

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

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ACADEMIC APPOINTMENT:

- 2003 - 2010 Assistant Professor, Department of Management & Organization
Robert H Smith School of Business, University of Maryland
- 2010 - Associate Professor (with Tenure), Department of Management & Organization
Robert H Smith School of Business, University of Maryland
- 2011 Visiting Professor, joint appointment at Yonsei University (Management
Department, School of Business, Seoul, Korea) and China Europe International
Business School (Shanghai, China)

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:

O'Sullivan, D., Zolotoy, L., Seo, M., & Veeraraghavan, M. 2020. Mood and ethical decision making: Positive affect and corporate philanthropy. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-020-04432-5>.

Pak, Y., Seo, M., & Jin, S. 2019. Affective Information Processing in Self-Managing Teams: The Role of Emotional Intelligence. *Journal of Applied Behavioral Science*, 55: 235-267.

Parke, M., & Seo, M. 2017. The Role of Affect Climate in Organizations. *Academy of Management Review*, 42: 334-360.

Jin, S., Seo, M., & Shapiro, D. 2016. Do happy leaders lead better? Affective and attitudinal antecedents of transformational leadership. *Leadership Quarterly*, 27: 64-84.

Parke, M., Seo, M., & Sherf, E. 2015. Regulating and Facilitating: The Role of emotional intelligence in maintaining and using positive affect for creativity. *Journal of Applied Psychology*, 100: 917-934.

Shin, J., Seo, M., Shapiro, D. & Taylor, M. S. 2015. Maintaining employees' commitment to organizational change: The role of leaders' informational justice and transformational leadership. *Journal of Applied Behavioral Science*, 51: 501-528 (the winner of the JABS best paper award, 2016)

Dong, Y., Seo, M., & Bartol, K. 2014. No Pain, No Gain: An Affect-based Model of Developmental Job Experience and the Buffering Effects of Emotional Intelligence. *Academy of Management Journal*, 57: 1056-1077.

Hill, S. N., Kang, J. H., & Seo, M. 2014. The interactive effect of leader-member exchange and electronic communication on employee psychological empowerment and work outcomes. *Leadership Quarterly*, 25: 772-783.

Farh, C. I., Seo, M., & Tesluk, P. E. 2012. Emotional Intelligence, Teamwork Effectiveness, and Job Performance: The Moderating Role of Job Context. *Journal of Applied Psychology*, 97: 890-900.

Shin, J., Taylor, M. S., & Seo, M. 2012. 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*, 55: 727-748.

Seo, M., Taylor, M. S., Hill, S. N., Zhang, X., Tesluk, P., & Lorinkova, N. M. 2012. The Role of Affect and Leadership during Radical Organizational Change. *Personnel Psychology*, 65: 121-165.

Hill, N. S., Seo, M., Kang, J., & Taylor, M. S. 2012. Building Employee Commitment to Change Across Organizational Levels: The Influence of Hierarchical Distance and Direct Managers' Transformational Leadership. *Organization Science*, 23: 758-777.

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.

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., & 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., 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:

Bartunek, J. M., Putnam, L. L., & Seo, M. 2020. Dualities, dualisms and tensions in organizational development. In M. S. Poole (Ed.) *Oxford Handbook of Organization Change and Innovation, 2nd Edition*. NY: Oxford University Press.

Stevens, C. K., & Seo, M. 2013. Job search and emotions. In T. Y. K. Yu & D. Cable (Eds.), *Oxford Handbook of Recruitment*: 126-138. Oxford University Press.

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

Han, J., Seo, M., Jin, S., & Shim, H. “An Unattainable Emotional Advantage? The Link Between Emotional Intelligence and Job Performance Across Male and Female Managers.” Under second revision in *Journal of Applied Psychology*.

Parke, M.R., Seo, M., Hu, X., & Jin, S. “The Creative and Cross-Functional Benefits of Wearing Hearts on Sleeves: Authentic Affect Climate, Surface Acting, Information Elaboration, and Team Creativity” Under revision for resubmission to *Organization Science*.

Shin, J. & Seo, M. " Enjoy the Pain that You Cannot Avoid: An Empirical Examination on the Relationship between Developmental Job Experience and Employees' Innovative Behavior" Under revision for resubmission to *Journal of Business Research*.

WORKING PAPERS

Do, B., Seo, M., & Bartunek, J. M. “The Desire to Reciprocate as an affective motivational state: The model of state gratitude at work.” In preparation for submission to *Organization Science*.

Lu, S., Seo, M., Byun, H., & Kirsch, D. A. “Social Sharing of Emotions In Organizations: Its Antecedents and Consequences in Organizational Context.” In preparation for submission to *Organization Science*.

Guo, S. & Seo, M. “Angry But Kind: How Anger Expressed Right May Sustain Follower’s Trust Towards Leader” In preparation for submission to *Journal of Applied Psychology*.

Jin, S., Han, J., Seo, M., & Shapiro, D. “How and When Emotional Intelligence Aids Leaders’ Effectiveness: An Empirical Test.” In preparation for submission to *Journal of Applied Psychology*.

Jin, S. & Seo, M. “Ambivalent Affect and Creativity: A Moderated Mediation Model.” In preparation for submission to *Academy of Management Journal*.

Zhang, J., Seo, M., & Fan, Y. “An Affect-based Model of Creativity: the Role of Self-efficacy, Incentive, and Supervisory Support.” In preparation for submission to *Academy of Management Journal*.

RESEARCH PRESENTATIONS:

INVITED TALKS

- 2019 *Affect and Performance: The Role of Emotional Intelligence and Affect Climate*. Presented to The College of Business, Sungkyunkwan University, Seoul, Korea.
- 2018 *Authentic Affect Climate and Creativity Performance in Teams*. Presented to The College of Business, Korea Advanced Institute of Science and Technology (KAIST), Seoul, Korea.
- 2017 *The Role of Authentic Affect Climate in Team Creativity and Viability*. Presented to The IE School of Business, Madrid, Spain.
- 2017 *Managing Gender Diversity: A Multi-source Approach to Addressing Gender Gaps*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 2016 *Affect Climate: The Role of Affect Authenticity in Team Creativity and Viability*. The Social, Decision, and Organizational Sciences Program, University of Maryland.
- 2016 *Motivating Employees and Managing Stress during Radical Organizational Change*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 2015 *New Trends in Organizational Research Methods*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 2015 *Sustaining Organizational Commitment during Organizational Change*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 2014 *Affect Climate and Affect Leadership*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 2013 *Emotional Intelligence and Leadership*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea

- 2013 *Research Directions in Organizational Change*. Presented to Samsung Economics Research Institute (SERI), Seoul, Korea
- 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

- 2019 Han, J., Seo, M., Jin, S., & Shim, H. *The Link Between Emotional Intelligence and Job Performance Across Male and Female Managers*. Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- 2018 Lu, S., Seo, M., Byun, H., & Kirsch, D. A. *Social Sharing of Emotions In Organizations: Evidence from Archival E-mail Data*. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- 2017 Jin, S., Seo, M., & Shapiro, D. *How and When Emotional Intelligence Aids Leaders' Effectiveness: An Empirical Test*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

- 2016 Parke, M., Seo, M., & Jin, S. *Pouring Your Heart Out in Teams: Emotion Leadership, Authentic Affect Climate, Team Effectiveness*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- 2016 Zhang, J., Seo, M., & Fan, Y. *An Affect-based Model of Creativity: The Role of Self-efficacy, Incentive, and Supervisory Support*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- 2016 Do, B., Seo, M., & Bartunek, J. M. *The Desire to Reciprocate as an affective motivational state: The model of state gratitude at work*. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- 2015 Seo, M. Emotions: Helpful vs. Harmful. Presented to the showcase symposium, “Emerging Debates in Organizational Change: Engagement, Energy, and Emotion,” at the annual meeting of the Academy of Management, Vancouver, Canada.
- 2014 Mishra, A. & Seo, M. *Impact of Emotional Expression Following Task Conflict on Team Performance*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2014 Jin, S. & Seo, M. *The Effect of Emotional Intelligence on Promotability: The Process Conditional Model*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania.
- 2013 Jin, S. & Seo, M. *Ambivalent Affect and Creativity: A Moderated Mediation Model*. Paper presented at the annual meeting of the Academy of Management, Orlando, Florida.
- 2013 Do, B., Bartunek, J. M., & Seo, M. *Episodic gratitude at work: Developing the construct*. Paper presented at the annual meeting of the Academy of Management, Orlando, Florida.
- 2013 Parke, M., Seo, M., & Sherf, E. *The emotional edge: Creativity under job complexity and creativity requirements*. Paper presented at the annual meeting of the Academy of Management, Orlando, Florida.
- 2012 Paik, Y., Seo, M., & Jin, S. *When and Why Does Emotional Intelligence Matter in Self-Managing Teams?* Paper presented at the annual meeting of the Academy of Management, Boston, Massachusetts.
- 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

- 2018 *A process model of organizational change and leadership*. Paper presented to Research Workshop sponsored by the Israel Science Foundation, "Leadership and Organizational Change," at The Hebrew University of Jerusalem, Israel.

- 2015 *Leading affective journey during organizational change: Shifting regulatory demands across organizational change processes.* Paper presented to National Science Foundation (NSF) sponsored conference, “Leading Organizational Change from a Multilevel Perspective,” College Park, Maryland.
- 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.
- 2007 *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 National Science Foundation (NSF) sponsored conference, “Leading Change at All Levels of the Organization,” College Park, Maryland.

CONFERENCE ORGANIZATION AND PARTICIPATION

- 2019 Facilitator, *Academy of Management Review (AMR): Writing Theoretical Papers*, Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Boston, Massachusetts.
- 2018 Facilitator, *Academy of Management Review (AMR): Writing Theoretical Papers*, Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Chicago, Illinois.
- 2017 Panelist, “Benefits and Challenges of Studying Discrete Emotions,” Organizational Behavior (OB) Division, Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Atlanta, Georgia.
- 2016 Speaker, “A Stress Management Workshop for Junior Faculty,” Organizational Behavior (OB) Division, Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Anaheim, California.
- 2016 Panelist, “Mentoring Graduate Students: Tips, Best Practices, and Life-changing Stories from the Experts,” Organizational Behavior (OB) Division, Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Anaheim, California.
- 2015 Panelist, “What is New in Research and Teaching about Managing Organizational Change,” Organizational Development and Change (ODC) Division Professional Development Workshop (PDW) at the annual meeting of the Academy of Management, Vancouver, Canada.

- 2014 Keynote speaker, “*Doctoral Program: the Foundation of Academic Career.*” New Doctoral Student Consortium (NDSC) at the annual meeting of the Academy of Management, Philadelphia, Pennsylvania
- 2013 Faculty coach, Doctoral Consortium, Organizational Development and Change (ODC) division at the annual meeting of the Academy of Management, Orlando, Florida
- 2012 Chair, “*Emotions and Affect in the Workplace,*” Paper session of Organizational behavior Division at the annual meeting of the Academy of Management, Boston, Massachusetts.
- 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:

- 2016 Journal of Applied Behavioral Psychology Best Paper Award
- 2007 General Research Board Summer Award, University of Maryland
- 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.

EDITORIAL AND REVIEWING ACTIVITIES FOR JOURNALS:

- Editorial Board Member for Academy of Management Review, since 2017
- Editorial Board Member for Korean Journal of Management, since 2008
- Editorial Board Member for Yonsei Business Review, since 2017
- 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, 2004
- Ad hoc reviewer in Organizational Behavior and Human Decision Process, since 2016
- 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, 2006

BUSINESS PRESS CITED AND BROADCASTED:

- News at Smith (“*Using emotional intelligence to relate to invisible disabilities,*” October 30, 2018).
- News at Smith (“*How moods and emotions add up to organizational effectiveness,*” February 05, 2018).
- News at Smith (“*Stop bottling your emotions at work,*” June 09, 2017).
- London Business School (“*Why negative emotions can spark creativity?,*” February 16, 2017)
- London Business School (“*Does it pay to let employees express their true feelings?,*” February 13, 2017)
- LSE Business Review (“*Do Happy People Lead Better?,*” July 12, 2016)
- Maryland Public Television’s Smith Business Close-Up (“*The downfalls of stretch assignments and how emotional intelligence can help you overcome them,*” August 27, 2015)
- News at Smith (“*When stretch assignments backfires,*” May 11, 2015).
- Harvard Business Review (“*Why certain managers thrive in tough new jobs while others get fad up,*” April 22, 2015).
- The Center for Creative Leadership (Cindy McCauley, “*A dark side of stretch assignments,*” February 25, 2015).
- Reuters (“*Why 'adviser as therapist' is good for investors*” March 21, 2014).
- Occupational Digest: Putting Psychology to Work (“*Emotional Intelligence helps manage team issues - but not in every context,*” July 24, 2012).
- 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

- 2018 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Spring/3credits), 48 students, Teaching rating: 3.24/4.0
- 2017 School of Business / University of Maryland
- BMGT363 (SG91), *Leadership in Organizations* (Spring/3credits), 38 students, Teaching rating: 3.42/4.0
- 2016 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Fall/3credits), 39 students, Teaching rating: 3.65/4.0
- 2016 School of Business / University of Maryland
- BMGT363F (SG01), *Leadership in Organizations* (Spring/3credits), 16 students, Teaching rating: 3.92/4.0
- 2015 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Spring/3credits), 31 students, Teaching rating: 3.43/4.0
- 2015 School of Business / University of Maryland
- BMGT363F (SG01), *Leadership in Organizations* (Spring/3credits), 20 students, Teaching rating: 3.56/4.0

- 2014 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Fall/3credits), 45 students, Teaching rating: 3.54/4.0
 - BMGT363 (SG01), *Leadership in Organizations* (Spring/3credits), 52 students, Teaching rating: 3.28/4.0
- 2013 School of Business / University of Maryland
- BMGT363 (SG01), *Leadership in Organizations* (Spring/3credits), 40 students, Teaching rating: 3.57/4.0
- 2012 School of Business / University of Maryland
- BMGT363 (SG01), *Leadership in Organizations* (Spring/3credits), 38 students, Teaching rating: 4.58/5.0
- 2010 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Fall/3credits), 33 students, Teaching rating: 4.66/5.0
- 2010 School of Business / University of Maryland
- BMGT363 (SG91), *Leadership in Organizations* (Spring/3credits), 20 students, Teaching rating: 4.86/5.0
 - BMGT363 (SG92), *Leadership in Organizations* (Spring/3credits), 31 students, Teaching rating: 4.72/5.0
- 2009 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Fall/3credits), 16 students, Teaching rating: 4.69/5.0
- 2008 School of Business / University of Maryland
- BMGT363 (CP01), *Leadership in Organizations* (Fall/3credits), 30 students, Teaching rating: 4.76/5.0
 - BMGT363 (SG91), *Leadership in Organizations* (Spring/3credits), 16 students, Teaching rating: 4.91/5.0
 - BMGT363 (SG92), *Leadership in Organizations* (Spring/3credits), 27 students, Teaching rating: 4.64/5.0
- 2001 School of Business / Boston College
- MB021, *Organizational Behavior* (Fall/3credits), 46 students, Teaching rating: 4.39/5.0
- 2000 School of Business / Boston College
- MB021, *Organizational Behavior* (Spring/3credits), 45 students, Teaching rating: 4.1/5.0

MBA COURSES

- 2019 School of Business / University of Maryland

- BUSO706 (SO31), **Organizational Change** (Fall/2credits/on-line), 24 students, Teaching rating: 3.50/4.0
 - BUSO706 (SO32), **Organizational Change** (Fall/2credits/on-line), 24 students, Teaching rating: 3.80/4.0
 - BUSM758Y (0101), **Organizational Change** (Spring/2credits/full-time), 52 students, Teaching rating: 3.49/4.0
 - BUSM758N (0101&0201), **Organizational Change** (Fall/2credits/full-time), 38 students, Teaching rating: 3.20/4.0
 - BUMO720 (WW01), **Organizational Change** (Winter/2credits/on-line), 16 students, Teaching rating: 3.00/4.0
- 2018 School of Business / University of Maryland
- EMBA654 (SO22), **Organizational Change** (Fall/2credits/on-line), 25 students, Teaching rating: 3.79/4.0
 - EMBA654 (SO21), **Organizational Change** (Fall/2credits/on-line), 26 students, Teaching rating: 3.53/4.0
 - BUSM755 (0101), **Organizational Change** (Spring/2credits), 31 students, Teaching rating: 3.18/4.0
 - BUMO720 (WW04), **Organizational Change** (Winter/2credits/on-line), 21 students, Teaching rating: 3.60/4.0
 - BUMO720 (WW03), **Organizational Change** (Winter/2credits/on-line), 20 students, Teaching rating: 2.89/4.0
- 2017 School of Business / University of Maryland
- EMBA654 (SO22), **Organizational Change** (Spring/3credits/on-line), 13 students, Teaching rating: 3.73/4.0
 - BUSM755 (0101), **Organizational Change** (Spring/2credits), 50 students, Teaching rating: 3.08/4.0
- 2016 School of Business / University of Maryland
- BUMO720 (0101), **Understanding Organizational Change** (Spring/2credits), 28 students, Teaching rating: 3.11/4.0
- 2015 School of Business / University of Maryland
- EMBA654 (SO11), **Organizational Change** (Fall/3credits/on-line), 25 students, Teaching rating: 3.48/4.0
 - EMBA654 (SO12), **Organizational Change** (Fall/3credits/on-line), 25 students, Teaching rating: 3.80/4.0
 - EMBA654 (SO11), **Organizational Change** (Spring/3credits/on-line), 20 students, Teaching rating: 3.80/4.0
 - BUMO720 (0101), **Understanding Organizational Change** (Spring/2credits), 14 students, Teaching rating: 3.15/4.0
- 2014 School of Business / University of Maryland
- BUMO758M, **Understanding and Managing Organizational Change** (Spring/4credits),

- 36 students, Teaching rating: 3.05/4.0
- 2013 School of Business / University of Maryland
- BUMO720 (0101), *Understanding Organizational Change* (Spring/2credits), 36 students, Teaching rating: 3.53/4.0
 - BUMO721 (0101), *Managing Organizational Change* (Spring/2credits), 20 students, Teaching rating: 3.29/4.0
- 2012 School of Business / University of Maryland
- BUMO720 (BA01), *Understanding Organizational Change* (Fall/2credits), 33 students, Teaching rating: 4.18/5.0
 - BUMO720 (0101), *Understanding Organizational Change* (Spring/2credits), 25 students, Teaching rating: 4.62/5.0
 - BUMO721 (0101), *Managing Organizational Change* (Spring/2credits), 21 students, Teaching rating: 4.55/5.0
- 2010 School of Business / University of Maryland
- BUMO720 (DC01), *Organizational Change* (Fall/3credits), 34 students, Teaching rating: 4.31/5.0
- 2007 School of Business / University of Maryland (Fall/2credits)
- 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 School of Business / University of Maryland (Fall/2credits)
- 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 School of Business / University of Maryland (Fall/2credits)
- 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 School of Business / University of Maryland (Fall/2credits)
- 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 School of Business / University of Maryland (Fall/2credits)
- 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

- 2018 School of Business / University of Maryland
– BMGT868E, *Emotion in Organizations* (Spring/2credits), 6 students, Teaching rating: 3.80/4.0
- 2016 School of Business / University of Maryland
– BMGT868E, *Emotion in Organizations* (Spring/2credits), 7 students, Teaching rating: 3.50/4.0
- 2014 School of Business / University of Maryland
– BMGT868E, *Emotion in Organizations* (Spring/2credits), 4 students, Teaching rating: 3.80/4.0
- 2012 School of Business / University of Maryland
– BMGT8280, *Emotion in Organizations* (Spring/2credits), 3 students, Teaching rating: 4.88/5.0
- 2011 School of Business / Yonsei University (Seoul, Korea)
– BIZ9018 (01), *Emotion in Organizations* (Spring/3credits), 16 students, Teaching rating: 4.92/5.0

EXECUTIVE AND PROFESSIONAL DEVELOPMENT PROGRAMS

- 2019 “*Embracing Change in the Workplace*,” Executive training for 67 executives and “*Leveraging Emotions*,” Executive training for 72 executives at Akima, LLC.
- 2019 “*Leveraging Emotions at Work*,” Executive training for 15 employees at the National Heart, Lung, and Blood Institute (NHLBI) in National Institute for Health (NIH).
- 2018 “*Leveraging Emotions at Work*,” Executive training for 22 employees at the National Heart, Lung, and Blood Institute (NHLBI) in National Institute for Health (NIH).
- 2017 “*Leveraging Emotions at Work*,” Executive training for 36 employees at the National Heart, Lung, and Blood Institute (NHLBI) in National Institute for Health (NIH).
- 2016 “*Leveraging Emotions at Work*,” Executive training for 40 employees at the National Heart, Lung, and Blood Institute (NHLBI) in National Institute for Health (NIH).

2006 “*Emotional Intelligence for Mentoring*,” Educational seminar for 42 employees at the National Institute of Allergy and Infectious Diseases (NIAID) in National Institute for Health (NIH).

CURRICULUM DEVELOPMENT AND REVISION:

2018 *Organizational Change* (BUMO720 & BUSO706), developed a fully on-line MBA elective course at Smith School of Business, University of Maryland

2014 *Organizational Change* (EMBA654), developed a fully on-line MBA elective course at Smith School of Business, University of Maryland

2012 *Managing People and Organizations* (BMGT364), developed an undergraduate core course at Smith School of Business, University of Maryland

2012 *Emotions in Organizations* (BMGT8280), developed a PhD course at Smith School of Business, University of Maryland

2010 *Understanding/Managing Organizational Change* (BUMO720/BUMO721), developed/revised a MBA elective course at Smith School of Business, University of Maryland

2008 *Leadership in Organization* (BMGT363), developed an undergraduate course at Smith School of Business, University of Maryland

2007 *Leadership Fellows Program*, developed a new undergraduate fellow program at Smith School of Business, University of Maryland, in cooperation with the PricewaterhouseCoopers

TEACHING AWARDS AND RECOGNITIONS:

2015 Distinguished Teaching Award, *Smith School of Business*, University of Maryland.

2012 Top 15% Teaching Award, *Smith School of Business*, University of Maryland.

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, 2009-2010).

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, 2008-2012), Crystal Farh (U of Maryland, 2008-2012), Sheetal Singh (U of Maryland, 2008-2010), Daniel Malter (U of Maryland, 2008-2009), Jae-Hyung Kang (George Washington U, 2009-2010), Min-Young Kim (Georgia Tech U, 2009-2010), Yontao Dong (U of Maryland, 2009-2013), Yonjeong Paik (U of Maryland, 2009-2012), Ashley Fulmer (U of Maryland, 2011-2012), Heajung Jung (U of California at Los Angeles, 2010-2012), Boram Do (Boston College, 2012-2016), Elijah Wee (U of Maryland, 2012-2016), Ahnlee Jang (U of Maryland, 2011-2012), Michael Parke (U of Maryland, 2012-2016), Anubhuti Mishra (U of Maryland, 2012-2015), Tianyu He (U of Maryland, 2015-2016), Karin Assmann (U of Maryland, 2015-present), Shuya Lu (U of Maryland, 2016-present), Tom Taiyi Yan (U of Maryland, 2016-present), SiYan Guo (U of Maryland, 2018-present), Rujiao, Cao (U of Maryland, 2018-present).

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 (2010-2012, U of Maryland, Chair), Ji-Seon Shin (2010-2012, U of Maryland, Co-Chair), Ahnlee Jang (2011-2012, U of Maryland, committee member), Do-Ram Do (2013-2016, Boston College, Co-Chair), Michael Parke (2015-2016, U of Maryland, committee member), Shuya Lu (2018-present, 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

- Samsung Economics Research Institute, *International Advisory Board*, 2012-2017
- Association of Korean Management Scholars, *President*, 2011-2014

SERVICE TO FEDERAL AGENCIES AND OTHER UNIVERSITIES

- 2016 Speaker, “Organizational Change: Lessons Learned” presented to the Special Litigation Section in the Civil Rights Division of Department of Justice (September 13, 2016)
- 2015 Panelist, “How Do US Government Agencies ‘Learn from the Past’ in Complex Stabilization Operations?” United State Institute of Peace (USIP)-Special Inspection General Afghanistan Reconciliation (SIGAR) Workshop (March 23, 2015)
- 2013- University of Texas at El Paso, organizational change management
- 2014 consulting (interviews, survey administration, data collection and analysis, and report)
- 2004- Federal Aviation Agency (Air Traffic organization), organizational change management
- 2008 consulting (survey administration, data collection and analysis, and report presentation)

UNIVERSITY SERVICE:

MANAGEMENT AND ORGANIZATION AREA

- 2019 Management & Organization Department, University of Maryland
- Undergraduate Curriculum Committee, *Member*
 - OBHR PhD Program *Advisor*
- 2018 Management & Organization Department, University of Maryland
- Undergraduate Program Committee, *Member*
 - Master Undergraduate Curriculum *Coordinator*
- 2017 Management & Organization Department, University of Maryland
- Undergraduate Program Committee, *Chair*
- 2016 Management & Organization Department, University of Maryland
- Faculty search committee, *Member*
 - Undergraduate Program Committee, *Chair*
 - Doctoral Program committee, *Member*
 - OBHR Doctoral program comprehensive exam, *Coordinator*
- 2015 Management & Organization Department, University of Maryland
- Doctoral Program Task Force, *Member*
 - Undergraduate core course (BMGT364) coordination, *Coordinator*
 - OBHR Doctoral program comprehensive exam, *Coordinator*
- 2014 Management & Organization Department, University of Maryland
- Undergraduate management major committee, *Member*
 - Undergraduate core course (BMGT364) coordination, *Coordinator*
 - Student Presentations Series (SPS), *Faculty Coordinator*
 - Area Review Committee, *Co-Chair*
- 2013 Management & Organization Department, University of Maryland
- Undergraduate management major committee, *Member*
 - Undergraduate core course (BMGT364) coordination, *Coordinator*
 - Student Presentations Series (SPS), *Faculty Coordinator*
 - Ph.D. program comprehensive exam committee, *Coordinator*
 - Career and Professionalization Seminar Series (CAPSS), *Faculty Coordinator*
- 2012 Management & Organization Department, University of Maryland
- Faculty search committee, *Member*
 - Undergraduate management major committee, *Member*
 - Undergraduate core course (BMGT364) coordination, *Coordinator*
 - Ph.D. program comprehensive exam committee, Fall Semester, *Member*

- 2011 Management & Organization Department, University of Maryland
- Faculty search committee, Fall Semester, *Member*
 - Undergraduate management major committee, *Member*
 - Ph.D. program comprehensive exam committee, *Co-chair*
- 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*
 - Ph.D. Students admission committee, *Member*

COLLEGE

- 2019 R. H. Smith School of Business, University of Maryland
- PhD Program Oversight Committee, *Member*
 - Undergraduate Oversight Committee, *Member*
 - iSmith Core Competencies Initiative, *Faculty Advisor*
 - Faculty Advisory Council for Online Teaching, *Member*
 - “Be Fearless” Working Professional Boot Camp, *Presenter*
- 2018 R. H. Smith School of Business, University of Maryland
- Undergraduate Oversight Committee, *Member*
 - iSmith Core Competencies Initiative, *Faculty Advisor*
 - Faculty Advisory Council for Online Teaching, *Member*
 - “Be Fearless” Working Professional Boot Camp, *Presenter*

- 2017 R. H. Smith School of Business, University of Maryland
- Undergraduate Consulting Fellows Program, *Faculty Champion*
 - Faculty Advisory Council for Online Teaching, *Member*
- 2016 R. H. Smith School of Business, University of Maryland
- The Undergraduate Program Committee, *Chair*
 - Undergraduate Consulting Fellows Program, *Faculty Champion*
 - Faculty Advisory Council for Online Teaching, *Member*
- 2015 R. H. Smith School of Business, University of Maryland
- The Undergraduate Program Committee, *Chair*
 - Undergraduate Consulting Fellows Program, *Faculty Champion*
 - The Undergraduate Grade Appeal Committee, *Chair*
 - Academic Integrity Enhancing Task Force Team, *Member*
 - Faculty Advisory Council for Online Teaching, *Member*
 - Critical Thinking Champions Task Force Team, *Member*
- 2014 R. H. Smith School of Business, University of Maryland
- The Undergraduate Program Committee, *Chair*
 - The Undergraduate Grade Appeal Committee, *Chair*
 - Undergraduate Consulting Fellows Program, *Faculty Champion*
 - Academic Integrity Enhancing Task Force Team, *Member*
 - Faculty Advisory Council for Online Teaching, *Member*
 - Critical Thinking Champions Task Force Team, *Member*
- 2013 R. H. Smith School of Business, University of Maryland
- The Undergraduate Program Committee, *Chair*
 - The Undergraduate Grade Appeal Committee, *Chair*
 - Faculty Advisory Council for Online Teaching, *Member*
- 2012 R. H. Smith School of Business, University of Maryland
- The Undergraduate Committee, *Member*
 - Blended Learning Advisory Group, *Member*
 - The Undergraduate Grade Appeal Committee, *Member*
- 2009 R. H. Smith School of Business, University of Maryland
- Undergraduate *Leadership Fellow* Program development committee, Smith School of Business, *Faculty Advisor*
- 2008 R. H. Smith School of Business, 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 R. H. Smith School of Business, 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 R. H. Smith School of Business, University of Maryland

- Full-time MBA Case Competition, Smith School of Business, February, *Judge*
- Doctoral dissertation committee, School of Music, *External member*

2004 R. H. Smith School of Business, University of Maryland

- Part-time MBA Business Innovation Competition, Smith School of Business, May, *Judge*
- Doctoral dissertation committee, School of Engineering, *External member*

UNIVERSITY

2018 University of Maryland

- The Student Fee Review Committee, *Member*

2017 University of Maryland

- The Medal Committee, *Faculty reviewer and interviewer*

2010 University of Maryland

- The Banneker/Key Scholarship Selection Committee, *Faculty reviewer and interviewer*

COMMUNITY AND OTHER SERVICES:

The Center for Business as Mission, President, 2010-present