# CLAUDIA C. COGLISER – CURRICULUM VITAE
(updated 10/2/2023)

Area of Management
Rawls College of Business
Texas Tech University
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## EDUCATION

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|---|---|
| Ph.D. Organizational Behavior | University of Miami, Coral Gables FL |
| B.B.A. Management | University of Miami, Coral Gables FL |

## ACADEMIC EMPLOYMENT EXPERIENCE

*Texas Tech University - Jerry S. Rawls College of Business*

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|---|---|
| Benninger Family Professor of Management | 2022 to present |
| Professor of Management | 2018 to present |
| Associate Professor of Management | 2011 to 2018 |
| Assistant Professor of Management | 2005 to 2011 |
| Area Coordinator (Department Head) | 2019 to 2022 |
| Faculty Director of Assessment | 2018 to 2023 |
| Affiliated Faculty, Institute for Leadership Research | 2005 to present |
| Affiliated Faculty, Women's & Gender Studies | 2018 to present |

*Texas Tech University; Graduate School*

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|---|---|
| Associate Dean for Student Affairs | 2014 to 2017 |

*University of Oklahoma; Division of Management, Price College of Business*

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|---|---|
| Assistant Professor of Management | 2001 to 2005 |
| Affiliated faculty, Department of Psychology | 2003 to 2005 |

*Oregon State University; Department of Management, Marketing and International Business, College of Business*

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|---|---|
| Assistant Professor of Management | 1999 to 2001 |

*University of Miami; Department of Management, College of Business Administration*

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| Adjunct Instructor | 1997 to 1999 |

## ADMINISTRATIVE LEADERSHIP POSITIONS

Faculty Director of Assessment, Rawls College of Business, 2018 to present
Area Coordinator (Department Chair), Area of Management, Rawls College of Business, 2019 to 2022
Associate Dean, Graduate School, 2014 to 2017

**AWARDS AND HONORS**

**Research Awards**

Fellow of the Southern Management Association, 2022.
Decennial Award, *The Leadership Quarterly,* Elsevier Publishing, 2021.
Literati Award, *Journal of Strategy and Management,* Emerald Publishing, 2021.
Integrated Scholar, Texas Tech University, 2011.
Clark Scholars Program, Texas Tech University, 2008.
Best Reviewer, Research Methods Division, Academy of Management, 2006.
Best Paper Award, *The Leadership Quarterly*, 1999.
Best Paper Based on a Dissertation, Academy of Management (Organizational Behavior Division),
      1998.
Best Doctoral Student Paper, Southern Management Association, 1996.

**Teaching Awards**

Chancellor's Council Distinguished Teaching Award, Texas Tech University, November 2013.
Inducted into the Texas Tech University Teaching Academy, Texas Tech University, September 2013
President's Excellence in Teaching Award, Texas Tech University, April 2013.
"My Favorite MBA Professor" Award, Texas Tech University Rawls College of Business, Fall 2009.
Service Learning Mentor, Texas Tech University, 2008-2009, 2013-2014.
Nominee, President's Excellence in Diversity and Equity Award, Texas Tech University, 2008, 2006.
Service Learning Fellow, Texas Tech University, 2007-2008.
Outstanding Faculty Award, Kappa Sigma Fraternity, Oregon State University, 1999.

**Service Awards**

Rawls College of Business Outstanding Service Award, 2019

**PEER-REVIEWED PUBLICATIONS**

*Citation Index – **Google Scholar***

| **Citations** | **9,963** |
|---|---|
| *H-Index* | 22 |
| *i10-Index* | 30 |

(Retrieved from Google Scholar on 10/2/2023)

Gullifor, D. P., Gardner, W. L., Karam, E. P., Noghani, F., & Cogliser, C. C. (in press). The imposter phenomenon at work: A systematic evidence-based review, conceptual development, and agenda for future research. *Journal of Organizational Behavior.* Published On-Line First, July 26, 2023: **https://doi.org/10.1002/job.2733**

Gullifor, D. P., Noghani, F., Lester, S., Karam, E., & Cogliser, C. C. (2022). Linking core self-evaluations to organizational citizenship behaviors: An approach-avoidance perspective. *Journal Of Business & Psychology.*

Gardner, W. L., Gullifor, D. P., Carlson, J. D., Cogliser, C. C., & Williams, M. L. (2021). Barriers to authentic leader-follower relationships: Implications for human resource management. *Research in Human Resource Management.*

Stambaugh, J., Lumpkin, G. T., Mitchell, R., Brigham, K. B., & Cogliser, C. C. (2020). Competitive aggressiveness, community banking, and performance. *Journal of Strategy and Management, 13*(2), 221-240.
         Awarded the 2021 Literati Best Paper award by Emerald Publishing.

Gardner, W. L., Lowe, K. B., Meuser, J. B., Noghani, F., Gullifor, D., & Cogliser, C. C. (2020). The leadership trilogy: A review of the third decade of The Leadership Quarterly. *The Leadership Quarterly, 31,* 101379.

Gardner, W. L., Karam, E., Tribble, L., & Cogliser, C. C. (2019). The missing link? Implications of internal, external, and relational attribution combinations for leader-member exchange, relationship work, self-work, and conflict. *Journal of Organizational Behavior, 40,* 554-569.

Gardner, W. L., & Cogliser, C. C. (2018). "Walking the talk" alone: Leading and following authentically in an inauthentic world. *Journal of Character and Leadership Development,* Fall 2018, 45-56.

Scott, K. L., Zagenczyk, T. J., Li, S., Gardner, W. L., Cogliser, C. C., & Laverie, D. (2018). Social network ties and organizational citizenship behavior: Evidence of a curvilinear relationship. *European Journal of Work and Organizational Psychology, 27*(6), 752-763.

Hinojosa, A. S., Gardner, W. L., Walker, H. J., Cogliser, C., and Gullifor, D. (2017). A review of cognitive dissonance theory in management research: opportunities for further development. *Journal of Management*, 43 (1), 170-199.

Randolph-Seng, B., Cogliser, C. C., Scandura, T. A., Genthos, R. I., Miller, C., and Randolph, A. (2015). Diversity in leadership: Race in leader-member exchanges. *Leadership and Organizational Development Journal, 37,* 6, 750-773.

Cogliser, C. C., Gardner, W. L., Quinn Trank, C., Gavin, M., Halbesleben, J. R. B., and Seers, A. (2013). Not all group exchange structures are created equal: Effects of forms and levels of exchange on work outcomes in virtual teams. *Journal of Leadership and Organizational Studies,* 20 (2), 240-249.

Cogliser, C. C., Gardner, W. L., Gavin, M., and Broberg, J. C. (2012). Big five personality factors and leader emergence in virtual teams: Relationships with team trustworthiness, member performance contributions, and team performance. *Group and Organization Management, 37* (6), 752-784.

Gardner, W. L, Cogliser, C. C., Walumbwa, F. O., Reithel, B., and Foley, R. T. (2012). Matching personality and organizational culture: Effects of recruitment strategy and the five-factor model on subjective person-organization fit. *Management Communication Quarterly*, *26* (4), 585-622.

Gardner, W. L., Cogliser, C. C., Davis, K. M., and Dickens, M. P. (2011). Authentic leadership: A review of the literature and research agenda. *The Leadership Quarterly 22* (6), 1120-1145.
         Awarded the 2021 Decennial Award by *The Leadership Quarterly* editorial board.

Gardner, W. L, Lowe, K. B., Moss, T. W., Mahoney, K. T., and Cogliser, C. C. (2010). Scholarly leadership of the study of leadership: A review of *The Leadership Quarterly's* second decade, 2000-2009. *The Leadership Quarterly, 21,* 922-958.

Short, J. C., Broberg, J. C., Cogliser, C. C., and Brigham, K. (2010). Construct validation using computer-aided text analysis (CATA): An illustration using entrepreneurial orientation. *Organizational Research Methods*, *13* (2)*,* 320-347.

Schriesheim, C. A. and Cogliser, C. C. (2009). Construct validation in leadership research: Explication and illustration. *The Leadership Quarterly, 20* (5), 725-736.

Cogliser, C. C., Schriesheim, C. A., Scandura, T. A. and Gardner, W. L. (2009). Balance in leader and follower perceptions of leader-member exchange: Relationships with performance and work attitudes. *The Leadership Quarterly, 20* (3), 452-465.

Lumpkin, G. T., Cogliser, C. C., and Schneider, D. R. (2009). Understanding and measuring autonomy: An entrepreneurial orientation perspective. *Entrepreneurship Theory and Practice, 33* (1), 47-69.

Gardner, W. L, Reithel, B., Foley, R. T., Cogliser, C. C., and Walumbwa, F. O. (2009). Attraction to web-based profiles of organizational cultures: Effects of realistic recruitment and individualism-collectivism. *Management Communication Quarterly*, *22* (3), 437-472.

Cogliser, C. C. and Brigham, K. (2004). The Intersection of leadership and entrepreneurship: Mutual lessons to be learned, *The Leadership Quarterly,* 15 (6), 771-799.

Cogliser, C. C. and Schriesheim, C. A. (2000). Exploring work unit context and leader-member exchange: A multi-level perspective. *Journal of Organizational Behavior*, *21*, 487-511.

Schriesheim, C. A., Castro, S. L., and Cogliser, C. C. (1999). Leader-member exchange (LMX) research: A comprehensive review of theory, measurement, and data-analytic practices. *The Leadership Quarterly*, *10*, 63-113. *Received Center for Creative Leadership/The Leadership Quarterly Best Paper Award.*

Schriesheim, C. A., Cogliser, C. C., Scandura, T. A., Lankau, M. J., and Powers, K. J. (1999). An empirical comparison of approaches for quantitatively assessing the content adequacy of paper-and-pencil measurement instruments. *Organizational Research Methods*, *2*, 140-156.

Schriesheim, C. A., Cogliser, C. C., and Neider, L. L. (1995). Is it "trustworthy?" A contemporary and multi-method examination of an older leadership study, with implications for future new research and theory using the established leadership literature. *The Leadership Quarterly*, *6*, 111-145. *Reprinted in C. A. Schriesheim, C. C. Cogliser, L. L. Neider, E. A. Fleishman, and L. R. James (1998). The Ohio State model. In F. Dansereau and F. J. Yammarino (Eds.*) Leadership: The multiple-level approaches: Classical and new wave. *Monographs in organizational behavior and industrial relations, Vol. 24 (pp. 3-64). Stamford, CT: JAI Press.*

Cogliser, C. C. and Schriesheim, C. A. (1994). Development and application of a new approach to testing the bipolarity of semantic differential items. *Educational and Psychological Measurement*, *54*, 594-605.

Schriesheim, C. A. Cogliser, C. C., Newmark, R. I., and Lowensohn, S. H. (1994). The equal-interval nature of semantic differential scales: An empirical investigation using Fiedler's Least Preferred Coworker (LPC) scale and magnitude estimation and Case III scaling procedures. *Educational and Psychological Measurement*, *54*, 251-260.

Schriesheim, C. A., Powers, K. J., Scandura, T. A., Gardiner [Cogliser], C. C., and Lankau, M. J. (1993). Improving construct measurement in management research: Comments and a quantitative approach for assessing the theoretical content adequacy of paper-and-pencil survey-type instruments. *Journal of Management*, *19*, 385-417.

Schriesheim, C. A. and Gardiner [Cogliser], C. C. (1992). A comparative test of magnitude estimation and pair-comparison treatment of complete ranks for scaling a small number of equal-interval frequency response anchors. *Educational and Psychological Measurement*, *52*, 983-992.

## BOOK CHAPTERS

Cogliser, C. C., Gardner, W. L., Ghosh, H., Grady, A. (forthcoming). Leadership and virtual work in a pandemic and post pandemic world. In L. Gilson, T. Maynard, and T. O'Neill (Eds.) *Handbook of Virtual Work.* Cheltenham, UK: Edward Elgar Publishing, Ltd.

Gullifor, D., Tribble, L., and Cogliser, C. C. (2017) Some of my best friends at work are millennials: Leader-member exchange in the face of evolving generational diversity in the workplace. In. T. A. Scandura and E. Mouriño-Ruiz (Eds.) *Leading diversity in the 21th century*. Charlotte, NC: Information Age Publishing.

Gardner, W. L. and Cogliser, C. C. (2008). Can a leader be "true to the self" and socially skilled?: The paradox of leader authenticity and behavioral flexibility. In D. Barry and H. Hansen (Eds.) *Handbook of New Approaches in Management and Organization* (pp. 93-94). Thousand Oaks: Sage.

Cogliser, C. C. and Stambaugh, J. E. (2008). A multi-level process view of new venture emergence: Impressive first steps toward a model. In M. D. Mumford, S. T. Hunter, and K. E. Bedell-Ayers (Eds.) *Research in Multi-level Issues, Vol. VII: Multi-Level issues in Creativity and Innovation* (pp. 471-477). Oxford, England: Elsevier.

Cogliser, C. C. and Schriesheim, C. A. (2006). Conflict among subordinates and conflict-handling styles as predictors of managers' anticipated power-sharing: An experimental investigation. In C. A. Schriesheim and L. L. Neider (Eds.) *Power and influence in organizations: New empirical and theoretical perspectives* (pp. 155-173). Greenwich, CT: Information Age Publishing.

Baugh, S. G., Scandura, T. A., and Cogliser, C. C. (2003) LMX and mentoring diverse followers: Finding the competitive advantage for each. In G. B. Graen (Ed.) *Dealing with diversity* (pp. 91-116). Greenwich, CT: Information Age Publishing.

Cogliser, C. C. (2003). Teacher, tell me a story: Using fiction in the leadership classroom. In R. Pillai and S. Stites-Doe (Eds.) *Teaching leadership: Innovative approaches for the 21st century* (pp. 31-56). Greenwich, CT: Information Age Publishing.

Cogliser, C. C. and Scandura, T. A. (2003). Waterfalls, snowballs, brick walls and scuzzballs: Does leader-member exchange up the line influence leadership development? In S. E. Murphy and R. E. Riggio (Eds.) *The Future of Leadership Development* (pp. 149-160). Mahwah, NJ: Lawrence Erlbaum Associates.

Sullivan, D. and Cogliser, C. C. (2002). To see or not to see: A comparison of three media for creating peer reviews. In A. Bentzen-Bilkvist, W. Gijselaers, and R. Milter (Eds.) *Educating knowledge workers for corporate leadership: Learning into the future* (pp. 147-156). Boston: Kluwer Academic Publishers.

Schriesheim, C. A., Cogliser, C. C. and Neider, L. L. (1998). "Trustworthy" is a judgment call! In F. Dansereau and F. Yammarino (Eds.) *Leadership: The multiple level approaches: Classical and new wave*. Monographs in organizational behavior and industrial relations, Vol. 24 (pp. 65-72). Stamford, CT: JAI Press.

**OTHER PUBLICATIONS:**

Zagenczyk, T. J., Krivacek, S., Gardner, W. L., Cruz, K. S., Cogliser, C. C., and Laverie, D. (2021). Friendship, Advice, and Distant Ties with Leaders and Similarity in Citizenship Behavior. *Academy of Management Best Paper Proceedings,* 15760.

Gullifor, D., Noghani, F., Karam, E. P., Cogliser, C. C., and Lester, S. W. (2021). Core self-evaluations and organizational citizenship behaviors: Situational appraisals and actions. *Academy of Management Best Paper Proceedings,* 14026.

Scott, K. L., Zagenczyk, T. J., Gardner, W. L., Li, S. Cogliser, C., and Laverie, D. (2017, August). Social network ties and organizational citizenship behavior: Evidence of a curvilinear relationship, *Academy of Management Best Paper Proceedings* 2017, 12120.

Cogliser, C. C., Ford, L. R., Hardy, B., Scandura, T. A., and Sturman, M. (2015). The art and science of reviewing (and writing) survey research. *Academy of Management Best Paper Proceedings,* 18134.

Ryan, M. and Cogliser, C. C. (2011). Ambassadorial leader behavior and its relationship with virtual team performance. *Hawaii International Conference on Systems Sciences (Proceedings of HICCS).*

Stambaugh, J., Lumpkin, G. T., Brigham, K. H., and Cogliser, C. C. (2009) What makes some firms more competitively aggressive than others? Evidence from the banking industry. *Academy of Management Proceedings.*

Gardner, W. L. and Cogliser, C. C. (2009). Meso-modeling of leadership: Following James G. (Jerry) Hunt's lead in integrating micro- and macro-perspectives of leadership, *The Leadership Quarterly* special issue on Meso-Modeling of Leadership: Integrating Micro- and Macro- Perspectives of Leadership, *20* (4), 493-500. (Editors' Introduction).

Cogliser, C. C., Brigham, K. A., and Lumpkin, G. T. (2008). Entrepreneurial orientation (EO) research: A comprehensive review and analyses of theory, measurement, and data-analytic practices. *Frontiers of Entrepreneurship Research*, 28 (13), 5-9.

Rogge, D. F., Cogliser, C. C., Alaman, H. G., and McCormack, S. (2001). *An investigation of field rework in industrial construction*. University of Texas at Austin: Construction Industry Institute.

Schriesheim, C. A., Castro, S. L., Cogliser, C. C., DeChurch, L., and Zhou, X. (2001). *DETECT interpretation guide for within and between analysis: User's guide with interpretations*. Williamsville, NY: The Institute for Theory Testing.

Schriesheim, C. A., Scandura, T. A., Gardiner [Cogliser], C. C., and Lankau, M. J. (1993). Review of Bernard M. Bass, *Bass and Stogdill's Handbook of Leadership: Theory, Research, and Managerial Applications*, 3rd ed. (New York: Free Press, 1990). *The Leadership Quarterly*, *4*, 103-109.


## CONFERENCE ACTIVITIES

Workshop: Construct Development and Validation; Academy of Management annual meeting, Boston, MA, August 2023.

Symposium: Improving Leadership Research Around the Globe: A Mentoring Session, Boston, MA, August 2023.

Nittrouer, C. & Cogliser, C. C. Experiences of State Agency Employees with Disability Who Request Accommodation. Academy of Management annual meeting, Boston, MA, August 2023.

Workshop: A Workshop on Scale Development and Validation for Family Business; Family Enterprise Research Conference, Delray Beach, FL, June 2023.

Workshop: A Workshop on Scale Development and Validation Best Practice. Southern Management Association annual meeting, Little Rock, AR, October 2022.

Cogliser, C. C., Dimotakis, N., and Munyon, T. Rumble in the Rock: Is Leadership Research Actually Useful? Southern Management Association annual meeting, Little Rock, AR, October 2022.

Workshop: Create a Better World with Better Data: A Workshop on Scale Development and Validation Best Practice. Academy of Management annual meeting, Seattle, August 2022.

Symposium: Current Developments in Leader Member Exchange (LMX): An Interactive Incubator Panel Symposium, Academy of Management annual meeting, Seattle, August 2022.

Symposium: Improving Leadership Research Around the Globe: A Hybrid Mentoring Session. Academy of Management annual meeting, Seattle, August 2022.

Symposium: Current Developments in Leader Member Exchange (LMX): An Interactive Incubator. Southern Management Association Annual Meeting, New Orleans, November 2021.

Gullifor, D., Noghani, F., Karam, E. P., Cogliser, C. C., & Lester, S. W. Core Self-Evaluations and Organizational Citizenship Behaviors: Situational Appraisals and Actions. Academy of Management annual meeting, August 2021.

Workshop: Getting Managers Better Data to Help Them Manage: A Workshop on Scale Development and Validation. Academy of Management annual meeting, August 2021.

Zagenczyk, T. J., Krivacek, S., Gardner, W. L., Cruz, K. S., Cogliser, C. C., & Laverie, D. Friendship, Advice and Distant Ties with Leaders and Similarity in Citizenship Behavior. Academy of Management annual meeting, August 2021.

Symposium: Improving Leadership Research Around the Globe: A Virtual Mentoring Session. Academy of Management annual meeting, August 2021.

Gullifor, D., Gardner, W. L., & Cogliser, C. C., What's Behind the Mask? A Self-Concept Based Approach to the Imposter Phenomenon Scale (SIPS). Southern Management annual meeting, October 2020.

Symposium: Leader-Member Exchange Research Incubator, Academy of Management annual meeting, August 2020.

Symposium: Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications. Academy of Management annual meeting, August 2020.

Workshop: Getting to 20/20: A workshop on scale development and validation. Academy of Management annual meeting, August 2020.

Symposium: Improving leadership research: Mentoring to develop proposals into high quality publications. Academy of Management annual meeting, Boston, August 2019.

Gullifor, D., Gardner, W. L., Karam, E., Cogliser, C. C., & Hohman, Z. Development and Validation of the State Imposter Phenomenon Scale (SIPS). Southern Management Association Annual Meeting, Norfolk, October 2019.

Symposium: An Interactive Incubator; Southern Management Association Annual Meeting, Norfolk, October 2019.

Symposium: Moving up the academic ladder: It's time for more women full professors. Academy of Management annual meeting, Boston, August 2019.

Symposium: Improving leadership research: Mentoring to develop proposals into high quality publications. Academy of Management annual meeting, Chicago, August 2018.

Gardner, W. L., Gullifor, D., and Cogliser, C. C. Authentic Leadership: An examination of Boundary Conditions. Academy of Management annual meeting, Chicago, August 2018.

Tribble, L., Gardner, W. L., Karam, E., & Cogliser, C. C. The missing link? Implications of internal, external, and relational attribution combinations for leader-member exchange, relationship work, self-work, and conflict. Third International Symposium on Attribution Theory, Tallahassee, FL, March 2018.

Symposium: Leading for Diversity in the 21st Century. Southern Management Association annual meeting, St. Pete Beach, FL, November 2017.

Porter, T. H., Rathert, C., Hearld, K. R., and Cogliser, C. C. Service Learning: An Innovative Approach to Educating Future Health Care Leaders. Academy of Management annual meeting, Atlanta, August 2017.

Symposium: Mentoring at the Interface: From Leadership Research Proposals to High Quality Publications. Academy of Management annual meeting, Atlanta, August 2017.

Scott, K., Zagenczyk, T. J., Gardner, W. L., Li, S., Cogliser, C. C., and Laverie, D. Social Network Ties and Organizational Citizenship Behavior: Evidence of a Curvilinear Relationship. Academy of Management annual meeting, Atlanta, August 2017.

Zagenczyk, T., Gardner, W. L., Scott, K., Cogliser, C., Laverie, D., & Li, S. The burden of social network ties: Exploring curvilinear relationships between advice and friendship ties and interpersonal citizenship behavior. European Work and Organizational Psychology (EAWOP) Congress, Dublin, Ireland, May 2017.

Symposium: Leadership and diversity: Implications for organizations in the 21$^{st}$ century. Society for Industrial and Organizational Psychology annual meeting, Orlando, April 2017.

Scott, K., Gardner, W.L., Lee, S., Zagenczyk, T., Cogliser, C., C., Laverie, D., & Rinaldo, J. Social network ties and organizational citizenship behavior: A curvilinear relationship. Society for Industrial and Organizational Psychology annual meeting, Orlando, April 2017.

Carlson, J. D., Gardner, W. L., Gullifor, D., and Cogliser, C. C. Authentic leadership: An examination of boundary conditions. Southern Management Association annual meeting, Charlotte, NC, October 2016.

Symposium: Meaningful mentoring to develop high quality leadership research. Academy of Management annual meeting, Anaheim, August 2016.

Symposium: Developing junior scholars: Insights and advice from senior faculty administrators. Southern Management Association annual meeting, St. Petersburg Beach, October 2015.

Symposium: New advances in LMX agreement research. Southern Management Association annual meeting, St. Petersburg Beach, October 2015.

Ford, L. R., Hardy, B., Cogliser, C. C., Scandura, T. A., Sturman, M. The art and science of reviewing (and writing) survey research. Academy of Management annual meeting, Vancouver, BC, August 2015.

Symposium: LMX research incubator. Academy of Management annual meeting, Vancouver, BC, August 2015.

Symposium: Developing high quality leadership research proposals through mentoring: Mentoring leadership scholars. Academy of Management annual meeting, Vancouver, BC, August 2015.

Randolph-Seng, B. Cogliser, C. C., Randolph, A., Miller, C. D., and Smith, K. R. Racial diversity in leader-member exchanges. Southern Management Association annual meeting, Savannah, November 2014.

Gardner, W. L., Cogliser, C. C. and Carlson, J. Boundaries of Authentic Leadership. Academy of Management annual meeting, Philadelphia, August 2014.

Workshop: Scale development and validation: A hands-on session. Academy of Management annual meeting, Philadelphia, August 2014.

Symposium: Some words of advice: A mentoring session to promote high quality leadership research. Academy of Management annual meeting, Philadelphia, August 2014.

Cogliser, C. C. Leadership Development: Best practices from academic and professional settings. Society for Industrial and Organizational Psychology annual meeting, Honolulu, May 2014.

Gardner, W. L., and Cogliser, C. C., New directions in the study of leader-member relations. Symposium presented at the Southern Management Association annual meeting, New Orleans, November 2013.

Symposium: LMX research incubator. Academy of Management annual meeting, Orlando, August 2013.

Workshop: Scale development and validation: A practical guide. Academy of Management annual meeting, Orlando, August 2013.

Symposium: A mentoring session to promote high quality leadership research. Academy of Management annual meeting, Orlando, August 2013.

Cogliser, C. C., Gilson, L., and Wadhwa, P. Then what? Life after school. Southern Management Association annual meeting, Ft. Lauderdale, FL, November 2012.

Workshop: Scale development and validation—A practical guide. Academy of Management annual meeting, Boston, August 2012.

Symposium: Elevating leadership research: An informal mentoring session with global scholars. Academy of Management annual meeting, Boston, August 2012.

Symposium: Building the Management PhD pipeline: A town hall meeting. Southern Management Association annual meeting, Savannah, GA, November 2011.

Symposium: Enlightening scholars to advance leadership research: A mentoring session. Academy of Management annual meeting, San Antonio, August 2011.

Symposium: Research methods and the dissertation. Society for Industrial and Organizational Psychology annual meeting, Chicago, April 2011.

Ryan, M. and Cogliser, C. C. Ambassadorial leader behavior and its relationship with virtual team performance. Hawaii International Conference on System Sciences, Kauai, HI, January 2011. (Nominated for Best Paper award).

Gardner, W. L., Lowe, K., Cogliser, C. C., Mahoney, K., and Moss, T. Leadership research in *Leadership Quarterly* from 2000 - 2009: Looking at the Who, What, Where, When, and How to Find the Why. Southern Management Association annual meeting, Tampa, FL, November 2010.

Gardner, W. L. and Cogliser, C. C. Balance in LMX relationships: The role of authentic leadership and followership. Academy of Management annual meeting, Montreal, Quebec, August 2010.

Symposium: Advancing leadership research: A mentoring session with passion and compassion. Academy of Management annual meeting, Montreal, August 2010.

Cogliser, C. C. Best practices in scale development: Avoiding "garbage-out." Southern Management Association annual meeting, Asheville, NC, November 2009.

Stambaugh, J., Lumpkin, G. T., Brigham, K. H., and Cogliser, C. C. What makes some firms more competitively aggressive than others? Evidence from the banking industry. Academy of Management annual meeting, Chicago, IL, August 2009.

Symposium: Developing proposals together: Mentoring to advance leadership research. Academy of Management annual meeting, Chicago, August 2009.

Cogliser, C. C., Gardner, W. L., Quinn Trank, C., Gavin, M. B., and Seers, A. The effects of forms and levels of exchange on work outcomes in virtual teams. Southern Management Association annual meeting, November 2008.

Short, J., Cogliser, C. C., and Brigham, K. A. Construct validation of content analysis: An illustration using entrepreneurial orientation. Academy of Management annual meeting, Anaheim, CA, August 2008.

Symposium: Advancing leadership research: Developing research proposals and mentoring relationships. Academy of Management annual meeting, Anaheim, August 2008.

Cogliser, C. C., Brigham, K. A., and Lumpkin, G. T. Entrepreneurial orientation (EO) research: A comprehensive review and analyses of theory, measurement, and data-analytic practices. Babson College Entrepreneurship Research Conference, Chapel Hill, NC, June 2008.

Broberg, J. C., and Cogliser, C. C. "You've got to accentuate the positive:" An experimental examination of how a strengths-based approach to deep-level diversity, performance and conflict can "eliminate the negative." Southern Management Association annual meeting, Nashville, TN, November 2007.

Hannah, S. T., Sweeney, P. J., Cogliser, C. C., and Avolio, B. J. Authentic leadership and trust: A multi-level field study. Festschrift Honoring James G. Hunt, Lubbock, TX, October 2007.

Workshop: Doing well by doing research: A workshop on survey scale development and validation. Academy of Management annual meeting, Philadelphia, August 2007.

Workshop: Building the teaching toolkit. Southern Management Association annual meeting, Clearwater Beach, FL, November 2006.

Broberg, J. C., and Cogliser, C. C. Exploring team conflict and individual strengths: How leaders maximize positives while minimizing negatives. Gallup Leadership Institute Summit, Washington, DC, October 2006.

Cogliser, C. C., Gardner, W. L., Gavin, M., Halbesleben, J. R., Quinn Trank, C., and Seers, A. Not all shared leadership is equal: Differential effects of exchange structures in virtual teams. Academy of Management annual meeting, Atlanta, August 2006.

Nyberg, T., Cogliser, C. C., and Broberg, J. C. Personality, leader emergence, and the moderating role of attitudes toward technology in virtual teams. Academy of Management annual meeting, Atlanta, August 2006.

Symposium: Felt but not seen: Leader emergence, behaviors, and team performance in virtual teams. Academy of Management annual meeting, Atlanta, August 2006.

Gardner, W. L., Reithel, B. J., Foley, R. T., Cogliser, C. C., and Walumbwa, F. Matching personality and organizational culture: competing values, the five factor model, and person-organization fit. Southern Management Association annual meeting, Charleston, SC, November 2005.

Cogliser, C. C., and Magro, A. Organizational shocks and ethical behavior in organizations: The role of authentic leadership in the accounting profession. Academy of Management annual meeting, Honolulu, August 2005.

Sharma, R., Carte, T., Cogliser, C. C., and Becker, A. Management support and the implementation of information systems: A review of the construct. Academy of Management annual meeting, Honolulu, August 2005. Google Scholar citations: 4.

Cogliser, C. C., Halbesleben, J. R. B., and Bowler, W. M. Burnout and job performance ratings: The moderating role of leader-member exchange. Society for Industrial and Organizational Psychology annual meeting, Los Angeles, April 2005.

Shaft, T. M., Cogliser, C. C., and Sharfman, M. P. Attitude toward computers instrument (ATCI): a two-sample construct validity assessment. Academy of Management annual meeting, New Orleans, November 2004.

Cogliser, C. C. and Magro, A. M. The impact of organizational shocks on ethical behavior in organizations: The mediating role of authentic leadership in the accounting profession. Gallup Leadership Institute Summit, Omaha, June 2004.

Hua, S. and Cogliser, C. C. A Review of Measurement Practices in POM Studies. Decision Sciences Institute annual meeting, Washington, DC, November 2003.

Symposium: So now that we know what we need to do, how do we do it? A dialogue on transforming leadership research for the knowledge era. Academy of Management annual meeting, Seattle, August 2003.

Cogliser, C. C. Rethinking leadership from a strategic view. Academy of Management annual meeting, Denver, August 2002.

Cogliser, C. C., Dibrell, C., and Hua, S. Adequate measurement isn't just "nice!" A review of measurement practices in management research. Academy of Management annual meeting, Denver, August 2002.

Carte, T. A., Carter, P. E., and Cogliser, C. C. Challenges for Organizations in Technology Innovation and Implementation: Vision, Opportunities, and Obstacles. International Western Academy of Management annual meeting, Lima Peru, July 2002.

Cogliser, C. C. and King, N. J. Who's the boss?: Contingent work relationships in the 21$^{st}$ century. Academy of Management annual meeting, Washington, DC, August 2001.

Cogliser, C. C. "Teacher tell me a story:" Using fiction in the leadership classroom. Western Academy of Management annual meeting, Sun Valley, ID, April 2001.

Cogliser, C. C., Down, J., and King, J. An interactive discussion on why we don't have more cross-disciplinary instruction: Re-presenting our own organizational learning failures. Western Academy of Management annual meeting, Sun Valley, ID, April 2001.

Cogliser, C. C. and Scandura, T. A. Waterfalls, snowballs, brick walls, and scuzzballs: Does LMX up the line influence leadership development? 12$^{th}$ annual Kravis deRoulet Conference on Leadership, Claremont, CA, March 2001.

Cogliser, C. C. and Sullivan, D. Read no evil, hear no evil, see no evil: A comparison of three types of media for conducting peer reviews of students' work. Academy of Management annual meeting, Toronto, August 2000.

Sullivan, D. and Cogliser, C. C. To see or not to see: Creating peer reviews and how to use technology to handle review administration. International Conference of EDINEB, Newport Beach, CA, June 2000.

Cogliser, C. C. Contingently yours: LMX Relationships with contingent workers. Western Academy of Management annual meeting, Kona, HI, April 2000.

Scandura, T. A. and Cogliser, C. C. Maximizing the international assignment: An international perspective on mentoring. Western Academy of Management annual meeting, Kona, HI, April 2000.

Cogliser, C. C. and Scandura, T. A. Diversity In leadership relationships: An empirical investigation into race in leader-member exchanges. Southern Management Association annual meeting, Atlanta, November 1999.

Cogliser, C. C., Schriesheim, C. A., Scandura, T. A., and Neider, L. L. Balanced and unbalanced leadership relationships: A three-sample investigation into the outcomes associated with four different types of leader-member exchanges. Academy of Management annual meeting, Chicago, August 1999.

Symposium: Agreement vs. Disagreement on organizational phenomena: A panel discussion raising questions about agreement as we journey into a pluralistic world. Academy of Management annual meeting, Chicago, August 1999.

Cogliser, C. C. The frog pond matters: An exploration of work unit context and leader-member exchange. Academy of Management annual meeting, San Diego, August 1998. *Awarded Best Paper Based on a Dissertation for the Organizational Behavior Division of the Academy of Management.*

Cardone, L. A., Castro, S. L., Cogliser, C. C., and Schriesheim, C. A. Current practices in confirmatory analysis and structural equation modeling: Review, critique, and suggestions for research and practice. Academy of Management annual meeting, Boston, August 1997.

Castro, S. L., Cogliser, C. C., and Schriesheim, C. A. Theory, measurement, and data analysis in leader-member exchange (LMX) research: Review and recommendations for future development. Academy of Management annual meeting, Boston, August 1997.

Cogliser, C. C. Bringing work unit context into leader-member exchange research: A theoretical exploration. Southern Management Association annual meeting, New Orleans, November 1996. *Paper was awarded Best Doctoral Student Paper in the Organizational Behavior track.*

Schriesheim, C. A., Castro, S. L., and Cogliser, C. C. Theorizing "A" but testing "B": Most leader-member exchange (LMX) research is irrelevant to the LMX model. Academy of Management annual meeting, Vancouver, BC, August 1995.

Schriesheim, C. A. and Cogliser, C. C. Specifying alternative measurement models by the use of content adequacy assessments. Society for Industrial and Organizational Psychology annual meeting, Orlando, May 1995.

Cogliser, C. C. An experimental investigation of conflict among subordinates and manager conflict-handling styles as determinants of intended managerial decision-making approaches. Southern Management Association annual meeting, New Orleans, November 1994.

Cogliser, C. C. and Schriesheim, C. A. Social network analysis of leader-member relations for examining the impact of dyadic structures on workgroup interactions. Southern Management Association annual meeting, New Orleans, November 1994.

Schriesheim, C. A. and Cogliser, C. C. The dimensional structure of the intrinsic-extrinsic satisfaction subscales of the Minnesota Satisfaction Questionnaire (Short Form): A multi-sample investigation. Academy of Management annual meeting, Dallas, August 1994.

Cogliser, C. C., Medsker, G. J., Pillai, R. K., and Schriesheim, C. A. A two-sample examination of the construct validity of the Rahim Organizational Conflict Inventory using hierarchically-nested confirmatory factor analysis. Research Methods Division Conference on Causal Modeling, Purdue University, West Lafayette, IN, March 1994.

Grewal, D., Marmorstein, H., Cogliser, C. C., Lankau, M. J., and Schriesheim, C. A. Application of confirmatory factor analysis to multitrait-multimethod analysis in demonstrating discriminant validity. Research Methods Division Conference on Causal Modeling, Purdue University, West Lafayette, IN, March 1994.

Schriesheim, C. A. and Gardiner [Cogliser], C. C. The addition of leader goal clarification to research on contingent and noncontingent leader reinforcement behavior: A two-sample investigation. Academy of Management annual meeting, Atlanta, August 1993.

Schriesheim, C. A. and Gardiner [Cogliser], C. C. Validity of the most commonly-used leader-member exchange scale (LMX7) in organizational research: A two-sample study with implications for future research and conceptualization of the LMX construct. Southern Management Association annual meeting, New Orleans, November 1992.

Gardiner [Cogliser], C. C. and Schriesheim, C. A. Validity of a currently-used leader-member exchange measure: An empirical assessment. Northeast Decision Sciences Institute annual meeting, Boston, March 1992.

**INVITED ACADEMIC PRESENTATIONS**

Co-Organizer (With S. Chavez, A, Romi, and E. Sharp), Ending Sexual Harassment in the Academy Summit, Texas Tech University, August 15-17, 2018.

International students: Recruiting, orienting, & mentoring. Presentation at the Big XII Graduate Dean's Conference, April 2017.

Lessons from the dark side: My year of leading dangerously. Presentation at Pertamina University, Jakarta Indonesia, March 2017.

Negotiating gender. Presentation to Texas Women in Higher Education Conference, Texas Tech University, January 2017.

Best practices in graduate recruiting. Association of Texas Graduate Schools, September 2016.

Individual development plans for NIH researchers. Presentation to graduate students working on NIH projects, Texas Tech University, October 2014; October 2016.

After tenure – Work family balance? Presentation to the Tenure Academy, Texas Tech University, October 2012.

EDEN Doctoral Seminar on Doctoral dissertation writing, ISM University of Management and Economics, Vilnius, Lithuania, July 2012.

Navigating the 3-year review. Presentation to the Tenure Academy, Texas Tech University, November 2010.

Where do we go from here? The future of service learning. Presentation to the Technology, Learning, and Teaching Center, Texas Tech University, April 2008.

What do you get out of a service learning course? Perspectives from faculty, students, and community partners. Presentation to the Technology, Learning, and Teaching Center, Texas Tech University, February 2008.

The Apprentice *Texas Tech University*: Service learning project in organizational behavior. Presentation to the Service Learning Advisory Board at Texas Tech University, January 2007.

Current issues in individual, group, and organizational level measurement; Center for the Advancement of Research Methods and Analysis, Virginia Commonwealth University, November 2005.

Transformational Leadership, Oklahoma Partnership Program (University of Oklahoma/ Oklahoma State University) Executive Education, July 2004.

Multilevel modeling research presentation; University of Nebraska-Lincoln, Gallup Leadership Institute, November 2003.

Transformational Leadership, Oklahoma Partnership Program (University of Oklahoma/ Oklahoma State University) Executive Education, July 2003.

Transformational Leadership, Oklahoma Partnership Program (University of Oklahoma/ Oklahoma State University) Executive Education, July 2002.

Paper Planes, Inc. Leadership simulation, University of Oklahoma/JCPenney Leadership Center. October/November 2002.

Leadership lessons from fiction, University of Oklahoma Leadership Program, October 2002.

Team building workshop, University of Oklahoma School of Engineering, Fall 2002.

Situational Leadership, Forest Products Management Development Short Course, Oregon State University, College of Forestry, February 2001.

Maximizing the international assignment: An international perspective on mentoring; University of Oregon, May 2000.

Organizational Leadership, Oregon State University Professional Certificate Program, March – May 2000.

Within- and between-analysis (WABA); Hong Kong University of Science and Technology, Department of Management, March 2000.

Human Resource Management Legal Issues Workshops for Continuing Medical Education, University of Miami, March/April 1999.

**RESEARCH FUNDING**

**External Research Funding**

2022 – Texas Health and Human Services Commission, $560,644. Funded.

2018 – U.S. Army Corps of Engineers Leader Development Services, Proposal W9127N18R0032. Unfunded.

2016 - NSF Proposal No.-1664237; WE$^2$: Women Engineers in Entrepreneurship (L. Cremeans PI and C. Dunham, D. Louis, and A. Morse). Unfunded.

2016 – Council of Graduate Schools; Understanding PhD Career Pathways for Program Improvement (M. Sheridan PI and T. Dallas). Unfunded.

2007 – Target Corporation Foundation Grant, 2007, $1,500.

2006 – Target Corporation Foundation Grant, 2006, $2,500.

2003 – Faculty Fellowship Program - Big 12 Universities, 2003, $1,100.

**Internal Research Funding**

Summer Research Grant, Texas Tech University, Rawls College of Business. 2018. $25,000.

Cross-Cultural Academic Advancement Grant, Texas Tech University, 2010, $5,000.

Summer Research Grant, Texas Tech University, Rawls College of Business, 2006, 2007, 2008, 2009, 2010. 1/9 salary.

Faculty Diversity Research Development Grant, Texas Tech University, Office of Institutional Diversity, 2009, $2,500.

Small Research Grant, Texas Tech University, Rawls College of Business, 2008, $1,000.

Cross-Cultural Academic Advancement Grant, Texas Tech University, 2006, $15,000.

Large Grant Research Fellowship, Texas Tech University, Rawls College of Business, 2005, $5,000.

Summer Research Equipment Support, University of Oklahoma, Price College of Business, 2003, $1,160.

Summer Research Grant, University of Oklahoma, Price College of Business, 2003, $10,000.

Small Grant Program, University of Oklahoma Research Council, 2003, $1,000.

Faculty Travel Assistance Grant, University of Oklahoma Research Council, 2001, $708.

William Alley/Rayonier International Business Scholar, Price College of Business, University of Oklahoma, 2001, $1,325.

Research Grant, Hong Kong University of Science and Technology, Spring 2000, $1,000.

Early Career/Non-Tenure Track Faculty Grant, Office of International Research and Development, Oregon State University, Spring 2000 $2,000.

L.L. Stewart Faculty Development Grant, Oregon State University, Fall 1999, $1,750.

**EDITORIAL ACTIVITIES**

Editorial Review Boards
>    *Group and Organization Management* (2014 to 2023)*.*
>    *The Leadership Quarterly* (2001 to 2013, 2016 to 2023).

Guest Co-Editor (with W. Gardner)*, The Leadership Quarterly* special issue on meso-modeling of
>    leadership, 2009.

Ad hoc Reviewer:
>    *Academy of Management Journal*
>    *Entrepreneurship, Theory & Practice*
>    *Journal of Applied Psychology*
>    *Journal of Management*
>    *Journal of Occupational and Organizational Psychology*
>    *Journal of Organizational Behavior*
>    *MIS Quarterly*
>    *Organizational Research Methods*
>    *Organization Science*

Reviewer for Academy of Management annual meetings and Southern Management Association
annual meetings.

**OTHER PROFESSIONAL ACTIVITIES**

**Governance Activities**

Treasurer, Southern Management Association, 2016 to 2018.
Executive Board Member, Southern Management Association, 2016 to 2018.
Board Member, Southern Management Association, 2005 to 2008.

**Conference Activities**

Member, James G. (Jerry) Hunt SMA Sustained Outstanding Service Award Committee, Fall 2019

Co-Organizer (With S. Chavez, A, Romi, and E. Sharp), Ending Sexual Harassment in the Academy
>    Summit, Texas Tech University, August 15-17 2018.

Conference Chair (with W. L. Gardner), Festschrift honoring James G. (Jerry) Hunt, Texas Tech
>    University, Lubbock, TX, October 2007.

Track Chair, Research Methods Track, Southern Management Association annual meeting, Clearwater
>    Beach, Florida, November 2003.

Track Chair, Information Systems/Electronic Communication/OM/Technology Track, Southern
>    Management Association annual meeting, Atlanta, November 2002.

Panelist, Doctoral Student Consortium, Southern Management Association annual meeting, Charleston, November 2001, 2002, 2005.

Panelist, Pre-Doctoral Student Consortium, Southern Management Association, November 2012, 2013, 2014, 2015, 2016.

Panelist, Doctoral Student Consortium, Society for Industrial and Organizational Psychology, Chicago, April 2011.

Panelist, Organizational Behavior Doctoral Consortium, Academy of Management annual meeting, New Orleans, August 2004.

Panelist, New Faculty Consortium, Southern Management Association annual meeting, Clearwater Beach, Florida, November 2003.

Professional Development Workshops for the Academy of Management and the Southern Management Association annual meetings:

*Developing Proposals Together: Mentoring to Advance Leadership Research:*
Academy of Management: 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015, 2014, 2013, 2012, 2011, 2010, 2009, 2008

*Scale Development:*
Academy of Management: 2022, 2021, 2020, 2016, 2015, 2014, 2013, 2012, 2011, 2010, 2007, 2006, 2005, 2004, 2003, 1995
Southern Management Association: 2022, 2015, 2011, 2006, 1994, 1993

*Multilevel Modeling:*
Academy of Management, 2000, 1999, 1998

## SUMMARY OF COURSES TAUGHT

Doctoral:
Research Methods

Executive/ Professional Master's:
Cross-Cultural Negotiation
Human Resource Management
Leadership
Negotiation
Organizational Behavior
Organization Theory
Statistics for Business

Master's:
Cross-Cultural Negotiation
Leadership
Leading Teams
Negotiation

Organizational Behavior

Undergraduate:
Cross-Cultural Negotiation
Industrial and Organizational Psychology
Leadership
Negotiation
Organizational Behavior
Training and Development

Independent Study Supervisor:
Numerous Doctoral, Masters, and Undergraduate

## STUDENT SUPERVISION

## Doctoral Dissertation Committees

*Texas Tech University:*
Member, Shucheng Ge, Area of Management. 2023 (James Madison University).
Member, Farzaneh Noghani, Area of Management. 2021 (Eastern Kentucky University).
Member, Daniel Gullifor, Area of Management, 2020. (University of Wisconsin – Eau Claire)
Member, Miles Condon, Area of Marketing, 2018. (St. Norbert College)
Member, Gloria Sweida-Demania, Claremont Graduate University, School of Behavioral and
    Organizational Sciences, 2018. (external reader) (Cal Poly - Pomona)
Member, David Abercia, College of Education, 2015 (University of California, Santa Cruz)
Member, Kelly Davis McCauley, Area of Management, 2014 (West Texas A&M University)
Member, Amanda Hinojosa, Area of Management, 2014 (University of Houston, Clear Lake)
Member, Purvi Shah, Area of Marketing, 2013 (Worcester Polytechnic Institute)
Member, Simon Sinaga, College of Mass Communications, 2010 (Northern Arizona University)
Member, J. Christian Broberg, Area of Management, 2010 (Wichita State University)
Member, Jeffrey Stambaugh, Area of Management, 2009 (Midwestern State University)

*University of Oklahoma:*
Member, Holly Osborn, Department of Psychology, 2004 (University of Central Oklahoma)
Member, Jill Strange, Department of Psychology, 2004 (Hogan Assessment Systems)
Member, Joseph Stauffer, Division of Management, 2003 (University of Texas, Permian Basin)
Member, Anthony Wheeler, Department of Psychology, 2003 (University of Rhode Island)
Member, Jonathon Halbesleben, Department of Psychology, 2003 (University of Alabama)
Member, Gregory Manley, Department of Psychology, 2003 (University of Texas, San Antonio)

## Master's Thesis Committees

*Texas Tech University:*
Member, Tyler Shough, Interdisciplinary Master's Degree, December 2022.
Member, Anita Morris Bryant, Interdisciplinary Master's Degree, December 2021.
Chair, Casey Perrin-Roberts, Interdisciplinary Master's Degree, May 2018.
Chair, Hunter Jenkins, Interdisciplinary Master's Degree, December 2017.
Member, Jordan Davis, Interdisciplinary Master's Degree, December 2017.
Member, Zachary Kittley, Interdisciplinary Master's Degree, 2016.

Member, Christopher Phelan, Interdisciplinary Master's Degree, 2015.
Member, Hilari Vargas, Interdisciplinary Master's Degree, 2015
Member, Valerie Slate, Interdisciplinary Master's Degree, 2015.
Member, Brittany Johnson, Interdisciplinary Master's Degree, 2015.
Member, Mary Elkins, Interdisciplinary Master's Degree, 2011.
Chair, Vanessa Springer, Interdisciplinary Master's Degree, 2011.
Member, Karla Chapman, Interdisciplinary Master's Degree, 2009.
Member, Marina Llantada, Interdisciplinary Master's Degree, 2009.
Member, Simon Sinaga, Mass Communication, 2008.

*University of Oklahoma:*
Member, Ethan Waples, Department of Psychology, 2004.

**Honors Thesis (undergraduate)**

*Texas Tech University:*

Second Reader, Matthew Koehl, Human Development and Family Studies, Fall, 2018.

*University of Oklahoma:*
Supervising Professor, Jessika Tate, Price College of Business, Spring, 2004.
Supervising Professor, Jonathon Boski, Price College of Business, Summer, 2003.
Supervising Professor, Robert Appleby, Price College of Business, Fall, 2002.
Supervising Professor, Anna Butts, Price College of Business, Fall, 2002.
Supervising Professor, Robert White, Price College of Business, Summer 2002.

**SERVICE LEARNING AND LOCAL COMMUNITY ENGAGEMENT**

Undergraduate and graduate (MBA) classes performing service projects in a number of organizational behavior classes from Fall 2006 to present. Non-profit partnership agencies include:
   o American Cancer Society, Lubbock
   o American Red Cross - South Plains Regional Center (developed TTU chapter with K. Davis)
   o American Red Cross Club – Texas Tech University
   o Atkins Middle School, Lubbock Independent School District
   o Ballenger Early Childhood Learning Center, Lubbock Independent School District
   o Baptist Student Ministries, Lubbock: TTU International Students Furniture Program
   o Best Buddies International at Texas Tech University
   o Boy Scouts of America, Lubbock
   o Bridge of Lubbock
   o Buckner Children and Family Services, Lubbock
   o Catholic Family Services: Self Sufficiency Program, Lubbock
   o Children's Advocacy Center, Lubbock
   o Children's Home of Lubbock
   o CHIP/Children's Medicaid of Texas
   o Court Appointed Special Advocate Association, Lubbock
   o Communities in Schools, Atkins Middle School, Lubbock Independent School District
   o Covenant Neuroscience Institute, Lubbock
   o Dream Center of Lubbock
   o Dunbar Middle School, Lubbock

- Fellowship of Christian Athletes - Greater South Plains, Lubbock
- Generation TX, Texas Tech University
- Guadalupe Elementary School, Lubbock Independent School District
- Guadalupe-Parkway Sommerville Neighborhood Centers, Lubbock
- Habitat for Humanity, Lubbock
- Haven Animal Care Center, Lubbock
- Hispanic Scholarship Fund, Texas Tech University
- Hope Community of Shalom: Shalom Readers, Lubbock
- Hospice of Lubbock
- International Sport Connection, partnership with Texas Tech University
- Legacy Play Village, Lubbock
- Link Ministries, Lubbock
- Lubbock Boys and Girls Clubs: Ted Phea Branch, Optimist Branch
    - Lubbock Boys and Girls Club Executive Board
- Lubbock Children's Health Clinic
- Lubbock Cultural Arts and Professional Development Center
- Lubbock Senior Center
- National Kidney Foundation, Lubbock
- Operation Hope, Lubbock
- Red to Black at Texas Tech
- Ronald McDonald House, Lubbock
- Salvation Army, Lubbock
- Science Spectrum, Lubbock
- Sharp Academy, Lubbock
- Sondra's Song, Lubbock
- South Plains Food Bank, Lubbock
- Susan G. Komen Breast Cancer Foundation, Lubbock
- Tech Lubbock Community Day, Lubbock
- Tent City, Lubbock
- Texas Tech Therapeutic Riding Center, Lubbock
- Turning Point Lubbock
- Veterans Resource Coordination Group, Lubbock
- Volunteer Center of Lubbock
- Whisperwood Nursing & Rehabilitation Center, Lubbock
- Women's Protective Services – Lubbock

## INSTITUTIONAL SERVICE

**Texas Tech University**

| | |
|---|---|
| 2022 – 2023 | Chair, Engaged Teaching subcommittee and member, Engaged Scholarship Committee |
| 2022 – 2023 | Department Chair Search Committee, Media and Professional Communication College of Media and Communication |
| 2020 - 2021 | Teaching Academy New Faculty Mentor |
| 2020 - 2022 | Teaching Academy Lawrence Schovanec Teaching Development Scholarships selection committee |
| 2019 to 2023 | Women's and Gender Studies Advisory Council |
| 2018 to present | Women's and Gender Studies Affiliated Faculty |

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|---|---|
| 2017 – 2018; | Graduate Council; *Ex-officio* 2014 to 2017 |
|   2013 – 2014 | |
| 2016 – 2018 | Teaching Academy New Member Selection Committee |
| 2018 – 2020; | Tenure Hearing Committee |
|   2014 - 2015 | |
| 2011 - 2014 | Diversity and Equity Council |
| 2013-2014 | Graduate program review of Sociology, Anthropology, and Social Work |
| 2011-2012 | Planning Committee, Camp L.E.A.D., TTU Leadership Institute |
| 2011 | Instructor, Camp L.E.A.D., TTU Leadership Institute |
| 2011 | Facilitator, Strategic Planning Retreat, Office of Audit Services |
| 2007 – 2010 | Faculty Advisory Committee, Bachelor of University Studies degree |

*Rawls College of Business*

| | |
|---|---|
| 2022 to present | Member, Promotion and Tenure Committee |
| 2021 to present | Member, Rawls College Awards Committee |
| 2018 to 2023 | Faculty Director of Assessment |
| 2018 to 2023 | Rawls MBA Committee (ex-officio) |
| 2018 to 2023 | Rawls MS Committee (ex-officio) |
| 2018 to 2023 | Rawls Undergraduate Program Assessment Committee (ex-officio) |
| 2018 to 2021 | Faculty Co-Advisor, Rawls Women in Business |
| 2018 to 2022 | Member, Rawls Diversity, Inclusion and Equity Committee |
| 2018 | Chair, RAISE Task Force |
| 2018 | Member, Diversity and Inclusion Task Force |
| 2017 - 2018 | Rawls College of Business Graduate Programs Assessment Committee |
| 2012 – 2014 | |
| 2013 – 2014 | Faculty Advisor, Rawls Graduate Association |
| 2013 – 2014 | Faculty Co-Advisor, Multicultural Student Business Association |
| 2012 | Search Committee for Rawls College of Business Dean |
| 2006 – 2011 | Faculty Advisor, Forum for Leadership Excellence |
| 2005 – 2006 | Faculty Research Grant Committee, Rawls College of Business |

*Area of Management*

| | |
|---|---|
| 2022 to present | Promotion, Tenure, and Continuing Appointment Policy Committee |
| 2022 to present | Curriculum Committee |
| 2019 to 2022 | Area Coordinator |
| 2017 to 2021 | Doctoral Exam Committee |
| 2020 – present | Search Committee for Area of Management faculty |
| 2016 | Search Committee for Area of Management faculty |
| 2014 – 2022 | Chair, Curriculum Committee |
| 2011 – 2012 | Search Committee for Area of Management faculty |
| 2008 – 2013 | Ph.D. Committee |
| 2006 – 2012 | Doctoral Exam Committee |
| 2005 – 2006 | Doctoral Exam Committee |

**University of Oklahoma**

| | |
|---|---|
| 2003 | Team Building Workshop, School of Engineering |

*Price College of Business*

| | |
|---|---|
| 2004 | Paper Planes, Inc. Leadership Simulation |

| 2001 – 2005 | Leadership/Honors Program Committee |
| 2001 – 2003 | Ad Hoc Committee on Research with Human Subjects |

*Division of Management*

| 2003 - 2005 | Search Committee for management faculty |
| 2002 – 2003 | Human Resources Management Major curriculum committee |
| 2001 – 2005 | PhD Program Committee. |

*Department of Psychology*

| 2001 – 2005 | Graduate Student Advisory Committee |

**Oregon State University**

| 2000 | Team Building, College of Engineering, Soil Science Orientation |

*College of Business*

| 2000 – 2001 | Search Committee for College of Business Faculty |
| 2000 – 2011 | Search Committee for College of Business Dean |
| 1999 – 2000 | Affirmative Action Committee, College of Business, 1999-2000. |

**University of Miami**

*College of Business Administration*

| 1998 - 1999 | Team Building Workshop, Executive MBA orientation |
| 1993 – 1995 | Team Building Workshop, MBA orientation |

**CONSULTING/ENGAGEMENT**

Leading Millennials – Minefields and Mentoring. West Texas Women Certified Public Accountants, April 2018. Unpaid.

Strategic Planning. PFLAG Lubbock, February-March, 2018. Unpaid.

Negotiating gender. West Texas Women Certified Public Accountants, November, 2017. Unpaid.

Leading through Negotiation. National Charity League, October 2017. Unpaid.

Leadership Development. Focus Lubbock, Lubbock Chamber of Commerce, March 2013. Unpaid.

Transformational and Authentic Leadership. Federal Aviation Administration, October 2003. Paid.

Strategic Leadership. Chinese National Offshore Oil Development Corporation, November 2002. Paid.

Situational Leadership. Good Samaritan Hospital, Corvallis, January/February 2001. Unpaid.

Organizational Change. National Foundation for Credit Counseling, Miami, March 1999. Paid.

Leadership and Conflict Management. Cruise Lines International Association, Miami, April 1997. Unpaid.

Leadership Development. University of Miami Facilities Administration supervisors, February 1997. Paid.

Leadership Development Program for University of Miami executive administrators, October 1994 – April 1995. Unpaid.

Conflict Management. Univision Television Network, Miami, March 1995. Paid.

Coaching, Univision Television Network. Miami, February 1995. Paid.

Employee of the Month development session. University of Miami Elaine Gordon Treatment Center, August 1994. Unpaid.

Conflict Management. Victoria Hospital of Miami, September 1992. Unpaid.

Customer Satisfaction. Barry University, June 1991. Unpaid.