

KAREN J. JANSEN

Professor and Department Head

MIE, Poole College of Business
North Carolina State University

RESEARCH

My research broadly examines dynamic processes that evolve over time, including how person-environment fit evolves into misfit, and how to sustain engagement and energy over the course of strategic and transformational change. More recently, I am exploring temporal dynamics, the impact of events on long-term performance and adaptability, and the role social and systems change can play in addressing entrenched processes.

HONOURS, AWARDS, AND APPOINTMENTS

#1 Most Read and #3 Most Highly Cited Award, *Academy of Management Annals*, 2021
Best Paper of the Year Finalist, *Human Relations*, 2019
Outstanding Reviewer Award, *Academy of Management Review*, 2018
Honorary Appointment, Australian National University, 2018-2020
Visiting Scholar, Georgetown University, Boston College, and Imperial College London, 2017
Best Paper Finalist, ODC Division, Academy of Management Conference, 2017
Ursula Hall Favorite Academic Award, Australian National University, 2015
Best Paper of the Year Finalist, *Academy of Management Review*, 2011
Best Paper Award, ODC Division, Academy of Management Conference, 2008

EDITORIAL BOARDS AND JOURNAL ACTIVITIES

Special Topic Forum Editor, Theorizing Time in Management and Organizations, *Academy of Management Review*, with Tima Bansal, Donal Crilly, Ann Langley, Gerardo Okhuysen, and Abbie Shipp
Editorial Board Member, *Academy of Management Review*, 2017-present
Editorial Board Member, *Journal of Management*, 2017-present
Associate Editor, *Journal of Applied Behavioral Science*, 2011-2017
Editorial Board Member, *Journal of Applied Behavioral Science*, 2004-2011
Special Issue Editor, Qualitative challenges for complexifying organizational change research, *Journal of Applied Behavioral Science* 2012, with Barbara Gray and Inger Stensaker

Ad hoc Reviewer, *Journal of Applied Psychology, Personnel Psychology, Human Relations, Human Resource Management Review, Strategic Organization*

PUBLICATIONS

- Englert, B., Sievert, M., Helmig, B & Jansen, K. J. 2023. The Incongruity of Misfit: A Systematic Literature Review and Research Agenda. *Human Relations*.
- Shipp, A. J., & Jansen, K. J. 2021. The “other” time: The subjective experience of time in organizations. *Academy of Management Annals*, 15(1): 299-334.
- Kriz, A., Nailer, C., Jansen, K. J., & Potocnjak-Oxman, C. 2021. Teaching-practice as a critical bridge for narrowing the research-practice gap. *Industrial Marketing Management*, 92: 254-266.
- Jansen, K. J. & Shipp, A. J. 2019. Fitting as a temporal sensemaking process: Shifting trajectories and stable themes. *Human Relations*, 72(7): 1154-1186.
* Finalist for Best Paper of the Year
- Jansen, K. J., Shipp, A., & Michael, J. H. 2016. Champions, converts, doubters, and defectors: The impact of shifting perceptions on momentum for change, *Personnel Psychology*, 69(3): 673-707.
- Klag, M., Jansen, K. J., & Lee, M. D. 2015. Contemplating workplace change: Evolving individual thought processes and emergent story lines. *Journal of Applied Behavioral Science*, 51(1): 36-70.
- Gray, B., Stensaker, I., & Jansen, K. J. 2012. Qualitative challenges for complexifying organizational change research: Context, voice, and time. *Journal of Applied Behavioral Science*, 48(2): 121-134.
- Shipp, A. J., & Jansen, K. J. 2011. Reinterpreting time in fit theory: Crafting and recrafting narratives of fit in medias res. *Academy of Management Review*, 36(1), 76-101.
* Finalist for Best Paper of the Year
- Forster, W., & Jansen, K. J. 2010. Co-creating new ventures: Attraction, search, and uncertainty in founding partnership formation. *Frontiers of Entrepreneurship Research*, 30(10), 1-15.
- Nelson, R., & Jansen, K. J. 2009. Mapping and managing momentum in IT projects, *MIS Quarterly Executive*, 8(3), 141-148.
- Gagnon, M. A., Jansen, K. J., & Michael, J. M. 2008. Employee alignment with strategic change: A study of strategy-supportive behavior among blue-collar employees. *Journal of Managerial Issues*, 20(4), 425-443.

- Jansen, K. J., & Kristof-Brown, A. L. 2006. Toward a multidimensional theory of person-environment fit. *Journal of Managerial Issues*, 18(2), 193-212.
*Academy of Management Best Paper Proceedings, San Diego.
- Jansen, K. J., & Kristof-Brown, A. L. 2005. Marching to the beat of a different drummer: Examining the impact of pacing congruence. *Organizational Behavior and Human Decision Processes*, 96, 93-105.
- Grandey, A. A., Fisk, G. M., Mattila, A. S., Jansen, K. J., & Sideman, L. A. 2005. Is “Service with a smile” enough? Authenticity of positive displays during service encounters. *Organizational Behavior and Human Decision Processes*, 96, 38-55.
- Jansen, B. J., Jansen, K. J., & Spink, A. 2005. Using the Web to look for work: Implications for online job seeking and recruiting. *Journal of Internet Research*, 15(1), 49-66.
- Michael, J. H., Evans, D. D., Jansen, K. J., & Haight, J. M. 2005. Management commitment to safety as organizational support: Relationships with non-safety outcomes in wood manufacturing employees. *Journal of Safety Research*, 36(2), 171-179.
- Jansen, K. J. 2004. From persistence to pursuit: A longitudinal examination of momentum during the early stages of strategic change. *Organization Science*, 15(3), 276-294.
- Kristof-Brown, A., Jansen, K. J., & Colbert, A. 2002. A policy-capturing study of the simultaneous effects of fit with jobs, groups, and organizations, *Journal of Applied Psychology*, 87(5), 985-993.
*Academy of Management Best Paper Proceedings, Washington, D. C.
- Jansen, K. J. 2000. The emerging dynamics of change: Resistance, readiness, and momentum. *Human Resource Planning*, 23, 53-55.
- Schoenfeldt, L. F., & Jansen, K. J. 1997. Methodological requirements for studying creativity in organizations. *Journal of Creative Behavior*, 31, 73-90.
- Jansen, K. J. 1996. A characteristic level of change: An inherent constraint to organizational action. *International Journal of Organizational Analysis*, 4, 285-298.

Working Papers Under Review and in Preparation for Submission

- Lead Article for Theorizing Time Special Topic Forum, *Academy of Management Review*, with Tima Bansal, Donal Crilly, Ann Langley, Gerardo Okhuysen, and Abbie Shipp
- Paine, J. W., Jansen, K. J., & Seo, M.-G. Engagement or depletion: The relationship between change and work.
- Jansen, K. J. & Flynn, P. Temporal ripples: Exploring pre-event factors and post-event impact.

Jansen, K. J. & Shipp, A. J. Enduring themes of fitting at work: Construct refinement, measurement, and validation.

Jansen, K. J. Measuring shifty constructs over time.

Book Chapters

Jansen, K. J., & Shipp, A. J. 2013. A review and agenda for incorporating time in fit research. In A. L. Kristof-Brown & J. Billsberry (Eds.) *New Directions in Organizational Fit* (pp. 195-221). West Sussex: Wiley Blackwell.

Jansen, K. J., & Hofmann, D. A. 2011. Mapping momentum fluctuations during organizational change: A multi-study validation. In W. Pasmore, R. W. Woodman, & R. Shani (Eds.) *Research in Organizational Change and Development*, Vol. 19, (pp. 163-189).

Kristof-Brown, A. L., & Jansen, K. J. 2007. Issues of person-organization fit. In C. Ostroff & T. Judge (Eds.) *Perspectives on Organizational Fit* (pp. 123-154). New York: Erlbaum.

Jansen, K. J., Corley, K. G., & Jansen, B. J. 2007. E-survey methodology: A review, issues and implications. In R. Reynolds, R. Woods, & J. Baker (Eds.) *Encyclopedia of Electronic Surveys and Measurements* (pp 1-8). Hershey, PA: Idea Group Publishing.

Conference Presentations

Langley, A. Lingo E. L., Demir-Caliskan, O., Fisher, C., Jansen, K. J., & van Hulst, M. 2023. The emergent practice and process of visualizing process data and theory. Panel proposal submitted to the 14th PROS Conference.

Lingo E. L., Demir-Caliskan, O., Fisher, C., & Jansen, K. J. 2023. Visualizing qualitative data and theory (with A. Langley, M. Feldman, S. Harrison, D. Ravasi, and V. Seidel). PDW submitted to the 83rd Academy of Management Conference, Boston.

Brett, K., Jansen, K. J., & Bordia, S. 2022. From control to mutual gains: A systematic review and repositioning of flexible working. Presented at the 82nd Academy of Management Conference, Seattle.

Englert, B., Sievert, M., Helmig, B & Jansen, K. J. 2021. Person-environment misfit: A systematic analysis and integrated research agenda. Presented at the 81st Academy of Management Conference (virtual).

Paine, J. W., Jansen, K. J., & Seo, M.-G. 2021. Change and work engagement: The dynamics of directing energy during organizational transformation. Presented at the 81st Academy of Management Conference (virtual) and nominated for best paper in the ODC Division.

Nailer, C., Jansen, K. J., & Kriz, A. 2018. Changing the sites and models of management education to bridge theory and practice. Published in the proceedings of the 34th IMP Conference, Marseilles.

- Stensaker, I., & Jansen, K. J. 2018. Co-creating impactful qualitative change research: A dialogue between authors and editors, Organizer, Showcase Symposium at the 78th Academy of Management Conference.
- Jansen, K. J., & Zwikael, O. 2017. Implementing transformation change: Challenges and opportunities at the interface. Organizer and presenter, Showcase Symposium at the 77th Academy of Management Conference, Atlanta.
- Jansen, K. J., & Paine, J. W. 2017. Directing energy in pursuit of change goals: An empirical examination of change engagement. Presented at the 77th Academy of Management Conference, Atlanta. *Nominated for ODC Division Best Paper Award
- Shipp, A. J., Jansen, K. J., & Vogel, R. 2017. Monthly deadlines: A temporal view of demands-ability fit and organizational citizenship behavior. Symposium at the 77th Academy of Management Conference, Atlanta.
- Jansen, K. J., & Paine, J. W. 2017. Change engagement: An empirical examination of its antecedents and effects. Symposium presented at EAWOP, Dublin.
- Jansen, K. J., & Shipp, A. J. 2016. Momentary and enduring fit: Trajectories and themes of congruence at work. Showcase symposium presented at the 76th Academy of Management Conference, Anaheim.
- Jansen, K. J., & Paine, J. W. 2015. Emerging debates in organizational change: Engagement, energy, and emotion. Organizer and presenter, Showcase symposium at Academy of Management, Vancouver.
- Wales, B., Kim, S. K., Jansen, K. J., Mousa, F. T., & Seong, B.. 2015. A 35-year panel investigation of the EO-performance relationship. Presented at the Academy of Management Conference, Vancouver.
- Jansen, K. J., & Shipp, A. J. 2014. It's about time: Building a community of time scholars. Caucus presented at the Academy of Management Conference, Philadelphia.
- Jansen, K. J., & Shipp, A. J. 2013. Making sense of fit over time. Symposium presented at the Academy of Management Conference, Orlando.
- Jansen, K. J., & Shipp, A. J. 2012. Fit narratives: A qualitative exploration. Symposium presented at the Academy of Management Conference, Boston.
- Jansen, K. J., & Shipp, A. J. 2011. A review and agenda for incorporating time in fit research. Symposium presented at the Academy of Management Conference, San Antonio.

- Jansen, K. J., & Hofmann, D. A. 2011. Mapping momentum fluctuations during organizational change: A multi-study validation. Symposium presented at the Academy of Management Conference, San Antonio.
- Jansen, K. J. 2009. Developing the person-environment fit research agenda: Increasing our understanding of fit processes. Chair, symposium presented at the Academy of Management Conference, Chicago.
- Shipp, A. J. & Jansen, K. J. 2009. Crafting and recrafting perceptions of fit *in medias res*. Paper presented at the Academy of Management Conference, Chicago.
- Jansen, K. J. 2009. Fit happens: Person environment fit and misfit. Caucus presented at the Academy of Management Conference, Chicago.
- Jansen, K. J., & Michael, J. H. 2008. Change-based momentum and trajectories: The dynamics of change perceptions. Presented at the Academy of Management Conference, Anaheim.
- Jansen, K. J. 2008. Energy and thriving at work: Exploring the terrain and developing a network of scholars. Professional Development Workshop at Academy of Management, Anaheim.
- Jansen, K. J. 2008. Person-environment fit research incubator. Professional Development Workshop at Academy of Management, Anaheim.
- Jansen, K. J. 2006. Building momentum and re-energizing a profession: An internal branding case study. Presented at Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Jansen, K. J. 2005. Evolutions of fit: Understanding the temporal nature of person-environment fit. Discussant for symposium presented at SIOP, Los Angeles.
- Jansen, K. J. 2004. Energy management: Linking theory to practice. All-Academy symposium presented at Academy of Management, New Orleans.
- Jansen, K. J., Michael, J. H., & Price, K. N. 2004. Antecedents and consequences of change-based momentum: A longitudinal study. Presented at Academy of Management, New Orleans.
- Gagnon, M. A., Jansen, K. J., & Michael, J. M. 2004. The role of strategic knowledge and commitment in predicting strategically-aligned behavior: A study of lean transformation. Presented at Academy of Management, New Orleans.
- Jansen, K. J., Kristof-Brown, A. L., & Bhaskar, P. 2004. Fit with multiple rhythms of the work environment. Poster presented at SIOP, Chicago.
- Jansen, K. J., Kristof-Brown, A. L., Michael, J. H. 2004. The role of enabling environments for person-group fit. Symposium presented at SIOP, Chicago.

- Harrison, D. A., Jansen, K. J., & Florey, A. T. 2004. Support and stigma in requesting accommodations for disabilities. Symposium presented at SIOP, Chicago.
- Jansen, K. J., & Hofmann, D. A. 2003. Change maps: A pictorial method for capturing and analyzing longitudinal process data. Symposium presented at SIOP, Orlando.
- Jansen, K. J., & Kristof-Brown, A. 2002. Beyond "fit happens": A temporal theory of fitting at work. Symposium presented at Academy of Management, Denver.
- Jansen, K. J., & Bhaskar, P. 2002. Charting organizational change phenomena over time: The power of pictorial data collection. Presented at Academy of Management, Denver.
- Kristof-Brown, A., Jansen, K. J., & Colbert, A. 2001. Implications of person-environment fit for intentions to seek alternative employment. Presented at Academy of Management, Washington, D.C.
- Jansen, K. J. 2000. A longitudinal examination of momentum during culture change. Presented at the Academy of Management Annual Meeting, Toronto.
- Jansen, K. J. & Neubert, M. J., 2000. Conversations in advancing research on organizational change. Organizer of Showcase symposium with J. Ford, G. Spreitzer, M. Tushman, A. Van de Ven, A., & R. W. Woodman. Presented at Academy of Management, Toronto.
- Corley, K. G. & Jansen, K. J. 2000. Electronic survey techniques: Issues and implications. Presented at Academy of Management, Toronto.
- Jansen, K. J. 1999. Person-group fit: Assessing the interaction of personality and ability. Presented at Society of Industrial and Organizational Psychology, Atlanta.
- Jansen, K. J. & Kristof-Brown, A. 1998. Toward a multilevel theory of person-environment fit. Presented at Academy of Management, San Diego.
- Jansen, K. J. 1998. Momentum in organizational change: Toward a multidisciplinary theory. Presented at Academy of Management, San Diego.
- Jansen, K. J. & Wright, P. M. 1996. Creating adaptive organizations: Utilizing the resources you already have. Presented at Eastern Academy of Management, Washington, D.C.
- Martinez, R. J. & Jansen, K. J. 1996. Internal legitimacy: The link between HRM and strategy. Presented at Texas Conference, Austin.
- Wright, P. M., Jansen, K. J., & Schoenfeldt, L. F. 1995. Human resource management in Indonesia. Presented at Eastern Academy of Management, Singapore.

EXTERNAL FUNDING

Department of Health, Australian Government, 2016. Developing a great place to work.

National Institute of Standards and Technology, 2005. Change management practices in small manufacturing enterprises.

Pennsylvania Department of Agriculture, 2001. Enhancing change management for value-added producers.

US Department of Agriculture, 2000. Predicting individual change behavior at forest product producers.

External Reports

Jansen, K. J. & Paine, J. W. 2016 Employee engagement during strategic change. Multiple reports presented to *organization*.

Susman, G., Jansen, K. J., Michael, J., Bukowski, S., & Stites, J. 2006. Innovation and Change Management in Small and Medium-Sized Manufacturing Companies. *Final Report of Task 4*.

Gagnon, M. A., Evans, D., Michael, J. H. & Jansen, K. J. 2003. Second annual report: Yorktowne Cabinets employee survey results. Presented to Yorktowne Cabinets, Inc.

Michael, J. H., Jansen, K. J. & Lawson, L. 2002. Final report on enhancing human capital at Pennsylvania wood producers. Presented to Pennsylvania Hardwood Development Council, Pennsylvania Department of Agriculture.

Gagnon, M. A., Bhaskar, P., Evans, D., Leschinsky, R., Michael, J. H. & Jansen, K. J. 2002. Yorktowne employee survey results: Final report. Presented to Yorktowne Cabinets, Inc.

O'Connell, M., Evans, D., Michael, J. H. & Jansen, K. J. 2002. Pennsylvania House employee survey results: Final report. Presented to Pennsylvania House Furniture Corp.

Evans, D., Michael, J. H., Jansen, K. J., Gagnon, M. A. & Leschinsky, R. 2002. Woodcraft employee survey results: Final report. Presented to Woodcraft Industries.

ACADEMIC SUPERVISION

Dissertation/Thesis Committees

John Millea, Henley Business School, Supervisor

Haffsa Rizwani, Henley Business School, Supervisor

Carl Davies, Henley Business School, Supervisor

Obiageli Heidelberger-nkenke, Henley Business School, Supervisor

Kathryn Brett, ANU, Supervisor

Carys Chan, ANU (completed, 2018)

Philippa Prothero, ANU (completed, 2017)

Clive Stephens, ANU, Supervisor (completed, 2016)

Bill Forster, Darden, University of Virginia (completed, 2009)

Mark Gagnon, Forest Products, Penn State University (completed May, 2004)

Jill Hagenburger, Instructional Systems, Penn State University (completed May, 2003)

John Hausknecht, I/O Psychology, Penn State University (completed February, 2003)

Kevin Corley, Management, Penn State University (completed May, 2002)

MEDIA

- 2023 How to prevent an outbreak of change fatigue syndrome. Business Transformation supplement for The Times. Raconteur.net 12 June 2023
https://res.cloudinary.com/yumyoshoin/image/upload/v1686661389/pdf/BT_vAW.pdf
- 2020 Will the coronavirus pandemic open the door to a four-day workweek? The Washington Post <https://www.washingtonpost.com/world/2020/05/24/will-coronavirus-pandemic-open-door-four-day-workweek/>
- 2020 Fit identities: The right fit. Leading Edge Podcast Series, <https://www.henley.ac.uk/articles/the-right-fit-keeping-staff-engaged-at-the-workplace>
- 2020 The evolution of fit: Are you the right fit? The Unexpected World of Business Podcast Series, <https://soundcloud.com/theunexpectedworldofbusiness/are-you-the-right-fit>
- 2020 Four Day Work Week Panelist, BBC Radio 4: The Bottom Line with Evan Davis, <https://www.bbc.co.uk/programmes/m000fpc7>
- 2019 Four Better or Four Worse Panelist, Henley Journalists' Regatta, UK (3 July) and subsequent engagements with BBC Radio Berkshire, BBC Radio London, BBC Radio Oxford, BBC TV South, and The Telegraph
- 2016 Generational Differences and Management Styles, ABC Radio Discussion Panel, Canberra Australia (16 September)
- 2016 What Makes a Good Manager, ABC Radio Discussion Panel, Canberra Australia (13 May)

INVITED SPEAKING

- 2022 Visualizing Time, PROS Conference, Rhodes, Greece (27 June)
- 2021 Measuring Shifty Constructs Over Time, University of Mannheim (14 April)
- 2020 Unlocking the Potential of your Organisation's Fit Identity, Henley Business School Careers & Professional Development Event
- 2019 Keynote Speaker, Leadership Accelerator Research Network Conference, Exeter Business School

- 2018 Shifty Constructs: Theoretical and Empirical Mechanisms for Studying Change over Time, London Business School (25 January) and London School of Economics (9 January)
- 2017 Trajectories and Tight Shoes: Making Sense of Fit Over Time, Georgetown University (1 December)
- 2017 Temporal Patterns and Processes of Change Seminar, Boston College (6 November)
- 2016 Leading Through Periods of Change – A Practical Change Management Guide, EAN Canberra Conference (26 July)
- 2016 The Rise and Fall of Change-based Momentum: Measuring, Monitoring, and Mapping. University of Queensland (6 July)
- 2016 Energizing Transformational Change: An Evidence-based Approach, Productivity Commission, Canberra, Australia. (1 March)
- 2015 Transforming the Workforce for Future Challenges, Australian Public Service Forum (17 September)
- 2014 Methodological Approaches to Establishing and Enhancing Research Meaningfulness. Panelist in plenary session delivered at the Academy of Management Annual Conference, Philadelphia, PA.
- 2013 From Caretakers to Tight Shoes: Temporal Stories of Person-Environment Fit, Deakin University
- 2009 SEED Project Leader Workshop, Keynote Speaker.
- 2009 Strategies for Women’s Career Success, Moderator, UVA Reunions Panel.
- 2009 Ten compelling reasons to incorporate time in fit research. Keynote presentation at the 3rd Annual Global E-conference on Fit.
- 2007 Mapping momentum fluctuations during organizational change processes. NSF-HCIT Sponsored Conference on Organizational Change, College Park, MD.
- 2007 Energy and change: Momentum maps and energy networks, Network Roundtable, University of Virginia.
- 2007 Mapping momentum fluctuations: A multi-study examination of organizational change processes. University of Maryland Department of Psychology.
- 2006 Learning to teach. OMT/ODC/MOC Doctoral Student Consortium, Academy of Management Conference, Atlanta, GA.
- 2006 Networking, McIntire Women’s Leadership Development Program, UVA.
- 2006 Mobility and work-life balance, McIntire Women’s Forum, UVA.

EDUCATION

Texas A&M University

Ph.D. in Organizational Change and Strategic Human Resource Management

Dissertation: *Momentum in Organizational Change: Toward a Multidisciplinary Theory*

Boston University

Ed.M. in Human Services / Human Resource Education

Thesis: *Risk Propensity as a Predictor of Strategic Change Adoption*

University of Hartford
B.S. Mathematics / Computer Science
Pi Mu Epsilon Mathematical Fraternity

ACADEMIC APPOINTMENTS

Professor and Department Head, Management, Innovation and Entrepreneurship, Poole College of Business, NC State University

Professor and Research Division Lead, Henley Business School, University of Reading
Convenor, Advanced Qualitative Research Methods

Associate Professor, Australian National University
Academic Director, Transformational Leadership Executive Program
Convenor, Master of Management

Visiting Professor, James Madison University

Assistant Professor, McIntire School of Commerce, University of Virginia

Assistant Professor, Penn State University, Smeal College of Business

PROFESSIONAL EXPERIENCE

International Business Machines
Consulting Systems Engineer, Frankfurt, Germany; Marketing Systems Engineer, Raleigh, NC; Systems Programmer, Poughkeepsie, NY

General Electric
Programmer, Plainville, CT

TEACHING

Undergraduate

Organizational Behavior, Leading Change, Human Resource Management, Strategic Staffing, and Business Communication

Masters

Leadership and Change, Management Research Challenge, Leading Change, Leading Organizations, Stakeholder Communication, Social Change, and Team Formation and Process

Doctoral

Theory and Triangulation, Advanced Qualitative Research Methods

Executive and Custom Programs

Transformational Leadership, Leading Change, Strategic Teaming, Partnership for Leaders in Education, Sailing Through Change, and Leading Through Time

PROFESSIONAL SERVICE

Board Membership

Elected member of the OB Division Executive Board, Academy of Management, 2016-2019

Elected member of the RM Division Board, Academy of Management, 2012-2016

Elected member of the ODC Division Board, Academy of Management, 2006-2008

Doctoral Consortia

Co-Organizer, OB Doctoral Student Consortium, Academy of Management, 2017, 2018

Panelist, OB Doctoral Student Consortium, Academy of Management, 2015, 2016

Chair, Research Methods Division Online Doctoral Consortium, Academy of Management, 2015

Inaugural Member and Qualitative Track Chair, Research Methods Division Online Doctoral Consortium, Academy of Management, 2013, 2014

Panelist, OB Doctoral Student Consortium, Academy of Management Conference, 2010-2013

Panelist, ODC Doctoral Student Consortium, Academy of Management Conference, 2010-2013

Co-Chair, Inaugural ODC Division Doctoral Consortium, Academy of Management Conference, 2008

Facilitator, OMT/ODC/MOC Divisions Doctoral Student Consortium, Academy of Management Conference, 2006, 2007

Presenter, Maintaining work-life balance. HR Doctoral Student Consortium, Academy of Management Conference, 2002

Organizing Committee Member, New Doctoral Student Consortium, Academy of Management Conference, 1996

Research Environment

Established Research First! Colloquium at Henley to support individual research productivity and enhance research culture and environment.

Co-founded Colloquium for Organizational Research Excellence (CORE) Research Seminar between McIntire and Darden, University of Virginia.

Co-organized joint research seminars between Management and I/O Psychology Departments at Penn State University

Scholar Host, Academy of Management Conference, Organizational Dimensions of Global Change, Case Western Reserve University.

Program Chair, Texas Conference.

Educational Environment

Chair, Management Research Challenge Renewal Task Force, Henley Business School

Convenor, Masters of Management, College of Business and Economics, ANU

Postgraduate Program Renewal Task Force, Research School of Management, ANU

Member, Research School of Management Education Portfolio Group, ANU

Founding Advisor, Penn State Student Chapter of the Society for Human Resource Management