**PAUL W. MULVEY**

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| Department of Management, Innovation & Entrepreneurship (MIE) |  |
| Poole College of Management |  (919) 515-8700 |
| North Carolina State University | (919) 630-7109 |
| Raleigh, North Carolina 27695-7229 | Mulvey@ncsu.edu |

**EDUCATION**

|  |  |  |
| --- | --- | --- |
| **Ph.D. in Labor and Human Resources** |  | 1991 |
| **College of Business, The Ohio State University**Major: Human ResourcesMinor: Organizational Behavior |  | Columbus, OH |
| Bachelor of Arts |  | 1985 |
| **College of Arts and Sciences, Lehigh University** |   | Bethlehem, PA |
| Major: Psychology |  |  |

**ACADEMIC EXPERIENCE**

|  |  |  |
| --- | --- | --- |
| **North Carolina State University****Poole College of Management** |  |  |
| Alumni Distinguished Undergraduate Professor | Department of MIE | 2014 - Present |
| Associate Professor | Department of MIE Department of Business Management | 2008 - Present2001-2008 |
| Park Faculty Scholar | Department of Business Management  | 2001-2004 |
| Assistant Professor | Department of Business Management  | 1995-1999 |
|  |  |  |
| **University of Connecticut****School of Business** |  |  |
| Assistant Professor | Management Department | 1991-1995 |
|  |  |  |
| **The Ohio State University****College of Management** |  |  |
| Instructor and Research Assistant | Department of Management and Human Resources | 1986-1990 |

**RESEARCH INTERESTS**

Employee engagement and encouragement

Volunteerism: Volunteering, Engagement, and Performance

Leadership: Toxic Leadership

Compensation: Pay-for-performance, pay systems, pay and benefit satisfaction.

Work team processes & Leadership: Goal setting, perceived loafing, toxic leadership, group efficacy, competition, and implementation of teams.

Recruitment: The impact of organizational culture, internship/job search processes and recruitment.

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Association for Talent Development (ATD)

Society of Industrial/Organizational Psychology (SIOP)

Delta Sigma Pi

Phi Beta Kappa

Southern Management Association (SMA)

WorldatWork (formerly the American Compensation Association)

**ACADEMIC AWARDS and HONORS**

Inaugural Teaching Fellows Award, Poole College of Management, Office of the Dean, 2021-2022.

Thank a Teacher Recipient, Office of the Provost, North Carolina State University, NC State Office for Faculty Excellence, 2022.

Board of Governors Award for Excellence in Teaching, Poole College of Management Nominee, The Office of the Provost and the Office of Faculty Development, 2020-2021.

Board of Governors Award for Excellence in Teaching, Poole College of Management Nominee, The Office of the Provost and the Office of Faculty Development, 2019-2020.

Board of Governors Award for Excellence in Teaching, Poole College of Management Nominee, The Office of the Provost and the Office of Faculty Development, 2018-2019.

Quality Matters, online course certification for [MIE 330 Human Resource Management](https://delta.ncsu.edu/news/2018/12/03/first-in-quality-matters-at-nc-state/). One of the first at NC State to have an online course certified by the nationally recognized Quality Matters (QM) organization.

Board of Governors Award for Excellence in Teaching, Management, Innovation, & Entrepreneurship Department Nominee, the Office of the Provost and the Office of Faculty Development, 2017-2018.

Board of Governors Award for Excellence in Teaching, Management, Innovation, & Entrepreneurship Department Nominee, the Office of the Provost and the Office of Faculty Development, 2016-2017.

Board of Governors Award for Excellence in Teaching, Poole College of Management Nominee, The Office of the Provost and the Office of Faculty Development, 2015-2016.

Board of Governors Award for Excellence in Teaching, Poole College of Management Nominee, The Office of the Provost and the Office of Faculty Development, 2014- 2015.

Thank a Teacher Recipient, Office of the Provost, North Carolina State University, NC State Office for Faculty Excellence, 2015.

Alumni Distinguished Undergraduate Professor, The Office of the Provost and the Office of Faculty Development, 2014.

Thank a Teacher Recipient, Office of the Provost, North Carolina State University, NC State Office for Faculty Excellence2013.

Academy of Outstanding Teachers, Office of the Provost, North Carolina State University, 2009.

Outstanding Teacher Award, Office of the Provost, North Carolina State University, The Outstanding Teacher Award recognizes excellence in teaching at all levels, 2008-2009.

Teaching Excellence Award for Undergraduate Teaching, College of Management, North Carolina State University. 2006-2007

Outstanding Mentor Award, Park Scholarships. Awarded for outstanding work with Park Scholars on preparation for undergraduate research, internships, graduate/professional schools, and national scholarships, 2004

Phi Beta Kappa, National Honor Society, 1985.

Psi Chi, National Honor Society in Psychology, 1984.

Phi Eta Sigma, National Freshman Honor Society, 1982.

Elmer C. Bratt Memorial Scholarship, Lehigh University, 1981 to 1985

**GRANTS AND SPONSORED RESEARCH**

Office of the Provost Grant, Attitudinal and behavioral trajectories in response to post-COVID-19 return to work. 2021 ($17,500)

Distance Education and Learning Technology Applications (DELTA) Online Course Improvement Program (OCIP) Pilot Program Grant. MIE 330 online, 2017 ($2000).

Business Sustainability Collaborative Curriculum Development Grant “Learning about internal and external social responsibility” with Alexander Gloss, 2016-2017 ($5,000).

Business Sustainability Collaborative Research Grant “Pay it forward policies at work: Does doing good for others support doing well?” with Brad Kirkman and Beth Ritter, 2015 ($18,000).

WorldatWork. Sponsored research for a national field study on employee and manager knowledge of the pay process with Peter LeBlanc, Rob Heneman, and Michael McInerny, 2002 ($71,800).

TIAA-CREF. Sponsored research for a national field study on retirement and savings behavior with Robert Clark, 2001.

American Compensation Association and Sibson & Company, U.S. Rewards of Work 2000. Sponsored research for a national field study on rewards. Sponsored by the American Compensation Association and Sibson & Company, 1999. ($100,000).

Sibson & Company, Canada Rewards of Work Study. Sponsored research for a national field study on rewards in Canada. Sponsored by Sibson and Company, 1997. ($60,000).

International Business Machines (IBM) field study in the southeastern United States on organizational culture and the recruitment process with Daniel Cable and Lynda Aiman-Smith. Sponsored research by IBM. ($4,000).

Sibson & Company, U.S. 1998 Rewards of Work Study. Sponsored research for a national field study on rewards. Sponsored by Sibson and Company, 1997. ($42,500).

Council of Labor Research, sponsored research for a field study on pay systems, co-recipient with S. Josephs, M. P. Miceli, & M. Lane 1991 to 1992. ($25,000).

Doctoral Dissertation Grant from the Graduate Alumni Research Award Program, 1991. ($1,350).

Phi Beta Kappa, National Honor Society, 1985.

Psi Chi, National Honor Society in Psychology, 1984.

Phi Eta Sigma, National Freshman Honor Society, 1982.

Elmer C. Bratt Memorial Scholarship, 1981 to 1985.

**PUBLICATIONS**

Lunsford, L. G., Padilla, A., & Mulvey, P. W. (2022). Destructive leadership events: Why can’t we learn from them? In Leadership: Leaders, followers, and context James H. Dulebohn, Brian Murray, Dianna L. Stone (eds.) Research in Human Resource Management, pp. 255–288. Charlotte, NC: Information Age Publishing.

Michaelis, T.M., Pollack, J.M., Mulvey, P.W., Ritter, B.M., & Carr, J.C. (2020). Gender Bias and Venture Funding: Discussing Bias in the Entrepreneurship Classroom. Entrepreneurship Education and Pedagogy, 3(2), 154-181.

Mulvey, P.W. (2015). Job Evaluation. Wiley Encyclopedia of Management. Vol 5. Human Resource Management. David Guest & David Needle (Eds.). Hoboken, NJ: Wiley.

Padilla, A., Mulvey, P.W., & Lunsford, L.G. (2010). The organizational contexts of public leadership. In J.A. Rameriz (Ed.). Public Leadership. Hauppauge, NY: Nova Science Publishers.

Mulvey, P.W. & Padilla A. (2010). The environment of destructive leadership. In B. Schyns & T. Hansbrough (Eds.) When leadership goes wrong: Destructive leadership, mistakes and ethical failures. Charlotte, NC: Information Age Publishing.

Padilla, A. & Mulvey, P. W. (2008). Leadership toxicity: Sources and remedies. Organizations and People, 15(3), 29 - 39.

Carraher, S.M., Mulvey, P.W., Scarpello, V., & Ash, R. (2004). Pay satisfaction, cognitive complexity, and global solutions: Is a single structure appropriate for everyone? Journal of Applied Management and Entrepreneurship, 9(2), 18-33.

Heneman, R.L., Mulvey, P.W., & LeBlanc, P.V. (2002). Improve Base Pay ROI by Increasing Employee Knowledge. WorldatWork Journal, 11(4),

Mulvey, P. W., LeBlanc, P. V., Heneman, R. L., & McInerney, M. (2002). The effects of pay knowledge on pay satisfaction, organizational commitment and intentions to turnover. Journal of Organizational Excellence.

Mulvey, P. W., LeBlanc, P. V., Heneman, R. L., & McInerney, M. (2002). The Knowledge of Pay Study. Scottsdale, AZ: WorldatWork. ISBN 1579631037

Mulvey, P.W. & Ledford, G. E., Jr. (2002). Implementing Rewards Systems. In J. Hedge and E. Pulakos (Eds.), Implementing Organizational Interventions: Steps, Processes, and Best Practices. SIOP Professional Practice Series. San Francisco: Jossey-Bass Publications, 133-166. ISBN 0787957224

Cable, D. M., Aiman-Smith, L., Mulvey, P. W., & Edwards. J. R. (2000). The sources and accuracy of job seekers' organizational culture beliefs. Academy of Management Journal, 43(6), 1076-1085.

Mulvey, P. W. (2000). Rewarding and retaining employees in small organizations. Business Leader, 12(2), 8-12.

Ledford, G. E., Jr. & Mulvey, P. W., & LeBlanc, P. V. (2000). Rewards of work: What employees value. Scottsdale, AZ: WorldatWork (formerly American Compensation Association), ISBN 1-57963-0812.

Mulvey, P. W., Ledford, G. E., Jr. & LeBlanc, P. V. (2000). The Rewards of Work: How they drive performance, retention and satisfaction. WorldatWork Journal (formerly ACA Journal), 9(3), 6-18.

LeBlanc, P. V., Mulvey, P. W. & Rich J. (2000). Improving the Return on Human Capital Requires Finding Your People Leverage Points: New Metrics and a Business Case Mindset for HR, Compensation and Benefits Review, 32(1), 13-20.

Miceli, M. P., & Mulvey, P. W. (2000). Consequences of satisfaction with pay systems: Two field studies. Industrial Relations, 39(1), 62-87.

Mulvey, P. W. & Ribbens, B. A. (1999). The effects of intergroup competition and assigned group goals on group efficacy and group effectiveness. Small Group Research, 30(6), 651-677.

Mulvey, P. W. & Klein, H. J. (1998). The impact of perceived loafing and collective efficacy on group goal processes and group performance. Organizational Behavior and Human Decision Processes, 74(1), 62-87.

Mulvey, P. W., Bowes-Sperry, L. & Klein, H. J. (1998). The effects of perceived loafing and impression management on group effectiveness. Small Group Research, 29(3), 394-415.

LeBlanc, P. V. & Mulvey, P. W. (1998). How American workers see the rewards of work. Compensation and Benefits Review. 30, 24‑28.

Mulvey, P. W., Veiga, J. F., & Elsass, P. M. (1996). When teammates raise a white flag. Academy of Management Executive, 10(1), 40-49.

Klein, H. J. & Mulvey, P. W. (1995). Two investigations of the relationships among group goals, goal commitment, cohesion and performance. Organizational Behavior and Human Decision Processes, 61(1), 44-53.

Mulvey, P. W., Miceli, M. P., & Near, J. P. (1992). The pay satisfaction questionnaire: A confirmatory factor analysis. The Journal of Social Psychology, 132(1), 139-141.

**WORK IN PROGRESS**

Siderits, I. Glossenberg, A. Mulvey, P.W., Kirkman, B.L., Ritter, B., McChesney, J., Noble, S., & Ahmad, U. The cost of doing good: Conservation of resources in the context of employee volunteering. Under review “Applied Psychology: An International Review”

Mayer, R., Mulvey, P.W., Shamblin, L. Concept paper on employee engagement. Targeted for Journal of Business Ethics.

Noble, S.M., Flynn, P., Mulvey, P.W., &. Mixed Signals: The Role of Organizational Dissociative Identity Disorder on Trust Over Time. In development.

Siderits, I., Flynn, P., Noble, S. & Mulvey, P.W. Work-Life Balance over Time: Returning to Work and the Effects of Embeddedness and Future Focus. In development.

**PRESENTATIONS**

Siderits, I., Flynn, P., Noble, S. & Mulvey, P.W. (2022). Work-Life Balance over Time: Returning to Work and the Effects of Embeddedness and Future Focus. Presented at the 2022 Academy of Management Meetings, Seattle, WA.

Noble, S., Flynn, P., Mayer, R.C., Siderits, I., & Mulvey, P.W. (2022). Mixed Signals: The Role of Organizational Dissociative Identity Disorder on Trust Over Time. Presented at the 2022 Academy of Management Meetings, Seattle, WA.

Mulvey, P.W. (2022). Quality Matters PCOM Faculty Panel. Instructional Design Group. Poole College of Management. April 8.

Mulvey, P.W. (2018). The Contract: Inspiring Student Success over a Lifetime. Presented at the Teaching and Learning Symposium, Raleigh, NC.

Gloss, A, Mulvey, P.W., & Ritter, B. (2016). The relationship between performance and volunteering and the moderating influence of commitment. Presented at the 2016 Academy of Management Meetings, Anaheim, CA.

Mulvey, P.W. The context of abusive supervision. (2014). Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.

Mulvey, P.W., Salimaki, Aino, & Heneman, R. L. (2012). Effects of the Knowledge of Pay in the U.S. and Finland. European Reward Management Conference, Helsinki, Finland.

Salimaki, Aino, Mulvey, P.W., & Heneman, R. L. (2011). Perceived knowledge of pay and performance appraisal systems: findings from the US and Finland. European Reward Management Conference, Brussels, Belgium.

Mulvey, P. W. & Padilla, A. (2009). The environment of destructive leadership. 2009 Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Padilla, A. & Mulvey, P. W. (2008). A theoretical model of destructive leadership. 2008 Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.

Mulvey, P. W., & LeBlanc, P. V., Heneman, R. L., & McInerney, M. (2002), The Knowledge of Pay Study. WorldatWork 25th Annual Conference, Ottowa, Canada.

Mulvey, P. W., & LeBlanc, P. V., Heneman, R. L., & McInerney, M. (2002).The Knowledge of Pay Study. WorldatWork Annual Conference, Orlando FL.

Mulvey, P.W. & Ledford, G. E., Jr. (2002). Implementing Rewards Systems. Annual Conference of the Society for Industrial/Organizational Psychology, Toronto, Canada.

Mulvey, P. W. (2000). Working in an e-commerce world. ESP Futures Forum on "Extension Worker of the Future". 2000 North Carolina Extension Annual Conference, Raleigh, NC.

Ledford, G. E., Jr., Mulvey, P. W. & LeBlanc, P. V. (2000). The Rewards of Work: How they drive performance, retention and satisfaction. 2000 WorldatWork Annual International Conference (formerly the American Compensation Association), Seattle, WA.

Mulvey, P. W., Miceli, M. P. & Dawkins, C. E. (2000). The Impact of Health Care Benefit Satisfaction on Support, Commitment, and Citizenship Behavior: A Replication with a U. S. National Sample. 2000 Southern Management Association, Orlando, FL.

Mulvey, P. W., Miceli, M. P. & Dawkins, C. E. (2000). Consequences of Health Care Benefit Satisfaction: The Mediating Role of Perceived Organizational Support. 2000 Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Carraher, S. M., Mulvey, P. W., Scarpello, V., Ash, R. A. & Buckley, M. R. (1999). Cognitive Complexity and the Observed Dimensionality of the Pay Satisfaction: A 37 Sample Study. Presented at 1999 Midwest Academy of Management Meetings, Lincoln, NE.

Mulvey, P. W. (1999). Building a Total Rewards Strategy: Implications for Compensating Leaders, Knowledge Workers and Core Workers. Presented at the 51st Annual Society for Human Resource Management (SHRM) Conference and Exposition, Atlanta, GA.

Miceli, M.P. & Mulvey, P. W. (1998). Satisfaction with Pay Systems: Antecedents and Consequences. Presented at the 1998 Academy of Management Meetings, San Diego, CA.

LeBlanc, P. V. & Mulvey, P. W. (1998). The new world of workplace rewards. 1998 American Compensation Association International Conference (ACA), Chicago, IL.

Cable, D. M., Aiman-Smith, L. & Mulvey, P. W. (1998). The source and accuracy of job seekers’ perceptions of organizational culture. 1998 Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Dallas, Texas.

LeBlanc, P. V. & Mulvey, P. W. (1997). The rewards of work satisfaction study. Presented at the New Jersey Human Resource Planning Group, December 1997, Livingston, New Jersey.

Mulvey, P. W. & Klein, H. J. (1997). The impact of perceived loafing and collective efficacy on collective goal difficulty and group performance. Presented at the 1997 Academy of Management Meetings, Boston, MA.

Mulvey, P. W. Bowes-Sperry, L. & Klein, H. J. (1997). The effects of defensive impression management and perceived loafing on group effectiveness. Presented at the 1997 Academy of Management Meetings, Boston, MA.

Mulvey, P. W. (1997). Performance appraisals: Techniques for evaluating employees fairly and effectively. 1997 Environmental Industries Association Annual Meeting, Atlanta, GA.

Mulvey, P. W.(1997). Incentive programs: Motivating employees for maximum performance. 1997 Environmental Industries Association Annual Meeting, Atlanta, GA.

Barr, S. H., Mulvey, P. W., Padilla, A. (1997). Toward more effective work teams: A study of motivation and productivity. Presented at the 1997 Annual Conference on Effective Work Teams, Raleigh, North Carolina.

Carraher, S. M., Mulvey, P. W., & Scarpello, V. (1996). Cognitive complexity and the PSQ: A partial replication and extension. 1996 Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, California.

Mulvey, P. W. (1995). Maximizing team performance by minimizing team obstacles. 2nd Annual Forum on Current Issues, Twin Cities Personnel Association (TCPA), Minneapolis Minnesota.

Mulvey, P. W., Bowes-Sperry, L., & Klein, H. J. (1995). The effects of perceived free riding, impression management, and group efficacy on group goal difficulty, performance and satisfaction. 55th Annual Meeting of the Academy of Management, Vancouver, B.C.

Mulvey, P. W., Sites-Doe, S. (1995). The mechanics of landing the first job. Doctoral Student Workshop: Careers/Women in Management Division. 55th Annual Meeting of the Academy of Management, Vancouver, B.C.

Mulvey, P. W. & Ribbens, (1992). B. A. Intergroup competition: Influences on the goal setting process. 52nd Annual Meeting of the Academy of Management, Las Vegas, NV.

Mulvey, P. W. (1992). Predicting pay and benefit satisfaction: Can one model fit all dimensions? 52nd Annual Meeting of the Academy of Management, Las Vegas, NV.

Mulvey, P. W., Klein, H. J. & Sterling, C. (1991). Free riding on group tasks: An investigation of goals, social processes and group performance. 1991 Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), St. Louis, MO.

Mulvey, P. W., Miceli, M. P., & Near, J. P. (1991). A confirmatory factor analysis of the Pay Satisfaction Questionnaire. Annual Meeting of the Eastern Academy of Management, Hartford, CT.

Mulvey, P. W. (1990). Pay satisfaction: A reconceptualization and modification of the Pay Satisfaction Questionnaire. 50th Annual Meeting of the Academy of Management, San Francisco., CA.

Klein, H. J. & Mulvey, P. W. (1989). Performance goals in-group settings: An investigation of group and goal processes. 49th Annual Meeting of the Academy of Management, Washington, D.C.

Mulvey, P. W. (1988). Consequences of changes in-group membership. 9th Annual I/O and OB Graduate Student Convention, Toledo, Ohio.

**CONSULTING & EXECUTIVE EDUCATION EXPERIENCE**

Management Consultant and Executive Educator to the following organizations:

* Abbott Laboratories
* AT&T
* Blue Cross Blue Shield of North Carolina
* Borg-Warner
* CarQuest
* Electricities
* General Motors
* Honda Aircraft Company
* IBM
* International Paper
* JPS Communications
* Killingly WPC Authority
* Lehigh University
* North Carolina Bankers Association
* North Carolina Cooperative Extension Service
* North Carolina Board of Nursing
* North Carolina Museum of Natural Science
* Nortel
* Sibson/Segal
* Taylor Companies
* The Hartford
* The LeBlanc Group
* The Supervision Institute
* Triangle Research Library Network (TRLN)

Expert Witness, Smith v. General Dynamics Corporation Case No. CV91-050037S. Qualified and testified in Superior Court, Judicial District of New London. 1993 to1995.

**DOCTORAL STUDENTS**

Service on 12 doctoral dissertation committees: Sarah Schaible, Justin Travis, Tracy Pakornsawat, Kyle Huff, Michael Hansen, Erich Dierdorf, Yong-Dal Chung, Sam Yamamura, Laurie Koritko, Priscilla Elsass, Barbara Ribbens, & Stan Bazan.

**SOFTWARE REVIEWS**

Mulvey, Paul W. (1997). The managers’ workshop: Motivation (Version 1.0). Personnel Psychology, 50 (3), 812-815.

Mulvey, Paul W. (1995). The negotiator. Personnel Psychology, 48 (3), 731-733.

**TEACHING INTERESTS**

Human Resource Management E-HR

Teams/Group Processes Compensation & Benefits

Training & Development Staffing

Employee and Labor Relations Introduction to Management

Organizational Behavior Leadership

**TEACHING EXPERIENCE**

**North Carolina State University (1995-present)**

Course # Course Title

BUS/M 100 Introduction to the College of Management

BUS 235S Topics in Leadership Seminar

BUS 330 Human Resource Management

MIE 330 Human Resource Management – Online\*

MIE 330 Human Resource Management - Hybrid

MIE 330H Human Resource Management Honors

MIE 335 Organizational Behavior

BUS 431 Compensation: Pay Systems

MIE 431 Compensation: Pay Systems

MIE 434 Compensation Systems

BUS 434 Compensation Systems

BUS 436 Training, Development & Performance Management

MIE 436 Training, Development & Performance Management

MIE 436 Training & Development

MIE 438 Strategic Staffing

BUS 459 Business Analytics Practicum

BUS 495x E-HR

BUS 495I Compensation: Pay systems

BUS 532 Strategic Human Resource Management

BUS 590J Strategic E-HR

BUS 590W Managerial & Career Effectiveness

BUS 590T Managerial & Career Effectiveness

BUS 590V Managerial & Career Effectiveness

\* Online version of course certified by Quality Matters, 2018.

**University of Connecticut (1991-1995)**

Course # Course Title

BADM 198 Privacy in the Workplace

MGMT 201 Introduction to Management & Org.

MGMT 271 Human Resource Management

MGMT 375 Strategic Human Resource Management

MGMT 375 Human Resource Management

MGMT 338 Leadership & Interpersonal Dynamics

Instructor, Research Methods for the Practitioner, Personnel Association of Central Ohio, Local Chapter of the Society for Human Resource Management. Preparation class for SHRM certification. 1989 - 1990.

**SELECTED NATIONAL AND REGIONAL SERVICE**

Reviewer for the following journals:

 *Organizational Behavior and Human Decision Processes, Academy of Management Review, Canadian Journal of Behavioral Science, Journal of Experimental Psychology: Applied, Human Performance, Human Resource Management, Human Resource Management Review, Journal of Applied Social Psychology, Journal of Managerial Psychology, and Journal of Business Research*.

Discussant, Session and Symposium Chair for Academy of Management, Southern Management Association, and Society of Industrial/Organizational Psychology.

Committee Member, Scholarly Achievement Award Committee, Human Resource Division, Academy of Management.

Reviewer for meetings of the Academy of Management, Southern Management Association, Eastern Academy of Management, Association of Employment Practices and Principles Conference and Society of Industrial/Organizational Psychology.

Division Chair:

 Southern Management Association, Human Resources and Careers Division, Clearwater Beach, FL, 2003

 Annual Meeting of the Eastern Academy of Management, HR Div. Albany, N.Y., 1994.

**SELECTED LOCAL SERVICE**

Poole College of Management, Dean’s Nomination Committee

Poole College of Management, Committee Chair

MIE Lecturer Search Committee, 2018

Teaching Awards Committee 2009-present

Director of IT Search Committee, 2014- 2015

Dean’s Review Committee, 2014-2015

IT Committee, 2007-2010

 Faculty representative to D.H. Hill Library, 1998 - 2009.

Park Scholarships:

Park Faculty Scholar, 2001-2004

Park Faculty Mentor, 1996 - Present

Outstanding Mentor Award, 2004

Park Scholarships Advisory Committee 2005-2006

Park Scholarships Finalist Selection Committee, 1997 - Present

Chair for Grant Committee (GRASP/PEG), 1999-2003

Leadership Seminar, 1997- 2005

Leadership Academy, 2006 - 2018

MIE Department & Business Management Department, Area Coordinator, HR concentration area,

 2003 - Present.

Chair, MIE HR Advisory Board, 2018 – Present. Faculty liaison to the advisory board.

Faculty Advisor

Consult Your Community, Finance Club, International Fraternity of Delta Sigma Pi, Student Credit Union.