

Curriculum Vitae of

## FRANKIE J. WEINBERG, PH.D.

Associate Professor of Management &  
Dean Henry J. Engler, Jr. Distinguished Professor

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[fweinberg@gmail.com](mailto:fweinberg@gmail.com) ♦ <http://www.frankieweinberg.com>

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### EDUCATION

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**Ph.D. University of Georgia**, Athens, GA, 2010

Major: Organizational Behavior; Minor: Psychology

*Interdisciplinary Certificate in University Teaching*

**M.B.A. State University of New York at Binghamton**, Binghamton, NY, 2005

Focus: Leadership

*Certificate in Leadership Studies*

**B.B.A. Loyola College in Maryland**, Baltimore, MD, 2000 (Hons.)

Majors: Finance and International Business

President, Financial Management Association, Loyola College Chapter

**FF.I. University of Maryland at College Park**, Baltimore County, MD, 1997

Maryland Fire and Rescue Institute Firefighter I Certification

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### BRIEF BIOGRAPHY

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*Associate Editor and Special Issue Editor (Mentoring & Coaching), Journal of Managerial Psychology; Co-Author, forthcoming, Management Today: Best Practices for the Modern Workplace (2<sup>nd</sup> Ed.), Sage; 2018 and 2015 recipient of two named professorships at Loyola University New Orleans; 2019 recognition in Organizational Research Methods for best methodological practices; 2017 recipient, Teaching Excellence Award and 2014 recipient, Award for Outstanding Research.*

Dr. Weinberg's research investigates social and psychological **co-creation of outcomes in leadership relationships at work**. Focusing predominately on **informal forms of leadership** – i.e., **mentoring, social networks, and implicit theories** – this research converges in a way that helps to explain **how intrasubjective perceptions and processes and intersubjective dynamics** inform the **mutual construction** of leadership and mentoring, learning, and other career-relevant factors. Dr. Weinberg also specializes in **measurement instrument (scale) development and shortening**. An **Associate Editor** of the *Journal of Managerial Psychology* and a recent past **Board Member** of the *Southern Management Association (SMA)*, Dr. Weinberg regularly addresses global audiences at the annual meetings of the *Academy of Management* and *SMA*, and publishes in well-respected outlets including the *Journal of Management*, *Communication Research*, and *The Leadership Quarterly (LQ)*. His 2017 LQ article has been labelled an **exemplar** with regard to organizational research methods, and his 2015 article in the *Journal of Marketing, Theory, and Practice* on the social construction of lone wolfism was elected the journal's **Article of the Year**. Further, Dr. Weinberg has earned a respectable **global teaching repertoire**, with evaluations averaging 4.7 out of 5. A **Certified Professional Coach** and uniquely **certified in the LEGO® Serious Play® method** of facilitation, Dr. Weinberg has presented research, conducted workshops and taught graduate and undergraduate courses on four continents including several years at Assumption University in Thailand; a Singapore Institute of Management / SUNY Buffalo partnership; and the Cyprus International Institute of Management (CIIM). Likewise, his executive audiences span the globe, and include Cleveland Clinic, Akron General Hospital, and the University of Silesia School of Law in Poland.

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## RESEARCH FOCUS

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Broken down to their levels of analysis, my **areas of expertise** include:

Individual-level phenomena: Implicit theories; Gendered Rhetoric and Communication; Learning and Development; Careers; Authentic and Meaningful Work; Lone Wolfism

Dyadic-level phenomena: Mentoring, Leadership, Followership, Coaching, and related exchanges

Group-level phenomena: Knowledge Sharing, Diversity Management, Social Networks

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## AWARDS FOR RESEARCH EXCELLENCE

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Recipient of a Named Professorship, Loyola University College of Business, 2015, 2018

Highly Commended Paper, Emerald Literati Network Awards for Excellence (*Emerald Publishing Group*), 2016

Article of the Year, *Journal of Marketing, Theory, & Practice*, 2015

Faculty Award for Outstanding Research, Loyola University College of Business, 2014

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## ACADEMIC MANUSCRIPTS

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### Publications:

#### *Peer-Reviewed/Refereed Journal Articles:*

Sims, R., & **Weinberg, F. J.** (*forthcoming*) "More than Follow the Leader: Expectations, Behaviors, Stability, and Change in Co-Created Leadership Process." *Group & Organization Management*. DOI: <https://doi.org/10.1177/10596011221093456>

Locander, D. A., Locander, J., and **Weinberg, F. J.** (2020). How Salesperson Traits and Intuitive Judgments Influence Adaptive Selling: A Sensemaking Perspective. *Journal of Business Research*, DOI: [10.1016/j.jbusres.2020.07.013](https://doi.org/10.1016/j.jbusres.2020.07.013)

**Weinberg, F. J.** (2019). How and When Is Role Modeling Effective? The Influence of Mentee Professional Identity on Mentoring Dynamics and Personal Learning Outcomes. *Group and Organization Management*, DOI: [10.1177/1059601119838689](https://doi.org/10.1177/1059601119838689)

**Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. (2019). Gendered Communication and Career Outcomes: A Construct Validation and Prediction of Hierarchical Advancement and Non-Hierarchical Rewards. *Communication Research*, DOI: [10.1177/0093650215590605](https://doi.org/10.1177/0093650215590605).

Locander, D. A., **Weinberg, F. J.**, and Locander, W. B. (2018). The Mediating Role of Sales Department Innovation Orientation on Creative Selling. *Journal of Managerial Issues*, 30 (4), 463-482. ISSN: [1045-3695](https://doi.org/10.1016/j.jleaqua.2016.05.004)

Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** (2017). When Managers Become Leaders: The Role of Manager Network Centralities, Social Power, and Follower Perception of Leadership. *The Leadership Quarterly*, 28 (2), 334-348. DOI: [10.1016/j.leaqua.2016.05.004](https://doi.org/10.1016/j.leaqua.2016.05.004)

**Weinberg, F. J.** (2015). Epistemological Beliefs and Knowledge Sharing in Work Teams: A New Model and Research Questions. *The Learning Organization*, 22 (1), 40-57. DOI: [10.1108/TLO-11-2013-0067](https://doi.org/10.1108/TLO-11-2013-0067)

Locander, D. A., **Weinberg, F. J.**, Mulki, J. P., and Locander, W. B. (2015). Salesperson Lone Wolf Tendencies: The Roles of Social Comparison and Mentoring in a Mediated Model of Performance. *Journal of Marketing Theory and Practice*, 23 (4), 351-369.

**\*\*JMTP ARTICLE OF THE YEAR\*\*** **\*\*Lead article\*\*** DOI: [10.1080/10696679.2015.1049680](https://doi.org/10.1080/10696679.2015.1049680)

**Weinberg, F. J.**, Mulki, J. P., and Lankau, M. J. (2015). The Impact of Effort-Oriented Epistemological Beliefs on Mentoring Support. *The Journal of Workplace Learning*, 27 (5), 345-365. **\*\*Selected by the journal's editorial team as a Highly Commended Paper in the 2016 Emerald Literati Network Awards for Excellence (Emerald Publishing Group)** DOI: [10.1108/JWL-12-2013-0111](https://doi.org/10.1108/JWL-12-2013-0111)

**Weinberg, F. J.** and Locander, W. B. (2014). Advancing Spiritual Leadership Theory: A Dyadic Mentoring Perspective. *The Leadership Quarterly*, 25 (2), 391-408. DOI: [10.1016/j.leaqua.2013.10.009](https://doi.org/10.1016/j.leaqua.2013.10.009)

Locander, D. A., Mulki, J. P., and **Weinberg, F. J.** (2014). How Do Salespeople Make Decisions? The Role of Emotions and Deliberation on Adaptive Selling, and the Moderating Role of Intuition. *Psychology & Marketing*, 31 (6), 387-403.

**\*\*FEATURED COVER ARTICLE\*\*** **\*\*Lead article\*\*** DOI: [10.1002/mar.20702](https://doi.org/10.1002/mar.20702)

**Weinberg, F. J.**, Mulki, J. P., & Locander, D. A. (2014). The Impact of Parent Organization Ethical Climate on Entrepreneurial Sales Agent Behavior and Performance. *Journal of Ethics and Entrepreneurship*, 4 (2), 5-30. **\*\*Lead article\*\*** ISSN: [2326-3806](https://doi.org/10.1002/mar.20702)

**Weinberg, F. J.** and Lankau, M. J. (2011). Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis. *Journal of Management*, 37 (6), 1527-1557.

**\*\*Lead article\*\*** DOI: [10.1177/0149206309349310](https://doi.org/10.1177/0149206309349310)

#### ***Peer/Editor-Reviewed/Refereed Book Chapters***

**Weinberg, F. J.** & A. O. Cleveland (2017). Gender as a Deep-Level, Communicated, and Interactional Construct: Implications for Leaders, Subordinates, and Teammates. *Leading Diversity in the 21<sup>st</sup> Century*, edited by T. A. Scandura and E. Mouriño. Information Age Publishing, 27-54.

#### ***Peer/Editor-Reviewed/Refereed Research Briefs and Reviews:***

**Weinberg, F. J.**, Bosco, F. A., & Oswald, F. L. (2018). "Supporting Data-Driven Policy Decisions from the World's Largest Curated Database of Social Science Research." *Scholars Strategy Network Key Findings*. SSN.

**Weinberg, F. J.** (2018). A diversity of approaches, viewpoints, and motivations: Review of "Gender diversity in the boardroom." *Management Learning*. Sage. DOI: [10.1177/1350507618770751](https://doi.org/10.1177/1350507618770751)

#### ***Peer-Reviewed/Refereed Published Conference Proceedings:***

Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** (2015). Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance. *Proceedings of the National Conference in Sales Management*, online: <http://www.ncsmweb.com/2015-ncsm/2015-proceedings>

**Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. (2013). Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes. *Proceedings of the Global Sales Science Institute*, pp. 7-11.

**Weinberg, F. J., & Locander, W. B. (2012).** Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring. *Proceedings of the Southern Management Association*, pp. 488-494.

**Weinberg, F. J. & Lankau, M. J. (2010).** The impact of personal beliefs on mentoring support. *Proceedings of the Southern Management Association*, pp. 524-529.

**Weinberg, F. J. (2009).** The impact of personal beliefs on group knowledge sharing outcomes. *Proceedings of the Southern Management Association*, pp. 31-36.

**Weinberg, F. J. (2008).** Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs. *Proceedings of the Southern Management Association*, pp. 146-151.

**Weinberg, F. J. & Lankau, M. J. (2007).** The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions. *Proceedings of the Southern Management Association*, pp. 564-567.

### **Currently Under Review:**

**Weinberg, F. J.** “Introduction to the Special issue on Mentoring & Coaching in the Workplace: Grounded Theory at the Intersection of Two Developmental and Widely-Practiced Domains.” Under review at the *Journal of Managerial Psychology*.

Hausfeld, M., & **Weinberg, F. J.** “A Decision Process for Theoretically and Empirically Driven Scale Shortening using OASIS: Introducing the Gendered Communication Instrument – Short Form.” Under second review for inclusion in: L. R. Ford and T. A. Scandura (eds.), *The SAGE Handbook of Survey Development and Application*.

### **Select Working Papers:**

**Weinberg, F. J.** “Network Throughput: A Process Model of Intrasubjective, Intersubjective, and Collective Attributions.” *Target Journal: Academy of Management Review*. Expected submission date: Spring 2023.

**Weinberg, F. J., & Scandura, T. A.** “Mentoring Women in the Academics and Sciences: A State-of-the-Science Update on Inclusive Workplace Mentoring.” *Target Journal: Journal of Managerial Psychology*. Expected submission date: Spring 2023.

**Weinberg, F. J., Dykstra-DeVette, T. A., and Zachary, M.** “Gendered Communication at the Top: A Content Analysis and Policy Capturing Experiment.” *Target Journal: Journal of Applied Psychology*. Expected submission date: Summer 2023.

**Weinberg, F. J., Smith-Sockbeson, C., and Treviño, L. J.** “The Influence of Sex Composition Gendered Communication at Work” *Target Journal: Management Communication Quarterly*. Expected submission date: Summer 2023.

**Weinberg, F. J. and Lankau, M. J.,** “The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes.” *Target Journal: Journal of Vocational Behavior*. Expected submission date: Winter 2023.

Massa, F. G. and **Weinberg, F. J.,** “Multiple Metaphor Triangulation of Organizational Phenomena.” *Target Journal: Organization Dynamics*. Expected submission date: Winter 2023. **\*\*Equal contributions; shared first authorship\*\***

## Select Works in Progress:

**Weinberg, F. J.**, “Mentoring and Coaching in the Workplace: New Directions for Research and Practice,” *Expected submission date: Spring 2023*

**Weinberg, F. J.**, Chiu, C.-Y., & Balkundi, P. “A Longitudinal Investigation of Social Network Position, Salary Change, and Turnover.” *Target Journal: Academy of Management Journal*. *Expected submission date: Summer 2023*.

de Janasz, S. Peiperl, M., **Weinberg, F. J.**, and Wong, C. CEO Mentoring: What’s Known and what’s Needed. *Target Journal: Organizational Dynamics*. *Expected submission date: Summer 2023*.

Berkley, R., Kaplan, D., **Weinberg, F. J.** “Protégés vs. Mentees.” *Target Journal: Journal of Managerial Psychology*. *Expected submission date: Summer 2023*.

**Weinberg, F. J.**, “MENTORSHIP: Take the Lead on your Development,” Book. *Expected submission date: Winter 2023*.

**Weinberg, F. J.** “Spiritual Mentoring: A Construct Validation and Approach for Organizational Application.” *Target Journal: Academy of Management Perspectives*. *Expected submission date: Fall 2024*.

## Dissertation:

**Weinberg, F. J.** (2010). *Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes*. The University of Georgia Press.

Dissertation Committee:

Melenie J. Lankau, Ph.D., *Chair (previously University of Georgia & Wake Forest University)*;  
Robert J. Vandenberg, Ph.D., & Laura M. Little, Ph.D. (*University of Georgia*); and  
Jodi P. Holschuh, Ph.D. (*Texas State University*)

Non-committee member support for my dissertation was provided by:

Andrew Ward, Ph.D. (*Lehigh University*);

Prasad Balkundi, Ph.D. (*State University of New York at Buffalo*)

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## WHITE PAPERS, OP-EDS, AND OTHER AUTHORITATIVE PUBLICATIONS

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**Weinberg, F. J.** (2019). Organizational Considerations for Congressional Modernization and Reform. White Paper submitted to the *Select Committee for the Modernization of Congress, U.S. Congress* and subsequently forwarded to the *White House Office of Management and Budget*.

**Weinberg, F. J.**, Oswald, F. L., & Bosco, F. (2018). How the World’s Largest Database of Social Science Research can Inform Policymaking. *Scholars Strategy Network Key Findings*.

**Weinberg, F. J.** (2014). Spiritual Mentoring in the Workplace. *Loyola Executive Magazine*, Fall issue.

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## CONFERENCE ACTIVITIES

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### Conference Leadership and Governance:

**Board Member**, Southern Management Association, 2018-2021

**Chair, Membership Involvement Committee**, Southern Management Association, 2020-2021

**Co-Chair, Registration Committee**, Southern Management Association, 2019-2020

**Marketing, Communications, and Social Media Committee Member**, Southern Management Association, 2019-2021

**Acting on our Values Taskforce Member**, Southern Management Association, 2020-2021

**Registration Committee Member**, Southern Management Association, 2018-2021

**Mentor and Invited Speaker**, Pre-Doctoral Student Consortium. Southern Management Association, 2017-present

**Doctoral Consortia Committee Member**, Southern Management Association, 2016-2018

**Lead Coordinator, Pre-Doctoral Student Consortium**, Southern Management Association, 2016-2017

**Co-Coordinator, Pre-Doctoral Student Consortium**. Southern Management Association, 2015-2016

### Presentations:

**Weinberg, F. J.** *Job Analysis using the Lego Serious Play Technique*, submitted as part of the professional development workshop “Innovative and Experiential Approaches to Teaching HR” for inclusion in the 2022 Annual Meeting of the Academy of Management, August 2022, Seattle, Washington.

Moderator, “How to Review a Manuscript? A Review Development PDW Sponsored by Journal of Managerial Psychology.” Under review for presentation at the 2022 Annual Meeting of the Academy of Management, August 2022, Seattle, Washington.

Mentor and Participant, “Improving Leadership Research Around the Globe: A Hybrid Mentoring Session.” Under review for inclusion in the 2022 Annual Meeting of the Academy of Management, August 2022, Seattle, Washington.

**Weinberg, F. J. & Baum, N. H.** “Leading at the edge: An interactive LEGO® Serious Play® workshop facilitation.” International Leadership Association (ILA) annual meeting, November 2020 (*accepted for presentation; withdrawn owing to Covid-19 pandemic*).

Baum, N. H. & **Weinberg, F. J.** “Leading Healthcare from the Edge: Repairing Healthcare Organizations from the Outside-In.” International Leadership Association (ILA) annual meeting, November 2020 (*accepted for presentation; withdrawn owing to Covid-19 pandemic*).

Van Esch, C. & **Weinberg, F. J.** “Humble Mentoring: Understanding Humility’s Impact on Mentoring Relationships and Career Outcomes.” Western Association of Management’s 2020 annual meeting, March 2020, Waikoloa, Hawaii (*accepted for presentation; conference canceled owing to Covid-19 pandemic*).

Izadi, S., & **Weinberg, F. J.** “National Culture and Financial Development.” *Academy of Economics and Finance annual meeting*, February 2020, Atlanta, Georgia.

van Esch, C., Bilimoria, D., & **Weinberg, F. J.**, “Humble Mentoring: Understanding Humility’s Impact on Mentoring Relationships and Career Outcomes.” Southern Management Association Annual Meeting, October 2019, Norfolk, Virginia.

**Weinberg, F. J.**, “Employee Development and Training.” Experiential Human Resource Potluck Session, Academy of Management Annual Meeting, August 2019, Boston, Mass.

**Weinberg, F. J.**, “Leadership Development: From RISC to Leadership Continuity.” Scholars Strategy Network National Leadership Convening workshop session “Build Your Chapter’s Leadership Ladder.” January 2019, Washington, DC.

**Weinberg, F. J.**, Dykstra-DeVette, T. A., and Zachary, M. “CEO Gendered Communication in Response to Crisis: A Content Analysis.” Southern Management Association Annual Meeting, November 2018, Louisville, Kentucky.

**Weinberg, F. J.** “A Process Model of Network Throughput.” Academy of Management Annual Meeting, August 2018, Chicago, Illinois.

Sims, R., & **Weinberg, F. J.** “Evidence based arguments for including followership in leadership development programs.” Academy of Management Annual Meeting professional development workshop session “Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications.” August 2018, Chicago, Illinois.

Scandura, T. A., Mouriño-Ruiz, E., Goldberg, C., Gilson, L., Cogliser, C., Guilifor, D., Tribble, L., **Weinberg, F. J.**, McCauley, P., & Nassif, E. “Panel Discussion: Leading for Diversity in the 21st Century.” Southern Management Association Annual Meeting, October 2017, St. Pete Beach, Florida.

Richert, T., **Weinberg, F. J.**, & Casalinova, G. “Designing and Building a Lean Project Mentoring Culture.” October 2017, Lean Construction Institute Annual Congress, Anaheim, California.

Lyons, L. M., **Weinberg, F. J.**, & Lawson, S. J. “Exploring the Generational Divide: Interactive Examination of Generational Stereotypes and Attributional Realities Related to Organizationally-Relevant Leadership, Mentoring, and Communication Styles.” With panelists: S. Campbell, B. J. Hoffman, M. Lankau, C. van Esch, & F. J. Weinberg. Southern Management Association Annual Meeting, November 2016, Charlotte, North Carolina.

Lankau, M. J. & **Weinberg, F. J.** “The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes.” Academy of Management Annual Meeting, August 2016, Anaheim, California. *Principal Presenter.*

Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** “Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance.” National Conference in Sales Management (NCSM), April 2015, Houston, Texas.

Smith, C., **Weinberg, F. J.**, and Treviño, L. J. “The Effects of Gendered Communication and Gender Composition on Objective Indicators of Career Success.” Southern Management Association Annual Meeting, November 2014, Savannah, Georgia. Abstract published in *Southern Management Association Proceedings* (ISBN: 978-0-9836282-7-9).

**Weinberg, F. J.**, Robb, M. G., and Haselton, R. T. “Challenges of a Chief Judge.” Council of Chief Judges of the State Courts of Appeal (CCJSCA) Annual Meeting, November 2014, New Orleans, Louisiana. *Session Moderator and Facilitator.*

*\*\*Conference-wide session*

**Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. “Enacted Gender and Career Advancement: The Role of Gendered Communication Style toward Career Outcomes.” Academy of Management Annual Meeting, August 2013, Orlando, Florida. *Principal Presenter*. Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 16500).

Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** “Powerful Leaders and Satisfied Followers: Roles of Social Worth and Leadership Prototypes.” Academy of Management Annual Meeting, August 2013, Orlando, Florida. Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 15858).

*\*\*Finalist, Best Doctoral Student Paper in Track*

**Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. “Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes.” GSSI (Global Sales Science Institute) Annual Conference, June 2013, Aalen, Germany. *Principal Presenter*.

**Weinberg, F. J.**, and Locander, W. B. “Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring.” Southern Management Association Annual Meeting, October-November 2012, Ft. Lauderdale, Florida.

Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** “Powerful leaders and satisfied followers: Roles of Social Worth and Leadership Prototypes.” Manuscript brief as part of an organizational behavior symposium. Academy of Management Annual Meeting, August 2012, Boston, Massachusetts.

**Weinberg, F. J.** and Lankau, M. J. “The impact of personal beliefs on mentoring support.” Southern Management Association Annual Meeting, October 2010, St. Pete Beach, Florida. *Principal Presenter. \*\*Finalist, Best Doctoral Student Paper in Track*

**Weinberg, F. J.** “The impact of personal beliefs on group knowledge sharing outcomes.” Southern Management Association Annual Meeting, October 2009, Asheville, North Carolina.

**Weinberg, F. J.** and Lankau, M. J. “Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis.” Academy of Management Annual Meeting, August 2009, Chicago, Illinois.

Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** “Member Inputs, Network Structures, and Group Processes: Blending Approaches to Team Performance.” INGRoup (Interdisciplinary Network for Group Research) Annual Conference, July, 2009, Colorado Springs, Colorado.

**Weinberg, F. J.** “Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs.” Southern Management Association Annual Meeting, October 2008, St. Petersburg, Florida.

Balkundi, P. and **Weinberg, F. J.** “Unpacking the Density-Performance Hypothesis: The Mediating Role of Team Transactive Memory.” Academy of Management Annual Meeting, August 2008, Anaheim, California.

**Weinberg, F. J.** and Lankau, M. J. “The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions.” Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee. *Principal Presenter*.

Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** “Multiple Diversity Threads in the Texture of Team Functioning: Material Roles of Knowledge and Network Structures.” Society for Industrial and Organizational Psychology (SIOP) Annual Conference, April 2007, New York, New York.



Balkundi, P. and **Weinberg, F. J.** “Antecedents and Consequences to Team Transactive Memory: Leader Network Centrality and Team Performance.” Academy of Management Annual Meeting, August 2006, Atlanta, Georgia. *Principal Presenter. \*\*Conference-wide session*

#### **Other Conference Activities:**

**Leadership Mentor** (invited), “*Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications,*” Academy of Management Annual Meeting, 2018 (Chicago, Illinois), 2019 (Boston, Massachusetts), 2020 (Online/Virtual Conference), 2021 (Online/Virtual Conference with less involvement than most years); and 2022 (Seattle, Washington).

Participant, Association of Jesuit Colleges and Universities Seminar on Higher Education Leadership, June 2015, Chicago, Illinois.

Participant, Organizational Behavior Doctoral Student Consortium. Academy of Management Annual Meeting, August 2009, Chicago, Illinois.

Participant, Southern Management Association Doctoral Student Consortium. Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee.

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#### **INVITED PRESENTATIONS**

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**Weinberg, F. J.** “Followership-Inclusive Leadership” Sasin School of Management, Chulalongkorn University, Bangkok, Thailand, Fall, 2022.

**Weinberg, F. J.** “Flourishing at Follow-Through: The Weinberg Method of Responding to Journal Reviewer Comments.” Louisiana Tech, *forthcoming*

**Weinberg, F. J.** “Effective Exchanges: Incorporating Research, Teaching, and Pedagogical Expansion.” Presentation to the *Board of Trustees* of Loyola University, October 2018

**Weinberg, F. J.** “Gendered Communication and CEO Crisis Response.” College of Business Brown-Bag Research Session, Loyola University New Orleans, March 2018

**Weinberg, F. J.** “Gendered Rhetoric Among Top Executives: Strategic Crisis Response and Resulting Stakeholder Attributions.” Centre for Workplace Excellence *Food for Thought* session, University of South Australia (UniSA) Business School, October 2017

**Weinberg, F. J.** “Leading Communication: Evidence of Sex-typed Biases and Organizational Composition on the Relationship between Gendered Communication Style and Career Outcomes.” École Supérieure de Commerce de Rennes (*French Grande École*), March 2016

**Weinberg, F. J.** “Leadership and Leading Communication: Formal & Informal Dyadic Relationships, Social Patterns, and Gendered Communication Style.” School of Human Resource Education & Workforce Development, Louisiana State University, January 2016

**Weinberg, F. J.** “Leadership and Leading Communication: Formal & Informal Dyadic Relationships, Social Patterns, and Gendered Communication Style.” Department of Management, University of Louisiana Lafayette, December 2015

**Weinberg, F. J.** “Creating and Managing High Performing Teams.” MBA Launch Week, Loyola University New Orleans, August, 2015

**Weinberg, F. J.** “Gendered Communication: Expectations, Performance, and Influence on Careers.” Women’s Resource Center, Loyola University New Orleans, April 2015.

**Weinberg, F. J.** “Gender and Communication.” College of Business, Loyola University New Orleans, June 2014.

**Weinberg, F. J.** “Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes.” Department of Management, University of Georgia, May 2009 and April 2010.

**Weinberg, F. J.** “How Leadership Influences Performance by Affecting Employee Voice Behavior.” Department of Organization and Human Resources Colloquium, State University of New York at Buffalo, April 2006.

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## CONTINUING EDUCATION

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### **Diversity, Andragogy, and Online Course Design:**

Cornell University Center for Teaching Innovation’s *Teaching and Learning in the Diverse Classroom* certificate program, 2020.

*Online Teaching and Learning Certificate*, Loyola University New Orleans, 2018.

University of Georgia’s *Interdisciplinary Certificate in University Teaching* (focus on andragogical practice) certificate program, 2010.

### **Leadership Development and Coaching:**

International Coach Federation (ICF) *Associate Certified Coach program* (toward certification; currently enrolled).

*Certified Professional Coach* (certificate program), Coach Training World’s Whole Person Coaching program, completed, 2020.

Scholar’s Strategy Network’s Chapter Leader workshops and webinar series on leadership development, including sessions on *Developing Leadership within your Team*, *Technological Tools for Chapters and Teams*, *Effectively Conducting Chapter/Team Meetings*, and *Mapping Your Chapter/Team’s Network*, 2019-2020.

Richard Boyatzis’ webinar *The Science of Effective Coaching*, 2019.

### **Workplace Intervention and Workshop Facilitation:**

*LEGO® Serious Play® Facilitator Certification and Training Program*, 2016, Rasmussen Consulting, under the auspices of The Association of Master Trainers in the LEGO® Serious Play® Methodology.

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## DOCTORAL STUDENT ADVISING

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### **Doctoral Student Professional Development:**

**Invited Speaker, Pre-Doctoral Student Consortium, Southern Management Association (SMA), 2018-present.**

**Lead Coordinator, Pre-Doctoral Student Consortium, Southern Management Association (SMA), 2017**

**Co-Coordinator, Pre-Doctoral Student Consortium, Southern Management Association (SMA)**, recommended by the SMA Consortium Committee, and voted in by the SMA Board of Advisors, 2016

**Doctoral Consortia Committee Member, Southern Management Association (SMA)**, 2016-2017

### **Doctoral Dissertation Committee Membership:**

Nelson, Carmen. *[Mentoring-related topic in the process of being solidified]*. Davis College of Business, *Jacksonville University*. Ongoing.

Mitchell, Leslie. "A Mixed Methods Study Examining Gendered Communication Experiences of Female Chief Student Affairs Officers." Educational Administration, *University of Hawaii at Manoa*, 2019-2020. Successfully defended in Fall 2020.

*\* I also served on Leslie's comprehensive exam (Comps) committee*

Van Esch, C. "Humble mentoring: Understanding humility's impact on mentoring relationships and career outcomes." Weatherhead School of Management, *Case Western Reserve University*, 2015-2017. Successfully defended in Spring 2017.

Mumford, S. W. "Classifying Ways of Knowing to Facilitate Participatory Program Evaluation: An Application of Q Methodology." Trachtenberg School of Public Policy and Public Administration, *George Washington University*, 2015-2018. Successfully defended in Spring 2018.

### **Informal Doctoral Student Advising:**

Sims, R. "A Followership Perspective to Leadership and Leadership Development." *Centre for Workplace Excellence*. School of Management, *University of South Australia (UniSA)* Business School. Ongoing development, 2017-present.

Continued and ongoing research support as principal investigator and as last author on doctoral student research projects.

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## **TEACHING**

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### **Teaching Interests:**

Organizational Behavior, Leadership, Followership & Mentorship, General Management, Consulting and Applied Data Analysis, Corporate Social Responsibility, Human Resource Management, Organizational Structures, and Applied Social Psychology in the Workplace.

### **Teaching Evaluations:**

Average undergraduate teaching evaluation: **4.68**/5.00

Average graduate-level teaching evaluation: **4.67**/5.00

*In all recorded instances, my teaching evaluations are notably higher than the faculty average for the given semester.*

### **Teaching Awards, Invitations, and Certificates:**

Graduate School Interdisciplinary Certificate in University Teaching,  
*University of Georgia, May 2010*

*(The goal of the certificate is to provide an academic credential in the form of a multifaceted program that supports participants' enhancement of teaching skills and prepares them for future academic positions)*

Graduate School Excellence in Teaching Award nomination, University of Georgia  
*Nominated by my department in January 2010*

Outstanding Teaching Assistant Award Recipient, University of Georgia, 2008  
*(teaching performance that ranks in the top 10% of all TA's serving the University)*

Certificate of Completion, Teaching Portfolio Program, University of Georgia, 2009

## Teaching Experience and Student Evaluations:

Loyola University New Orleans, New Orleans, Louisiana

Associate Professor and Dean Henry J. Engler, Jr. Distinguished Professor

(previously Assistant Professor; previously Chase Minority Entrepreneurship Distinguished Professor)

### **MGT 700 & MGT 760: Organizational Leadership**

(Masters-level course: MBA; \* = also Global MBA)

▪ Fall 2022 *	Student Evaluation:	<i>forthcoming</i> <sup>1</sup>
▪ Summer 2022 <u>Online</u>		<u>4.67</u> /5.00
▪ Fall 2021*		<u>4.44</u> /5.00
▪ Summer 2021 <u>Online</u>		<u>5.00</u> /5.00
▪ Spring 2021 <u>Online</u>		<u>4.78</u> /5.00
▪ Fall 2020 <u>Online</u>		<u>4.93</u> /5.00
▪ Summer 2020 <u>Online</u>		<u>5.00</u> /5.00
▪ Spring 2020 <u>Online</u>		<u>4.45</u> /5.00
▪ Summer 2019 <u>Online</u>		<u>4.50</u> /5.00
▪ Spring 2019		<u>4.42</u> /5.00
▪ Spring 2019 <u>Online</u>		<u>5.00</u> /5.00
▪ Summer 2018 <u>Online</u>		<i>evaluations not collected for small class</i>
▪ Spring 2018		<u>4.65</u> /5.00
▪ Spring 2017		<u>4.36</u> /5.00
▪ Spring 2016		<u>4.54</u> /5.00
▪ Spring 2015		<u>4.53</u> /5.00

### **MGT 900: Valuing Diversity in the Workplace**

(Masters-level course: MBA)

▪ Fall 2018	Student Evaluation:	<i>online evals not collected for small class</i>
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### **MGT 800 & MGT 893: Managerial Consulting and Applied Analytics**

(Masters-level course: MBA)

▪ Fall 2016	Student Evaluation:	<u>4.78</u> /5.00
▪ Fall 2014		<u>4.29</u> /5.00

### **MGT 600: Management** (Masters-level course: MBA)

▪ Fall 2012	Student Evaluation:	<u>4.89</u> /5.00
▪ Spring 2011		<u>4.67</u> /5.00
▪ Fall 2010		<u>5.00</u> /5.00

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<sup>1</sup> Beginning in Fall 2014, Loyola University changed the evaluation criteria from a question where students evaluated the degree of overall instructor effectiveness to one where they rated whether they agree that the instructor was "excellent and effective."

### **MGT B493: Research Seminar in Organizational Theory**

- Fall 2015 Student Evaluation: 4.67/5.00

### **MGT B493: Corporate Social Responsibility**

- Summer 2022 Online Student Evaluation: 4.83/5.00
- Fall 2018 4.67/5.00
- Summer 2017 Online 4.54/5.00
- Summer 2016 Online 4.56/5.00
- Summer 2015 Online 4.25/5.00
- Summer 2014 Online *evaluations not collected in Summer2014*
- Spring 2014 4.94/5.00
- Summer 2013 5.00/5.00

### **MGT 245: Managing People and Organizations**

- Fall 2022 Student Evaluation: *forthcoming*
- Fall 2022 Online *forthcoming*
- Spring 2022 Online 4.75/5.00
- Fall 2021 (2 sections) 4.67/5.00
- Summer 2021 Online 4.38/5.00
- Fall 2020 (2 online sections) 4.87/5.00
- Summer 2020 Online 5.00/5.00
- Spring 2020 (2 online sections) 4.63/5.00
- Fall 2019 *univ. glitch produced error/very low participation*
- Fall 2019 Online *univ. glitch produced error/very low participation*
- Summer 2019 5.00/5.00
- Spring 2019 4.83/5.00
- Fall 2018 4.74/5.00
- Fall 2018 Online 4.92/5.00
- Summer 2018 Online *evaluations not collected for small class*
- Summer 2017 Online *evaluations not collected for small class*
- Spring 2017 (2 sections) 4.68/5.00
- Fall 2016 (2 sections) 4.74/5.00
- Summer 2016 Online 4.80/5.00
- Spring 2016 (2 sections) 4.70/5.00
- Summer 2015 Online 4.65/5.00
- Spring 2015 (2 sections) 4.19/5.00
- Summer 2014 Online *evaluations not collected in Summer2014*
- Spring 2014 (2 sections) 4.81/5.00
- Spring 2012 4.97/5.00
- Fall 2011 (3 sections) 4.69/5.00

### **MGT T121: Food, Business, and Community**

- Fall 2019 Student Evaluation: *univ. glitch produced error/very low participation*
- Fall 2015 4.69/5.00
- Fall 2014 4.43/5.00
- Fall 2013 4.75/5.00
- Fall 2012 4.87/5.00

### **BA 101: Business Communication**

- Spring 2022 (2 sections)                      Student Evaluation:     **4.53/5.00**
- Spring 2021 (2 sections)                      **4.69/5.00**
- Spring 2018 (2 sections)                      **4.51/5.00**
- Fall 2013    **4.88/5.00**
- Spring 2013 (2 sections)                      **4.63/5.00**
- Spring 2012                                         **4.77/5.00**
- Spring 2011 (2 sections)                      **4.84/5.00**
- Fall 2010     **4.46/5.00**

Cyprus International Institute of Management (CIIM), Nicosia, Republic of Cyprus  
Visiting Lecturer and Instructor of Record

**CR 610: Organizational Behavior** (Masters-level course: MBA)

- March 2010                                         Student Evaluation:     **4.60/5.00**  
100% of students reported that they would  
recommend me as an instructor to others

**EL 695: Organizational Structures** (Masters-level course: MBA)

- March 2010                                         Student Evaluation:     **4.80/5.00**  
97.73% of students reported that they would recommend me  
as an instructor to others

**CA 605: Managing Human Resources** (Masters-level course: MBA/MPSM)

- Dec. 2009     Student Evaluation:     **4.85/5.00**  
100% of students reported that they would  
recommend me as an instructor to others

University of Georgia, Athens, Georgia

Instructor of Record:

**MGMT 5980: Leadership**

- Spring 2009                                         Student Evaluation:     **4.85/5.00**
- Spring 2008                                         **4.98/5.00**
- Fall 2007    **4.86/5.00**

**MGMT 5820: Human Resources Management**

- Fall 2009     Student Evaluation:     **4.75/5.00**

**MGMT 3000: Management of Organizations and Individuals**

- Summer 2007                                      Student Evaluation:     **4.93/5.00**

Teaching Assistant:

**MGMT 3000: Management of Organizations and Individuals**, Spring 2007

Assumption University of Thailand, Bangkok, Thailand

Full-time Lecturer and Instructor of Record

2000-2002 – Taught various courses in English-language communication, including two semesters on **business correspondence and communication**

## Select Curriculum Development, Guest Lecturing, and Extra-Role Teaching Experience:

Loyola University New Orleans, New Orleans, Louisiana

Chair, Graduate Programs Curriculum & Assessment Committee, College of Business, 2018-present

Independent Study Facilitation – Three-student seminar aligning a trifecta of organizational behavior research efforts at the *Second Harvest Food Bank*, *Ochsner Hospital*, and *Loyola University New Orleans*, Fall 2019

- The primary objectives of the course are to convey to the students the excitement of conducting research on issues in organizational studies and to empower students to explore researchable and testable questions regarding organizational management leadership-related practices. This hands-on, experiential course helps develop the learners' skills in the process of systematic and practical academic inquiry. A central outcome of the course is that the participants will independently develop an original, conceptually-sound research study that posits a number of testable propositions linked to the study of organizations and organizational behavior. The learners are introduced to and will be asked to evaluate and account for important literature in the field of organizational behavior relevant to their research topic.

New Curriculum Development (graduate) – *MGT 700: Organizational Behavior & Leadership (online)*, Spring 2018

- As the newly-appointed Chair of the MBA Assessment and Curriculum Committee, I was invited by the MBA Director to design the curriculum for a highly experiential online leadership course – a completely new take on the classroom version of this class (the development of which I outline below). I designed this course in-line with best practices associated with andragogical research in a way that takes full advantage of the university's online learning platform. Moreover, the course design implemented a reverse-design approach that fully aligns with both internal university strive for, and AACSB requirements for collection and analysis of student learning assessment criteria. The initial course offering was implemented successfully in Summer 2018.

Guest Lecturer – *MGT 245: Management & Organizational Behavior*, Spring 2018

New Curriculum Development (undergraduate) – *MGT 493: Research Seminar in Organizational Studies*, and *Corporate Social Responsibility*, Winter-Spring 2012 & Summer 2015

- In order to meet the needs of Loyola's management majors, those students dual-majoring in management and marketing, and the many interdisciplinary students minoring in management, I developed a series of senior-level elective courses that cross-list as management and marketing courses. The course *Corporate Social Responsibility* introduces students to the stakeholder perspective of management, different forms of corporate social responsibility (CSR), and how CSR relates to business strategy. The course *Research Seminar in Organizational Studies* empowers students to explore researchable and testable questions regarding organizational

practices, and helps develop learners' skills in the process of systematic and practical academic inquiry. Both courses are writing-intensive, with assignments that involve critical analyses, conceptual development, and discussion of real-world practical implications.

New Curriculum Development (MBA/graduate) – *MGT 700: Leadership and Organizational Behavior*, and *MGT 760: Strategic Leadership*, Fall-Winter 2014 & Winter 2015

- I was invited to by the College of Business's Associate Dean for Graduate Studies to design a core course for the MBA program's revised curriculum. The course's two modules, *Leading People* and *Leading Organizations*, challenge students to develop the skills to analyze and address leadership challenges, opportunities and knowledge to create a sustainable organization with world-class performance. This class has evolved into the current offering, *Leadership & Organizational Behavior*.

New Curriculum Development (MBA/graduate) – *MGT 800, MGT 793: Managerial Consulting and Applied Analytics*, Spring-Summer 2014

- I was invited to by the College of Business's Associate Dean for Graduate Studies to design this course, which challenges MBA students to analyze organizational data in such a way that they could develop consultation plans and provide advice to managerial decision-makers. This course was designed to act as a bridge between two of the MBA program's specialized tracks, namely Leadership and HR, and New Venture Capital. The latest iteration of this class involves partnership with a large public-sector organization with the goal of analyzing data and making recommendations regarding employee turnover and retention.

New Curriculum Development (undergraduate) – *MGT T121: Dishing it Up: Food, Business, and Community in New Orleans*, Summer 2012

- I was asked jointly by Loyola University's Vice Provost for Academic Affairs and the College of Business Dean to design a seminar course that would introduce students to college-level thinking and learning in an experiential manner and to support Loyola's Jesuit tradition under the overarching themes of "thinking critically" and "acting justly." After my course proposal was accepted by the Office of Academic Affairs, I attended a 1-week workshop during which time I specified course objectives and finalized the design of course assignments, centering on the topics of critical thinking, information literacy, oral & written communication, and compassionate engagement with the world.

Curriculum Coordinator, **Business Communications**, Fall 2010 to Winter 2011

- Coordinated and developed the curriculum taught by all Business Communications instructors to all College of Business and Music Industry students at the university. Provided instructional support and guidance to part-time and adjunct faculty.

Case Competition Consultant – Loyola College of Business Team, Fall 2010 and Fall 2011

- Provided training support, suggestions, and feedback to Loyola's student team members as they prepared for an upcoming national case competition

Guest Lecturer – *Sociology 260: Race, Class, & Schools*, Fall 2015



Guest Lecturer – *BA 101: Business Communications*, Summer 2014

- Presented to Associate Dean Angie Hoffer’s class a structured, interactive lesson on the topics of gendered communication including characteristics of masculine and feminine speech, the social construction of gender, sex composition in the workplace, and the effects of gendered communication on career success.

Guest Lecturer – *MUSB 350: Music Enterprise Management*, Fall 2010

- Provided a structured, yet interactive presentation on preparing for, using visual aids with, and delivery of effective business presentations to Dr. Kendra Reed’s students.

University of Georgia, Athens, Georgia

Curriculum Development – *MGMT 5980: Leadership*, Summer 2007

- When this course became a mandatory part of the Management department’s undergraduate curriculum, I paired with Dr. Melenie Lankau to develop an intensive course curriculum that was followed by Management department Leadership professors.

Judge – *ILAD 5100: Leading from Within*, Spring 2009

- Judged Case Competitions held by UGA students enrolled in this Institute for Leadership Advancement course

Guest Lecturer – *MGMT 5980: Leadership*, Fall 2008 and Spring 2009

- Lectured in Dr. Melenie Lankau’s section of the Leadership course on the topics of working with and leading individuals with diverse learning and communication styles

Guest Lecturer – *MGMT 3000 & 3000H: Management of Organizations and Individuals*, Spring 2008 and Fall 2008

- Lectured numerous times in both Dr. Robert’ Hirschfeld’s large lecture hall classes (approximately 300 students per section) and Dr. Melenie Lankau’s honors-level courses on various management topics

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#### CERTIFICATES, AWARDS, AND GRANTS

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Research recognized for excellence in *Organizational Research Methods* and described by Herman Aguinis as [\*“exemplary research” that serves “as an example of best methodological practices”\*](#) for organizational research, 2019

Endowed with the *Dean Henry J. Engler, Jr. Distinguished Professorship*, Loyola University New Orleans College of Business, 2018

Grant: **Weinberg, F. J.**, *“Building Positive Diversity Relations in STEM: A LEGO® Serious Play® Facilitated Community Outreach Program.”* Affirmative Action & Diversity Committee Community Outreach Grant. Loyola University New Orleans, 2016-2017

First-Year Seminar Teaching Excellence Award  
Loyola University New Orleans, 2017

Lego Serious Play® Facilitator Certification, 2016

Endowed with the *Chase Minority Entrepreneurship Distinguished Professorship*  
Loyola University New Orleans College of Business, 2015

Faculty Award for Outstanding Research,  
Loyola University New Orleans College of Business, 2014  
(*faculty-elected top researcher across all departments in the College of Business*)

Outstanding Reviewer, Southern Management Association, 2012-2014  
(*selective conference-wide recognition of the very top percent of all reviewers*)

Best Reviewer Award, Careers/HRM/Research Methods Divisions,  
Southern Management Association, New Orleans, 2013  
(*awarded to the top reviewer in each subject tract based on track chair feedback*)

Best Reviewer Award, Human Resource Management/Careers Division,  
Southern Management Association, Ft. Lauderdale, 2012  
(*awarded to the top reviewer in each subject tract based on track chair feedback*)

Certificate of Completion, Social Network Analysis, Buffalo, NY, 2012  
(*Summer Institute in Advanced Statistical Methods, SUNY Buffalo, Sociology Dept.*)

Certificate of Completion, Grant Writing, New Orleans, LA, 2011  
(*Grant Training Center, Washington, D.C.; sponsored and hosted by Tulane University*)

Best Reviewer Award, Careers Division, Academy of Management, Chicago, 2009  
(*awarded to the top 10% of reviewers based on program chair and submitter feedback*)

Summer Research Award, Terry College of Business, University of Georgia, 2008  
(*awarded for outstanding research productivity and class instruction ratings*)

Comer Scholarship, Terry College of Business, University of Georgia, 2007-2008  
(*awarded for outstanding research productivity and class instruction ratings*)

Summer Research Award, Terry College of Business, University of Georgia, 2007  
(*awarded for outstanding research productivity and class instruction ratings*)

Grant: **Weinberg, F. J.** State University of New York / Graduate Student Employees Union  
Professional Development Award. \$500. To further develop leadership studies through the  
purchase of the rights to distribute and analyze data using the Multifactor Leadership  
Questionnaire.

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#### PROFESSIONAL AFFILIATIONS

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Member, Academy of Management, since 2005

Member, Southern Management Association, since 2007 (*Board Member 2018-2021*)

Member, Society for Human Resource Management (SHRM) New Orleans Chapter, since 2019

Member, Interdisciplinary Network for Group Research (INGROUP), since 2019

Member, Society of Industrial/Organizational Psychology, 2019

Member, Scholars Strategy Network, since 2018  
(*Regional Co-Coordinator / Chapter Leader, New Orleans Chapter, 2018-present*)

Member, Louisiana Restaurant Association, since 2021

**Founding Member** and Core Partner, Qualified Management Network and Mastermind Global Partnership, since 2019 and 2020, respectively

Member, Delta Sigma Pi professional business fraternity (AACSB affiliated), since 2011

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## PROFESSIONAL SERVICE

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### Service to the College of Business and to the University:

- University **Institutional Review Board** (Human Subjects Committee) member: 2018-present
- **Graduate Programs Curriculum and Assessment Committee**, College of Business, Loyola University New Orleans: **Chair, Fall 2020-present**; member, 2020-present
- **MBA Curriculum Committee**, College of Business, Loyola University New Orleans: **Chair, Spring 2018-Summer 2020**; member, 2016-Summer 2020 (*disbanded to form the Graduate Programs Curriculum and Assessment Committee with an expanded role*)
- Member, Select Committee on Creative Planning, Loyola University New Orleans, Fall 2019: Invited by the University President to join this ad-hoc collective
- Program development, **Bachelor's Degree Program in Leadership**, online undergraduate program, Loyola University New Orleans, 2019-2020
- Strategic planning advisor to the Dean of the College of Business, Fall 2019: Invited by the College of Business Dean to help guide the program for the College's Spring 2020 mission- and vision-building retreat
- College of Business **Rank & Tenure Committee**, Loyola University New Orleans **Chair**, Spring 2018; member, 2013-2015 & 2017-present
- **Study Abroad Approval Committee** member, Loyola University New Orleans, 2015-present
- Graduate student research coordinator, College of Business, Fall 2018: Valuing Diversity in the Workplace Special Topics Research Seminar, resulting in a student-driven research paper and presentation: "Valuing Diversity at Work: Global Mindset/Inclusive Workplace."
- Selection Committee member, new Management Operations hire, 2018-2019
- **Provost's Faculty Advisory Group** member, Loyola University New Orleans, 2013-2018
- Faculty Associate, Project Overdrive University Admissions partnership, 2017
- Faculty Advisor (student-elected), Delta Sigma Pi Professional Business Fraternity, Loyola University College of Business, 2010-2017
- Loyola University Food Policy, Commerce, & Culture Interdisciplinary Program Committee member, 2016-2017
- Board Member, Women's Resource Center Advisory Committee, Loyola University New Orleans, 2014-2015
- Program Development, Loyola Feminist Festival, sponsored by the Women's Resource Center, Loyola University New Orleans, 2016

- Contributor to the Office of Academic Affairs' First-Year Experience Curriculum, Loyola University New Orleans, 2012-2015
- Faculty Senate member, Loyola University New Orleans, 2012-2014
- Qualtrics Data Management Organizer, Loyola University New Orleans College of Business, 2012-2017
- Special Committee on MBA Branding and Marketing Initiatives member, Loyola University New Orleans College of Business, 2014
- Entrepreneurship Center Director Search Committee member, Loyola University New Orleans College of Business, 2014
- Management Faculty Search Committee member, Loyola University New Orleans College of Business, 2011 & 2012
- Faculty Advisor, Young Entrepreneurs of New Orleans (YE'NO), Loyola University New Orleans Chapter, 2011-2013
- Coordinator, Business Communications Curriculum, Loyola University New Orleans College of Business, 2010-2011
- University Faculty Advising Committee member, Loyola University New Orleans, 2011-2012
- Formal and Informal Advisor to undergraduate and graduate students, Loyola University New Orleans College of Business, 2010-present
- Interviewer, Leonard Leadership Scholars Program Selection Process, University of Georgia's Institute for Leadership Advancement, 2009 & 2010
- Informal Advisor and Mentor to numerous University of Georgia undergraduate students, 2006-2010

#### **Service to the Academic Community:**

- **Associate Editor**, *Journal of Managerial Psychology*, 2020-present
- **Board Member** (*elected*), Southern Management Association, 2018-2021
- **Leadership Mentor** (*invited*), Academy of Management Annual Meeting, 2018-2022 +
- Member Involvement Committee, Southern Management Association, 2019-2021  
*Chair 2020-2021*
- Registration Committee, Southern Management Association, 2018-2020  
*Chair 2019-2020*
- **Chair**, Member Involvement Committee, Southern Management Association, 2021
- Marketing, Communications, and Social Media Committee, Southern Management Association, 2019-2021
- Break-out session coordinator and panelist, (Desk)Rejection Recovery global professional development workshop sponsored by Emerald and the *Journal of Managerial Psychology*, 2021
- Doctoral Consortia Committee Member, Southern Management Association, 2016-2017

- **Lead Coordinator**, Pre-Doctoral Student Consortium, Southern Management Association, 2016-2017
- Co-Coordinator, Pre-Doctoral Student Consortium, Southern Management Association, two-year appointment, 2015-2016
- Speaker, Pre-Doctoral Student Consortium, Southern Management Association, 2018, 2019
  - “Welcome & Introduction” + Panelist “Is a Ph.D. for me? What are my Options?”
- Editorial Review Board Member, Journal of Ethics and Entrepreneurship, 2014-2015
- Contributor to *metaBUS* project expansion ([www.metabus.org](http://www.metabus.org)), which provides advanced protocols for extracting, classifying, curating, and instantly summarizing scientific findings, 2015-2017
- Advisor and mentor to several Organizational Behavior doctoral students at universities including Case Western Reserve University (*serving as a dissertation committee member*), George Washington University (*serving as a dissertation committee member*), University of Hawaii at Manoa (*serving as a comprehensive exam committee member and a dissertation committee member*), Tulane University, and SUNY Buffalo. My service includes providing vocational and psychosocial support in the forms of dissertation advice, theory support and guidance, input regarding research methods and design, job talk training, providing them access to my proprietary data, and introducing these budding researchers to senior colleagues.
- Regular Ad-Hoc Reviewer for several journals, including the *Journal of Management*, *Human Resource Management*, *Journal of Business Ethics*, *The Learning Organization*, *Journal of Workplace Learning*, *Organization Management Journal*, *Management Research Review*, and *Group and Organization Management*, 2010-present
- Reviewer, SAGE Publications, 2014-present
- - Organizational behavior (full text publication), 2018
- - Formal mentoring programs (research submitted to Sage Open), 2015
- - Corporate social responsibility (full text publication), 2014
- Participant and Reviewer, Academy of Management Annual Meetings, 2006-present
  - *Best Reviewer Award, Careers Division, 2009*
- Participant, Discussant, Chairperson, and Reviewer, Southern Management Association Annual Meetings, 2007-present
  - *Outstanding Reviewer, conference-wide recognition, 2014*
  - *Best Reviewer Award, Careers/HRM/Research Methods Divisions, 2013*
  - *Best Reviewer Award, Careers Division, 2012*
- Reviewer, Academy of Marketing Science World Marketing Congress, 2014
- Chairperson and Reviewer, Global Sales Science Institute (GSSI) Annual Meeting, 2013

### Service to the Community at Large:

- Consultation Advisor, formal mentoring program development and support, Louisiana Restaurant Association and on behalf of the National Restaurant Association, 2022
- Speaker, New Orleans Culinary & Hospitality Institute (NOCHI) to their emerging leadership fellows on the topic of “**Elements of a Great Team Leader**” with a special section on leading teams in stressful occupational climates, 2022

- Lead developer, **Mentoring Support System®**: A framework for developing learning and mentoring cultures and supporting mentoring programs and their participants, 2020-present
- Member, **Evergreen Suicide Prevention Taskforce**: A joint collaboration between leading members of the construction and building industry, organizational scientists, Lean practitioners, and mental health specialists with the purpose of producing a proactive mechanism for reducing burnout and suicide in the building and construction industry, 2020
- Consultation Advisor, Jewish Federation of Greater New Orleans: Recruitment for, Socialization to, and **Support for an existing formal professional mentoring program**, 2020
- Consultation Advisor, USMC together with the Artificial Intelligence / Machine Learning team from Booz Allen Hamilton on **developing a formal mentoring regimen for the U.S. Marine Corps**, 2020
- Advisor to the Select Committee on the Modernization of Congress – sole authored a white paper informing **U.S. congressional leaders** and the **White House’s Office of Management and Budget** on actionable items to strengthen effectiveness and efficiency among congressional collaborators (my advice was solicited via Scholars Strategy Network), 2019
- Through my leadership of the New Orleans Chapter of the Scholars Strategy Network, **I sponsored several activities for the New Orleans community** from 2018-present, including:
  - Forging Connections: Collaborating on public policy and its implementation. An evening in conversation with Loyola University President Tania Tetlow and New Orleans City Council President and Councilmember-at-Large Helena Moreno on how universities, faculty, advocates, and policymakers can work together more effectively on informing and implementing public policy initiatives.
  - Facilitated a scholarship mapping and matchmaking activity to join scholars in the pursuit of informing public policy, civic leadership, and news media organizations (headlined with an address by Loyola University New Orleans President Tania Tetlow).
  - Academic promotion workshop: Provided tools for assessing and managing your online academic presence, featuring guest presentation by Raquel Horlick and Courtney Kearney from Tulane University's Howard Tilton Library.
  - Scholarship in public: Publicly engaged academic work – a conversation with Timothy Eatman, co-author of the Imagining America report, “Scholarship in Public: Knowledge Creation and Tenure Policy in the Engaged University.”
  - Media relations workshop featuring the Metro editor of the *Times Picayune* newspaper
  - Op-Ed writing workshop featuring the opinion editor of *The Advocate* newspaper
    - Screening: *The Science of Effective Coaching* featuring Dr. Richard Boyatzis
    - Presentation: Valuing Diversity at Work – Global Mindset/Inclusive
    - Screening: *Five Awake* as a benefit for the Family Justice Center (co-sponsored with Loyola University’s Women’s Resource Center
    - Presentation: A Day of Solidarity with the Uyghurs featuring Dr. Ryan Thum
  - Presentation: Blessed Trees and the Rights of Rivers: Innovative Activism for Protecting the Environment
  - Brokered the facilitation of several academic op-eds published in leading regional newspapers
- Advisor to New Orleans’ Businesswomen’s Peer Mentoring “Mastermind” Group, 2019-2020

- Consultation Advisor, Lean Project, on the development of a **community resilience program designed to address disaster response and renewal through local leadership**, 2020
- Developer, Consultant, and Facilitator (pro bono publico), Executive Team Leadership, Society for the Prevention of Cruelty to Animals (Louisiana SPCA), New Orleans, 2018
- Developer, Consultant, and Facilitator (joint project with Lean Project consulting), **Strengthening Project Team Learning and Development of a Mentoring Culture**, Cleveland Clinic, Cleveland, Ohio, 2017
- Developer, Consultant, and Facilitator (joint project with Lean Project consulting), **Strengthening Project Team Learning and Development of a Mentoring Culture**, Akron General Hospital, Akron, Ohio, 2017
- Developer, Consultant, and Facilitator (pro bono publico), Improving Mentoring and **Developing a Mentoring and Learning Culture**, Electric Girls, New Orleans, 2017
- Consultation Advisor (pro bono publico), **Police Officer Retention partnership**, New Orleans Police Department (NOPD), 2016
- Developer and Facilitator, **Successful Women in the Workplace Luncheon**. Sponsored by the Women’s Resource Center, Loyola University New Orleans, 2016
- Session Leader and Guest Speaker, practitioner-oriented presentation open to the community on the topic of gender, gendered communication and careers. Sponsored by the Women’s Resource Center, Loyola University New Orleans, 2015
- Teamwork and Leadership Consultant (pro bono publico), Loyola University Women’s Basketball Team, New Orleans, LA, 2015
- Moderator and Facilitator, **“Challenges of a Chief Judge”** panel (*largest conference-wide session of the year*), National Center for State Courts Conference of Chief Judges of State Intermediate Courts of Appeal, New Orleans, LA, 2014
- Co-creator of the **Global Commerce License** (GCL) certification program (accepted in 154 countries around the world), available at [www.gcl.nu/djm](http://www.gcl.nu/djm)
- Student Service Learning Project Coordinator, multiple community partnerships, New Orleans, LA, 2011-2014
- Consultant & Instructor (pro bono publico), Cafés Hope and Reconcile – divisions of Catholic Charities under the Archdiocese of New Orleans, New Orleans, LA, 2010-2013
- Board Member, Mentoring Working Group, Café Hope, Marrero, LA, 2011-2012
- Board Member, Program Steering Committee for Young Adults, Touro Synagogue, New Orleans, LA, 2010-2011
- Jury Foreman, Orleans Parish Criminal District Court, New Orleans, LA, 2012
- Consultant (pro bono publico), American Fujikura Limited (AFL), a major leader in the telecommunications industry globally. 2014-present.
- Consultant (pro bono publico), University of Georgia Physical Plant Division, Athens, GA, 2009-2014
- Consultant (pro bono public), Dream a Little Green, New Orleans, LA, 2012-2013
- Consultant (pro bono publico), Hillel International, Washington, DC, 2009

- Consultant (pro bono publico), Outlets – a non-profit organization dedicated to mentoring underprivileged youth in Athens/Clarke County, Athens, GA, 2009
- Consultant (pro bono publico), Hillel, University of Georgia Chapter, Athens, GA, 2008-2010
- Consultant (pro bono publico), American Marketing Association, University of Georgia Chapter, Athens, GA, 2007
- Teamwork Activity Consultant (pro bono publico), University of Georgia Women’s Basketball Team, Athens, GA, 2007