

VITA

EDWARD W. MILES

ADDRESS

Office: Department of Managerial Sciences Home: 1678 Macy Lane
Robinson College of Business Lawrenceville, GA 30043
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Atlanta, GA 30302-4014
USA

(404) 413-7540 (Voice)
(404) 413-7571 (FAX)
e-mail: emiles@gsu.edu

EDUCATION

B.S. (1979), Organizational Psychology, Appalachian State University
M.A. (1982), Organizational Communication, The University of Georgia
Ph.D. (1988), Management, The University of Georgia

FELLOWSHIPS AND AWARDS

University-Wide Competitive Research Fellowship, University of Georgia, 1984, 1985, 1986
University of Georgia Department of Management Doctoral Student Award for Excellence in Research, 1986, 1988
Southern Management Association, Outstanding Overall Paper Award, 1999 Annual Meeting
Cason Hall Best Regional Paper Award, 1999
Georgia State University Department of Managerial Sciences Teaching Excellence, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018
Robinson College of Business Faculty Recognition Award for Service, 2005
Georgia State University Award for University-Level Service: The Sparks Award, 2006
Robinson College of Business Faculty Recognition Award for Teaching, 2007
Robinson College of Business Board of Advisors Faculty Award for Service, 2008
Professional MBA Class Award for Teaching Excellence: The Crystal Apple Award, 2008 (Downtown Cohort)
Professional MBA Class Award for Teaching Excellence: The Crystal Apple Award, 2008 (Henry County Cohort)
Professional MBA Class Award for Teaching Excellence: Outstanding Professor Award, 2012 (Henry County Cohort)

PROFESSIONAL EXPERIENCE

1988-1989	Assistant Professor, Department of Management, Clemson University
1989-1995	Assistant Professor, Department of Management, Georgia State University
1995-present	Associate Professor, Department of Management, Georgia State University
1996-2001	Doctoral Programs Coordinator, Department of Management, Georgia State University
1998-present	Invited Lecturer; Duale Hochschule Baden-Württemberg: Stuttgart, Mosbach, Heilbronn,

and Mannheim

2015-2016

Interim Faculty Director of MBA Programs, Robinson College of Business, Georgia State University

PUBLICATIONS: REFEREED SCHOLARLY

Miles, E.W. & Leathers, D.G. (1984). The impact of aesthetic and professionally related objects on credibility in the office setting. Southern Speech Communication Journal, 49, 361-379.

Huseman, R.C., Hatfield, J.D., & Miles, E.W. (1985). Test for individual perceptions of job equity: Some preliminary findings. Perceptual and Motor Skills, 61, 1055-1064.

Hatfield, J.D., Huseman, R.C., & Miles, E.W. (1987). Perceptual differences in verbal recognition and relative job satisfaction. Communication Research Reports, 4(1), 8-13.

Huseman, R.C., Hatfield, J.D., & Miles, E.W. (1987). A new perspective on equity theory: The equity sensitivity construct. Academy of Management Review, 12, 222-234.

Miles, E. W. (1987). Selection of an equity formula appropriate for organizational behavior research. Sociological Methods and Research, 15, 447-466.

Huseman, R.C. & Miles, E.W. (1988). Organizational communication in the information age: Implications of computer-based systems. Journal of Management, 14, 181-204.

Miles, E.W., Hatfield, J.D., & Huseman, R.C. (1989). The equity sensitivity construct: Potential implications for worker performance. Journal of Management, 15(4), 581-588.

Gatewood, R.D., Miles, E.W., & Partrich, W. (1989). Work situational variables in the communication-performance relationship. Best Paper Proceedings of the 1989 Meeting of the Academy of Management, August 1989, Washington, D.C.

Note: The Best Paper Proceedings publishes the top 10% of the conference papers.

Miles, E.W., O'Keefe, K., & Huseman, R.C. (1990). Assessing the utility of computer-generated graphics in problem solving. Journal of Information Technology Management, 1(1), 7-14.

King, W.C. & Miles, E.W. (1990). What we know. . . and don't know. . . about measuring conflict. Management Communication Quarterly, 4(2), 222-243.

King, W.C., Miles, E.W., & Kniska, J. (1991). The attribution of sex-role stereotypes in a gaming experiment. Sex Roles: A Journal of Research, 25, 607-623.

King, W.C., Dent, M. M., & Miles, E.W. (1991). The persuasive effects of graphics in computer mediated communication. Computers in Human Behavior, 7, 269-279.

Miles, E. W., Hatfield, J.D., & Huseman, R.C. (1991). Relative importance of system, job, performance, and interpersonal outcomes. Psychological Reports, 69, 853-854.

Miles, E.W. & King, W.C. (1991). An empirical test of a refinement of the equity theory of motivation. Southern Management Association 1991 Proceedings, 284-286. November 1991, Atlanta, Georgia.

King, W.C., Miles, E.W., & Kniska, J. (1991). An experimental examination of the attribution of sex-roles stereotypes. Proceedings of the 1991 Meeting of the Midwest Decision Sciences Institute Annual Meeting, 104-106.

May, 1991, Indianapolis, Indiana.

Lewis, M., Miles, E.W., & King, W.C. (1992). A test of gender differences in preferred work outcomes and elements that contribute to job satisfaction. Southern Management Association 1992 Proceedings, 467-469. November, 1992, New Orleans, Louisiana.

King, W.C. & Miles, E.W. (1993). A test of the interaction effect of gender and administration mode on responses to work-related psychological instruments. Proceedings of the Decision Sciences Institute, Volume 1, 491-493. November 1993, Washington, DC.

King, W.C., Miles, E.W., & Day, D.D. (1993). A test and refinement of the equity sensitivity construct. Journal of Organizational Behavior, 14, 301-317.

King, W.C. & Miles, E.W. (1994). The measurement of equity sensitivity. Journal of Occupational and Organizational Psychology, 67, 133-142.

Miles, E.W., Hatfield, J.D., & Huseman, R.C. (1994). Equity sensitivity and outcome importance. Journal of Organizational Behavior, 15, 585-596.

Eagle, B.W., Miles, E.W., & Stageberg, T.V. (1995). Investigating Gender Differences in the Permeability of Work and Family Domains Applying Multiple Measures of Work-Family Conflict. Southern Management Association 1995 Proceedings, 364-366. November 1995, Orlando, Florida.

Icenogle, M.L., Eagle, B.W., Maes, J.D., & Miles, E.W. (1995). Employers Beware: Men Report Greater Work-Family and Family-Work Conflict. Proceedings of the Association on Employment Practices and Principles, 89-93. October 1995, New Orleans, Louisiana.

King, W.C. & Miles, E.W. (1995). A Quasi-Experimental Assessment of the Effect of Computerizing Non-Cognitive Pencil-and-Paper Measurements: A Test of Measurement Equivalence. Journal of Applied Psychology, 80, 643-651.

Miles, E.W., Patrick, S., & King, W.C. (1996). Job Level as a Systemic Variable in Predicting the Relationship Between Supervisory Communication and Job Satisfaction. Journal of Occupational and Organizational Psychology, 69, 277-292.

King, W.C. & Miles, E.W. (1996). Will Some People Work for Less Money? A Test of the Explanatory Effect of Equity Sensitivity on Starting Salary Differentials. Proceedings of the Decision Sciences Institute, Volume 1, 341. November 1996, Orlando, Florida.

Eagle, B.W., Miles, E.W., & Icenogle, M.L. (1997). Interrole Conflicts and the Permeability of Work and Family Domains: Are There Gender Differences? Journal of Vocational Behavior, 50, 168-184.

Eagle, B.W., Icenogle, M.L., Maes, J.D., & Miles, E.W. (1998). The Importance of Employee Demographic Profiles for Understanding Experiences of Work-Family Interrole Conflicts. The Journal of Social Psychology, 138, 690-709.

Miles, E.W. & King, W.C. (1998). Gender and Administration Mode Effects When Pencil-and-Paper Personality Tests Are Computerized. Educational and Psychological Measurement, 58, 68-76.

Eagle, B.W., Miles, E.W., & Icenogle, M.L. (1999). A Test of Measurement Equivalence: Do Males and Females Interpret Measures of Work-Family Conflict in Similar Ways? Southern Management Association 1999 Proceedings, 209-211. October 1999, Atlanta, Georgia.

Received "Outstanding Overall Paper" Award for the conference and the "Cason Hall Best Regional Paper" Award.

Eagle, B.W., Miles, E.W., & Icenogle, M.L. (2001). Male and Female Interpretations of Bi-Directional Work-Family Conflict Scales: Testing for Measurement Equivalence. Research in Management (Volume 1: Equivalence in Measurement), Chester A. Schriesheim & Linda L. Neider (Editors). Greenwich, CT: Information Age Publishing, pp. 5-23.

Bommer, W.H., Miles, E.W., & Grover, S.G. (2003). Does one good turn deserve another? Coworker influences on employee citizenship. Journal of Organizational Behavior, 24, 181-196.

Miles, E.W. & Bommer, W.H. (2003). The employee-supervisor dyad: organizational citizenship behavior and positive effects of diversity. Southern Management Association 2003 Proceedings, November 2003, pages 620-625, Clearwater, Florida.

Miles, E.W. & LaSalle, M.M. (2004). Dyad gender composition and negotiation of joint gains: A comparison of three theoretical perspectives. Southern Management Association 2004 Proceedings, November 2004, pages 68-73, San Antonio, Texas.

Miles, E.W. & LaSalle, M.M. (2005). Relational demography and the negotiation of joint gains. Southern Management Association 2005 Proceedings, November 2005, Charleston, South Carolina.

Miles, E.W. & LaSalle, M.M. (2006). Contextual ambiguity and negotiation self-efficacy in dividing value. Southern Management Association 2006 Proceedings, October 2006, Clearwater, Florida.

Miles, E.W. & LaSalle, M.M. (2008). Asymmetrical contextual ambiguity, negotiation self-efficacy, and negotiation performance. International Journal of Conflict Management, 18(1), 36-56.

Miles, E.W. & LaSalle, M.M. (2008). Distributive negotiation as a gender trigger. Best Paper Proceedings of the 2008 Meeting of the Academy of Management, August 2008, Anaheim, CA.

Note: The Best Paper Proceedings publishes the top 10% of the conference papers.

Miles, E.W. & LaSalle, M.M. (2009). Gender roles and creation of value in mixed-motive negotiation. International Journal of Conflict Management, 19(3), 269-286.

Miles, E.W. & Clenney, E.F. (2010). Gender differences in creating value: A status characteristics theory view. Negotiation and Conflict Management Research, 3(2), 130-144.

Miles, E.W. (2010). The role of face in the decision not to negotiate. International Journal of Conflict Management, 21(4), 400-414.

Note: Received a 2011 Highly Commended Award from the journal

Miles, E.W. (2010). Gender differences in distributive negotiation: When in the negotiation process do the differences occur? European Journal of Social Psychology, 40(7), 1200-1211. DOI: 10.1002/ejsp.714

Miles, E.W. & Maurer, T.J. (2012). Advancing validity of self-efficacy in negotiation through focusing at the domain level. Journal of Occupational and Organizational Psychology, 85(1), 23-41. DOI: 10.1348/096317910X531744

Miles, E. W., & Clenney, E. F. (2012). Extremely difficult negotiator goals: Do they follow the predictions of goal-setting theory? *Organizational Behavior and Human Decision Processes*, 118(2), 108-115.

Miles, E.W. (2013). Developing strategies for asking questions in negotiation. *Negotiation Journal*, 29(4), 383-412.

Miles, E.W. & Schatten, J. (2015). From the research lab to the office: Making negotiation research more accessible to negotiators. *Negotiation Journal*, 31(4), 309-317.

Miles, E. W. (2017). Lessons university-based business schools should learn vicariously—rather than through experience—from university athletics, *Economics and Business Review*, 3(1), 149-163.

Miles, E. W. (2017). Historical context and insights for criticisms of the 21st century business school, *Journal of Education for Business*, 92(5), 245-254.

Chapman, E. F., Maurer, T. J., & Miles, E. W. (2017). A proposed model for effective negotiation skill development. *Journal of Management Development*, 36(7), 940-958.

Chapman, E. F., Sisk, F.A., Schatten J., & Miles, E. W. (2018). HRD and HRM levers for sustained competitive advantage: Combining isomorphism and differentiation. *Journal of Management and Organization*, 24(4), 533-550. doi:10.1017/jmo.2016.37.

Miles, E. W. & Black, K. A. (in press). What Was Gained and Lost When Professionals Began Receiving Their Training in University-Based Professional Schools? *Higher Education Review*.

PUBLICATIONS: REFEREED PROFESSIONAL/PRACTITIONER

Huseman, R.C., Hatfield, J.D., Yu, C., & Miles, E.W. (1989). The managerial matrix: An approach for management training in China. *Administrative World* (Chinese language journal, Peoples's Republic of China), 6, 179-185.

Huseman, R.C., Hatfield, J.D., Yu, C., & Miles, E.W. (1991). Management rectangle: A useful tool for management consulting and training. *Technoeconomics & Management* (Chinese language journal, People's Republic of China), 2, 16-21.

WORK IN PROGRESS (Manuscripts under Review):

Miles, E. W., Corner, A. J., & Abreu Pedderzini, G. The deadlock of complexity leadership theory: A philosophy of science explanation. *Organization Studies*. (Submitted)

Miles, E. W. & Corner, A.J. The Challenge of Providing Guidance to Organizational Leaders: Attempting to Conquer the Gordian Knot, *Academy of Management Perspectives*. (Submitted)

Miles, E. W. Historical precedents for the possibility of re-orienting university-based social science research. European Group for Organizational Studies Conference. (Submitted)

Schatten, J., Chapman, E. F., Miles, E. W., & Leheta, D. The Gender Paradox in Negotiations, *Gender in Management*. (Revision requested)

WORK IN PROGRESS (Manuscripts in Progress):

Miles, E. W., & Schatten, J. Management as a Science and Management as a Profession: Can Business Schools

Have It Both Ways?

Miles, E. W. & Schatten, J. Role Asymmetry in the Relationship between Negotiator Goals and Dyad Level Outcomes.

Miles, E. W. & Schatten, J. Interpreting Cooperation and Competition in Negotiation Contexts.

Miles, E. W., & Chapman, E. F. Proactive Negotiation Behavior Resulting from Face Threat Sensitivity.

REFEREED PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Huseman, R.C., Hatfield, J.D., & Miles, E.W. (1985). The equity factor: A proposed construct and preliminary findings. Paper presented at the Academy of Management annual meeting. August 1985, San Diego, California.

Huseman, R.C., Hatfield, J.D., & Miles, E.W. (1985). A relational approach for conceptualizing, analyzing, and influencing human behavior and commitment: The equity factor. Paper presented at the Academy of Management annual meeting. August 1985, San Diego, California.

Miles, E.W., Hatfield, J.D., & Huseman, R.C. (1986). A LISREL model relating supervisory communication to satisfaction and organizational commitment. Paper presented at the Academy of Management annual meeting. August 1986, Chicago, Illinois.

O'Keefe, K. & Miles, E.W. (1987). Message characteristics as they affect comprehension in electronic communication systems and non-electronic communication. Paper presented at the Academy of Management annual meeting. August 1987, New Orleans, Louisiana.

Miles, E.W., Hatfield, J.D., Schleier, J.D., & Huseman, R.C. (1987). The human link in electronic communication systems. Paper presented at the Academy of Management annual meeting. August 1987, New Orleans, Louisiana.

Miles, E.W. & Patrick, S. (1988). Job level as an individual difference variable in predicting from communication with supervisor to job satisfaction and to organizational commitment. Paper presented at the Academy of Management annual meeting. August 1988, Anaheim, California.

King, W.C. & Miles, E.W. (1989). A discrepancy theory of the relationship between superior-subordinate communication and job satisfaction. Paper presented at the Academy of Management annual meeting. August 1989, Washington, D.C.

King, W.C., Miles, E.W., & Day, D.D. (1990). An experimental test of the equity sensitivity construct. Paper presented at the Academy of Management annual meeting. August 1990, San Francisco, California.

King, W.C. & Miles, E.W. (1992). Questionnaire design, organizational diversity, and response rate: Does random distribution alone guarantee equal representation? Paper presented at the Academy of Management annual meeting. August 1992, Las Vegas, Nevada.

Gatewood, R.D., Miles, E.W., Lance, C.F., & Partrich, W. (1992). A causal model of superior-subordinate communication, job knowledge, and job performance. Paper presented at the Academy of Management annual meeting. August 1992, Las Vegas, Nevada.

Miles, E.W., King, W.C., & Patrick, S. (1993). The moderating effects of job level in predicting the relationship between supervisory communication and job satisfaction. Paper presented at the Academy of Management annual meeting. August 1993, Atlanta, Georgia.

King, W.C. & Miles, E.W. (1994). Assessing the equivalence of pencil-and-paper and computerized instruments: Stability of measurement continua. Paper presented at the Academy of Management annual meeting, August 1994, Dallas, Texas.

Eagle, B.W., Ribbens, B.A., & Miles, E.W. (1994). A Comparative Evaluation of Work-Family Conflict Measures. Paper presented at the National Council on Family Relations Annual Conference, November 1994, Minneapolis, Minnesota.

Eagle, B.W. & Miles, E.W. (1995). Through Differentiation Comes an Understanding of Integration: Work and Family Interrole Conflicts. Paper presented at the 1995 annual meeting of the Academy of Management, August 1995, Vancouver, British Columbia.

Miles, E.W. & King, W.C. (1997). Communication Satisfaction and Procedural Justice: Distinct or Overlapping Constructs? Paper presented at the 1997 annual meeting of the Academy of Management, August 1997, Boston, Massachusetts.

Calado, S.M. & Miles, E.W. (1998). Antecedents to the Acceptance of Peer Feedback. Paper presented at the 1998 annual meeting of the Academy of Management, August 1998, San Diego, California.

Bommer, W.H. & Miles, E.W. (2001). Organizational Citizenship Behavior and Demographic Similarity: Different Strokes Toward Different Folks. Paper presented at the 2001 annual meeting of the Academy of Management, August 2001, Washington, DC.

Miles, E.W. & LaSalle, M.M. (2006). Asymmetrical contextual ambiguity, negotiation self-efficacy, and negotiation performance. Paper presented at the 2006 annual meeting of the Academy of Management, August 2006, Atlanta, Georgia.

Miles, E.W. & LaSalle, M.M. (2007). Gender roles and outcomes in mixed-motive negotiation. Paper presented at the 2007 annual meeting of the Academy of Management, August 2007, Philadelphia, Pennsylvania.

Clenney, E.F., Maurer, T.J., & Miles, E.W. (2010). Developing great negotiators: A framework for employee negotiation skill development. Paper presented at the 2010 annual meeting of the Academy of Management, August 2010, Montreal, Quebec.

Miles, E.W. & Maurer, T.J. (2010). Role asymmetry in the relationship between self-set negotiator goals and dyad level outcomes. Paper presented at the 2010 annual meeting of the Academy of Management, August 2010, Montreal, Quebec.

Miles, E.W. & Clenney, E.F. (2011). Compensation and job offer negotiations: A review and recommended research strategy. Paper presented at the 2011 annual meeting of the Academy of Management, August 2011, San Antonio, Texas.

Miles, E. W., & Clenney, E. F. (2012). Extremely difficult negotiator goals: Do they follow the predictions of goal-setting theory? Paper Presented at the 2012 annual meeting of the Academy of Management, August 2012, Boston.

Clenney, E. F., Maurer, T. J., & Miles, E. W. (2013). Becoming a Negotiator: A Proposed Negotiation Skill Development Complexity Model. Paper Presented at Academy of Management Annual Meeting, August 2013, Orlando.

Miles, E. W. (2013). Questioning Strategy in Negotiation. Paper Presented at Academy of Management Annual Meeting, August 2013, Orlando.

Miles, E. W., & Clenney, E. F. (2013). Proactive Negotiation Behavior Resulting from Face Threat Sensitivity. Paper Presented at Southern Management Association Annual Meeting, November 2013, New Orleans.

Miles, E. W., Schatten, J., & Butler, D. (2015). Interpreting cooperation and competition in negotiation contexts. Paper Presented at Southern Management Association Annual Meeting, October 2015, St. Petersburg, FL.

Received "Best Paper in Track Paper" Award from the Organizational Behavior Track

Schatten, J. & Miles, E. W. (2015). Another Negotiator's Dilemma: Shoot Straight or Act Deceptively Against a Counterpart with a Bad Reputation. Paper Presented at Southern Management Association Annual Meeting, October 2015, St. Petersburg, FL.

Butler, D. S., & Miles, E. W. (2017). Using Metaphors and analogies to plug students into currents which will light up interest and understanding of OB course concepts. Organizational Behavior Teaching Conference, Providence, RI.

Corner, A. J., Dimotakis, N., Lambert, L. S., Liu, L. A., & Miles, E. W. (2018). The Give and Take of Social Exchange Relationships in Negotiation Settings. Society for Industrial and Organizational Psychologists (SIOP), Chicago.

Corner, A. J., Dimotakis, N., Lambert, L. S., Liu, L. A., & Miles, E. W. (2019). Time for a Win-Win Deal: A Social Exchange Process Model for Negotiation. International Association for Conflict Management Annual Conference, Dublin, Ireland.

PUBLICATIONS: BOOKS AND BOOK CHAPTERS

Miles, E. W. (2019). *The Purpose of the Business School: Alternative Views and Implications for the Future*. Cham, Switzerland: Palgrave Macmillan (INT)

Miles, E. W., Corner, A.J., & Schatten, J. (2019). Leadership and the lens of a profession. Book chapter in G. Abreau Pedderzini (Editor), *Considering Leadership Anew: A Handbook on Alternative Leadership Theory*. (Pages 30-41). Cambridge, UK: Cambridge Scholars. (INT)

Chapman, E. F., Corner, A.J., & Miles, E. W. (2017). Job offer negotiations: A focused research approach. In Kathleen M. Johnson (Editor), *Negotiations: Insights, Strategies and Outcomes*. (Pages 47-78). Hauppauge, NY, USA: Nova Science Publishers.

Miles, E.W. (2016). *The Past, Present, and Future of the Business School*. New York: Palgrave Macmillan.

Miles, E.W. & Miles, A.E. (2013). *Why the U.S. Congress Is So Dysfunctional: The Tragedy of the Pork and Other Essays*. Amazon: Charleston, SC.

SUPERVISION OF DOCTORAL DISSERTATIONS

Chair

Calado, Sonia (1994)

Eagle, Bruce (1995)

Mark Kunze (2005)

Margaret LaSalle (2009)

Elizabeth F. Clenney (co-chair, 2013)

Jeff Schatten (2016)

Committee Member

Ross, Larry (Marketing Department) (1991)
Seo, Jai Hyun (1991)
Patrick, James (Department of Higher Education) (1993)
Suh, Munshik (Marketing Department) (1993)
Buchanan, Charles (Department of Educational Administration) (1993)
Wade, Grady (1995)
Ferrell, Ann B. (Department of Educational Administration) (1995)
Brashear, Thomas G. (Marketing Department) (1997)
Todd J. Hohensee (Department of Educational Policy Studies) (1998)
John Reiners (Beebe Institute of Personnel and Employment Relations) (1999)
James Hayton (Beebe Institute of Personnel and Employment Relations) (2002)
Kristen Byron (2003).
Kathryn O'Neil (School of Policy Studies) (2003)
Debra Dookeran (2006)
A.J. Corner (2018)

Reader

Bleiken, Linda (1990)
Clapper, Dan (Decision Sciences Department) (1990).
Self, Robin (1991)
Barksdale, Kevin (1993)
Linda Flynn (1994)
Riordan, Christine M. (1995)
Sharak, Caren (1995)
Charles Ryan (1996)

SUPERVISION OF MASTERS THESES

Committee Member

Rozier, Tonya (Communication Department) (1992)
O'Neill, Kathryn (Communication Department) (1993)
Dyann Cunningham (Communication Department) (2004)

SERVICE

University Level Service

Member, University Senate, 1997-2005
 Member, Admissions and Standards Committee, 1998-2005.
 Chair, Admissions Appeals Sub-Committee. 1999-2007.
 Chair, Ad hoc Sub-Committee for Review of University Policy on Academic Honesty, 1999.

Member, Administrative and Support Unit Assessment Committee, Member 1997-2000.

 Chair, Administrative and Support Unit Assessment Sub-Committee for Office of Student Financial Aid,
 2004

Member, Enrollment Management Committee, 1999-2005.

Member, Search Committee for Vice-President for Student Services, 1999-2000.

Member, Strategic Enrollment Planning Committee (ad hoc committee), 2001-2002

Member, University Calendar Committee, 2004-2005

Member, University SACS Re-Affirmation Committee, 2004-2009

Co-Chair, Sub-Committee on Institutional Issues, 2004-2009

Member, Institutional Review Board (IRB), 2010-2013.

Member, Committee to assess Dean of Libraries, (2011 - 2012).

College Level Service

Member, Research Program Committee. 1991-1995.

Member, MBA Faculty Group. 1992-1997.

Member, Steering Committee for Concentrated MBA. 1994-1998.

Member, MBA Curriculum Innovation Committee. 2001.

Member, MBA Steering Committee. 2002-2014

Chair, MBA Steering Committee. 2015-2016

Instructor, MBA Orientation Program, 2003-2007

Member, Graduate Program Council, 2003-present

Member, Awards Committee for Inaugural Alumni Awards, 2003

Member, Strategic Planning Sub-Committee for RCB International Dimensions, 2003-2004.

Member, MBA Admissions Committee, 2014

Chair, MBA Admissions Committee, 2015-2016

Interim Faculty Director of MBA Programs, 2015-2016

Department Level Service

Member, Faculty Search Committee for new faculty in Organizational Behavior, 1990-1991.

Member, Faculty Search Committee for new faculty in Organizational Behavior, 1991-1992.

MBA Core Course Coordinator, 1991-1998.

Member, Faculty Search Committee for new faculty in Organizational Behavior, 1993-1994.

Member, Faculty Search Committee for new faculty in Human Resource Management, 1994-1995.

Coordinator of Doctoral Program in Organizational Behavior. 1995-2005.

Chair, Faculty Search Committee for new faculty in Organizational Behavior, 1995-1996.

Department of Management Doctoral Programs Coordinator. 1996-2001.

Chair, Faculty Search Committee for new faculty in Organizational Behavior and Organizational Theory, 1996-1997.

Member, Faculty Search Committee for new Non-Tenure Track Faculty, 1996-1997.

Member, Management Department Chair Search Committee, 1996-1997.

Member, Faculty Search Committee for new faculty in Strategic Management, 1997.

Area Course Scheduling Coordinator for Organizational Behavior, 1999-present

Chair, Faculty Search Committee for new faculty in Organizational Behavior, 1999-2000.

Chair, Faculty Search Committee for new faculty in Organizational Behavior and Human Resource Management, 2002-2003.

Chair, Department of Management Curriculum Review Committee, 2003-2005.

Member, Faculty Search Committee, 2003-2004.

Member, Faculty Search Committee, 2004-2005.

Co-Chair, Faculty Search Committee, 2005-2006.

Co-Chair, Faculty Search Committee for new faculty in Organizational Behavior and Human Resource Management, 2010-2011.

Member, Faculty Search Committee for new faculty in Business Analysis, 2010-2011.

Member, Faculty Search Committee, 2011-2012.

Coordinator, MBA Concentration in Organization Management Assessment, 2011-2014

Coordinator, M.S. Concentration in Leadership and Organizational Change Assessment, 2011-2015

Member, Faculty Search Committee, 2012-2013.

Chair, Academic Program Review Self-Study Committee, 2013-2014

Member, Committee to Revise Master of Science Program in Managerial Sciences, 2014-2015

Chair, Faculty Search Committee for Organizational Behavior Faculty, 2017-2018

Core Course Coordinator, MGS 3400 Managing Organizational Behavior, 2018-present

Coordinator of Undergraduate Programs, 2018-present

Service to the Profession

Academy of Management OCIS Division:

Member of Executive Committee, an officer of the Organizational Communication and Information Systems (OCIS) Division of the Academy of Management. 1995-1996.

Best Paper Judge, Organizational Communication and Information Systems Division, Annual Meeting of the Academy of Management.

Awards committee for best article published in Academy of Management journals, Organizational Communication and Information Systems Division, Academy of Management.

Peer Reviewing:

Ad hoc journal reviewer: *Academy of Management Journal*
Academy of Management Review
Journal of Applied Psychology
Journal of Management
Journal of Organizational Behavior
Management Communication Quarterly
Journal of Applied Social Psychology
Organizational Behavior and Human Decision Processes
International Journal of Conflict Management
European Journal of Social Psychology
Organization Management Journal
Negotiation and Conflict Management Research
Negotiation Journal

Manuscript reviewer, Annual Meetings of the Academy of Management.

Manuscript reviewer, Annual Meetings of the Southern Management Association.

Paper Discussant, Annual Meetings of the Academy of Management.

Paper Discussant, Annual Meetings of the Southern Management Association.

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Management Association

Phi Kappa Phi (honor society)

Sigma Iota Epsilon (professional honorary)