

SOPHIA V. MARINOVA
University of Alabama in Huntsville
College of Business Administration
Department of Management and Marketing
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EDUCATION:

PhD University of Maryland, College Park
Major: Organizational Behavior
Minor: Human Resource Management

BA American University in Bulgaria
Major: Business & Management
Minor: Fine Arts

ACADEMIC WORK EXPERIENCE:

2014- Present	Associate Professor of Management College of Business Administration University of Alabama in Huntsville	Huntsville, AL
Prior to 2014	Assistant Professor of Management College of Business Administration University of Illinois at Chicago	Chicago, IL

RESEARCH AREAS:

- Organizational citizenship behaviors (OCB); change-oriented OCB; employee engagement.
- Organizational culture; cross-cultural management.
- Leadership.
- Women in leadership.
- Individual and motivational differences.

Key Theoretical Perspectives: multilevel perspectives; social and resource exchange theories; work-family perspectives; cultural and cross-cultural perspectives; leadership; sexism.

PUBLICATIONS:

Marinova, S., Anand, S. & Park, H.. Other-oriented Emotional Intelligence, OCBs, and Job Performance: A Relational Perspective. *Journal of Social Psychology* (published online 9 January 2025).

Marinova, S. V., Cao, A. & Park, H. (2019). Constructive organizational values climate and organizational citizenship behaviors: A configurational view. *Journal of Management*, 45: 2045-2071.

Chiaburu, D., Oh, I.-S., Marinova, S.V. (2018). [Five-factor model of personality traits and organizational citizenship behavior: Current research and future directions](#). In Podsakoff, P.M., MacKenzie, S.B. & Podsakoff, N.P. (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior*, 203-220. Oxford, UK: Oxford

University Press.

Lemmon, G., Glibkowski, B., Wayne, S., Chaudhry, A. & Marinova, S. V. (2016). Supervisor provided resources (SPR): Development and validation of a measure of employee resources. *Journal of Leadership and Organizational Studies*, 23: 288-308.

Marinova, S. V., Peng, C., Lorinkova, N., Van Dyne, L., & Chiaburu, D. (2015). Change-oriented behavior: A Meta-analysis of individual and job design predictors. *Journal of Vocational Behavior*, 88: 104-120.

Marinova, S., Van Dyne, L., & Moon, H. (2015). Are good citizens good transformational leaders as well? An employee-centric perspective on transformational leadership. *Group and Organization Management*, 40(1): 62-87.

Marinova, S.V., Moon, H. & Kamdar, D. (2013). Getting ahead or getting along? The two-facet conceptualization of conscientiousness and leadership emergence. *Organization Science*, 24(4): 1257-1276.

Moon, H.K., Livne, E., Marinova, S.V., (2013). Understanding the independent influence of duty and achievement-striving when predicting the relationship between conscientiousness and organizational cultural profiles and helping behaviors. *Journal of Personality Assessment*, 95(2): 225-232.

Mawritz, M. B., Mayer, D. M., Hoobler, J., Wayne, S. J., & Marinova, S. V. (2012). A trickle-down model of abusive supervision. *Personnel Psychology*, 65(2): 325-357.

Chiaburu, D. & Marinova, S. (2012). What determines employees' role perceptions? An instrumentality-based explanation. *Public Personnel Management*, 41(1): 45-60.

Marinova, S.V., Moon, H. & Van Dyne, L. (2010). Are all good soldier behaviors the same? Supporting multidimensionality of organizational citizenship behaviors based on rewards and roles. *Human Relations*, 63(10): 1463-1485. *Lead Article*.

Takeuchi, R., Wang, M., & Marinova, S. V, Yao, X. (2009). Role of domain-specific facets of perceived organizational support during expatriation and implications for performance. *Organization Science*, 20(3): 621-634.

Chiaburu, D., Marinova, S.V., & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. In L.T. Kane and M. R. Poweller (Eds.), *Citizenship in the 21st Century*: 127-153. Hauppauge, NY: Nova Science Publishers.

Moon, H., Hollenbeck, J.R., Marinova, S.V., & Humphrey, S. (2008). Beneath the surface: Uncovering the relationship between extraversion and organizational citizenship behavior through a facet approach. *International Journal of Selection and Assessment*, 16(2): 143-154.

Takeuchi, R., Lepak, D. P., Marinova, S. V., & Yun, S. (2007). Nonlinear influences of stressors on general adjustment: the case of Japanese expatriates and their spouses. *Journal of International Business Studies*, 38(6): 928-943.

Chiaburu, D.S., Marinova, S.V. & Lim, A.S. (2007). Helping and proactive extra-role behaviors: The influence of motives, goal orientation, and social context. *Personality and Individual Differences*, 43(8): 2282-2293.

Chiaburu, D. & Marinova, S.V. (2006). Employee role enlargement: Interactions of trust and organizational fairness. *Leadership and Organization Development Journal*, 27(3): 168-182.

Takeuchi, R., Tesluk, P. E., & Marinova, S. V. (2006). Role of international experiences in the development of cultural intelligence. In S. Dey & V. N. Posa (Eds.), *Cultural intelligence: An introduction*: 56-91. Hyderabad, India: ICFAI University Press.

Takeuchi, R., Wang, M., & Marinova, S. V. (2005). Antecedents and consequences of psychological workplace strain during expatriation: a cross-sectional and longitudinal investigation. *Personnel Psychology*, 58(4): 925-948.

Chiaburu, D. & Marinova, S. V. (2005). What predicts skill transfer? An exploratory study of goal orientation, training self-efficacy and organizational supports. *International Journal of Training and Development*, 9(2): 110-123. *A top cited article at IJTD*.

Takeuchi, R., Marinova, S. V., Lepak, D. P., & Liu, W. (2005). A model of expatriate withdrawal-related outcomes: Decision making from a dualistic adjustment perspective. *Human Resource Management Review*, 15(2): 119-138.

BEST PAPER PROCEEDINGS — PEER REVIEWED (Selected Top 10%):

Marinova, S.V. & Park, H. (2014). Does it matter if leadership is about us? A meta-analysis of other-oriented leadership. *Academy of Management 2014 Best Paper Proceedings*, Philadelphia, PA.

Marinova, S.V., Moon, H. & Kamdar, D. (2009). The two faces conceptualization of conscientiousness and leadership emergence. *Academy of Management 2009 Best Paper Proceedings*, Chicago, IL.

Chiaburu, D., Marinova, S.V., & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Wayne, S., Hoobler, J., Marinova, S. & Johnson, M. (2008). Abusive behavior: Trickle-down effects beyond the dyad. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Takeuchi, R., Marinova, S., Lepak, D., & Moon, H. (2004). Justice climate as a missing link for the relationship between high Investment HRM systems and OCBs. *Academy of Management 2004 Best Paper Proceedings*, New Orleans, LA.

WORK IN PROGRESS:

Marinova, S. V. Sexism in the workplace: Review, synthesis and agenda for future research. Approximately 1,000 business press articles collected and 245 academic articles from the top tier management journals. Time period 1990-2023. Data coding in progress.

Marinova, S. V., MacKenzie, I., Park, H. Employee engagement and organizational citizenship behavior in a manufacturing environment: Applying contemporary organizational behavior perspectives. Data collected. Analysis in Progress.

Marinova, S. V., Orman, W., Zheng, D. Women's success in Academia: Are we there yet? Institutional data collection completed. Needs further survey development and survey data collection.

Marinova, S. V., Park, H. Does it matter if leadership is about us? An integrative review and meta-analysis of

other orientation in leadership. Revisions in progress, applying for a *COB Summer Research Grant*.

PRESENTATIONS, CREATIVE PERFORMANCES, INVITED TALKS:

Anderson, J. (interview with Sophia Marinova). "Why corporate America isn't ready for the surging women's movement". UAH News, August 14, 2018. <https://www.uah.edu/news/people/uah-professor-explains-why-corporate-america-is-not-ready-for-the-surging-womens-movement>.

Maia Bergeron and Michael Pettit (student presenters); Marinova, S. V. , Orman, W., Zheng, D. (faculty advisors). "Women's progress in leadership and success in Academia", UAH. Presented at the 17th *Annual University of Alabama System Honors Research Conference*, Tuscaloosa, AL, 2018.

Marinova, S.V. Presenter, *Leadership Academy*, March 2018, Jefferson State College, Birmingham, AL.

Marinova, S. V., Orman, W., Zheng, D. (faculty mentors). Women's success in Academia? Are we there yet? Presented at the *Week of Welcome*, September 2017, UAH. Student presenters: Maia Bergeron and Michael Pettit.

Marinova, S. V., Orman, W., Zheng, D. (faculty mentors). Women's success in Academia Are we there yet? Maia Bergeron and Michael Pettit (student presenters). Presented at the *UAH RCEU Honors College Research Presentation*, September 2017, UAH.

Marinova, S.V. Presenter, *Leadership Academy*, March 2017, Jefferson State College, Birmingham, AL.

Marinova, S.V. & MacKenzie, I. (2016). Applying contemporary organizational behavior frameworks to a manufacturing context: Successes and challenges. Presented at the UAH College of Business FARG, 11/11/2016. Huntsville, AL.

Marinova, S. V. (with Chiaburu, D., Oh, I.-S.) (2016). Five-factor model of personality traits and organizational citizenship behavior: Current research and future directions. Presented at the 2016 *Academy of Management Meeting*, Anaheim, CA.

Marinova, S.V. & Park, H. (2014). Does it matter if leadership is about us? A meta-analysis of other-oriented leadership. Presented at the *UIC College of Business Research Awards Forum*, Spring 2014.

Marinova, S. V. & Park, H. (2014). Does it matter if leadership is about us? A meta-analysis of other-oriented leadership. Presented at the 2014 *Academy of Management Meeting*, Philadelphia, PA.

Marinova, S. V. & Cao, X. (2013). Constructive organizational culture and organizational citizenship behaviors: A Configurational view. Presented at the 2013 *Academy of Management Meeting*, Orlando, FL.

Chiaburu, D., Marinova, S.V., & Lorinkova, N. (2012). Change-oriented citizenship: Individual and job design predictors. Presented at the 2012 *Academy of Management Meeting*, Boston, MA.

Marinova, S. V., Basadur, T., Hu, J. & Shi, J., & Wang, M. (2011). Am I creative or not? A contingent perspective on goal orientation in a creative context. Presented at the 2011 *Southern Management Association Meeting*, Savannah, GA.

Marinova, S.V. (2011). Organizational culture and OCB: What are the processes? Presented at the 2011 *Academy of Management Meeting*, San Antonio, TX.

Marinova, S.V., Hu, J., Basadur, T., Wang, M. & Shi, J. (2010). A multilevel model of creativity: The role of goal orientation and empowering leadership. Presented at the *2010 Southern Management Association Meeting*, St. Pete Beach, FL.

Marinova, S.V., Moon, H. & Kamdar, D. (2009). The two faces conceptualization of conscientiousness and leadership emergence. Presented at the *2009 Academy of Management Meeting*, Chicago, IL.

Mayer, D., Bardes, M., Hoobler, J., Wayne, S., Marinova, S.V. (2009). An examination of the trickle-down effects of abusive supervision. Presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.

Chiaburu, D. & Marinova, S.V. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Glibkowski, B., Chaudhry, A., Marinova, S.V. (2008). Triadic resource theory: Theory development and testing through scale development. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Wayne, S., Hoobler, J., Marinova, S.V. & Johnson, M. (2008). Abusive behavior: Trickle-down effects beyond the dyad. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Marinova, S.V. (2007). Emotional intelligence, relationship building and employee effectiveness. Presented at the *2007 Academy of Management Meeting*, Philadelphia, PA.

Chiaburu, D., Marinova, S.V., & Lim, A. S. (2007). What predicts giving and receiving help ? The influence of motivational and goal orientations. Presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.

Marinova, S.V. & Tesluk, P. (2006). A good citizen or a good soldier? An organizational culture perspective on OCB roles and behaviors. Presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

Chiaburu, D. & Marinova, S. V. (2005). What predicts skill transfer? Exploratory study of goal orientation, self-efficacy and organizational supports. Presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

Takeuchi, R., Wang, M., & Marinova, S. V. (2005). The roles of perceived organizational support and affective commitment during expatriation: A social exchange perspective. Presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

Takeuchi, R., Marinova, S., Lepak, D., & Moon, H. (2004). Justice climate as the missing link for the relationship between high Investment HRM systems and OCBs. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.

Takeuchi, R., Tesluk, P., & Marinova, S. (2004). The role of international experiences in the development of cultural intelligence. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.

Chiaburu, D. & Marinova, S. V. (2004). Antecedents and consequences of trust in organization and manager. Presented at the *19th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Takeuchi, R., Lepak, D. P., Marinova, S. V., & Yun, S. (2004). Neglected but not forgotten? Non-linear effects of stress-related variables on socio-cultural adjustment and multiple crossover effects from spouses to expatriates. Presented at the 19th *Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Takeuchi, R., Wang, M., & Marinova, S. V. (2004). Centrality of work stress during international assignments: The pervasive role of stress and its consequences. Presented at the 19th *Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Chiaburu, D., & Marinova, S. V. (2004). Building the organizational learning transfer system: Needs assessment, design, and implementation. Presented at the *American Society for Training and Development International Conference*, Washington, DC.

Marinova, S. V., & Moon, H. (2003). Introducing a circumplex model of organizational citizenship behaviors. Paper presented at the 18th *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

Moon, H., Marinova, S. V., Hollenbeck, J. R., & Humphrey, S. E. (2003). Halos and Horns: The suppression of facets of extraversion when predicting organizational criterion of interest. Paper presented at the 18th *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

SESSION CHAIR – DISCUSSANT – PANELIST:

Marinova, S. V. Discussant. Employee voice and innovation. Session presented at the *2015 Academy of Management Meeting*, Vancouver, Canada.

Marinova, S.V. Session chair. Changing workplaces: Insights into generational differences, work-life balance, and job design. Session presented at the *2014 Academy of Management Meeting*, Philadelphia, PA.

Marinova, S.V. Facilitator. Antecedents and Effects of Group Processes. Session presented at the *2013 Academy of Management Meeting*, Orlando, FL.

Marinova, S.V. Session chair. Organizational culture and leadership influences. Symposium presented at the *2012 Academy of Management Meeting*, Boston, MA.

Marinova, S.V. Session chair. Cooperation and helping. Symposium presented at the *2010 Academy of Management Meeting*, Montreal, Canada.

Marinova, S.V. Discussant. The virtues: Humility, Empathy, Benevolence and Citizenship. Symposium presented at the *2009 Academy of Management Meeting*, Chicago, IL.

Marinova, S.V. (with Dan Chiaburu). Symposium organizer and co-chair. Goal orientation research across levels: The role of motives and context. Symposium presented at the *22nd Annual Conference of the Society for Industrial and Organizational Psychologists*, 2007, New York, NY.

Marinova, S. V. (with Dan Chiaburu). Symposium organizer and co-chair. Advances in understanding OCB at work: from social exchanges to contingency perspectives. Symposium presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

Marinova, S. V. Session chair. Leadership and emotions. Symposium presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

GRANTS AND AWARDS:

- UAH College of Business Summer Research Grant (May 2022).
- UAH College of Business Mini-Grants for Research (May 2018).
- Prevost Research Award (faculty supervisor), University of Alabama in Huntsville (September 2017).
- 2017-2018 Mark McDaniel, Henri McDaniel, and Robert (Bud) Cramer Faculty Award, College of Business, University of Alabama in Huntsville. (May 2017).
- Research or Creative Experience for Undergraduates (RCEU) Award, University of Alabama in Huntsville, Summer 2017.
- Recipient of the 2016-2017 McDaniel Fellowship Award, College of Business, University of Alabama in Huntsville.
- Recipient of the 2015-2016 Witmond Faculty Fellowship Award, College of Business, University of Alabama in Huntsville.
- Outstanding Reviewer Award, Journal of Business Research 2015.
- Managerial Studies Research Development Award, UIC:
 - 2012 & 2013.
- Faculty Scholarship Support Award, UIC, Spring 2012.
- Outstanding Reviewer Award- Academy of Management Meeting (Organizational Behavior), Montreal, Canada 2010.
- Marinova, S.V. & Hu, J.A multilevel study of leadership, team process and creativity in teams. \$6,000 research grant awarded by Center for Human Resource Management, University of Illinois. Awarded in March 2008.

TEACHING EXPERIENCE, INTERESTS AND CURRICULUM DEVELOPMENT:

Courses that I teach at UAH frequently:

- Leadership Theory and Practice (Graduate)
- Organizational Behavior (Undergraduate)
- Managing Organizations (Principles of Management) (Undergraduate)
- Organizational Behavior and Human Resource Management (Graduate).

Other courses: Special research topics.

I was the faculty leader for a Study Abroad Program on International Management in Bucharest, Romania (2017-2018).

At UAH	At UIC	At UMD
MGT 301- Managing Organizations (Required: Undergraduate level)	MGMT 445— Organizational Theory and Practice (Required: Undergraduate level)	BGMT 360— Human Resources Management (Required: Undergraduate level)
MGT 361- Organizational Behavior (Required: Undergraduate level)	MGMT 541—Organizational Behavior (Required: MBA level)	BGMT 364—Management and Organization Theory (Required: Undergraduate level)

MGT 631 Organizational Behavior and Human Resource Management	MGMT 587—Multilevel Issues in OB/HR (Elective: PhD level)	BMGT 495—Business Policies (Strategic Management) (Required: Capstone undergraduate course)
MGT 629- Leadership: Theory and Practice (Elective: Graduate level).		
Study Abroad Curriculum		
MGT 490-Special Project MGT 570- Special Topic MGT 650-Special Topic		

PROFESSIONAL AFFILIATIONS, PROFESSIONAL EXPERIENCE, AND SERVICE:

Professional Association Membership and Service:

- Academy of Management, Member, 2000 — present.
- Academy of Management Meetings, Organizational Behavior Division: 2006-present. Served in various roles: reviewer, chair, and discussant.
- Served on the 2010 AOM Human Resources Division's Ralph Alexander Dissertation Award Committee.
- Research Grants Council (RGC) of Hong Kong. Expert external reviewer, ongoing.
- American Psychological Association, Member, 2003-2007; 2009-2010.
- The Society for Industrial and Organizational Psychology (SIOP), Member, 2002-2007; 2009-2010.
 - Reviewer SIOP Annual Conferences: 2006, 2007, 2010.
- Southern Management Association, Member, 2010.
 - Reviewer SMA Annual Meetings: 2010.

Editorial Boards:

- Group and Organization Management
- Journal of Social Psychology

Journal Reviewer (Ad Hoc):

- Academy of Management Journal
- Engaged Management Review
- Group and Organization Management
- Human Relations
- Journal of Applied Psychology
- Journal of Business Research
- Journal of Management
- Journal of Management Studies
- Journal of Personality
- Journal of Social Psychology
- Organizational Behavior and Human Decision Processes
- Personnel Psychology
- Others

Professional Experiences:

Associate Professor, University of Alabama in Huntsville, College of Business Administration. Research, teaching, and service activities (2014-present).

Assistant Professor, University of Illinois at Chicago, College of Business Administration. Research, teaching, and service activities (2005-2014).

May 2005- July 2005: Instructor- M&O Department, Robert H. Smith School of Business.

Aug. 2004- May 2005: Research Assistant- M&O Department, Robert H. Smith School of Business, *Academy of Management Journal Special Issue* coordinator, University of Maryland at College Park.

Aug 2002- Aug 2004: Instructor- M&O Department, Robert H. Smith School of Business, Teaching instructor for junior and senior level undergraduate management classes.

Aug. 2000- Aug. 2002: Research Assistant –M&O Department, R. H. Smith School of Business, project on online selection methods of recruitment, University of Maryland at College Park.

August 1999-April 2000: Intern in an HR department- United Bulgarian Bank, Sofia, Bulgaria.

Service to Students, College of Business, Department and University (UAH):

- Mental Health First Aid Training- All day workshop, August 17, 2023.
- Business Etiquette Dinner, Fall 2023.
- Faculty Development Committee, Fall 2023-now.
- Faculty Handbook Revision Task Force, Fall 2023-now.
- PTAC College of Business, Fall 2023.
- College of Business Social Impact Group (AACSB accreditation) (Fall 2022-Spring 2023).
- Management Faculty Performance Review Committees (inside and outside of the college) (2019-now).
- Graduate Council College of Business Representative (2022-now).
 - JUMP Task Force (Spring-Fall 2023).
- P&T Guidelines at the College of Business Review Committee (2022-now).
- College of Business Curriculum Review Committee (Spring 2022).
- Dean Review and Reappointment Committee (2020-2021).
- Management Faculty Search Committee (Fall 2020-Spring 2021)
- Faculty Senate (member) August 2016-2021
 - ADA Advisory Committee.
 - Governance and Senate Operations Committee.
 - Curriculum Review Committee.
 - Scheduling Committee.
 - Personnel Committee.
 - Faculty Reporting Database Committee.
- Study Abroad Leader and Organizer (Summer 2017, Summer 2018).
- UAH Women in Business & Leadership Club Faculty Advisor (Fall 2017- Spring 2020).
- UAH SHRM Club Faculty Advisor (with Ivey MacKenzie) (Spring 2016- Spring 2019).
- HR Faculty Search Committee (Fall 2016).
- College of Business Structure Committee, member (Fall 2016).
- Boeing New Business Challenge Student Competition, reviewer (Fall 2016).
- Student Research & Creative Experience Open House, presenter (Fall 2016).
- MBA Writing Skills Assessment, reviewer (Fall 2016).

- Doctoral Program Feasibility Task Force, member (Spring 2016).
- University workshop, “Helping students in distress” at UAH. February 2015.
- Member of Department Chair Search Committee (October 2014-May 2015).
- Participant, Discussion of MBA Curriculum Revisions (October-November 2014).
- Horizon Research Poster Student Competition, reviewer (Spring 2016).
- AACSB Learning Goals, reviewer (December 2014, December 2017).
- Participant, Graduate Student Orientation. (August 2014). Meet and greet of new graduate students.
- Participant, Freshman Student Orientation (August 2017). Meet and greet of new undergraduate students.

Student Club Advisor

Women in Business & Leadership- faculty sponsor and advisor, 2018-2021.

Society for Human Resource Management- faculty advisor (with Ivey Mackenzie), 2016-2019.

Public and Professional Community (UAH):

- Mackenzie & Marinova. Feedback report on organizational culture, job characteristics, leadership and employee engagement. Presented on October 15th 2015 at the EFI Automotive Corporate Office, Elkmont, AL.
- UAH Annual Fall Convocation Ceremony. August 2014. Participated in the meet-and-greet of students at a university wide event for UAH students.

Service to Students & to the Department (UIC):

- (Elected) UIC Graduate College Awards Committee (Behavioral & Social Sciences), 2011- 2014.
- (Elected) UIC Senate Student Affairs Committee. Incoming member, 2012-2014.
- UIC Honors College Capstone Project Supervisor.
- Independent Studies Supervisor.
- UIC PhD Student Applicants Selection Committee- 2005-2013. Reviewed hundreds of PhD student applications for the PhD program at the College of Business.
- UIC PhD Student Qualifying Exam Committee – 2005- 2013 (member of 10 committees).
- UIC PhD Student Dissertation Committee (member of 3 committees).
- Speaker Series Organizer- 2010-2011, 2011-2012.
- Entrepreneurship/Strategy Faculty Search Committee- 2011.

Service to the College of Business & to the Liautaud Graduate School of Business (UIC):

- Managerial Studies Presenter for College of Business Administration Majors Fair 2011, 2013.
- Research Committee (College of Business Administration)- 2005-2007.
- Speaker at the UIC Liautaud New Student Orientation- 2012.
- Guest Lecturer, MBA 501 Business Concepts & Skills, Spring 2008.

University & Public Service (UIC):

- (Elected) UIC University Senate- 2007-2010. 2012-2014.
- (Elected) UIC Senate Research, Support Services, and External Relations & Public Service Committees.
- Center for Human Resource Management (UIC and UIUC), Executive Board Member, 2011 — 2014.

- Lincoln Park Community Shelter (LPCS), faculty volunteer, Chicago, IL.