Management Meetings, Dallas, August.
32. **Reger, R. K.** 1994. *Firm and Industry Self-Concepts: Identity Theory and the Social Construction of Industry*. Presented at the Social Construction of Industries and Markets International Conference, Chicago, April.
33. **Reger, R. K.**, DeMarie, S., Gustafson, L. & Mullane, J. 1993. *Cognitive Barriers in the*

Implementation of Planned Organizational Change: Why Total Quality Initiatives Fail. Presented at the Strategic Management Society Conference, Chicago, September.

34. Stafford, E. R., Noble, C. H. & **Reger, R. K.** 1993. *A New Direction for Strategic Alliance Research: Organizational Cognition.* Presented at the 1993 Strategic Management Society Conference, Chicago, September.
35. **Reger, R. K.**, & Noble, C. H. 1993. *Identity and Reputation: Managers', Competitors' and Customers' Categorization Schemas in Women's Fashion Retailing.* Presented as part of Failing to See Eye to Eye: Methods for Uncovering Divergent Mental Models Between Managers and Customers. I chaired this competitive symposium. Academy of Management Meetings, Atlanta, August.
36. **Reger, R. K.** & Noble, C. H. 1992. *Understanding Competition in Transforming Industries: Is a Department Store by Any Other Name Still a Specialty Store?* Presented at the Strategic Management Society Conference, London, October.
37. **Reger, R. K.** 1992. *Sensemaking in Tranquil and Turbulent Times: A Punctuated Equilibrium Perspective.* Presented at TIMS/ORSA Meetings, Orlando, April.
38. Gooding, R. Z., **Reger, R. K.** & Palmer, T. B. 1991. *Risk Preferences: The Role of Past Performance and Future Goals.* Presented at the Academy of Management Meetings, Miami, August.
39. **Reger, R. K.**, & Palmer, T. B. 1990. *Cognitive Schemas of Competition: Understandings of Strategy in a Turbulent Industry.* Presented at the Academy of Management Meetings, San Francisco, August.
40. **Reger, R. K.**, Palmer, T. B. & Rathburn, J. A. 1990. *What is Competitive Strategy? Let's Ask Strategic Managers.* Presented at the Strategic Management Society Conference, Stockholm, September.
41. **Reger, R. K.** 1990. *The Effects of Deregulation on Managerial Cognition: Map-making in the U.S. Financial Services Industry.* Presented as part of Environmental Discontinuity, Top Management Cognition, and Strategic Response: A Panel Discussion. I co-chaired this competitive symposium. Strategic Management Society Conference, Stockholm, September.
42. Duhaime, I. M., **Reger, R. K.**, & Stimpert, J. L. 1989. *Strategic Choice and Performance: The Effects of Government Regulation.* Paper presented at the Academy of Management Meetings, Washington, D.C., August.
43. **Reger, R. K.** 1989. *Strategic Expertise in a Changing Environment: Grand Masters in a Rugby Match.* Paper presented at the Strategic Management Society Conference, San Francisco, October.
44. **Reger, R. K.**, & Palmer, T. 1989. *Cognitive Frameworks of Competitive Positioning in a Turbulent Environment.* Paper presented at the Working Conference on Managerial Thought and Cognition Conference, Washington, D.C., August.
45. **Reger, R. K.**, & Huff, A. S. 1989. *Thinking About Strategic Groups.* Paper presented at the State of the Art in Theory and Method in Strategy Research Conference, Wharton, May.
46. **Reger, R. K.** 1988. *Strategic Groups as Cognitive Phenomenon.* Paper presented at the Academy of Management Meetings, Anaheim, CA, August.
47. **Reger, R. K.**, Duhaime, I. M. & Stimpert, J. L. 1988. *The Impact of Governmental Regulations on*

Strategic Capabilities, Cognitive Frameworks, and Firm Competitiveness. Paper presented at the Strategic Management Society Conference, Amsterdam, September.

48. **Reger, R. K.** 1988. *The Role of State Regulation in Commercial Banking*. Paper presented at the Midwest Business Administration Association Meetings, Chicago.
49. **Reger, R. K.** 1987. *How Strategists Think About Competitive Positioning: The Case of the Chicago Banking Market*. Paper presented at Managerial Thinking in Business Environments Conference, Boston, September.
50. **Reger, R. K.** 1987. *Repertory Grid Technique*. Paper presented as part of Cognitive Methodologies for Strategic Management Research: Mapping the Mind of the Strategist Symposium. I chaired this competitive symposium. Academy of Management Meetings, New Orleans, August.
51. **Reger, R. K.** 1987. *Strategic Groups as Cognitive Constructions*. Paper presented at Strategic Management Society Conference, Boston, September.
52. Lyles, M. A., & **Reger, R. K.** 1986. *Upward Influence in Joint Ventures*. Paper presented at Strategic Management Society Conference, Singapore, September.
53. **Reger, R. K.** 1984. *The Use of Game Theory for Understanding Capacity Expansion Decisions in Oligopolistic Industries*. Paper presented at Academy of Management Meetings, Boston, August.

Invited Research Presentations at Universities

Columbia University
Case Western Reserve University
Boston University
Marquette University
Southern Methodist University
University of Illinois, Chicago
Texas A&M University
Arizona State University
Cranfield University
University of California, Irvine
Georgia State University
University of Maryland, College Park, Psychology Department
University of Illinois, Urbana-Champaign
The Wharton School, University of Pennsylvania
Rutgers University, Camden
University of Texas, Austin
University of Texas, Dallas
Texas Christian University
Texas A&M University

Other Invited Presentations and Research Workshops

1. Invited scholar, Professional Development Workshop, 2011, organized by: Meyskens, M., Kiyatkin, L., & Pfarrer, M.D. Academy of Management Annual Meeting, San Antonio, TX. Content analysis in organizational research: Techniques and applications.
2. Invited participant, Academy of Management Meetings, 2011, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," help junior faculty and doctoral students design research projects, San Antonio, TX..

3. Invited scholar, Professional Development Workshop, 2011, organized by Mark Shayne Gary. Academy of Management Annual Meeting, San Antonio, TX. Use of simulations in management research.
4. Invited presenter, 2011, Strategic Management Society meetings, Cognition and Strategy Process Strategy Process Interest Group Pre-conference Workshop, Organized by Pam Barr. Miami, FL.
5. Invited panelist, 2011, Strategic Management Society meetings, Data & Research Methods Track , Exploring the strategic mind: Methods for studying cognition and strategy, organized by Joe Porac, Miami, FL.
6. Invited presenter in Professional Development Workshop, 2010, organized by: Meyskens, M., Kiyatkin, L., & Pfarrer, M.D. Academy of Management Annual Meeting, Montreal, Canada. Content analysis in organizational research: Techniques and applications.
7. Invited participant, Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," help junior faculty and doctoral students design research projects, 2010.
8. Invited presentation, October 2009, "Strategies for Change, Renewal, and Innovation Begin with Organizations Built for Change, Renewal, and Innovation," Program for National Security Reform, Arlington, Virginia.
9. Invited Senior Scholar, Society of Entrepreneurship Scholars meeting, October 2009, hosted at the Johns Hopkins University, Washington DC site, with sponsorship by The Kauffman Foundation and The Ohio State University, Fisher College of Business.
10. Invited lead presenter in Professional Development Workshop organized by: Meyskens, M., Kiyatkin, L., & Pfarrer, M.D. 2009. *Content analysis in organizational research: Techniques and applications*. Well over 100 attendees. PDW at the Academy of Management Annual Meeting, Chicago, IL, August.
11. Invited participant, Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," help junior faculty and doctoral students design research projects, 2009.
12. Invited participant, Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects, 2008.
13. Invited participant, Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects, 2007.
14. Panelist: *A Dialogue About Conducting Strategy Process Research: Building Theory, Designing Studies, and Relevance to Practice*, Pre-conference track on Strategy Process, Strategic Management Society meetings, San Diego, California, 2007.
15. Zhang, L., & **Reger, R. K.** 2007. *Innovation and the Reputation Trap: Using Sensemaking to Achieve the Ambidextrous Organization*. Paper presented to the Maryland CIBER Conference on Globalization and Innovation, November 9, 2007.
16. Invited participant, 2006. Academy of Management Meetings, Managerial and Organizational

- Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects.
17. Invited participant, 2005. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects.
 18. Invited participant, 2004. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects.
 19. Invited participant, 2002, Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough," helped junior faculty and doctoral students design research projects.
 20. Invited participant, 2001. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough IV," helped junior faculty and doctoral students design research projects.
 21. Invited participant, 2000. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough III," helped junior faculty and doctoral students design research projects.
 22. Invited participant, 2000. Theory Building Workshop, Southern Management Association Meetings, Dave Whetten (President of the Academy of Management and former editor of the *Academy of Management Review*) and I presented this workshop as part of the New Faculty Consortium. Additional doctoral students and faculty attended this 2 hour session.
 23. Organizer, 1999. Three Conversations to Build Theory. Pre-convention activity co-sponsored by Business Policy and Strategy, Organization and Management Theory, and Research Methods Divisions, Academy of Management.
 24. Invited participant, 1999. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough II," helped junior faculty and doctoral students design research projects.
 25. Organizer, 1998. Three Conversations to Build Theory. Pre-convention activity co-sponsored by Business Policy and Strategy, Organization and Management Theory, and Research Methods Divisions, Academy of Management.
 26. Invited participant, 1999. Academy of Management Meetings, Managerial and Organizational Cognition Interest Group, "Cognition in the Rough I," helped junior faculty and doctoral students design research projects.
 27. Invited participant, 1996. Brigham Young University working conference on Organizational Identity III, Utah, September.
 28. Invited participant, 1995. Brigham Young University working conference on Organizational Identity II, Utah, September.
 29. Invited participant, 1994. Brigham Young University working conference on Organizational Identity I, Utah, September.
 30. Invited participant, 1994, Third Annual Cranfield Conversation on Managerial and Organizational

Cognition, Paris, September.

31. Invited participant, 1993. Second Annual Cranfield Conversation on Managerial and Organizational Cognition, Chicago, September.
32. Invited participant, 1992. First Annual Cranfield Conversation on Managerial and Organizational Cognition, Cranfield School of Management, Bedford, England, October.
33. Invited Lecture 1988. *Competitive Positioning in the Chicago Banking Market: Mapping the Mind of the Strategist*. Presented dissertation research winning the A. T. Kearney Award for Outstanding Research in General Management at the Academy of Management Meetings, Anaheim, CA, August.

Contracts and Grants

Robert H. Smith School of Business, Summer Research Grant, 2011. Causes and Consequences of Hubris: An Empirical Examination, (with Cindy Stevens)

Robert H. Smith School of Business, Summer Research Grant, 2010. Romanticizing the View: The Role of Idealized Landscape Aesthetics in the Adoption of Wind Turbine Electricity Generation

Research grant: Visiting Researcher, University of Texas, Spring 2010

Robert H. Smith School of Business, Summer Research Grant, 2009. From Guilty to Good: Does Media Exposure of Prior Bad Acts Help (or Hinder?) Good Performance in the Future? (with Debra Shapiro),

Editorships, Editorial Boards, and Reviewing Activities for Journals

Journal of Management, Associate Editor, 1999-2001

Editorial Board memberships:

Strategic Management Journal, 2010-
Academy of Management Review, 1997-1999
Organization Science, 1997-1999
Journal of Quality Management, 1996-2002

Journal of Management, Special Issue Editor, Managing in the Information Age, 27(3), 2001

Organization Science, Special Senior Editor, 1997

Academy of Management Journal Special Research Forum on "Innovation and Organizations" Guest Editorial Board Member, 1994

Journal of Organization Behavior Special Issue on Computerized Content Analysis, Guest Editorial Board Member, 1996-1997

Ad hoc Reviewer:

Academy of Management Journal
Strategic Management Journal
Organization Science
Management Science
Administrative Science Quarterly
Journal of Management
Journal of Management Studies
Strategic Entrepreneurship Journal
Journal of Organizational Behavior
Journal of High Technology Management Research

Journal of Management Inquiry
Long Range Planning
IIE Transactions

Strategic Management Society Conference reviewer, 2007-2011

Strategic Management Society Conference Review Committee, 13th Annual International Conference.
One of 20 invited reviewers for the 1993 conference.

Reviewer, Academy of Management Meetings

Business Policy and Strategy Division, 1989-1997, 2007-2009

(Outstanding BPS Reviewer, 1996, 2008)

Organization and Management Theory Division, 2008, 2009, 2011

Managerial and Organizational Cognition Interest Group, 1991-1995, 1997, 2008, 2009

(Outstanding MOCIG Reviewer, 1995)

TEACHING, MENTORING, AND ADVISING

Courses Taught

- Doctoral Seminar: Managerial and Organizational Cognition (ASU and Maryland)
- Doctoral Seminar: Strategy Content (ASU)
- MBA required core course: Strategic Management (ASU and Maryland; 2 and 3 credit formats)
- MBA and EMBA Elective: Implementing Strategy (Maryland)
- MBA Elective: Strategic Project Management: A Service Learning Approach (Maryland)
- MBA elective: Reengineering for Quality (Maryland)
- MBA elective: Building the Competitive Organization (Maryland)
- Masters in Telecommunications core course: Strategic Management in Telecommunications (Maryland)
- MBA elective: Competitive Strategy (ASU)
- Undergraduate required capstone course in strategic management taught in mega-sections of up to 250 students; course coordinator for two years (ASU)
- Honors undergraduate required capstone course in strategic management (Maryland)
- Undergraduate required capstone course in strategic management (Maryland)
- Introduction to Organizational Behavior (UIUC)

Course and Curriculum Development

Pioneered one of the first doctoral seminars in Managerial and Organizational Cognition, syllabus has been used to create similar seminars at NYU, George Washington, University of Texas, and other universities.

Developed a new MBA elective at the University of Maryland, Strategic Project Management: A Service Learning Approach, in which students learn project management skills through completing projects to benefit the community. Most students partner with not-for-profit organizations or governmental entities, and have raised thousands of dollars in cash, computers, volunteer time to benefit NIH, women's shelters, D.C. public schools, and many other organizations in Washington D.C., Baltimore, Prince Georges and Montgomery County.

Redesigned the undergraduate Capstone Course at the University of Maryland to include a team-based, semester long, computerized simulation and created all teaching materials, piloted tested the new design and helped train 12 instructors.

Teaching Presentations and Conferences

- Presented: Teaching the Capstone Business Policy class with an Internet-based Computerized Business Simulation, University of Maryland Innovations in Teaching and Learning Conference, based on my experiences in BMGT 495H. April 24, 2009
- Invited Participant, Chesapeake Conference: Bringing Sustainability into the Curriculum, two day workshop across the University of Maryland Curriculum, May 2009.

Dissertation Committees

1. Deborah Searcy, member, 2011-
2. Scott Benjamin, Chair, 2010-
3. Anastasiya Zavyalova, Chair, 2009-
4. Scott Livengood, Member, 2008-2010, placed at University of Florida
5. Lori Kiyatkin, Member, 2008-2009, placed at Towson University
6. Vincent Duriau, Co-Chair, with Anil Gupta; placed at ITEM in Mexico City, 1999-2004
7. Don Knight, Chair; placed at University of Maryland, lecturer, 1996-2000
8. Ayesha Malhotra, Member, 1997-2000, placed at Rutgers University, currently, University of Calgary
9. Manuel Becerra, Member, 1996-1998, currently Instituto de Empresa Business School, Madrid Spain
10. Cormac MacFhionnlaioich, Member, 1996-1998, currently UCD Quinn School of Business, Dublin, Ireland
11. Amy Kristof-Brown, Member, 1996-1998, currently University of Iowa
12. P. Harshavardhan, placed at McKinsey & Company, India, Member, 1994-1996.
13. Jude Rathburn, Chair, 1991-1995, placed at University of North Carolina at Greensboro, currently tenured associate professor, University of Wisconsin-River Falls
14. Loren Gustafson, Chair, 1993-1995, placed at Seattle Pacific University
15. John V. Mullane, Chair, 1993-1995, placed at Michigan State University, currently tenured faculty member at Middle Tennessee State University
16. Christopher Neck, Member, 1991-1992, placed and tenured at Virginia Tech University; currently tenured at Arizona State University.

Doctoral Student Co-authors (Published and accepted for publication)

1. Lori Kiyatkin
2. Scott Livengood
3. Elena Dalpiaz
4. Vincent Duriau
5. Michael Pfarrer
6. John Mullane
7. Loren Gustafson
8. Sam DeMarie
9. Stu Bunderson
10. Peter Foreman
11. Luis Martins
12. Yolanda Sarason
13. Larry Stimpert
14. Tim Palmer
15. Charles Noble
16. Ed Stafford

Doctoral Student Co-authors (Under review, conference presentations, and in progress)

1. Deborah Searcy
2. Joo Hun Han
3. Jonathan Moerbe (student at UT, Austin)
4. Annie Zavylova
5. April Shen
6. Vivian Wei Guo
7. Scott Benjamin
8. Lei Zhang
9. Lori Kiyatkin
10. Scott Livengood
11. Vincent Duriau
12. Loren Gustafson
13. John Mullane
14. Larry Stimpert
15. Sam DeMarie
16. Charles Noble
17. Tim Palmer
18. Jude Rathburn

Doctoral Working Paper Advisor

Scott Benjamin, completed May 2011
Anastasiya Zavyalova, completed December 2009
Lori Kiyatkin, completed January 2008
Alan Boss, completed January 2008
Scott Livengood, completed Summer 2007

Doctoral Program Committees

Vikas Anand, Chair, 1994-1995
Loren Gustafson, Chair, 1991-1993
Jude Rathburn, Chair, 1989-1991
Mary Clarke, Chair, 1991
John Mullane, member, 1990-1993
Bob Zander, 1989-1990
Sanjay Goel, 1990-1991

Undergraduate Honors Thesis Research Committee Chair

Shawna Brinkerhoff, 1992

Undergraduate Honors Thesis Research Committee Member

Paul Lopez, 1992

MBA Advisor

1989-1990
1991-1992

Executive Education and Consulting

- EMBA-03 Shanghai, Implementing Strategy, 3 credit required course, Summer 2009
- Business Process Improvement Consulting (ALP-2; EMBA-7) with Chris Bingham.2007-2008
- EMBA-7, College Park, Project Management Mastery Session, December 2007
- SAIC (EMBA Cohort 2 in McLean), Mastery Session on Project Management, Fall 2007
- EMBA-03 Beijing, Implementing Strategy, 3 credit required course, Spring 2007
- EMBA-01 Shanghai, Implementing Strategy, 3 credit required course, Spring 2007
- EMSA Cohort 1; Project Management, Spring 2007
- GSBA Zurich Congress, Managing for Project Success, Zurich, Switzerland, October 3, 2006
- EMBA-6, College Park, Project Management Mastery Session, 2006
- Anne Arundel Medical Center Leadership Program through ExecEd/HCIT Center, Strategic Project Management module, 2005
- Black and Decker Financial Development program, Strategic Project Management module, 2005
- EMBA Action Learning Project Advisor, 2005
- EMBA Action Learning Project Advisor, 2004
- Project Management Module, Smith School Executive Education, Aspiring Executives Program, 2002
- Implementing Strategy Module, Smith School Executive Education, Custom program for ARINC, 2001
- Organizational Culture, Strategic Frameworks, Presenting to Executives, Modules presented to University of Lodz Executive MBA program and Head Judge, Executive MBA Case Competition, Lodz, Poland, 1999, 2000
- Strategic Management: New Ways of Thinking for the 21st Century, November 1995
- Presentation to Executive MBA students from PAMTIP, POSTECH, Pohang, Korea. Group included CEOs and Directors of some of Korea's largest companies including Samjung Gangup Steel.
- Strategic Management: New Ways of Thinking for the 21st Century, November 1995
- Presentation to the Computer Sciences Corporation Chapter of the American Management Association.
- Competitive Advantage and Strategic Market Segmentation
- Two day seminar designed for Intel Corporation for middle level managers, taught 1991, 1992.
- Dillard's Professor in Internship, July 1992
- Month long internship to learn about women's fashion retailing and department store strategies. Dillard's is a leader in using information technology for competitive advantage and an innovator in value strategies in the department store industry. Provided recommendations to the Divisional CEO and President.

SERVICE

Professional

- Division Chair-Elect, Managerial and Organizational Cognition Division, Academy of Management, 2011-2012
- Will co-chair an international conference: New Frontiers in Managerial and Organizational Cognition to be held in September 2012 at the National University of Ireland Maynooth.
- Program Chair, Managerial and Organizational Cognition Division, Academy of Management, 2010-2011
- Mid-Atlantic Strategy Colloquium, Program Chair and Organizer; over 80 participants, 10 paper presentations, 25 Strategy-in-the-Rough papers, 4 top tier journal editors, and 3 invited key note presentations including faculty and doctoral students representing over 20 universities from the US and Europe, November 12-13.
- Session Discussant (for two papers), Seventh Annual Atlanta Competitive Advantage Conference, May 18-20, 2010.
- Program Chair-Elect and PDW Chair, Managerial and Organizational Cognition Division, Academy of Management, 2009-2010 (Elected to 5 year leadership rotation)
- Session Chair, Cognitive Approaches to Strategy Process, Strategic Management Society Meetings, Washington, D.C., 2009

- Session Discussant, Academy of Management Meetings, Chicago, 2009
- Interactive Paper Session Facilitator, Academy of Management Meetings, Chicago, 2009
- Mid-Atlantic Strategy Colloquium Doctoral Seminar, Co-Chair, 2009; invited faculty participant, 2008
- Session Discussant, Academy of Management Meetings, San Diego, 2008
- Session Chair, Academy of Management Meetings, San Diego, 2008
- Session Discussion Leader, two sessions, Strategic Management Society Meetings, 2008
- Session Discussant, Academy of Management Meetings, Seattle, 2003
- Knowledge Track Chair, Business Policy and Strategy Division, Academy of Management Meetings, 1998. San Diego.
- Executive Committee Member, Academy of Management, Business Policy and Strategy Division, 1997-2000.
- INFORMS College on Organizations Dissertation Proposal Contest and Workshop Coordinator, 1996; Judge, 1997
- Academy of Management, Business Policy and Strategy Division Doctoral Consortium Faculty, 1995
- Academy of Management, Business Policy and Strategy Division Newsletter Associate Editor, 1993-1994; Editor, 1994-1996
- Academy of Management, Managerial and Organizational Cognition Interest Group, Pre-convention Workshop, Roundtable Leader, 1993
- Regional Liaison to the Western Academy of Management for the Business Policy and Planning Division, 1990-1992
- Co-organizer of the Working Conference on Managerial Thought and Cognition, Washington, D. C., August 10-12, 1989
- Academy of Management, Business Policy and Strategy Division, Session Discussant, 1994 Meetings, Dallas
- Academy of Management, Business Policy and Strategy Division, Session Discussant, 1992 Meetings, Las Vegas
- Academy of Management, Managerial and Organizational Cognition Interest Group, Session Chairperson, 1992 Meetings, Las Vegas
- Academy of Management, Managerial and Organizational Cognition Interest Group, Session Chairperson, 1991 Meetings, Miami
- Academy of Management, Research Methods Division, Session Chairperson, 1989 Meetings, Washington, D. C.

Professional Affiliations

Academy of Management member
 Strategic Management Society member
 INFORMS member
 Sigma Iota Epsilon, Management Honor Society member

Reviewing Activities for Agencies

Ad hoc Reviewer, National Science Foundation Decision, Risk, and Management Science Program, 1994, 1995, 2009

CAMPUS SERVICE

Management and Organizations Department

M&O Department, Doctoral Program Redesign committee member, 2010-2011
 M&O Department, Strategy Faculty Search Committee member, Fall 2009
 Undergraduate General Business major redesign committee, chair, Fall 2009

Chaired M&O APT committee for Brent Goldfarb tenure and promotion case, Fall 2008
 PhD Career and Professionalization Seminar Series, Co-organizer, 2008-2009
 Strategy Search Committee, Fall 2008 (search suspended due to hiring freeze)
 Faculty mentor to Assistant Professors Ben Hallen, 2007-2008; and Rafael Corredoira, Fall 2008-Fall 2009
 Department Co-Chair, July 2006-July 2008
 M&O Maryland Shore Research Conference, 28 participants, Founder & Lead Organizer, 2007
 University of Maryland Academy of Management Reception organizer, Atlanta, 2006
 M&O Department Research Fellows Director, 2006-2007
 Curriculum Committee member, 2006-2008
 Endowed Chair committee member, 2006-2007
 Search Committee Member, 2005
 Department Learning Assessment Coordinator, 2005-2007
 Strategy Faculty Recruiting Committee, Chair (hired 2 faculty members), 2004
 Annual Review of Assistant Professors, committee member, 2003-
 BMGT 495 Course Coordinator, 2004-2005
 Strategy Faculty Recruiting Committee, Chair, 2002
 MBA Electives Committee, Chair 2001-2003; Member 2000-2001
 HRM Faculty Search Committee, Member (1997-98)
 PhD student recruitment committee member, 1996-
 Strategy PhD Comprehensive Exam committee member, write and grade questions, 1996-
 Annual Review of Doctoral Students in Strategy, committee member, 1995-
 MBA Concentrations in Management & Organizations, Guidebook Editor, 1995
 Ad hoc Advisor to the undergraduate team competing in the EDS Case Competition, 1995

College

Deloitte Undergraduate Case Competition, Faculty Judge, Spring 2009
 Faculty Organizer, Social Value Creation Research Group, 2008-2009
 Attended alumni event in Baltimore, Fall 2008
 Attended multiple Smith MBA events in College Park to build community and brand, 2008-
 AACSB Conference on Sustainability and Ethics, July 2008
 Organized half day Smith/UnderArmour meeting in June bringing together EMBA, Career Center, and
 faculty/center director with members of UA's HR and strategic leadership, June 2008
 Host, Visiting Scholar, Tracey Zhang, from Nanjing Normal University, at request of Dean, 2008-
 2009
 Task force on Executive Education compensation to faculty, Leader, 2008-2009
 Co-Chair, Howard Frank Faculty Scholarship Fund, exceeded initial goal by over 50%, raised over
 \$300,000 (with Arjang Assad)
 PTMBA Program Student Admissions Selection Committee: Reviewed marginal applications for
 admission, Summer 2008
 Smith School Marketing Advisory Board member, 2006-
 Smith School Event Planning Advisory Board, 2006-2008
 Research Fellows Program, presented to Mr. Bob Smith at a Dean's luncheon on Fellows Programs,
 2007
 Task force on Annual Review of Adjuncts and Lecturers, 2007
 National WMBA conference session moderator on Corporate Social Responsibility of Business,
 National WMBA annual conference, Fall 2007
 Smith School Leadership Awards Selection Committee, 2005-2007
 Chaired Junior Promotion and Tenure Meeting for the college, 2005
 Served on a faculty committee critiquing the first round of MBA program evaluation and revision
 committee, 2005
 Interviewed on WTOP; quoted in Baltimore Sun and Baltimore Business Journal, 2005
 Smith Business Close-Up, TV segment

SAWMBA conference session moderator, SAWMBA annual conference, 2005
 FT MBA “Ace the Case” workshop, 2005
 MBA Consulting Forum, Introduced Keynote Speaker, 2005
 College CRM Initiative, Faculty Representative, 2002-2003
 Internship Edge, Faculty Advisor, 2000-2003
 Executive MBA Program Design Committee, Member, 2002
 Graduate Career Management Center Task Force, Member, 2002
 eNGAGE Smith MBA Advanced Workshop: Thought Leaders, Organizer & Faculty Advisor, 2000-2002
 Smith MBA Network, Faculty Sponsor, 2000-2001
 Rutgers Case Competition, Faculty Advisor and Coach, 2000 (winner), 2001 (runner up)
 Smith MBA Consulting Club, Faculty Advisor, 1998-2001
 MBA Oversight Committee, Member (1996-97), Chair (1997-02)
 MBA Revision Committee, Member (1997-98)
 Anderson Consulting Case Competition and Experiential Learning Module, Co-coordinator, 1995, Coordinator 1996, 1997
 Part Time MBA Experiential Learning Module on Total Quality Management, Faculty Liaison, 1995, Coordinator, 1996, 1997
 Experiential Learning Modules Oversight Committee, member, 1995-1996, Chair 1996-1997
 Faculty Search Committee for Transportation, Business & Public Policy Department, 1995-1996
 Site Visit Host, Full Time MBA Program, TQM ELM, Computer Sciences Corporation, 1995
 Student Presentation Evaluator, Full Time MBA Program, Washington Week ELM, 1996

Special Administrative Assignments for Robert H. Smith School of Business

Faculty Director of MBA Programs, 2001-2003

- School received two “A” ratings, 2002 BusinessWeek MBA survey in Career Services and Teaching; only two “A” ratings since 1998

Smith School Office of Career Management, Director of Professional Programming and Career Counseling, 2002-2003.

- Created over 50 programs on all aspects of career management and job search skills including 2 additional programs in the "Job Search Edge/Engage" series, and expanded the award winning Internship Edge series to serve over 55% of the first year class (went from 33% to 55% in one year); and supervised the creation of 11 career panels. Together, these programs brought Smith Students into contact with nearly 100 working professionals in Maryland, Northern Virginia, Washington, D.C., and New York City. I also designed and implemented an outcome-focused Careers ELM and evaluated over one hundred 20+ page career portfolios from first year MBA students.

University

University Senate, 2002-2004

University Book Center Advisory Committee, 1999-2001

WORK EXPERIENCE

Academic Experience

Jan. 2010-May 2010 Visiting Research Scholar, University of Texas-Austin
 (sabbatical from University of Maryland)

July 2006-July 2008	Management and Organization Department Co-Chair Robert H. Smith School of Business University of Maryland
July 2001- July 2003	Faculty Director of MBA Programs
July 2002- July 2003	Smith School Office of Career Management Director of Professional Programming and Career Counseling
Fall 1995-	Associate Professor Faculty of Management and Organization Robert H. Smith School of Business University of Maryland
Fall 1988-Spring 1995	Assistant Professor (promoted to Associate Professor with tenure, Spring 1995), Management Department Arizona State University
Fall 1986-Spring 1988	Visiting Lecturer and Assistant Professor. Strategic Management University of Illinois at Chicago

Other Work Experience

Dow Chemical, Inside Sales and Customer Service Representative; promoted to Pharmaceutical Field Sales