

V I T A

April 20, 2012

ABAGAIL McWILLIAMS
Professor of Management
Managerial Studies Department
College of Business Administration
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The Pierre
2100 N Lincoln Park West
Chicago, IL 60614

EDUCATION

Ph.D. Economics, The Ohio State University, Columbus, Ohio, 1987
Fields of Study: Industrial Organization, Labor, Development

M.A. Economics, The Ohio State University, Columbus, Ohio, 1984
Field of Study: Econometrics

B.S. Business Administration, The Ohio State University, 1982, *summa cum laude*

ADMINISTRATIVE EXPERIENCE

2004—2009 Executive Associate Dean, CBA, University of Illinois at Chicago

2000—2006 Department Head, Managerial Studies, University of Illinois at Chicago

1996—2000 Director, MBA Programs, Arizona State University West

ACADEMIC EXPERIENCE

2000—present Professor, Managerial Studies Department, University of Illinois at Chicago

2002—2010 Visiting Research Professor, Nottingham University Business School

1995—2000 Associate Professor, School of Management, ASU West, Phoenix, Arizona

1993—1995 Assistant Professor, School of Management, ASU West, Phoenix, Arizona

1987—1993 Assistant Professor, Department of Management, College of Business
Administration and Graduate School of Business, Texas A&M University

1985—1987 Lecturer, Department of Economics and Business Administration,
Ohio Wesleyan University, Delaware, Ohio

POSTGRADUATE HONORS AND AWARDS

- | | |
|-----------|---|
| 2012 | <i>Journal of Entrepreneurship & Ethics</i> Best Paper in Entrepreneurship and Ethics Award, USASBE |
| 2009 | UIC Award for Outstanding Contribution to the Success of the C2V student business plan competition program |
| 2003–2004 | Fellow, Committee on Institutional Cooperation Academic Leadership Program |
| 2000 | Faculty Achievement Award, Arizona State University West |
| 1998 | Outstanding Contribution for the Advancement of Investment Knowledge, from The Center for Investment Research |
| 1996 | Best Paper Award, Academy of Management, Research Methods Division |
| 1991 | Distinguished Teaching Award, Texas A&M University |

PUBLICATIONS

Over 5,300 citations in the areas of Corporate Social Responsibility, Socially Responsible Investing, Strategic Human Resource Management, the Resource Based View of the Firm and Labor Mobility

EDITED VOLUME

Crane, A., A. McWilliams, D. Matten, J. Moon and D. Siegel (2008) *The Oxford Handbook of Corporate Social Responsibility*, Oxford University Press, UK.

JOURNAL ARTICLES

- McWilliams, A. and R. Shrader (2012) Entrepreneurial Social Performance: Toward Measuring the Social Impact of Entrepreneurial Firms, *Journal of Ethics and Entrepreneurship*, 2(2): 9-20.
- McWilliams, A. and D. Siegel (2011) Creating and Capturing Private and Social Value: Strategic Corporate Social Responsibility, Resource Based Theory and Sustainable Competitive Advantage, *Journal of Management*, 37(5): 1480-1495.
- McWilliams, A., A. Lockett, J. Katz and D. D. Van Fleet (2009) Who is Talking to Whom? The Network of Intellectual Influence in Management Research, *Journal of Applied Management and Entrepreneurship*, 14(2): 61-81.
- McWilliams, A., D. Siegel and P.M. Wright (2006) Corporate Social Responsibility: Strategic Implications, *Journal of Management Studies*, 43(1): 1-18.
- McWilliams, A., D. Siegel and P.M. Wright (2006) Corporate Social Responsibility: International Perspectives, *Journal of Business Strategies*, 23(1): 1-7.

- McWilliams, A., S. Gray and D.D. Van Fleet (2006) My orange is bigger than your apple: U.S. and Japanese executive compensation, *Journal of Behavioral and Applied Management*, 7(2):116-127.
- McWilliams, A., D. Siegel and D.D. Van Fleet (2005) Scholarly Journals as Producers of Knowledge: Theory and Empirical Evidence Based on Data Envelopment Analysis, *Organizational Research Methods*, 8(2): 185-201.
- Lockett, A. and A. McWilliams (2005) The Balance of Trade Between Disciplines: Do We Effectively Manage Knowledge? *Journal of Management Inquiry*, 14: 139-150.
- McWilliams, A., D.D. Van Fleet and K. Cory (2002), Raising Rivals' Costs: An Application of Resource-Based Theory, *Journal of Management Studies*, 39(5): 707-723.
- McWilliams, A. and D. Siegel (2002) Additional Reflections on the Strategic Implications of Corporate Social Responsibility, *Academy of Management Review*, 27(1): 15-16.
- McWilliams, A. and D. Siegel (2001) Profit-Maximizing Corporate Social Responsibility, *Academy of Management Review* (dialogue), 26(4): 504-05.
- McWilliams, A. and D. Siegel (2001) Investment in Corporate Social Responsibility: A Theory of the Firm Perspective, *Academy of Management Review*, 26(1): 117-27.
- Reprinted (2007) in *The International Library of Essays in Public and Professional Ethics - Business Ethics and Strategy, Vol. I*, A. Singer (ed.), Ashgate Publishing Limited, London, England: 137-148.
- McWilliams, A., D.D. Van Fleet and P.M. Wright (2001) Strategic Management of Human Resources for Global Competitive Advantage, *Journal of Business Strategies*, 18: 1-24.
- Van Fleet, D.D., A. McWilliams and D. Siegel (2000) A Theoretical and Empirical Analysis of Journal Rankings: The Case of Formal Lists, *Journal of Management*, 26(5): 839-861.
- McWilliams, A. and D. Siegel (2000) Corporate Social Responsibility and Financial Performance: Correlation or Misspecification?, *Strategic Management Journal*, 21: 603-09.
- Reprinted (2007) in *The International Library of Essays in Public and Professional Ethics - Business Ethics and Strategy, Vol II*, A. Singer (ed.), Ashgate Publishing Limited, London, England: 501-507.
- Keith, K. and A. McWilliams (1999) The Returns to Mobility and Job Search by Gender: Additional Evidence from the NLSY, *Industrial & Labor Relations Review*, 52: 460-77.
- abstracted in the *Journal of Economic Literature*, 1999, 37(2): 1485-6.
- abstracted in the Social Science Research Network Electronic Library.

- McWilliams, A, D. Siegel and S. Teoh (1999) Announcements of Withdrawal From South Africa Revisited: What Have Event Studies Taught Us About Corporate Social Responsibility?, *Organizational Research Methods*, 2(4): 340-65.
- McWilliams, A. and D. Siegel (1997) The Role of Money Managers in Assessing Corporate Social Responsibility Research, *Journal of Investing*, 6(4): 98-107.
- McWilliams, A. and D. Siegel (1997) Event Studies in Management Research: Theoretical and Empirical Issues, *Academy of Management Journal*, 40(3): 626-57.
- Keith, K. and A. McWilliams, (1997) Job Mobility and Gender-Based Wage Growth Differentials, *Economic Inquiry*, 35: 320-333.
- abstracted in the *Journal of Economic Literature*, 1997, 35(3): 1711.
- abstracted in the Social Science Research Network Electronic Library.
- McWilliams, A. and D. Smart (1995) The Resource-Based View of the Firm: Does It Go Far Enough in Shedding the Assumptions of the S-C-P Paradigm? *Journal of Management Inquiry*, 4(4): 309-16.
- Keith, K. and A. McWilliams (1995) The Wage Effects of Cumulative Job Mobility, *Industrial and Labor Relations Review*, 49(1): 121-137.
- McWilliams, A., and S. Gray (1995) Understanding Quasi-Integration, *Journal of Business Strategies*, 12(1): 69-85.
- McWilliams, A. and K. Keith (1994) The Genesis of the Trusts: Rationalization in Empty Core Markets, *International Journal of Industrial Organization*, 12(2): 245-267.
- Wright, P.M., G. McMahan, and A. McWilliams (1994) Human Resources as a Source of Sustained Competitive Advantage, *International Journal of Human Resource Management*, 5(2): 301-26.
- McWilliams, A. and D. Smart (1993) Efficiency v. Structure-Conduct-Performance: Implications for Strategy Research and Practice, *Journal of Management*, 19(1): 63-78.
- McWilliams, A., T. Turk and A. Zardkoohi (1993) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, *Economic Inquiry*, 31(4): 517-33.
- McWilliams, A. (1990) Rethinking Horizontal Market Restrictions: In Defense of Cooperation in Empty Core Markets, *Quarterly Review of Economics and Business*, 30(3): 3-14.
- lead article ---

BOOK CHAPTERS

- Crane, A., A. McWilliams, D. Matten, J. Moon and D. Siegel (2008) The CSR Agenda, in Crane, McWilliams, Matten, Moon and Siegel, (ed.) *The Oxford Handbook of Corporate Social Responsibility*: 3-15, Oxford University Press, UK.
- Crane, A., A. McWilliams, D. Matten, J. Moon and D. Siegel (2008) Conclusion, in Crane, McWilliams, Matten, Moon and Siegel, D. (ed.) *The Oxford Handbook of Corporate Social Responsibility*: 568-575, Oxford University Press, UK.
- Ludescher, J., A. McWilliams and D. Siegel. (2008) The Economic View of Corporate Citizenship, in Palazzo, G. and A. Scherer (ed.) *Handbook of Research on Corporate Citizenship*: 315-342, Edward Elgar, Cheltenham, UK.
- McWilliams, A. and D. Siegel (2007) Corporate Social Responsibility: Theory of the Firm Perspective, in Singer, A. (ed) *The International Library of Essays in Public and Professional Ethics-Business Ethics and Strategy, Vol. 1*. Ashgate Publishing Limited, England: 137-148. (reprint of 2001 *Academy of Management* article)
- McWilliams, A. and D. Siegel (2007) Corporate Social Responsibility and Financial Performance: Correlation or Misspecification?, in Singer, A. (ed), *The International Library of Essays In Public and Professional Ethics, Business Ethics and Strategy, Volume 11*, Ashgate Publishing Limited, England: 501-507. (reprint of 2000 *Strategic Management Journal* article)
- McWilliams, A. and D. Siegel (1998) How Fund Managers Can Contribute to Academic Research On Corporate Social Responsibility, in Bruce, B. (ed) *Handbook of Socially Responsible Investing*: 83-103, Institutional Investor, New York.

PAPERS AND PROCEEDINGS

- McWilliams, A. and R. Shrader (2012) Toward Measuring the Social Impact of Entrepreneurial Firms, *USASBE Proceedings*: 837-849.
- McWilliams, A., S. Gray and D.D. Van Fleet (2005) My Orange Is Bigger Than Your Apple: U. S. and Japanese Executive Compensation, *Proceedings of the International Behavioral and Applied Management Conference*, Scottsdale, Arizona. (Best Paper in Division 1: Human Resources Management)
- Van Fleet, D.D., A. McWilliams and D. Siegel (1998) Formal Lists of Journal Rankings: Their Use in Management Departments, *Southern Management Association Proceedings*: 147-51.
- McWilliams, A. and D. Siegel (1996) The Use of Event Studies in Management Research, *Academy of Management Best Papers Proceedings*: 338-42.
- McWilliams, A. and S. Gray (1992) Vertical Quasi-Integration, *Southern Management Association Proceedings*: 52-56.

TECHNICAL REPORT

Keith, K. and A. McWilliams, Job Search, Mobility and the Gender Wage Gap, W.E. Upjohn Institute, 2004

WORK IN PROGRESS

McWilliams, A. and R. Shrader, Leapfrogging CSR to Sustainability: The Role of Entrepreneurs

Shrader, R., D. Hansen and A. McWilliams, An Examination of Antecedents of Internationalization.

McWilliams, A., R. Shrader and D.D. Van Fleet, Measuring the Impact of Social Entrepreneurship.

Renko, A.M. and A. McWilliams, A Resource-Based View of Social Entrepreneurship.

McWilliams, A. and D. Siegel, Testing the Theory of the Firm Perspective of CSR.

Thompson, P., M. Shanley and A. McWilliams, ESOPs, Culture Change and Strategic Adaptability.

Lockett, A., A. McWilliams and D.D. Van Fleet, Reordering our Priorities: Putting Phenomena Before Design.

Thompson, P., M. Shanley and A. McWilliams, Markets and Competing Interests: A Stakeholder Explanation of ESOP Performance.

MEDIA APPEARANCES AND CITATIONS

2002 Presentation, Green Mountain SRI Summit, highlighted in *CBS MarketWatch* (Sep 2)

1999 Research on CSR cited in the Money&Business section of the *New York Times* (Sep 5)

1999 CSR research cited in Business World section, *Oklahoma City Journal Record* (Sep 8)

1999 Research on CSR cited in the Sunday Business section of the *Kansas City Star* (Sep 19)

1999 CSR research cited, Business & Stocks section, *San Jose Mercury News* (Sep 21)

1999 Research on CSR cited in the Business section of the *Arizona Republic* (Sep 28)

1999 Appeared as the guest on radio talk show "Where's the Money, Honey?" hosted by Tom Wiggins, to discuss socially responsible investing (Mar 8)

1996 Research on the efficiency of anti-trust regulation cited in the Business World column of the *Wall Street Journal* (Oct 26)

PRESENTATIONS

Competitively Chosen

- McWilliams, A. and R. Shrader (2012) Toward Measuring the Social Impact of Entrepreneurial Firms, *United States Association of Small Business and Entrepreneurship*.
- McWilliams, A., S. Gray and D. D. Van Fleet (2005) My Orange Is Bigger Than Your Apple: US. and Japanese Executive Compensation, *International Behavioral and Applied Management*.
- McWilliams, A., A. Lockett and J. Katz (2004) Who Is Talking to Whom? Networks of Influence in Management Education, *Academy of Management*.
- Keith, K. and A. McWilliams (2004) The Wage Consequences of Early Career Job Mobility, *Midwest Economics Association*.
- McWilliams, A. and D. Siegel (2003) Quantitative Analysis of Corporate Social Responsibility, symposium, *Academy of Management*.
- Keith, K. and A. McWilliams (2003) The Wage Consequences of Early Career Job Mobility, *Western Economics Association International*.
- Lockett, A. and A. McWilliams (2002) Breaking Down Barriers in Publication: The Balance of Trade Between Disciplines, *Strategic Management Society*.
- McWilliams, A., D. Siegel and D. D. Van Fleet (2002) Journals as Producers of Knowledge: Theory and Application to the Field of Management, *Academy of Management*.
- Shelton, L. and A. McWilliams, (2001) Strategies for Managing Demand Shock, Supply Disruptions and Other Extraordinary Circumstances, *Strategic Management Society*.
- Keith, K. and A. McWilliams (1999) Gender Differences in the Determinants of Job Mobility and Job Search: A cohort analysis, *Southern Economic Association*.
- Siegel, D., A. McWilliams and J. Guerard (1999) Reassessing the Link Between Corporate Social Responsibility and Firm Performance, *Academy of Management*.
- Keith, K. and A. McWilliams (1998) Non-wage Returns to Mobility: Are There Gender Differences?, *Midwest Economics Association*.
- Van Fleet, D. D., A. McWilliams and D. Siegel (1998) Formal Rankings of Journals: Their Use in Management Departments, *Southern Management Association*.
- Keith, K. and A. McWilliams (1997) Gender Differences in the Return to Job Mobility: A Cohort Analysis, *Midwest Economics Association*.

- McWilliams, A. and D. Siegel (1996) Event Studies of Strategic Decisions: Issues of Relevance, Rigor, and Replication, *Strategic Management Society*.
- McWilliams, A. and D. Siegel (1996) The Use of Event Studies in Management Research, *Academy of Management*.
- Anders, G. and A. McWilliams (1996) A Comparison of Transaction Cost Shifting by Japanese and American Firms, *Academy of Management*.
- McWilliams, A. and J. Barney (1995) Managing Cutthroat Competition in Empty Core Markets: An Additional Motive for Inter-firm Cooperation, *Strategic Management Society*.
- Gray, S. and A. McWilliams (1995) My Orange Is Bigger Than Your Apple: US and Japanese Executive Compensation, *Academy of Management*.
- Keith, K. and A. McWilliams (1995) Gender Patterns in Mobility: A Cohort Analysis, *Western Economics Association International*.
- Keith, K. and A. McWilliams (1995) Mobility, Job Search and Wage Growth: Are There Gender Differences?, *Midwest Economics Association*.
- McWilliams, A. and K. Cory (1994) Raising Rivals' Costs: An Application of Resource-Based Theory, *Academy of Management*.
- Keith, K. and A. McWilliams (1994) Gender Differences in Mobility and Wage Growth, *Western Economics International*.
- Wright, P.M., G. McMahan and A. McWilliams (1993) Human Resources as a Source of Sustained Competitive Advantage, *Academy of Management*.
- McWilliams, A. and P.M. Wright (1992) Sustained Competitive Advantage in a Global Market: The Unique Role of Human Resources, *Academy of International Business*.
- McWilliams, A. and S. Gray (1992) Vertical Quasi-Integration: Uncertainty and Firm Resources as Stimuli and Constraints, *Southern Management Association*.
- McWilliams, A. and D. Smart (1991) Industry Environments and Competition: The Relevance of Strategic Management, *Strategic Management Society*.
- McWilliams, A. and D. Smart (1991) Competing Economic Paradigms in Strategic Management, *Academy of Management*.
- McWilliams, A. T. Turk and A. Zardkoohi (1990) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, *Western Economics Association*.

McWilliams, A. T. Turk and A. Zardkoohi (1990) Antitrust Policy and Mergers: The Wealth Effect of Supreme Court Decisions, *Midwest Economics Association*.

Barney, J., A. McWilliams, and T. Turk (1989) On the Relevance of the Concept of Entry Barriers in the Theory of Competitive Strategy, *Strategic Management Society*.

McWilliams, A. (1989) The Courts, Antitrust and Empty Cores, *Midwest Economics Association*.

McWilliams, A. (1988) Empty Cores and Suboptimal Capacity, *European Association for Research in Industrial Economics*, organized by the Group for Research and Advice in Strategic Behaviour and Industrial Policy, Rotterdam, the Netherlands.

McWilliams, A. (1988) The Consolidation of American Industry: A New Perspective on the Trust Era, *Midwest Economics Association*.

PRESENTATIONS (cont.)

Invited

Opening Plenary session at the Atlanta Competitive Advantage Conference, May, 2011.

Encouraging Corporate Social Responsibility, Cultural Impact Conference hosted by The Chicago School of Psychology, January, 2010.

Job Search, Mobility and the Gender Wage Gap, Upjohn Institute, 2004.

Corporate Social Responsibility: A Theory of the Firm Perspective, United Kingdom Department of Trade and Industry, London, UK, 2003.

Strategic Management of Academic Units, Council for Intercollegiate Cooperation (CIC), Deans and Directors of Kinesiology, Chicago, IL, 2002.

The Link Between Corporate Social Responsibility and Firm Performance, Keynote Address, Green Mountain SRI Summit, Stowe, VT, 2002.

Corporate Social Responsibility: A Market Perspective, Keynote Address, Workshop on Corporate Social Responsibility, Nottingham University, Nottingham, UK, 2001.

Understanding Investment in Corporate Social Responsibility at the Firm Level, New York Society of Securities Analysts and Social Investment Security Analysts, New York, NY, 2000.

How Fund Managers Can Contribute to Academic Research on Corporate Social Responsibility, Colloquium on Socially Responsible Investing, University of Chicago Graduate School of Business, Chicago, IL, 1998.

PROFESSIONAL AFFILIATIONS:

Academy of Management
Strategic Management Society
Southern Management Association

Chicago Finance Exchange
Beta Gamma Sigma

PROFESSIONAL ACTIVITIES:

Co-editor-in-Chief, *Journal of Strategic Management Education*, 2012-

Faculty Advisor, Social Issues in Management, Manuscript Development Workshop, Academy of Management, San Antonio, Texas, 2011.

Session Chair, The Third Subsistence Marketplace Conference: From Impactful Research to Sustainable Innovation, Chicago, Illinois, July, 2010.

Panelist and Faculty Advisor, Organizations and the Natural Environment, Manuscript Development Workshop, Academy of Management, Anaheim, California, 2008.

Chair, Best Paper Award Committee, Social Issues in Management Division, Academy of Management, 2005.

Executive Board Member, Center for Human Resource Management, University of Illinois, 2004-2005.

Guest Editor, special issue on Corporate Social Responsibility, *Journal of Management Studies*, 2006.

Guest Editor, special issue on International Perspectives of Corporate Social Responsibility, *Journal of Business Strategies*, 2006.

Coordinator, Workshop—New Perspectives of Corporate Social Responsibility, Chicago, 2004.

Editorial Review Board, *Journal of Management Studies*, 2006–present

Editorial Review Board, *Competitiveness Review*, 2000–present

Editorial Review Board, *Current Issues in Management*, 200–present

Editorial Review Board, *Journal of Management*, 1999–2008

Editorial Review Board, *Journal of Business Strategies*, 1995–present

Ad hoc reviewer:

Academy of Management Journal
Academy of Management Review
Contemporary Economic Policy
Int'l Food & Agribusiness Mgt Review
Journal of International Business Studies
Management Science
Organization Science
Social Responsibility Journal

Academy of Management Perspectives
American Sociological Review
European Management Review
Journal of Business Research
Journal of Labor Economics
Managerial and Decision Economics
Personnel Psychology
Strategic Management Journal

Grant proposal review committee workshop for the STAR program, EPA, Washington, D.C., November, 2002; June, 2004; July 2005.

Paper discussant for EPA workshop on environmental and firm performance, La Jolla, California, September, 2002.

Panelist and Faculty Advisor for ONE workshop for PhD students and junior faculty, the Academy of Management, August, 2002.

Reviewer for the Academy of Management Meeting, Strategy Division, 1994–1999.

Reviewer for the American Society for Competitiveness Meeting, 1998, 1999.

Reviewer for the Strategic Management Society Meeting, 1996.

Local Planning Committee for the Strategic Management Society Meeting, Phoenix, 1996.

Reviewer for the Southern Academy of Management Meeting, Strategy Division, 1993.

Reviewer for the Southwest Academy of Management Meeting, 1991.

Grant Proposal reviewer, University of Alaska, Office of Development, 1990.

CONSULTING

Boston Consulting Group, Auckland Office, June 1993–December 1995. An analysis of the economic impact of increased competition and reduced trade barriers on the meat packing export industry in New Zealand.

Sun Insurance Company, Phoenix, AZ, 1994, 5-year Strategic Plan.

Texas Instruments, 1990–1991, cultural audit, headed by Jay Barney and Robert Hoskisson.

Supervised 34 student consulting projects for local businesses in conjunction with teaching the MBA Strategic Management capstone course at ASU-West, 1997–2000. Clients included:

Allied Signal (10 projects)

Buzzeo

City of Scottsdale

Forest Plywood

Giant Industries

The Industry Monitor

Marketect

Restaura

SonicAir (a division of UPS)

Southwest Veterinary Diagnostics

Talley Industries

Viper Manufacturing

Western Vents and Curbs

America West Airline

Canyon Telecom

Contract Data Systems

General Pneumatics

Honeywell Industrial Automation and Controls

Interior Design Nutritionals

Peaks N' Places

Safeway

Southwest Metalsmiths

SunCor Development

Valtronic Engineering and Manufacturing

Weaver Quality Shutters

PROFESSIONAL DEVELOPMENT ACTIVITIES

- 2003–2004 Fellow, Committee on Institutional Cooperation Academic Leadership Program, year long academic leadership development program hosted by Big Ten universities.
- 1997 Faculty Development in International Business Seminar Series at the University of South Carolina, Columbia, South Carolina.
- 1996 CIBER-sponsored workshop on internationalizing curriculum hosted by ITESM, Monterrey, Mexico.
- 1994 National Council of Teachers of English workshop on using student portfolios as a learning assessment tool, San Juan, Puerto Rico.
- 1989 George Mason University Law & Economics Center Institute for Economists, two week seminar in law and regulation for economists, Dartmouth University, Hanover, New Hampshire.
- 1988 Workshop on Teaching Ethics in the Business Curriculum hosted by Arthur Anderson, St. Charles, Illinois

UIC SERVICE

- Member of UIC Campus Level Promotion and Tenure Committee, 2010–present
- Faculty Research Director UIC Institute for Entrepreneurial Studies 2009–present
- Member of UIC Research Advisory Council, 2006–2010
- Member of UIC Honor's College Council, 2007–2010
- Member of UIC, NCA Accreditation Assessment Committee, 2004–2009
- Member of UIC–CIC/ALP planning committee, 2004–2005
- Member of UIC Underrepresented Faculty Recruitment and Retention Committee, 2004–2007
- Member of UIC Honorary Degrees Planning Committee, 2004–2005
- Member of UIC Search Committee for CBA Assistant Dean of Development, 2003
- Member of UIC Search Committee for CBA Dean, 2004
- Presenter at UIC Department Head Workshop, May, 2006
- Interviewer and recruiter for UIC Honor's College, March, 2009 and March, 2010
- Facilitator at UIC Provost's fall leadership meetings, 2004 and 2005
- Member, CBA Executive and P&T Committee, 2011–2012
- Member, CBA Undergraduate Curriculum Revision Committee, 2010–2011
- Chair, CBA MBA Committee, 2008–2009
- Chair, CBA Assurance of Learning Committee, 2008–2009
- Member, CBA PhD committee 2010–2011
- Member, CBA Undergraduate Academic Program Committee, 2004–2009
- Member, CBA Graduate Academic Program Committee, 2004–2009
- Member, CBA Operating Committee, 2000–2009
- Member, CBA Academic Council, 2004–2009
- Chair, development team, on-line BBA program with UI-Global Campus, 2007–9
- Manager, on-line BBA program, 2008–2009

CBA liaison with College of Education regarding new PhD program, 2003
Chair, CBA committee on Grade Distributions in CBA Core Courses, 2005
Chair, CBA, MBA Curriculum Review Committee, 2004-2005
Member, CBA, MBA task force, 2000-2005
Speaker at luncheon for faculty from the Chicago City Colleges, Fall, 2005
Member, Managerial Studies Department Advisory Committee, 2011-2012
Chair, Managerial Studies Faculty Search Committee, 2011
Member, Managerial Studies Promotion and Tenure Committee, 2009–present
Executive Board Member, Center for Human Resource Management, 2004-2005
Area Coordinator for HR track in Business Administration PhD program 2002-2003

TEACHING EXPERIENCE

UIC:

MBA course in Sustainable Management (Profits, People and the Planet)
Undergraduate and MBA courses in Strategic Management and Business Ethics
Team-taught PhD seminar in Entrepreneurship

ASU:

MBA Legal and Ethical Studies course
MBA Strategic Management course for the PM, Corporate and Scottsdale programs
Undergraduate capstone course in strategic management
Undergraduate course in business and society

Texas A&M:

PhD seminar in strategic management theory
Undergraduate capstone course in strategic management
Senior level undergraduate course in business and government

Ohio Wesleyan:

Undergraduate courses in introductory and intermediate micro and macro economics
Undergraduate courses in development and industrial organization economics.

DISSERTATION COMMITTEES

Texas A&M: Samuel Gray, Management
Kenneth Cory, Management
Donald Wells, Accounting
Robert Maness, Economics

UIC:

John Stovall, Marketing
James Downing, Strategic Management (in progress)
Laurel Ofstein, Entrepreneurship (in progress)