

Isabel C. Botero

Curriculum Vitae

Director Family Business Center, University of Louisville
Associate Professor of Entrepreneurship, University of Louisville

Board Member and Treasurer, IFERA

Associate Editor, Journal of Family Business Strategy

Advance Certificate in Family Wealth Advising

Online Profiles

Google Scholar: <http://scholar.google.com/citations?user=L6msXqIAAAAJ&hl=en>

Research Gate: https://www.researchgate.net/profile/Isabel_Botero

LinkedIn: www.linkedin.com/pub/isabel-c-botero/3/627/83a

EDUCATION

- Ph. D. 2005 Michigan State University
 Strategic Communication
 Dissertation Topic: Effects of LMX and Country of Origin on the politeness of messages directed to supervisors.
 Committee: Dr. Frank Boster (Chair), Dr. Daniel R. Ilgen, Dr. Timothy Levine, & Dr. Janet Lillie.
- M. A. 2001 Michigan State University
 Communication
 Thesis Topic: Effects of leadership on information sharing in teams.
 Committee: Dr. Gwen Wittenbaum (Chair), Dr. Daniel R. Ilgen, Dr. Frank Boster.
- Especialista 1998 Universidad de Antioquia (Medellín-Colombia)
 Specialization in Organizational Communication,
 Thesis Topic: History of Organizational Communication in Colombia.
 Advisor: Mrs. Maria Elena Vivas
- B. A. 1995 Comunicación Social & Periodismo
 Universidad de Antioquia (Medellín-Colombia).

CONTINUOUS EDUCATION & CERTIFICATES

- October 2018 Advanced Certificate in Family Wealth Advising
 Family Firm Institute

ACADEMIC EXPERIENCE

- January 2020 – Present Director Family Business Center & Associate Professor of Entrepreneurship
 Department of Entrepreneurship
 University of Louisville
 Louisville, KY USA
- August 2015 – Dec 2019 Assistant Professor in Entrepreneurship & Family Enterprise
 Department of Management
 Stetson University
 De Land, Florida USA
- Jan 2016 – August 2017 Director

	Family Enterprise Center Stetson University De Land, Florida USA
August 2013 - May 2015	Instructor – Department of Management Gatton School of Business and Economics University of Kentucky -Lexington, KY USA
January to May 2014	Instructor – Department of Communication College of Communication and Information University of Kentucky Lexington, KY USA
April - June 2013	Lecturer - Department of Management Richard H. Driehaus College of Business DePaul University - Chicago USA
Aug 2012 – Dec 2012	Adjunct Assistant Professor Department of Management – University of Illinois Springfield Also worked F2006, SP 2009, SU 2009, SP2010 and FS2010
Aug 2011 to July 2012	Visiting Associate Professor- Centre for Corporate Communication School of Business and Social Sciences Aarhus University - Denmark
June 2006 to May 2011	Assistant Professor - Department of Communication College of Arts and Sciences Illinois State University Normal USA
Sep 2004 to May 2006	Assistant Professor Department of Communication College of Arts and Sciences University of Minnesota – Duluth
Aug 2003 – May 2004	Instructor Department of Management Eli Broad Business School Michigan State University
Feb 2000 – Aug 2003	Teaching Assistant, Teaching Associate - Department of Communication College of Arts and Sciences Michigan State University

HONORS AND AWARDS

Research

2019 Hand Award for Research, Creative, and Professional Activity – Highest Research Award at Stetson University

2019 Outstanding Researcher – School of Business Administration – Stetson University

2018 – Second Place Adalberto Viesca Sada Family Business in Latin America Award Universidad de Monterrey.

2018 – Fellow Family Firm Institute

2017- 2018 FOBI Research Scholar – Grand Valley State University

2017 Outstanding Researcher – School of Business Administration – Stetson University

2015 Outstanding Paper in the Journal of Family Business Management
 2014-2015 – FOBI Grant Recipient – Grand Valley State University
 2011 Top Three Paper Award – Group Division – National Communication Association
 2010 Distinguished Article in Corporate Communications: An International Journal
 2009 Robert Heath Top Paper Award from the Public Relations Division - International Communication Association
 2003 Top Paper Award from the Group Division - National Communication Association
 2002 Laura Crowell Thesis Dissertation Award from the Group Division - National Communication Association

Service

2019 Reviewer Award for Entrepreneurship Division
 2015 Journal of Organizational Behavior Best Reviewer Award
 2010 Reviewer’s Excellence Certificate from Family Business Review
 2009 Reviewer’s Excellence Certificate from Family Business Review

Teaching

2009 Jamie Comstock Graduate Faculty Student Mentorship Award – School of Communication Illinois State University
 2008 Jamie Comstock Graduate Faculty Student Mentorship Award – School of Communication Illinois State University

EDITED BOOK

Müller, C.G., **Botero, I.C.**, Discua Cruz, A., & Subramanian, R. (2019). Family Firms in Latin America. New York: Routledge.

REFEREED JOURNAL PUBLICATIONS

- Barroso Martínez, A., Sanguino Galván, R., **Botero, I. C.**, González-López, O.R., & Buenadicha Mateos, M. (2019). Exploring Family Business Brands: Understanding Predictors and Effects. *Journal of Family Business Strategy*, 10(1), 57-68.
- Arijs, D.*, **Botero, I. C.***, Michiels, A., & Molly, V. (2018) Family Business Employer Brand: Understanding Applicants’ Perceptions and their Job Pursuit Intentions with samples from the US and Belgium. *Journal of Family Business Strategy*, 9(3), 180-191. *Both authors contributed equally.
- Binz Astrachan, C., & **Botero, I.C.** (2018) “We are a family firm”: An exploration of the motives for communicating the family business brand. *Journal of Family Business Management*, 8(1), 2-21.
- Binz Astrachan, C., **Botero, I. C.**, Astrachan, J. H., & Prügl, R. (2018) Branding the family firm: A review, integrative framework proposal, and research agenda. *Journal of Family Business Strategy*, 9(1), 3-15.
- Botero, I. C.**, Binz Astrachan, C., & Calabro, A. (2018) A receiver’s approach to family business brands: Exploring individual associations with the term “family firm”. *Journal of Family Business Management*, 8(2), 94-112.

- Kahlert, C., **Botero, I. C.**, & Prügl, R. (2017). Revealing the family: Effects of being perceived as a family firm in the German recruiting market. *Journal of Family Business Management*, 7(1), 21-43.
- Marler, L. E., **Botero, I. C.**, & De Massis, A. (2017) Succession Related Role Transitions in Family Firms: The Impact of Proactive Personality. *Journal of Managerial Issues*, 29(1), 57-81.
- Feliu, N., & **Botero, I. C.** (2016) Philanthropy in Family Enterprises: A review of Literature. *Family Business Review*, 29(1), 121-141. DOI: 10.1177/0894486515610962
- Lagos Cortes, D., & **Botero, I. C.** (2016) Corporate Governance in Family Businesses from Latin America, Spain and Portugal: A Review of the Literature. *Academia Revista Latinoamericana de Administracion*, 29(3), 231-254.
- Botero, I.C.**, Gomez-Betancourt, G., Betancourt-Ramirez, J. B., & Lopez-Vergara, M. P. (2015) Family protocols as governance tools: Understanding why and how family protocols are important in family firms. *Journal of Family Business Management*, 5(2), 218-237.
- Lopez-Vergara, M. P., & **Botero, I. C.** (2015) The role of noneconomic goals for psychological ownership in family firms. *European Journal of International Management*, 9(2), 201-220.
****The two authors contributed equally.**
- Botero, I. C.** (2014) Effects of communicating family ownership and organizational size on applicant's attraction to a firm: An empirical examination of the USA and China. *Journal of Family Business Strategy*, 5(2), 184-196. DOI: 10.1016/j.jfbs.2014.01.004
- Boyd, B., **Botero, I.C.**, & Fediuk, T.A. (2014) Incumbent decisions about succession transitions in family firms: A conceptual model. *International Journal of Financial Studies*, 2(4), 335-358.
- Gomez-Betancourt, G., **Botero, I. C.**, Betancourt, J., & Lopez-Vergara, M. P. (2014) Emotional Intelligence in Family Firms: Its impact on interpersonal dynamics in the family, business, and ownership systems. *Journal of Family Business Management*, 4(1), 4-23.
- Helmle, J. R., **Botero, I. C.**, & Seibold, D. R. (2014) Factors that influence work-life balance in owners of copreneurial firms. *Journal of Family Business Management*, 4(2), 110-132.** 2015 Outstanding Paper Award
- Botero, I. C.**, Thomas, J., Graves, C., & Fediuk, T. A. (2013). Understanding multiple family firm identities: An exploration of the communicated identity in official websites. *Journal of Family Business Strategy*, 4(1), 12-21. DOI: 10.1016/j.jfbs.2012.11.004
- Botero, I. C.**, Foste E. A., & Pace, K. M. (2012). Exploring differences and similarities in predictors and use of upward influence tactics in the United States and Colombia. *Journal of Cross-Cultural Psychology*, 43(5), 822-832. DOI: 10.1177/0022022111413274
- Botero, I. C.**, Graves, C., Thomas, J., & Fediuk, T. A. (2012). Recruitment challenges of family firms: The effects of message content and type of applicant on organizational attractiveness. *International Journal of Management Practices*, 5(4), 343-360. DOI: 10.1504/IJMP.2012.050314
- Foste E. A. & **Botero, I. C.** (2012) Personal reputation: Effects of upward communication on impressions about new employees. *Management Communication Quarterly*, 26(1), 48-73. DOI: 10.1177/0893318911414400
- Park, H. S., Levine, T. R., Weber, R., Lee, H. K., Figari, L. T., **Botero, I. C.**, Bessarabova, E., Guan, X., Shearman, S., & Wilson, M. S. (2012). Individual and cultural variations in direct communication style. *International Journal of Intercultural Relations*, 36(2), 179-187. DOI: 10.1016/j.ijintrel.2011.12.010

- Pace, K. M., Fediuk, T. A., & **Botero, I. C.** (2010). The acceptance of responsibility and expressions of regret in organizational apologies after a transgression. *Corporate Communications: An International Journal*, 15 (4), 410-427. DOI: 10.1108/13563281011085510
- Botero, I. C.**, & Van Dyne, L. (2009) Employee voice behavior: Interactive effects of LMX and power distance in the U.S. and Colombia. *Management Communication Quarterly*, 23(1), 84-104. DOI:10.1177/0893318909335415
- Wittenbaum, G. M., Hollingshead, A. B., & **Botero, I. C.** (2004). From cooperative to motivated information sharing in groups: Moving beyond the hidden profile paradigm. *Communication Monographs*, 71(3), 286-310. DOI: 10.1080/0363452042000299894
- Van Dyne, L., Ang, S. & **Botero, I. C.** (2003). Conceptualizing employee silence and employee voice as multidimensional constructs. *Journal of Management Studies*, 40(6), 1359-1392. DOI: 10.1111/1467-6486.00384

PEER-REVIEWED BOOK CHAPTERS – Ordered by Year

- Orozco Collazos, L. E., **Botero, I. C.**, & López Vergara, M. P. (2018). When do women make a difference in family firms? Understanding the Latin American context. In V. Ratten, L-P. Dana, & V. Ramadani (Eds.): *Women Entrepreneurship in Family Firms*. Routledge.
- Subramanian, R., Heetebrij-van Daltsen, M., Matser, I. A., & **Botero, I. C.** (2017). Diemen Car Interiors: Growth Challenges in a Family Firm. In: *Cases and Exercises in Organizational Development and Change (2nd, D. L. Anderson Editor)*. Sage Publications. ISBN: 9781506344478
- Botero, I. C.**, Fediuk, T.A. & Sies, K. (2013). When volunteering is no longer voluntary: Assessing the impact of student forced volunteerism on future intentions to volunteer. In: M. W. Kramer, L. K. Lewis, & L. M. Gossett (Eds.): *Volunteering and communication: Studies from multiple contexts* (pp. 289-309). New York: Peter Lang.
- Botero, I. C.** & Litchfield, S. R. (2013). Exploring human resource management in family firms: a summary of what we know and ideas for future development. In K.X. Smyrnios, P. Z. Poutziouris, & S. Goel (Eds.): *Handbook of Research on Family Business (2nd Ed, p.p. 371-405)*. UK: Edward Elgar Publishing.
- Blombäck, A. & **Botero, I. C.** (2013). Reputational capital in family firms: Understanding uniqueness from the stakeholder's point of view. In K.X. Smyrnios, P. Z. Poutziouris, & S. Goel (Eds.): *Handbook of Research on Family Business (2nd Ed, p.p. 677-693)*. UK: Edward Elgar Publishing.
- Fediuk, T. A., Coombs, W. T., & **Botero, I. C.** (2010). Exploring crisis from a receiver perspective: Introducing a cognitive model for understanding information processing during a crisis event. In W. T. Coombs & S. J. Holladay (Eds.): *Handbook of Crisis Communication* (pp. 635-656). Malden, MA: Wiley-Blackwell Publishing.

INVITED ARTICLES, CHAPTERS, & SPECIAL CONTRIBUTIONS – Ordered by Year

- Botero, I. C.**, & Fediuk, T.A. (**In-press**) A receiver's approach to governance in family firms: The role of justice perceptions. In: S. Prigge and H. Fleischer (Eds.): *Law and Management in Family Firms*. Springer.
- Botero, I.C.**, Discua Cruz, A. & Müller, C.G. (2019). Family Firms in Latin America: Why are they important and why should we care? In: C.G. Müller, I.C. Botero, Discua Cruz, A. & R. Subramanian (Eds.): *Family Firms in Latin America* (pp.1-7). New York: Routledge.
- Botero, I.C.**, & Velez, D.G. (2019). Ownership Structure and Governance in Latin American Family Firms. In: C.G. Müller, I.C. Botero, Discua Cruz, A. & R. Subramanian (Eds.): *Family Firms in Latin America* (pp.19-24). New York: Routledge.

- Botero, I. C.**, Spitzley, D., Lude, M., & Prügl, R. (2019) Exploring the role of family firm identity and market focus on the heterogeneity of family Business Branding strategies. In: E. Memili & Dibrell, C. (Eds): *Handbook of Family Firm Heterogeneity* (pp. 909 – 932). Palmgrave-McMillan.
- Botero, I.C.**, & Gomez Betancourt, G. (2017). Contextual factors that affect the selection and use of governance in Latin American Family Enterprises. In F. W Kellermanns & F. Hoy (Eds.): *Family Business Companion* (pp. 549-566). New York, NY: Routledge.
- Botero, I. C.** (2016) Family Businesses. In: J. Kaplan & A.C. Warren, *Patterns of Entrepreneurship, 5th Edition*. Wiley.
- Botero, I. C.**, Cruz, C., De Massis, A., & Nordqvist, M. (2015). Family Business research in the European Context. *European Journal of International Management*, 9(2), 139-159. – **Authors contributed equally.**
- Botero, I. C.** (2013). Individual correlates of employee voice: What do we know so far? Where should we go next? In R. Burke & C. Cooper, *Voice: Overcoming fear, fostering courage, and unleashing candor in organizations* (pp. 72- 91). UK: Edward Elgar Publishing.
- Koschman, M. A. (2012). An eye for an I – Thoughts about Management Communication Quarterly from the next generation. *Management Communication Quarterly*, 26(4), 656-681. DOI: 10.1177/0893318912458761. Special Contributions from: Biesel, R., **Botero, I.C.**, Lin, C., Olufowote, J., Perrinton, L., Scoeneborn, D., & Wieland, S.
- Botero, I. C.** (2012). Enhancing our understanding of work-life balance from a communication perspective: Important considerations for future research. In C. Salmon (Ed.): *Communication Yearbook 36* (pp. 231-235). New York, NY: Routledge.
- Fediuk, T. A., **Botero, I. C.**, Lind, W. J., Kotenberg, B. T., & Schlosser, T. G. (2012). Reactions to professional athletes in crisis. In M. T. Marsden & K. G. Quinn (Eds.): *A mirror of our culture – Essays on sport and society in America* (pp. 203-230). De Pere, WI: St. Norbert College Press.
- Fediuk, T. A., Pace, K. M., & **Botero, I. C.** (2010). Crisis response effectiveness: Methodological considerations for advancement in empirical investigation into response impact. In W. T. Coombs & S. J. Holladay (Eds.): *Handbook of Crisis Communication* (pp. 221-242). Malden, MA: Wiley-Blackwell Publishing. (Invited chapter).
- Kozlowski, S.W.J., Watola, D. J., Jensen, J. M., Kim, B. H., & **Botero, I. C.** (2009). Developing adaptive teams: A theory of dynamic team leadership. In Eduardo Salas, Gerald F. Goodwin, & C. Shawn Burke (Eds.): *Team Effectiveness in Complex Organizations: Cross-disciplinary Perspectives and Approaches* (pp. 113-156). New York, NY: Taylor & Francis Group. (Invited chapter)

CASE STUDIES

- Lozano-Posso, M. & **Botero, I.C.** (2019) What do they need to do if they want to belong to this group? Preparing the Six Generation to Enter the Family Business Group. In: *Family Firms in Latin America* (pp.42-47; C.G. Müller, I.C. Botero, A. Discua Cruz, & R. Subramanian, Eds.). New York: Routledge. ISBN: 978-1138298507
- Subramanian, R., Heetebrij-van Dalfsen, M., Matser, I. A., & **Botero, I. C.** (2017). Diemen Car Interiors: Growth Challenges in a Family Firm. In: *Cases and Exercises in Organizational Development and Change* (2nd, D. L. Anderson Editor). Sage Publications. ISBN: 9781506344478

MONOGRAPH

- Botero, I. C.** (2009). Getting one's way vs. maintaining relationships with supervisors: Effects of upward influence message production in two cultures. Saarbrücken, Germany: VDM Verlag Dr. Müller.

WHITE PAPERS

Botero, I. C., & Fediuk, T.A. (2018). Differentiation through family business brands. FFI Practitioner. Paper found at: <https://ffipractitioner.org/differentiation-through-family-business-brands/>

Botero, I. C. (2010). Are family owned businesses taking advantage of their websites as strategic communication tools? – Family Enterprise USA – White paper series. Paper can be found at: http://www.familyenterpriseusa.org/resource/resmgr/Docs/Botero_-_Branding_the_Family.pdf

PROJECT REPORTS

Dearing, J. W., Krause, L.K., Wolhgezogen, F., Norton, W.E., Kee, K.F., **Botero, I.C.**, Le, Q.A., Nuanes H.A., Madrid, S. & Morse, E.F. (2011). Literature Synthesis: A task 1 deliverable. Denver, CO: Kaiser Permanente Center for Health Education Dissemination and Implementation Research.

PEER REVIEWED SESSIONS

Botero, I.C., Eddleston, K. & Kidwell, R. (2019). Change leadership, Innovation and Conflict Management: Tools for success beyond Gen 1. Session Presented at the FFI Conference, Miami, October 23-25.

Botero, I. C. (2019). Family Business Heterogeneity: Variance within Family Enterprises. Presenter in PDW submitted by Esra Memili and Clay Dibrell. Session Presented at FERC Conference Vermont, May 30- June 2.

Botero, I. C., & Litchfield, S. R. (2010). Caring about family firms: Helping through research and education. Caucus presented at the Annual Meeting of the Academy of Management. Montreal, Canada, August 6th- 10th.

Blombäck, A., & **Botero I. C.** (2010). Developing empirical research on the meaning and value of “family business” in corporate brand management. Professional Development Workshop at the 10th Annual International Family Enterprise Research Academy. Manchester, UK, July 6th- 9th.

COMPETITIVELY SELECTED CONFERENCE PAPERS

Eddleston, K. & **Botero, I.C.** (2020) Parenting Styles: Lesson for Entrepreneurs & Business Owning Families. Paper presented at the USASBE Conference, New Orleans, January 3 to 7.

Binz Astrachan, C., & **Botero, I.C.** (2019) What does it take to stay on top? A qualitative exploration of founder-CEO replacement in Swiss life sciences start-ups. EURAM Conference, Lisbon June 26 to 28.

Barroso Martínez, A., Sanguino Galván, R., **Botero, I. C.**, González-López, O.R., & Buenadicha Mateos, M. (2019). Exploring Family Business Brands: Understanding Predictors and Effects. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.

Arijs, D., & **Botero I.C.** (2019). How Can Family Firms Win The Talent War? Connecting Family Business Employer Brand Attributes And Work Values In Generation Y. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.

Prigge, S. & **Botero, I.C.** (2019). Exploring Family Constitutions and its role in family governance. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.

Mboko, S. & **Botero, I. C.** (2019). Understanding succession decisions in family businesses from Zimbabwe. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.

Joshi, M. & **Botero, I.C.** (2019) Understanding family business succession through an identity lens. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.

- Sandoval Arzaga, F., & **Botero, I.C.** (2019). Working across generations: Teaching synergy to business families. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.
- Botero, I.C.**, & Daspit, J.J. (2019). Successor intentions to join the family firm: The role of family norms and perceived firm success. Annual World IFERA Conference in Bergamo Italy, June 17 to 21.
- Prigge, S. & **Botero, I.C.** (2019). Understanding the Family Constitution: Understanding drivers for its development and implementation. 2019 EIASM Workshop May 23 to 25, Nantes France.
- Botero, I.C.**, & Sandoval Arzaga, F. (2019). The Effects of the Family Dynamics on the Use of Governance Practices: An Exploration of Latin American Family Firms. Paper presented at the 15th Annual Family Enterprise Research Conference in Burlington, VT USA, May 30th to June 2nd.
- Botero, I.C.**, Gonzalez, A. C., James, A., Allen, M., Davis, J. (2018) Motivating next generation members into the family business. 2nd Global Step Conference. Cartagena Colombia, October 18 to 20.
- Davis, J., Allen, M., James, A., **Botero, I.C.**, & Gonzalez, A. C., (2018) Gerontrocy and Family Business Succession Leadership. 2nd Global Step Conference. Cartagena Colombia, October 18 to 20.
- Botero, I.C.**, & Fenik, A. (2018) Decision-making in Family Firms: Understanding differences across generations. 2nd Global Step Conference. Cartagena Colombia, October 18 to 20.
- Botero, I.C.**, & Sandoval Arzaga, F. (2018). Are Latin American Family Firms ready for the future? An exploration of governance practices in Latin America. Encuentro Internacional de Investigación en Emprendimiento y Empresa Familiar. Tecnológico de Monterrey, Queretaro MX, Oct 11 & 12.
- Binz Astrachan, C., **Botero, I. C.**, Astrachan, J. H., & Prügl, R. (2018) Branding the family firm: A review of foundations, current knowledge, and avenues for further research. Paper presented at the 17th Annual World Family Business Research Conference in Zwolle – The Netherlands, July 3 to 6.
- Lopez Vergara, M. P., & **Botero, I.C.** (2018). Understanding the development of Psychological Ownership in Family Firms: The Role of Family Dynamics. Paper presented at the 17th Annual World Family Business Research Conference in Zwolle – The Netherlands, July 3 to 6.
- Michiels, A., **Botero, I.C.**, & Kidwell, R. (2018). Executive compensation in family firms: A review and framework for future research. Paper presented at the 17th Annual World Family Business Research Conference in Zwolle – The Netherlands, July 3 to 6.
- Orozco-Collazos, L. E., **Botero, I.C.** (2018). Developing Legacy across generations. Paper presented at the 17th Annual World Family Business Research Conference in Zwolle – The Netherlands, July 3 to 6.
- Kubik, M. A., **Botero, I.C.**, Heil, F. & Basadur, T.J. (2018). The promotion of the family business brand through the work of sales representative. Paper presented at the 14th Annual Family Enterprise Research Conference in Guadalajara - Mexico, June 7 to 9.
- Botero, I.C.**, & Fediuk, T.A. (2018). A receiver's approach to governance in family firms: The role of justice perceptions. Paper presented at the 14th Annual Family Enterprise Research Conference in Guadalajara - Mexico, June 7 to 9.
- Goldring, D., Botero, I.C., & Fediuk, T. (2017) What's in the family name: Surname Branding perceptions and their effects on consumer purchase intentions. Society for Marketing Advances, Louisville, KY. October.

- Orozco-Collazos, L. E., **Botero, I.C.**, & Lopez-Vergara, M.P. (2017). When do Women Make a Difference in the Financial Performance of a Family Firms: Understanding the Latin American Context. Paper presented at the Third International Family Business Research Forum (IFBRF) - Vienna 2017
- Botero, I.C.**, & Fediuk, T.A. (2017). What does a competent next generation look like? Identifying necessary competencies for next generation members in family firms. Paper presented at the 16th Annual World Family Business Research Conference in Zadar-Croatia, June 28 to July 1.
- Botero, I.C.**, Escudero, C., & Alamo, P. (2017) Internal determinants of innovation in family firms. Paper presented at the 16th Annual World Family Business Research Conference in Zadar-Croatia, June 28 to July 1.
- Orozco-Collazos, L. E., **Botero, I.C.**, & Lopez-Vergara, M.P. (2017). When do Women Make a Difference in the Performance of Latin American Family Firms: An exploration of the Colombian Context. Paper presented at the 16th Annual World Family Business Research Conference in Zadar-Croatia, June 28 to July 1.
- Peláez-León, J. D., Sánchez-Marín, G., & **Botero, I. C.** (2017). Understanding HRM in Family Firms: Presenting a Comprehensive Framework and Outlining Future Research. Paper presented at the 16th Annual World Family Business Research Conference in Zadar-Croatia, June 28 to July 1.
- Scherrer, S., Binz-Astrachan, C., **Botero, I. C.**, Astrachan, J. (2017) "With God's Blessing: How Religious Beliefs Guide Decision-Making in Family Firms" Paper to be presented at the 16th Annual World Family Business Research Conference in Zadar-Croatia, June 28 to July 1.
- Binz-Astrachan, C., & **Botero, I. C.** (2017). Branding the Family Firm: Understanding the Owning Family's Role. Paper to be presented at EURAM Annual Conference. Glasgow – Scotland, June 21 to 24.
- Botero, I.C.**, & Feliu, N. (2016). The study of philanthropy in the context of family firms. Paper presented at the 15th Annual World Family Business Research Conference. Bogota-Colombia, June 27 to 29.
- Botero, I.C.**, & Gomez Betancourt, G. (2016). Governance Structures and family firms and their use in Latin America. Paper presented at the 15th Annual World Family Business Research Conference. Bogota-Colombia, June 27 to 29.
- Lagos Cortés, D., & **Botero, I. C.** (2016) Gobierno corporativo en empresas familiares de Iberoamérica: Un resumen de la literatura. Paper presented at the 15th Annual World Family Business Research Conference. Bogota-Colombia, June 27 to 29.
- Arijs, D. *, **Botero, I. C.***, Michiels, A., & Molly, V. (2016). Should family firms communicate the family's involvement in the business when recruiting new employees? Empirical examination in two countries. Paper presented at EURAM Annual Conference. Paris - France, June 1 to 4.
* Shared first authors.
- Arijs, D., **Botero, I. C.**, Michiels, A., & Molly, V. (2015). Would you like to work for this organization? Examining perceptions and fit as predictors of attractiveness to family firms. Paper presented at the 14th Annual World Family Business Research Conference. Hamburg - Germany, June 30 – July 3.
- Botero, I. C., Henssen, B., & Lopez-Vergara, M. P. (2015). Understanding the collective nature of psychological ownership in family firms. Paper presented at the 14th Annual World Family Business Research Conference. Hamburg - Germany, June 30 – July 3.
- Gomez-Betancourt, G., **Botero, I. C.**, Betancourt, J., & Lopez-Vergara, M. P. (2015) Emotional Intelligence in Family Firms: Its impact on interpersonal dynamics in the family, business, and

- ownership systems. Paper presented at the 14th Annual World Family Business Research Conference. Hamburg - Germany, June 30 – July 3.
- Lopez-Vergara, M. P., & **Botero, I. C.** (2015) The role of noneconomic goals for psychological ownership in family firms. Paper presented at the 14th Annual World Family Business Research Conference. Hamburg - Germany, June 30 – July 3. **The two authors contributed equally**
- Botero, I. C.**, & Feliu, N. (2015) Philanthropy in Family Firms: Understanding the governance of and the motivations for philanthropic efforts of family firms and business families. Paper presented at the 11th Family Enterprise Research Conference (FERC). Burlington, VT, June 5-7.
- Botero, I. C.** (2014). The power of words in recruitment: Examining message content and attractiveness. Paper presented at the 74th Annual Meeting of the Academy of Management. Philadelphia, PA, August 1-5.
- Botero, I.C.**, Gomez-Betancourt, G., Betancourt-Ramirez, J. B., & Lopez-Vergara, M. P. (2014). Family Protocols as Governance Tools: Understanding why and how family protocols are important in family firms. Paper presented at the 14th Annual World Family Business Research Conference. Lappeenranta, Finland, June 24-27.
- Boyd, B., **Botero, I.C.**, & Fediuk, T.A. (2013). A conceptual exploration of succession intent in family firms. Paper presented at the 13th Annual World Family Business Research Conference. St. Gallen - Switzerland, July 2-5.
- Gomez-Betancourt, G., **Botero, I.C.**, Betancourt-Ramirez, J. B., & Lopez-Vergara, M. P. (2013). An Exploratory Study of Family Protocols: Factors that Influence Protocol Creation in Family Firms from Two Latin American Countries. Paper presented at the 13th Annual World Family Business Research Conference. St. Gallen - Switzerland, July 2-5.
- Kahlert, C., **Botero, I. C.**, & Prügl, R. (2013). Revealing the family: Effects of family firm image in the recruitment market in Germany. Paper presented at the 13th Annual World Family Business Research Conference. St. Gallen - Switzerland, July 2-5.
- Botero, I. C. & Keyt, A. (2013). Understanding the socialization of successful successor into the family firm: An exploratory study. Paper presented at the 9th Family Enterprise Research Conference (FERC). Viña del Mar - Chile, May 17th to the 19th.
- Gomez-Betancourt, G., **Botero, I.C.**, Betancourt-Ramirez, J. B., & Lopez-Vergara, M. P. (2013). Understanding protocols from a process point of view. Paper presented at the 9th Family Enterprise Research Conference (FERC). Viña del Mar - Chile, May 17th to the 19th.
- Park, H. S., Levine, T. R., Weber, R., Lee, H. K., Figari, L. T., **Botero, I. C.**, Bessarabova, E., Guan, X., Shearman, S., & Wilson, M. S. (2012). Multilevel analysis of relationships among individualism, face needs, and direct communication style. Paper presented at the National Communication Association 98th Annual Convention.
- Reimer, T., & Botero, I. C. (2012). Who Contributes to a Discussion? Relational Confidence as a Predictor of Participation in Decision-Making Groups. Paper presented at the Seventh Annual INGroup Conference. Chicago, IL, July 12 – 14.
- Botero, I. C.**, Thomas, J., & Fediuk, T. A. (2012). Communication processes in the context of family firms: What do we know? What should we explore? Paper presented at the 12th Annual World Family Business Research Conference. Bordeaux – France, June 26-29.
- Botero, I. C.** & Rodriguez, M. (2012). Empirical investigation of family and business factors that affect the consideration, formulation, and implementation of family business protocols. Paper presented at the 12th Annual World Family Business Research Conference. Bordeaux – France, June 26-29.

- Boyd, B., Fediuk, T.A., & **Botero, I.C.** (2012). A multidimensional approach to succession in family firms: The case of Denmark. Paper presented at the 12th Annual World Family Business Research Conference. Bordeaux – France, June 26-29.
- Botero, I.C.**, Fediuk, T.A., & Sies, K. M. (2012). Examining the effects of the civic engagement movement when predicting intentions to volunteer. Paper to be presented at the annual meeting of the International Communication Association, Phoenix, May 24-28.
- Pace, K. M., **Botero, I. C.**, & Fediuk, T. A. (2012). Employee reactions to crisis events: Effect of attribution of responsibility and severity on employee strain responses. Paper presented at the 15th International Public Relations Research Conference, Miami (FL), March 8-10.
- Almanza, D. & **Botero, I. C.** (2011). Effects of Interviewer Characteristics on the Applicant's Attractiveness to an Organization: Examination of the Initial Interview. Paper presented at the 97th Annual Convention for the National Communication Association. New Orleans – LA, USA. November 17-20.
- Botero, I. C.** & Raile, A. M. W. (2011). Understanding participation in groups: Individual and group factors that influence willingness to voice ideas in groups. Paper presented at the 97th Annual Convention for the National Communication Association. New Orleans – LA, USA. November 17-20.
- Fediuk, T. A., **Botero, I. C.**, Lind, W. J., Kotenberg, B. T., & Schlosser, T. G. (2011). Reactions to Professional Athletes in Crisis: An Empirical Investigation. Paper to be presented at the 97th Annual Convention for the National Communication Association. New Orleans – LA, USA. November 17-20.
- Thomas, J. & **Botero, I. C.** (2011). Revealing the family ownership connection to stakeholders via websites. Paper presented at the Family Firm Institute (FFI) conference, Boston, USA – October 15.
- Fediuk, T. A., Mitchell, L., Yancey, E. & **Botero, I. C.** (2011). Saying sorry is not good enough: Testing apologies and acceptance of responsibility as crisis communication strategies. Crisis 2 Conference, Aarhus Denmark, Oct 6-8.
- Botero, I. C.**, & Fediuk, T. A. (2011). Understanding public relations in context: Considering the family firm. Paper presented at the EUPRERA congress. Leeds, UK, September 8-10.
- Botero, I. C.**, Thomas, J., Graves, C., & Fediuk, T. (2011). Revealing the family ownership connection to stakeholders via websites: The Australian Case. Paper presented at the 2011 Research and Education Symposium - Family Business Australia, Perth - August 31.
- Botero, I. C.**, Van Dyne, L., & Yap, C. Y. (2011). Understanding employee silence: The big five and three forms of silence. Paper presented at the Annual Meeting of the Academy of Management, San Antonio (TX), August 12-16.
- Botero, I. C.** & Jensen, J. M. (2011) Exploring counterproductive work behavior and related HR practices in small and medium enterprises. Paper presented at the Annual Meeting of the Academy of Management, San Antonio (TX), August 12-16.
- Botero, I. C.**, Graves, C., & Thomas, J. (2011). Would you like to work for us? Influence of ownership type and organizational size on organizational attractiveness and intentions to work. Paper presented at the 11th Annual World Family Business Research Conference. Palermo, Italy – June 28 to July 1.
- Botero, I. C.**, Thomas, J., Graves, C., & Fediuk, T. (2011). Family Business Communication: An exploration of family business websites in three countries. Paper presented at the 11th Annual World Family Business Research Conference. Palermo, Italy – June 28 to July 1.

- Botero, I. C.** (2011). Exploring the effects of recruitment message content on applicant's perceptions and attraction to an organization. Paper presented at the annual meeting of the International Communication Association, Boston, May 26-30.
- Botero, I. C., & Fediuk, T. A.** (2011). Effects of the way organizations communicate their family ownership on perceptions of external stakeholders and intentions to buy. Paper presented at ifera@Americas, Bogota – Colombia, March 23 – 26.
- Botero, I. C., Thomas, J., Graves, C., & Fediuk, T.A.** (2011). Exploring how family firms use websites to identify themselves as family owned businesses. Paper presented at ifera@Americas, Bogota – Colombia, March 23 – 26.
- Botero, I. C. & Lind, W. J.** (2011). Using Rebuild Strategies during Post Crisis Communication: An Empirical Investigation of Athletes in Crisis. Paper presented at the 14th International Public Relations Research Conference, Miami (FL), March 9-13.
- Botero, I. C., Casteel, M. A., & Slack, B. L.** (2010). Information sharing in teams: Exploring why team members withhold and share information. Paper presented at the National Communication Association 96th Annual Convention, San Francisco (CA), November 14-17.
- Roman, K., Kotenberg, B., Bruckner, I., & **Botero, I. C.** (2010). Communication in teams: Why students choose to speak up and what do they speak up about? Paper presented at the National Communication Association 96th Annual Convention, San Francisco (CA), November 14-17.
- Fediuk, T. A., & **Botero, I. C.** (2010). Exploring the effects of anger on stakeholder's reactions to a crisis. Paper presented at the EUPRERA congress. Jyväskylä, Finland, September 23-24.
- Botero, I. C., & Blombäck, A.** (2010). Leveraging the family brand: Using brand management to highlight the advantages of family firms. Paper presented at the 10th Annual International Family Enterprise Research Academy. Manchester, UK, July 6th- 9th.
- Botero, I. C. & Litchfield, S. R.** (2010). Recruiting non-managerial applicants to family firms: The role of family ownership and size on organizational attractiveness. Paper presented at the 10th Annual International Family Enterprise Research Academy. Manchester, UK, July 6th- 9th.
- Fediuk, T. A., & **Botero, I. C.** (2010). External stakeholder's perceptions about family firms and their effects on organization-public relational outcomes. Paper presented at the 10th Annual International Family Enterprise Research Academy. Manchester, UK, July 6th- 9th.
- Botero, I. C., Foste, E. A., & Pace, K. M.** (2010). Exploring differences and similarities in predictors and use of upward influence tactics in two countries. Paper presented at annual meeting of the International Communication Association, Singapore, June 22-26.
- Pace, K. M., Fediuk, T. A., & **Botero, I. C.** (2010). The acceptance of responsibility and expressions of regret in organizational apologies after a transgression. Paper presented at annual meeting of the International Communication Association, Singapore, June 22-26.
- Litchfield S. R. & **Botero, I. C.** (2010). Exploring human resource management in family firms: Summary of past research and areas for future development. Paper presented at the Family Enterprise Research Conference (FERC), Cancun (Mexico), April 16-18.
- Morgan, B. A., & **Botero, I. C.** (2010). Branding the "Family Business" Using Organizational Web Pages: Exploring who references ownership and how they do it? Paper presented at the Family Enterprise Research Conference (FERC), Cancun (Mexico), April 16-18.
- Sies, K. M., & **Botero, I. C.** (2010). When volunteering is no longer voluntary: Assessing the impact of forced volunteerism on future intentions to volunteer. Paper presented at the 13th International Public Relations Research Conference, Miami (FL), March 10-13.

- Botero, I. C.**, McKenna, T., Morgan, B., Zartman, W., & Faber A. (2009) Are you attracted to this Organization? The effect of information presented in organizational ads on applicant perceptions. Paper presented at the National Communication Association 95th Annual Convention, Chicago (IL), November 12-15.
- Botero, I.C.**, Stuart-Doig, L. P., Min, J., & Zweifel K. (2009) Perceptions of family firms and their effects on organizational attractiveness: An international approach. 9th Annual International Family Enterprise Research Academy Limassol, Cyprus, June 24th- 27th.
- Botero, I. C.**, McKenna, T., Morgan, B., Zartman, W., Fediuk, T.A., & Faber, A. (2009) Attracting Non-family Employees into Family Businesses: The Effects of Mentioning Whether an Organization is Family-Owned or not on Organizations' Perceived Attractiveness. 9th Annual International Family Enterprise Research Academy Limassol, Cyprus, June 24th- 27th.
- Fediuk, T. A., Pace, K. M., & **Botero, I. C.** (2009). Crisis response effectiveness: Methodological considerations for advancement in empirical investigation into response impact. Paper presented at the annual meeting of the International Communication Association, Chicago, May 20-25.
- Angelos, J. F., & **Botero, I. C.** (2009). Who is the trainer? Effects of trainers on knowledge transfer. Paper presented at the Annual Society for Industrial and Organizational Psychologist Conference, New Orleans (LA), April 1 to the 4.
- Mason, T. L., **Botero, I. C.**, & Baldwin, J. R. (2009). Effects of organizational reputation on job attraction: What can PR practitioners and scholars do to help organizations attract the best employees? Paper presented at the 12th International Public Relations Research Conference, Miami (FL), March 11-15.
- Botero, I. C.**, Pace, K. M., Stuart-Doig, L. P., & Foste, E. A. (2008). Predicting speaking-up behaviors in teams: Exploring individual and team predictors. National Communication Association 94th Annual Convention, San Diego (CA), November 21- 24.
- Fediuk, T. A., Coombs, W. T., & **Botero, I. C.** (2008) Exploring crisis from a receiver perspective: Introducing a cognitive model for understanding information processing during a crisis event. Paper presented at the Annual Meeting of the Academy of Management, Anaheim (CA), August 8-13.
- Stuart-Doig, L. P., & **Botero, I. C.** (2008). Exploring How the Term "Family-owned business" Can be used as a Strategic Communication Branding Tool in Advertising. 8th Annual International Family Enterprise Research Academy Conference, Breukelen, The Netherlands, July 2-5.
- Botero, I. C.**, & Fediuk, T. A. (2008). The role of perceptions on career choices in family-owned businesses. 8th Annual International Family Enterprise Research Academy Conference, Breukelen, The Netherlands, July 2-5.
- Botero, I. C.**, Litchfield, S. R., Fediuk, T. A., & Stuart-Doig, L. P. (2008). Branding the Family Firm: Using strategic communication to create competitive advantage for Family Businesses. Family Enterprise Research Conference (FERC), Milwaukee (WI), April 18-20.
- Fediuk, T. A., Buddenhagen, R. W., Mason, T. L., & **Botero, I. C.** (2008). Organizational image, identity and reputation: Disentangling their meaning for application. 11th International Public Relations Research Conference, Miami (FL), March 6-9.
- Botero, I. C.**, & Fediuk, T. A. (2007). An overview of the role of communication research for effective training and development. National Communication Association 93rd Annual Convention, Chicago (IL), November 15-18.

- Fediuk, T. A., & **Botero, I. C.** (2007). Measurement issues in organizational trust: Confounding its construct and antecedents. National Communication Association 93rd Annual Convention, Chicago (IL), November 15-18.
- Litchfield, S. R., & **Botero, I. C.** (2007). Investigating the way women lead in family businesses: Successes and opportunities. 7th Annual International Family Enterprise Research Academy Conference, Oestrich-Winkel, Germany, June 20-23.
- Botero, I. C.**, Litchfield, S. R., Day, D. C., & Fediuk, T. A. (2007). Exploring the succession process with a different lens: Using organizational socialization to develop a framework to preserve family capital across generations. 7th Annual International Family Enterprise Research Academy Conference, Oestrich-Winkel, Germany, June 20-23.
- Botero, I. C.**, & Van Dyne, L. (2007). Predicting voice across culture: Interactive effects of LMX and power distance. Annual Society for Industrial and Organizational Psychologist Conference, New York (NY), April 27 -29.
- Botero, I. C.**, & Litchfield, S. R. (2007). A re-examination of group decision-making theories and their application to jury deliberation. Central States Communication Association Annual Meeting, Minneapolis (MN), March 28-April 1.
- Botero, I. C.**, & Raile, A. N. W. (2006). Speaking-up in the context of groups: Analyzing multilevel predictors of voicing behaviors. National Communication Association 92nd Annual Convention, San Antonio (TX), November 16-19.
- Botero, I. C.**, & Boster, F. J. (2006). Getting one's way vs. maintaining the relationship: The use of Politeness Theory as a framework to explore why LMX affects upward influence message production across two cultures. National Communication Association 92nd Annual Convention, San Antonio (TX), November 16-19.
- Harlos, K. P., **Botero, I. C.**, & Raile, A. N. W. (2006). Individual Voice and Silence in Self-Managed Work Teams. Paper presented at the Annual Meeting of the Academy of Management, Atlanta (GA), August 14-17.
- Botero, I. C.**, Goel, S. & Fediuk, T. A. (2006). Socialization in family firms: A model of managing family capital across generations. Paper presented at the 2nd Workshop on Family Firm Management Research. Nice, France, June 1st and 2nd.
- Botero, I. C.** & Boster, F. J. (2005) Effect of leader member exchange (LMX) quality on upward influence message selection: A test of two competing hypotheses. 91st Annual Meeting of the National Communication Association, Boston (MA), November 16 to the 20th.
- Botero, I. C.**, & Van Dyne, L. (2005) Understanding voice effectiveness: Looking at LMX quality, message type, and message sidedness as predictors. 55th Annual Conference of the International Communication Association (ICA), New York City (NY), May 26 to the 30th.
- Goel, S., & **Botero, I. C.** (2005). Voices of governance: Governance responsibilities from a voice perspective. Paper presented at the European Academy of Management Annual Conference, Munich (Germany), May 4 - 7.
- Kozlowski, S.W.J., Watola, D. J., Nowakowski, J. M., Kim, B. H., & **Botero, I. C.** (2004) A functional theory of dynamic and adaptive leadership. Annual Society for Industrial and Organizational Psychologist Conference, Chicago (IL), April 1 to the 4.
- Wittenbaum, G. M., & **Botero, I. C.** (2003). Information sharing among members of decision-making work groups. 89th Annual Meeting of the National Communication Association, Miami (FL), Nov. 19-23. (Top Paper – Group Division).

- Botero, I. C.** (2003). The role of leader member exchange (LMX) quality in upward influence message selection: A test of two competing hypotheses. 13th Annual Organizational Communication Mini-conference. Western Michigan University. Grand Rapids (MI): October.
- Boster, F. J., **Botero, I. C.**, Strom, R. E. & Limon M. S. (2002). Understanding group decision-making from a social loafing perspective. 88th Annual Meeting of the National Communication Association, New Orleans (LA), Nov. 21-24.
- Botero, I. C.** & Wittenbaum, G. M. (2002). Effects of leadership and task demonstrability on information repetition in decision-making groups. 88th Annual Meeting of the National Communication Association, New Orleans (LA), Nov. 21-24.
- Smith, R., **Botero, I. C.**, Bowman, J., & Dearing, J. W. (2002). Characteristics of hazardous substance R&D teams and research project outcomes. 88th Annual Meeting of the National Communication Association, New Orleans (LA), Nov. 21-24.
- Fediuk, T. A., **Botero, I. C.**, Wagner, T. R., Smith, S. W., & Atkin, C.K. (2001). Aggressive episodes and experiences among adolescents. 87th Annual Meeting of the National Communication Association. Atlanta (GA), November 1-4, 2001.
- Botero, I. C.** (2000). Effects of leadership and task demonstrability on collective information sampling in decision-making groups. 10th Annual Organizational Communication Mini-conference. Michigan State University. East-Lansing (MI), September.

INVITED PRESENTATIONS

- Summer 2019. Research as story telling. Universidad de Extremadura in Badajoz Spain. June 13, 2019.
- Summer 2018. Importancia de la Gestion Empresarial para la Continuidad en la Empresa Familiar. Congreso de la Asociacion de Estudiantes de Administracion de Empresas Pontificia Universidad Madre y Maestra Campus Santiago. July 20th, 2018.
- Spring 2018. Desarrollo de la Siguiete Generacion. Tecnologico de Monterrey and Citi Banamex. Tequila, Mexico May 30.
- Spring 2018. Governance in Family Firms. Executive MBA - Hamburg School of Business Administration. Hamburg, Germany.
- Fall 2017. Emprendimiento en cada generacion. INC Monterrey - Mexico
- Fall 2017. How can we prepare managers for family firms? The importance of developing family business teaching cases. STEP-Summit Lugano, Switzerland – Nov 9, 2017.
- Fall 2017. Making Philanthropy your Ultimate Legacy. Family Business Seminar – Seidman School of Business, Grand Valley State University. Grand Rapids, MI – Oct 25.
- Summer 2017. The Craft of Reviewing: How can we benefit from reviewing papers? IFERA Croatia.
- May 2017. Estructuras de Gobierno en Empresas de Familia. XI - VISIÓN LATINOAMERICANA Corporacion Universitaria de la Costa. Barranquilla, Colombia.
- Summer 2016. Responsabilidad social empresarial. Family Business Day Ifera Bogota.
- Summer 2016. Country comparisons and cross-country collaborations in research. Doctoral Consortium, IFERA Bogota.
- May 25, 2016 – Reputation and Brand Management in Family Firms. Windesheim University of Applied Sciences, Zwolle, The Netherlands.

- Fall, 2015. Filantropia en empresas familiares: Retos y oportunidades de investigacion. FERC – Spanish Group – Session 9.
- Spring 2015. Preparing Manuscripts for Publication. Universidad de Mexicali, Mexico. 3-day workshop. (March 17 to the 19th).
- Fall 2014. Metodologias de Investigacion en Empresas Familiares – FERC – Spanish Group - Session 4.
- Summer 2012. Experimental Research in Family Firms. Professional development day, 12th Annual World Family Business Research Conference. Bordeaux – France, June 26.
- Fall 2011. Upward and Downward Communication in Organizations. Executive Corporate Communication Master’s Program. Aarhus University. September 30.
- Spring 2011. “Comunicación estratégica en empresas familiares”. Family Business Day ifera@Americas, Bogota – Colombia, March 23 – 26.
- Spring 2011. “Getting your manuscript ready for publication”. Professional development day ifera@Americas, Bogota – Colombia, March 23 – 26.
- Spring 2011. “Writing in a second language”. Professional development day ifera@Americas, Bogota – Colombia, March 23 – 26.
- Fall 2010. “Exploring Corporate Communication in the Context of Family Firms”. Center for Corporate Communication Aarhus University - Aarhus, Denmark.
- Fall 2009. “Communicating in and about family Firms”. Eastern Illinois University - Charleston, IL.
- Fall 2006. "Leadership in Groups: The Dynamic Nature of Communication Behaviors of Leaders in the Group Context." Every 3rd Friday Series for the College of Liberal Arts, University of Minnesota Duluth.
- Spring 2004. Exchanging information in work teams. Knight Rider Corporation, Miami (FL). May.

SESSION CHAIR – DISCUSSANT – PANELIST

- Chair (2018). The Generative Alliance: Culture and evolution of 100-year family enterprises. Family Firm Institute Global Conference. October 24 to 26.
- Panelist (2018). PDW- Improving Lives Through Family Entrepreneurship Education. Academy of Management Annual Conference – Chicago USA August 9 to 13.
- Chair (2018). Session – Strategic Behavior. 2018 Annual World Family Business Research Conference in Zwolle – The Netherlands, July 3 to 6.
- Chair (2017). Session - Careers in Family Business. Competitive Paper Session EURAM. Glasgow June 22-24, 2017.
- Chair (2016) Corporate and family governance practices. Discussion Session at IFERA World Conference. Bogota Colombia, June 27 to 29.
- Chair (2016). Family business in emerging, developing, and transition economies. Paper Session at the EURAM Annual Conference. Paris, France – June 1 to June 4.
- Chair & Respondent (2013). Family Firms and Ownership Issues. Paper session presented at the 2013 Annual Meeting for the Academy of Management. Orlando, FL. Aug 9 to the 13.
- Chair (2012). Brainstorming and creativity in groups. Panel session National Communication Association 98th Annual Convention. Orlando, FL – November 15-18.

- Panelist (2011). Stakeholder voice: Democracy and dissent in organizations. Panel session at the 97th Annual Convention for the National Communication Association. New Orleans, Nov. 17-20.
- Respondent (2011). Voice arising from organizations. Paper session at the 97th Annual Convention for the National Communication Association. New Orleans, Nov. 17-20.
- Respondent (2011). Information Sharing Processes and Forums. Paper session at the annual meeting of the International Communication Association, Boston, May 26-30.
- Respondent (2010). "Group identity management and worldviews". Paper session at the Annual Meeting of the National Communication Association, San Francisco (CA), November 14-17.
- Respondent (2008). "Leadership and organizational citizenship behavior". Paper session presented at the Annual Meeting of the Academy of Management, Anaheim (CA), August 8-13.
- Chair (2007). Organizational citizenship behaviors: Causal linkages. Symposium presented at the Annual Meeting of the Academy of Management, Philadelphia (PA), August 3 to 8.
- Respondent (2007). Family Influence. Session presented at the 7th Annual ifera Conference, Wiesbaden (Germany), June 20-23.
- Panelist (2006). Let's ask the question: Does the communication discipline provide a unique site for training and development? Session Presented at the 92nd Annual Meeting of the National Communication Association, San Antonio, Texas, November 16 to the 19th.
- Chair (2006). Contemporary expressions of Organizational Socialization. Session Presented at the 92nd Annual Meeting of the National Communication Association, San Antonio, Texas, November 16 to the 19th.
- Chair (2006). The impact of technology on group meetings and decision-making. Session Presented at the 92nd Annual Meeting of the National Communication Association, San Antonio, Texas, November 16 to the 19th.
- Respondent (2006). Balancing the work-life interface. Symposium presented at the Annual Meeting of the Academy of Management, Atlanta, August 14 to 16.
- Respondent (2006). Developing roles and relationships within organizations. Symposium presented at the Annual Meeting of the Academy of Management, Atlanta, August 14 to 16.
- Respondent. (2005). Taking measure of socialization: Measurement issues in socialization research. 91st Annual Meeting of the National Communication Association, Boston, November 16 to the 20th.
- Chair. (2005). Understanding the "Negatives" and "Positives" of Organizational Citizenship Behavior. Symposium presented at the Annual Meeting of the Academy of Management, Honolulu. August.
- Discussant. (2005). Towards a Communicative Concept of Corporate Legitimacy. Paper presented at the Annual Meeting of the European Academy of Management, Munich, May.

Student Advising

Ph.D. Students

- Pablo Alamo – Universidad de Comillas – Spain – Received his Ph.D. in September 2017
- Neus Feliu – Esade Business School – Barcelona – Received her Ph.D. in February 2016
- Cristoph Kahlert – Zeppelin University - Germany
- Maria Piedad Lopez Vergara – University of Jyväskylä Finland received Ph.D. in December 2013

Masters Non-Thesis Students

- Thompson, Megan (May 2011)
- Waddle, Rachel (May 2011)

- Casteel, Molly (May 2011)
- Wall, Anna (Dec 2010)
- Kotenberg, Benjamin (Aug 2010)
- Zartman, Wesley (May 2009)

Masters Thesis Students

Mason, Travis L. Thesis (May, 2011) Applicant attraction: A study examining the influence of PO-fit and organizational prestige on organizational attractiveness.

Almanza, Daniel (Aug - 2010) The Interviewer did what? An examination of the effects of recruiter characteristics on organizational attractiveness.

Lind, Wesley J. (Aug 2010) Using rebuild strategies during post crisis communication: An empirical investigation of athletes in crisis. Co-chair with Dr. Tomasz A. Fediuk.

Sies, K. M. (May -2010) When volunteering is no longer voluntary: Assessing the impact of forced volunteerism in future intentions to volunteer.

Stuart-Doig, Lindsay (May-2010). Exploring Organizational Attractiveness and Applicant Perceptions of Employment with Family Firms.

Morgan, B. D. (December - 2009). Branding the “Family Business” Concept: What type of family businesses reference that they are family firms when communicating through their web pages?

Foste, E. A. (August - 2009). Personal reputation: The effects of upward communication in reputation formation.

Gropp, R. (August – 2009). How Rude: Exploring Factors that Affect Politeness in Supervisors’ Delivery of Non-Routine Negative Feedback in Organizations.

Litchfield, S. R. (August - 2008). Corporate Branding: The Case of the Family Firm.

Angelos, J. F. (December - 2007). An examination of the effects of trainer characteristics on the transfer of training.

Thesis Committee member for the following students:

- Supna Jain (2011)
- Erin Yancey (2011)
- Ryan Buddenhagen (2009)
- Kristin M. Pace (2009)
- Alyssa Oxford (2009)

GRANT EXPERIENCE

Co-PI – FOBI Scholar. Philanthropy in Family Firms (\$5000) Grand Valley State University (June 2014-May 2015).

Junior Consultant. Diffusion Readiness Project with the Gates Foundation (\$1.7 Million). PI – Dr. James Dearing. Kaiser Permanente Foundation, Institute for Health Research. (Oct. 2010 to Oct 2011).

Faculty Excellence Initiative - Professional Development Activity Grant (\$750). Academic year of 2008-2009. Project: Continuing education in hierarchical linear modeling (HLM) techniques and statistical package.

Pre-tenured Faculty Initiative Grant College of Arts and Sciences (\$3,500) – Academic year of 2008-2009. Project – Presenting information about organizations that are family owned and operated: When does it matter and why?

New Faculty Initiative Grant College of Arts and Sciences (\$3,500) – Academic year of 2007-2008. Project – Understanding voice and silence in organizations.

College of Liberal Arts Research Grant, University of Minnesota Duluth, spring 2005.

Chancellor's Small Grant for Teaching (\$500), University of Minnesota Duluth, fall 2004.

Technology Transfer of Innovative Hazardous Waste Remediation Services from Hazardous Substance Research Centers. (2002-2003). PI: James W. Dearing - Michigan State University. Position: Research Assistant

ACADEMIC SERVICES

IFERA - International Family Enterprise Research Academy

Board Member & Treasurer (2017 – present)

STEP Project

Board Member and Representative of North America Region (2018-2019)

Stetson University

Member of the Provost Search Committee (2016-2017)

Academy of Management

Human Resources Division- HR Chocon Contributor (2005 – 2006)

National Communication Association

Group Communication Division Chair (2013-2014)

Group Communication Division Vice Chair and Program Planner (2012-2013)

Group Communication Division Vice Chair Elect (2011-2012)

Group Communication Nomination Committee (2004-2005, 2006-2007)

Illinois State University

College of Arts and Science Curricular Committee (2008 – 2011)

School of Communication International Programs Committee (2006 – 2008)

School of Communication IRB Representative (2007 – 2011)

School of Communication Internship Committee (2006-2011)

University of Minnesota Duluth

College of Liberal Arts Freshmen Advising, Incoming class for fall 2005

Department of Communication Web-master (2004-2005)

Advisor to the Student Communication Club (2004-2006)

Michigan State University

Undergraduate Affairs Committee, Department of Communication, Michigan State University (2000-2002)

G.R. Miller Library Coordinator and Organizer, Department of Communication, Michigan State University (2000-2003).

Registration Committee, Bowling for Scholar: A Strike Against Cancer (2000- 2004).

Recruitment Committee, Bowling for Scholar: A Strike Against Cancer (1999-2000)

PROFESSIONAL SERVICES
Reviewer for Journals and Edited Books*Associate Editor*

Journal of Family Business Strategy

Editor Special Issues or Book

Co-Editor – 2018 Book - Understanding Family Firms in Latin America

Co-Editor Journal of Family Business Strategy 2018 – Special Issue “From Family Identity to Family Firm Image and Reputation”.

European Journal of International Management 2015 – Special Issue: “Family Business research in Europe: Current Arguments and Future Challenges”.

Invited Reviewer

Academy of Management Learning and Education

Corporate Communication: An International Journal

Cross Cultural Management

Family Relations

Group and Organizational Management

Entrepreneurship Theory and Practice

Human Communication Research

Human Relations

Human Resource Management

International Journal of Strategic Communication

International Sociology

Journal of Business and Psychology

Journal of Business Ethics

Journal of Business Venturing

Journal of Contingencies and Crisis Management

Journal of Family Business Strategy

Journal of Management

Journal of Management Education

Journal of Management Studies

Journal of Small Business Management

Management Communication Quarterly

Small Business Economics

Social Behavior and Personality an International Journal

Social Networks

Editorial Board Member

Family Business Review 2012-Present

Journal of Family Business Strategy 2017- Present

Journal of Organizational Behavior 2015-Present

Management Communication Quarterly 2014-Present

Communication Research Reports 2007-2011

Communication Yearbook 2009-2011

Reviewer for Conferences*Academy of Management*

Program Committee for Organizational Behavior Division 2005 – 2010, 2013.

Program Committee for the Entrepreneurship Division 2013.

Program Committee for Human Resources Division 2005 – 2010 and 2013.

Human Resources Division - Newsletter Committee -Spring 2005 – fall 2006.

Family Enterprise Research Conference

Program Committee since 2009.

International Family Enterprise Research Academy

Program Committee since 2009.

International Communication Association

Reviewer for Theme Sessions (2010)

Reviewer for the Organizational Communication Division (2011)

National Communication Association

Reviewer for Organizational Communication Division 2005-2009

Reviewer for Group Communication Division 2005-2009, 2012- Present.

Society of Industrial and Organizational Psychologists

Paper Reviewer between 2006 and 2010

PROFESSIONAL MEMBERSHIPS

Academy of Management (2001-present)

Family Firm Institute (2009- Present)

International Family Enterprise Research Academy (2009 – Present)

National Communication Association (1999- 2015)

American Psychological Association (2005- 2011)

European Academy of Management (2005 – 2006)

International Communication Association (2000- 2005, 2008-2011)

Society of Industrial and Organizational Psychologists (2002- 2011)

TEACHING

Stetson University

Undergraduate: Foundations of Family Enterprise
Principles of Management
Human Resource Management
Leading Organizational Change
Organizational Behavior
Business Communication
Conflict Management
Family Enterprise Capstone

University of Kentucky

Undergraduate: Organizational Behavior
Human Resources
Intercultural Business Communication
Intercultural Communication
Conflict Management

DePaul University

Undergraduate: Principles of Management

Aarhus University

Graduate: Scientific Methods
Assessing Organizational Communication

Undergraduate: Organizational Communication

Illinois State University

Graduate: Seminar Communicating in and about Family Firms
Seminar on Effects of Communication on Perceptions of Organizational Justice
Seminar in Leadership
Seminar in Organizational Communication - Overview
Seminar in Group Communication- Overview
Seminar in Team Decision-making
Seminar in Research Methods & Statistics

Undergraduate: Foundations to Organizational Communication
Advanced Organizational Communication (F to F and On-line)
Advanced Group Communication
Leadership Communication
Professional Practice in Communication (On-line class component)

University of Illinois Springfield

MBA: Organizational Behavior
Undergraduate: Managing Organizational Behavior (On-line Class)

University of Minnesota, Duluth

Graduate: Communication and Organizational Creativity
Undergraduate: Communication in Organizations
Group Communication
Conflict Management
Interviewing
The Communication Process in Human Resources

Michigan State University

Undergraduate: Managing Human Resources and Organizational Behavior
Business Communication
Introduction to Organizational Communication
Research Methods
Information Gathering and Interviewing
Leadership and Small Group Communication

OTHER PROFESSIONAL EXPERIENCES

Sep 2017 –Present	Treasurer International Family Enterprise Research Academy <ul style="list-style-type: none"> • Representative of the Membership in decision-making about the organization. • Responsible for the development, and control of organization’s budget. • Fiscal representative of the organization.
Nov 2013 –Nov 2014	Chair – Group Communication Division National Communication Association <ul style="list-style-type: none"> • Responsible for Management of Division Issues
Nov 2012 - Nov 2013	Program Chair – Group Communication Division National Communication Association Conference - Washington DC, USA

- Responsible for putting together the academic program for the division.
 - Managed the submission and review process for 37 papers
 - Organized and programmed 11 sessions for the conference.
- Oct 2011 – May 2013 Program Chair
2013 Family Enterprise Research Conference - Viña del Mar, Chile
- Responsible for the academic content of the conference.
 - Played a role as the liaison between organizing committee members in the US and Chile.
 - Helped in the planning and coordination of all the activities involved in the conference.
 - Attracted authors from 19 different countries to participate and share their research in the conference.
 - Coordinated the review process of 58 papers submitted to the conference.
- May 2006 – Aug 2007 Internship Coordinator School of Communication
Illinois State University – Normal IL, USA
- Responsible for the re-design of the internship program in the School.
 - Increased summer interns from 20 to 69 in one year.
 - Worked as the liaison between school and community to increase the internships offered in communication.
 - Provided guidance to students searching internship positions.
- May 2001 – May 2003 Internship Coordinator Department of Communication
Michigan State University- East Lansing MI, USA
- Reorganization of the internship program.
 - Developed promotional and educational material regarding internship program in communication.
 - Supervision of approximately 50 students per semester.
 - Advised students that were in the process of searching for internships.
 - Responsible for connecting the Communication Department with organizations offering internships to communication majors.
- July 1996 – July 1999 Banco de Occidente
Marketing and Public Relations Analyst– Medellín, Colombia
- Responsible for Public Relations for the Regional Branch.
 - Developed a database for prospecting customers for different branches of the region.
 - Tele-marketing Coordinator for the Regional Branch.
 - Assisted in risk assessment procedures for potential customers in the different branches of the Region.
- Jan to Dec 1995 Noticias U.N.A. (Medellín – Colombia)
Television Reporter
- Responsible for 2 stories a day covering regional sports.
 - On the air reporter.
 - Interviewer for different news areas (sports, culture, politics).
 - Editing of news stories.
- Jan 1994 – Aug 1997 Comité Regional de Squash (Medellín – Colombia)
Public & Media Relations

- Responsible for media relations for all squash tournaments for this region in Colombia
- Assisted with the planning of 2 Pan American Squash Tournaments in the area of media relations.
- Worked in the development of the first official government sponsored office for the development of the sport of squash in Medellin.

ADDITIONAL ACTIVITIES

November 2008 – Member of the Champion Team for the Colombian National Games- Squash Team

August 1999 - Member of the Colombian National Squash Team to Pan American Games in Winnipeg Canada

November 1998 - Captain of the Colombian National Squash Team to Squash World Championships in Stuttgart- Germany

1996, 1997 & 1998 - Member of the Colombian National Squash Team for the Pan American Squash Championships