RYAN W. QUINN
Associate Professor of Management

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2301 South Third Street
University of Louisville College of Business
Louisville, KY 40292

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ACADEMIC EMPLOYMENT

2015 – Present	**University of Louisville**	
	Associate Professor of Management	
2017 – Present	Academic Director, Project on Positive Leadership	
2013 – 2015	**University of Louisville**	
	Assistant Professor of Management	
2012 – 2013	**Brigham Young University**	
	Visiting Assistant Professor of Organizational Leadership and Strategy	
2005 – 2012	**Darden Graduate School of Business**	
	Assistant Professor of Business Administration	
2003 – 2005	**Washington University in St. Louis**	
	Assistant Professor of Organizational Behavior	

NON-EMPLOYMENT ACADEMIC APPOINTMENT

April-May 2012   **St. Gallen University, Switzerland**
Visiting Scholar, Institute for Leadership and Human Resources Management

EDUCATION

2003   **University of Michigan, Ann Arbor, MI**

Doctor of Philosophy, Organizational Behavior and Human Resource Management.

1999   **University of Michigan, Ann Arbor, MI**
Certificate of Graduate Studies in Complex Systems.

1997   **Brigham Young University, Provo, UT**
Bachelor of Science, Statistics.

1995   **Hitotsubashi University, Tokyo, Japan**
One year as an exchange student studying competitive strategy and international business. All courses were taught in Japanese.

BOOK

Quinn, Ryan W. & Quinn, Robert E. (2015). *Lift: The Fundamental State of Leadership*. San Francisco: Berrett-Koehler. (second edition, formerly, *Lift: Becoming a Positive Force in Any Situation*, 2009).

- Featured on Forbes.com in 2016 http://www.forbes.com/sites/rodgerdeanduncan/2016/01/01/lift-how-to-launch-your-leadership-to-new-heights/#35f0104b3e53
- Benedictine University's "Distinguished Contribution to the field of Organizational Behavior"
- Selected as "Book of the Year" by the Huntsman School of Business
- Selected as "Book of the Year" by Albemarle County Public Schools
- Selected as one of "The Best Leadership Books of 2009" at *LeadershipNow*

ARTICLES

Quinn, Ryan W., Myers, Christopher G., Kopelman, Shirli, and Simmons, Stefanie (2021, In-Press). "How did you do that? Exploring the Motivation to Learn from Others' Exceptional Success." *Academy of Management Discoveries*, https://journals.aom.org/doi/abs/10.5465/amd.2018.0217

Quinn, Ryan W., Baker, Wayne E. (2021). "Positive Emotions, Instrumental Resources, and Organizational Network Evolution: Theorizing via Simulation Research." *Social Networks*, 64: 212-224.

Quinn, Ryan W., Cumberland, Denise, Kerrick, Sharon (2019). "Performance Improvement: When Do Employees Learn from Others' Success Stories?" *Journal of Organizational Excellence: People and Performance*, 6(1): 56-76.

Quinn, Ryan W. & Bunderson, J. Stuart (2016) "Could We Huddle on This Project? Participant Learning in Newsroom Conversations." *Journal of Management*, 42(2): 386-418.

Quinn, Ryan W. & Quinn, Robert E. (2016). "Change Management and Leadership Development Have to Mesh," *Harvard Business Review* online, https://hbr.org/2016/01/change-management-and-leadership-development-have-to-mesh.
- Interview based on this article for Athena Health: http://www.athenahealth.com/leadership-forum/leadership-development-and-change-management-are-interrelated-challenges

Quinn, Ryan W. (2016). "Why You Shouldn't Label People 'Low Performers.'" *Harvard Business Review* online, https://hbr.org/2016/09/why-you-shouldnt-label-people-low-performers.

Quinn, Ryan W., Spreitzer, Gretchen M., & Lam, Chak Fu. (2012). "Building a Sustainable Model of Human Energy in Organizations: Exploring the Critical Role of Resources." *Academy of Management Annals* 6: 337-396.

Quinn, Ryan W. & Golsby-Smith, Tony (March 17, 2011). "A Toolkit for Leadership Team Conversations." *Strategic Innovators: A Business & Economy supplement*, p. 22-25.

Quinn, Ryan W. & Worline, Monica C. (2008). Enabling Courageous Collective Action: Conversations from United Airlines Flight 93. *Organization Science* 19(4): 497-516.

Quinn, Ryan W. (2005). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. *Administrative Science Quarterly*, 50(4): 610-641.
- Rensis Likert Dissertation Paper Award Winner, University of Michigan

Quinn, Ryan W. and Dutton, Jane E. (2005). Coordination as Energy-in-Conversation. *Academy of Management Review* 30(1): 36-57.
- Reprinted in Grant, D., Hardy, C., & Putnam, L. L. (2011). *Organizational Discourse Studies*. Thousand Oaks, CA: Sage.

Quinn, Ryan W. & Brockbank, Wayne (2006). The development of human resource professionals at BAE Systems. *Human Resource Management*, 45(3): 477-494.

BOOK CHAPTERS

Spreitzer, Gretchen M. Lam, Chak Fu, & Quinn, Ryan W. (2011). "Human Energy in Organizations: A Review of Six Interdisciplinary Streams" In K. S. Cameron & G. M. Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship* (Chapter 12, pp. 155-167), Oxford: Oxford University Press.

Quinn, Ryan W. (2007). "Energizing others in work relationships." In Dutton, J. E. & Raggins, B. R. (Eds.), *Positive Relationships at Work*, Lawrence Erlbaum.

Worline, Monica C. and Quinn, Ryan W. (2003). Courageous Principled Action. In Cameron, K. S., Dutton, J. E., & Quinn, R. E. (Eds.) *Positive Organizational Scholarship*. San Francisco: Berrett-Koehler.

Quinn, Ryan W. (2000). The Theoretical Contribution of Computer Simulation. Best Paper Proceedings, National Academy of Management Meetings, Research Methods Division.

WORKING PAPERS AND PAPERS UNDER REVIEW

Crane, Bret, Wellman, Edward, Quinn, Ryan W., & Thompson, Travis. "Antecedents and Outcomes of the Fundamental State of Leadership in Coaching Interactions." Under Review at the *Journal of Organizational Behavior*.

Quinn, Ryan W., Crane, Bret, Harris, Jared "Learning by Sampling on the Dependent Variable: An Analysis of Success-Focused Organizational Search." Under review at *Organization Studies.*
- Selected for presentation as best poster paper in the 2013 Positive Organizational Scholarship conference

Quinn, Ryan W. & Crane, Bret. "What is Fundamental About Leadership?" In preparation

RESEARCH PROJECTS

- How Leaders Make Sense of Success and Failure

- Learning from success and failure during mindfulness training, with Manju Ahuja

OTHER PUBLICATIONS/MEDIA

Quinn, Ryan W. & Manese-Lee, A. (December 18, 2009). "Four questions to make policy stick." *Washington Post: On Leadership*.

TEACHING MATERIALS

2021   Leadership Amplifier (a smartphone application for leadership development)

2020   PPL-2020-001 Quinn, Ryan W. Irresponsibility, Accountability, and Obsessiveness

2020   PPL-2020-001-TN Kasey, Garrett and Quinn, Ryan W. Irresponsibility, Accountability, and Obsessiveness

2020   PPL-2020-002 Quinn, Ryan W. Sluggishness, Agility, and Over-Reactiveness

2020   PPL-2020-002-TN Quinn, Ryan W. Sluggishness, Agility, and Over-Reactiveness

2020   PPL-2020-003 Quinn, Ryan W. Cowardice, Courage, and Recklessness

2020   PPL-2020-003-TN Quinn, Ryan W. Cowardice, Courage, and Recklessness

2020   PPL-2020-004 Quinn, Ryan W. Triteness, Creativity, and Absurdity

2020   PPL-2020-004-TN Quinn, Ryan W. Triteness, Creativity, and Absurdity

2020   PPL-2020-005 Quinn, Ryan W. Hesitation, Decisiveness, and Impulsivity

2020   PPL-2020-005-TN Quinn, Ryan W. Hesitation, Decisiveness, and Impulsivity

2020   PPL-2020-006 Quinn, Ryan W. Restlessness, Patience, and Inactivity

2020   PPL-2020-006-TN Quinn, Ryan W. Restlessness, Patience, and Inactivity

2020   PPL-2020-007 Kasey, Garrett and Quinn, Ryan W. Disinterestedness, Curiosity, and Distractedness

2020   PPL-2020-007-TN Quinn, Ryan W. Disinterestedness, Curiosity, and Distractedness

2020   PPL-2020-008 Hodges, Daniel and Quinn, Ryan W. Deceit, Honesty, and Rudeness

2020   PPL-2020-008-TN Quinn, Ryan W. Deceit, Honesty, and Rudeness

2020   PPL-2020-009 Quinn, Ryan W. Stinginess, Generosity, and Indulgence

2020   PPL-2020-009-TN Quinn, Ryan W. Stinginess, Generosity, and Indulgence

2014   Lift Exchange, a social media platform for leadership development

2010   OB-1004-TN Yemen, Gerry and Quinn, Ryan W. An Entrepreneur in the Educational World.

2010   OB-1008 Yemen, Gerry and Quinn, Ryan W. An Entrepreneur in the Educational World (C)

2010   OB-1007 Yemen, Gerry and Quinn, Ryan W. Pam Moran (B)

2010   OB-1006 Yemen, Gerry and Quinn, Ryan W. Pam Moran (A)

2010   OB-1005 Yemen, Gerry and Quinn, Ryan W. Matt Landahl (B)

2010   OB-1004 Yemen, Gerry and Quinn, Ryan W. Matt Landahl (A)

2009   OB-0987 Quinn, Ryan W. Course Module on Teaching *Lift*: *Becoming a Positive Force in Any Situation*

2009   OB-0986-TN Quinn, Ryan W. "Becoming Externally Open." Darden Case Collection.

2009   OB-0982-TN Quinn, Ryan W. "From Problem-Solving to Purpose-Finding: Teaching Note." Darden Case Collection.

2007   OB-0915S-TN Yemen, Gerry; James, Erika Hayes; Quinn, Ryan W. "Internal Labor Market: Teaching Note." Darden Case Collection.

2007   OB-0915S Chakalakonda, Sharmilla; James, Erika Hayes; Quinn, Ryan W. "Internal Labor Market." Darden Instructional Technology Simulation.

2007   OB-0929TN Quinn, Ryan W. "Gentleman's Furniture – Teaching Note." Darden Case Collection.

2007   OB-0928 Quinn, Ryan W. "Gentleman's Furniture" Darden Case Collection.

2007   OB-0907 Quinn, Ryan W. "Learning in Real Time: Role-Plays in Educational Scenarios." Darden Case Collection.

2007   OB-0880TN Yemen, Gerry & Quinn, Ryan W. "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (A) and (B): Teaching Note." Darden Case Collection.

2007   OB-0891 Yemen, Gerry & Quinn, Ryan W. "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (B)." Darden Case Collection.

2007   OB-0880 Yemen, Gerry & Quinn, Ryan W. "The Breakfast of Champions: Can General Mills Make the Dough with Pillsbury? (A)." Darden Case Collection.

2001   Dutton, Jane E. and Quinn, Ryan W. "The Heart of Reuters." University of Michigan Teaching Case.

PRESENTATIONS

Quinn, R. W. (2019). "Moral Insight for Inclusion: A Virtue Ethics Perspective." National meetings of the Academy of Management.

Quinn, R. W., Crane, Bret D. (2019). "Toward a theory of positive (and negative) leadership: When and why moral insight inspires others to follow." Positive Organizations Conference, University of Michigan.

Crane, Bret, Wellman, Edward, Quinn, Ryan W., & Thompson, Travis. "Leadership Mindset and the Ebbs and Flows of Leadership: An Empirical Test of Fundamental State of Leadership Theory." Positive Organizations Conference, University of Michigan.

Quinn, R. W. (2018). "Leaders See Potential: What Happens When You Believe That You Can Always Acquire Moral Insight." Humana Young Professionals invited speaker.

Quinn, R. W. (2018). "Implications of Interaction Ritual Chain Theory for Leadership." Presented at the national meetings of the Academy of Management.

Quinn, R. W. (2018). "When and How Leadership Improves Lives." Symposium panel presentation at the national meetings of the Academy of Management.

Quinn, R. W., Myers, C. M., Kopelman, S., & Simmons, S. (2017). "Violating Possibility Assumptions: Perceiving and Learning from Others' Unexpected Success." Presented at the national meetings of the Academy of Management.

Wellman, E W., Crane, B. C., and Quinn, Ryan W. (2016). "Becoming Transformational: An Empirical Test of the Fundamental State of Leadership Theory." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2016). "New Standards for Research that Samples on Success." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2016). Learning from Success. University of Michigan invited speaker for the POS Links presentation series.

Quinn, Ryan W. (2016). "The Fundamental State of Leadership and its Relevance to Transcatheter Aortic Valve Replacement." Delivered in the joint department meeting for cardiac surgery and anesthesiology at the Maine Medical Center.

Quinn, Ryan W. (2016). "Lift: The Fundamental State of Leadership." Delivered to the Fellows Lunch at the Maine Medical Center.

Quinn, Ryan W. (2015). Lift Exchange. Webinar for the Alumni of the University of Pennsylvania's Master of Applied Positive Psychology.

Quinn, Ryan W. (2015). Insights into Learning from Success: Appreciative Inquiry and the Genetic Algorithm. Webinar for the Alumni of the University of Pennsylvania's Master of Applied Positive Psychology.

Quinn, Ryan W. (2015). Leadership Moments: A State-Based Exploration. With Ned Wellman and Bret Crane. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2014). Discussion of Historical and Contextual Contingencies of Learning from Success and Failure. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2014). New Directions for Research on Positive Relationships at Work. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2014). You Teach What You Are: Choosing Your Identity before You Walk in the Classroom. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2014). Resourcefulness: Generating Abundance by Learning from Success. Presented at the May Meaning Meeting.

Quinn, Ryan W. (2013). Discussion of Multilevel Perspectives of Human Energy in Organizations. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2013). Panel discussion of translating scholarship to practice-oriented outlets. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W., Bret Crane, and Jared Harris (2013). "Learning from Success: Search that Samples on the Dependent Variable." Bi-annual conference on Positive Organizational Scholarship, University of Michigan Ross School of Business.

Quinn, Ryan W. and Parmar, Bidhan (2013). "Psychological Empowerment in Disempowering Situations." May Meaning Meeting, Sponsored by Yale University School of Business.

Quinn, Ryan W., Bret Crane, and Jared Harris (2012). "Learning from Success: Learning by Sampling on the Dependent Variable." Northwestern University.

Quinn, Ryan W., Bret Crane, and Jared Harris (2012). "Learning from Success: Positive Search as Conversations that Sample on the Dependent Variable." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W., and Scott Sonenshein (2012). "A Little Culture Can Go a Long Way: The Impact of Cultural Understanding on the Relationship Between Commitment to Change and Championing of Change." Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2011). "Can We Huddle on This Project? Participant Learning in Informal Conversations," invited presentation at Simon Frasier University.

Quinn, Ryan W. (2010). Comments on Moving From Corrosive Work Relationships to Positive Work Relationships. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2010). Conversational Empowerment. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. Discussion on Opportunities for Integrating Research on Planned Change and Institutional Change. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. Discussion on Opportunities for Integrating Research on Planned Change and Social Movements. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. (2010). Panel participation in the "nasty friends" paper feedback session of the Organizational Development and Change division of the Academy of Management doctoral consortium.

Quinn, Ryan W. (2009). Panel participation in the "nasty friends" paper feedback session of the Organizational Development and Change division of the Academy of Management doctoral consortium.

Quinn, Ryan W. & Wayne Baker. (2008). Energy Networks and Information Use. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. & Wayne Baker. (2007). Energy Networks and Information Use. Presented in the Quantitative Psychology Department at the University of Virginia.

Quinn, Ryan W. (2006). Enabling Courageous Collective Action: Conversations from United Airlines Flight 93. Presented in the Social Psychology Department at the University of Virginia.

Quinn, Ryan W. (2006). Empowering Conversations: Talk That Changes The Narratives of Work. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. & Stuart Bunderson. (2006). Learning in the White Space of Organizations: Conversations in Daily Newspaper Newsrooms. Presented at the national meetings of the Academy of Management.

Quinn, Ryan W. & Wayne Baker. (2006). Energy Networks and Information Loss. Presented at the European Academy of Management, Oslo, Norway.

Wrzesniewski, Amy, Kanov, Jason, Pratt, Michael, Roberts, Laura Morgan, Rothbard, Nancy, & Quinn, Ryan W. (2006). Jane Dutton's Contribution to Organization Science. Invited presentation at the Interdisciplinary Consortium on Organization Studies, University of Michigan.

Quinn, Ryan W. (2006). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. Rensis Likert prize winning lecture at the Interdisciplinary Consortium on Organization Studies, University of Michigan.

Quinn, Ryan W. (2005). Flow in Knowledge Work: High Performance Experience in the Design of National Security Technology. Invited presentation at Harvard Business School.

Quinn, Ryan W. (2005). Collective Flow in Newspaper newsrooms. Presented at the national Academy of Management meetings, Honolulu.

Quinn, Ryan W. & Worline, Monica C. (2005). Finding Collective Courage: The Story of Flight 93. Presented at the national Academy of Management meetings, Honolulu.

Quinn, Ryan W. (2004). Flow, Courage, and the Future Perfect Ryan Quinn. An invited presentation at the Darden Graduate School of Business in The University of Virginia.

Quinn, Ryan W. (2002). Networks as Energy-in-Conversation: Microdynamics of the Creation and Dissolution of Interorganizational Market Ties. Presented at the national Academy of Management meetings, Denver.

Quinn, Ryan W. and Dutton, Jane E. (2001) Organizing as Energy-in-Conversation: A Process Theory of Coordination. Presented at the national Academy of Management meetings, Washington, D.C.

Quinn, Ryan W. (2000). The Theoretical Contribution of Computer Simulation. Presented at the national Academy of Management meetings, Toronto. Published in the Best Paper Proceedings, Research Methods Division.

Sastry, M. Anjali, Bernicke, Jeffrey W., Quinn, Ryan W., & Hart, Stuart L. (1999). Changing Shades of Green: Coupling and Decoupling in Monsanto's Environmental Orientations, 1991-1997. Presented at the national Academy of Management meetings, Chicago.

Lawrence, Katherine; Quinn, Ryan W.; & Weber, Klaus (2000). Using Video Data for Organizational Research. Presented at the University of Michigan's Interdisciplinary Committee on Organizational Studies.

AWARDS

2020   Included on the list of the top 2% of scientists in the world for career-long citation impact

2015-16   University of Louisville Faculty Favorite Nominee

2015   Academy of Management Review, Outstanding reviewer award

2014   Academy of Management Review, Outstanding reviewer award

2012   Award for distinguished contribution to the field of Organizational Development, Benedictine University

2011   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2011   CMA Centre for Innovation Visiting Fellow, Simon Frasier University

2010   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2009   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2008   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2006   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2006   Rensis Likert prize for best paper from a dissertation, University of Michigan

2005   Award "For Extraordinary Service to the Editorial Review Board," Organization Science

2002   Doctoral research grant, University of Michigan Business School

2002   Research grant, University of Michigan Rackham Graduate School

2000   Dykstra Doctoral Fellowship for excellence in research and teaching, University of Michigan Business School

1996   Undergraduate Research Scholarship, Brigham Young University

COURSES AND PROGRAMS TAUGHT

Undergraduate:
Introduction to Organizational Behavior
Managing Change
Collaboration: Theory and Practice

MBA
Leading Organizations
Organizational Behavior
Leadership
Negotiations

Online MBA
Leadership and Organizational Behavior

Executive MBA
Leading Organizations
Unleashing Organizational Potential: Methods and Skills for Culture Change

Executive Education
Winning through Virtues (University of Louisville Athletic Department)

Securities Industry Institute Program (Wharton School of Business, University of Pennsylvania)

CEO Perspectives (Kellogg School of Business, Northwestern University)

Managing Individual and Organizational Change (Darden School of Business, University of Virginia)

Turnaround Specialist Program for Public School System Administrators (Darden School of Business, University of Virginia)

Leadership Development Program for financial institutions in Bahrain and Saudi Arabia (Darden School of Business, University of Virginia)

Emerging Political Leaders (Darden School of Business, University of Virginia)

Innovation and Empowerment (Eastman Chemical, through Darden Graduate School of Business, University of Virginia)

Managing Change (SAIC, through Darden Graduate School of Business, University of Virginia)

Strategic Execution under Ambiguity (SAIC, through Darden Graduate School of Business, University of Virginia)

Leading the Positive Organization (University of Michigan Ross School of Business)

Leadership (Navy Supply Corps, through Darden Graduate School of Business, University of Virginia)

Power and Leadership (Darden Graduate School of Business, University of Virginia)

Results-Based Leadership (University of Michigan Ross School of Business)

Growing the Organization (University of Michigan Ross School of Business)

PROFESSIONAL EXPERIENCE AND MEMBERSHIPS

2009-Present Principal, Lift Consulting
- Strategic team
- Consulting
- Design and management of Lift Assessment
- Blogging on Positive Organizational Scholarship

1995-Present Independent consultant
Examples of clients and consulting work:
    The Coca-Cola Company – Executive training for fostering innovation
    American Express – Culture audit, analysis
    Ford – Facilitated a research initiative to reduce fear among employees
    United Way Worldwide – High potential program
    Investure – Lift Training
    Cycle Systems – Lift Training
    Brookings Institute – Executive training on positive influence
    Oklahoma State Department of Education
    Farmington School District
    Las Cruces School District
    Bentley University
    New Mexico State Department of Education
    Colorado State Department of Education

1995   Intern, Ford

Responsibilities included analyzing and proposing improvements for the "Leadership in Transition" executive training program and helping with the design of the high potential management development program.

Member of the Academy of Management.
    Divisions: Managerial and Organizational Cognition
                  Strategies, Activities, and Practices

SERVICE

Reviewing

Editorial Board, *Organization Science*, 2004-2019.

Editorial Board, *Academy of Management Review*, 2009-2019.

Ad hoc reviewer, *Academy of Management Journal*, 2013-2016, 2018-2019

Ad hoc reviewer, *Administrative Science Quarterly*, 2008-2016, 2018

Ad hoc reviewer, *Organization Studies*, 2005, 2014, 2017, 2018.

Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*, 2018

Ad hoc reviewer, *Journal of Positive Psychology*, 2018

Ad hoc reviewer, *Journal of Applied Behavioral Science*, 2007

Ad hoc reviewer, *Academy of Management Review*, 2008, 2006, 2005, 2002.

Ad hoc reviewer, *Journal of Management Inquiry*, 2005.

Ad hoc reviewer, *American Behavioral Science*, 2003.

Ad hoc reviewer, *Organization Science*, 2003.

Ad hoc reviewer, Academy of Management national meetings
        Organization and Management Theory division, 2003, 2001
        Organization Development and Change division, 2006, 2008, 2009

University Service

Launching the Project for Ethical Leadership Excellence, 2017-2019

Dissertation Chair, Cole Crider, University of Louisville College of Business, 2018-2019

Acting Dissertation Chair, Kirsten Bullock, University of Louisville College of Business, 2019-2020

2019 Recruiting
   • Committee member, Family Business Center director

- Committee member, Strategy Faculty
- Other interviews and support for recruiting

Consultation work for the University of Louisville Athletic Department, 2018-2020

Training University operations leadership

Teaching at Central High School, 2015, 2017-2019

Training for Medical Administrators (LIAM), 2018, 2019

Training on Negotiation for the University Commission on the Status of Women

Management chair recruiting committee, 2018

Operations instructor recruiting committee, 2018

Research advisor, Igor Peria, University of Louisville College of Business, 2018

Dissertation committee, Jane Hua, University of Louisville College of Business, 2017-2018

PhD Committee, University of Louisville College of Business, 2014-2018

Management club faculty liaison, University of Louisville College of Business, 2015-2017

Dissertation co-chair, Bret Crane, Darden Graduate School of Business, 2011-2013

Executive Education Committee, Darden Graduate School of Business, 2010-2012

Dissertation Committee, Bobby Parmar, Darden Graduate School of Business, 2009-2011

Doctoral program committee, Darden Graduate School of Business, 2009-present

Academic Standards Committee, Darden Graduate School of Business, 2006-2009

CORE – Joint bi-weekly seminar between the Darden Graduate School of Business and the McIntire School of Commerce on Organizational Scholarship, co-organized with Erika James, Jared Harris, Karen Jansen, and Amanda Cowen, 2006-present

Nonprofit internship committee, 2007

Recruiting committee, LOB area, 2005-present

Faculty associate for freshmen in the dorms at Washington University in St. Louis, 2004-2005.

Affirmative Action Committee, Olin School of Business, Washington University in St. Louis. 2004-2005.

Managed the logistical arrangements for the University of Michigan conference on Positive Organizational Scholarship, 2001.

Coordinated the Brown Bag Seminar Series for the Organizational Behavior and Human Resource Management Department of the University of Michigan Business School, 2000.

Represented the doctoral students from the Business School in the graduate student committee for the Dean of the Rackham School of Graduate Studies, 1999-2000.

Doctoral student recruiting committee for the Organizational Behavior and Human Resource Management Department of the University of Michigan Business School, 1998.

Academy of Management

Elected to serve as the representative-at-large in the executive committee of the Organizational Development and Change division of the Academy of Management, 2007-2009.