

## **Jonathan P. O'Brien**

FirsTier Bank Distinguished Professor of Business  
College of Business  
University of Nebraska  
730 N 14<sup>th</sup> St.  
Lincoln, NE 68588-0491  
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### **EDUCATION**

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#### **Krannert Graduate School of Management, Purdue University (West Lafayette, IN)**

Ph.D. in Management, May 2004

- Major: Strategic Management
- Minor: Finance
- Dissertation title: “*Investing in Turbulent Environments: Implications for Strategy and Governance*”
- Committee: Timothy Folta (chair); Arnold Cooper; Thomas Brush; Mark Shanley

#### **J.L. Kellogg Graduate School of Management, Northwestern University (Evanston, IL)**

M.S. in Marketing, June 1997

#### **University of New Brunswick (Saint John, NB, Canada)**

B.A. in Psychology, May 1993

Awards:

- *Bernice Alderman Memorial Prize in Psychology*: highest GPA in honours program.
- *Lieutenant-Governor of New Brunswick Silver Medal*: highest GPA in B.A. program.
- *City of Saint John Award*: highest GPA among all graduating students on campus.

### **ACADEMIC APPOINTMENTS**

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- FirsTier Bank Distinguished Professor of Business, University of Nebraska (Lincoln, NE): 2016 – present.
- Associate Professor, University of Nebraska (Lincoln, NE): 2015 – 2016.
- Associate Professor, Rensselaer Polytechnic Institute (Troy, NY): 2011 – 2015.
- Assistant Professor, Rensselaer Polytechnic Institute (Troy, NY): 2008 – 2011.
- Lecturer, University College Dublin (Dublin, Ireland): 2006-2008
- Assistant Professor, University of Notre Dame (Notre Dame, IN): 2004-2006
- Lecturer, University of Notre Dame (Notre Dame, IN): 2003-2004
- Graduate Student Instructor, Purdue University (West Lafayette, IN): 2000
- Adjunct Faculty Member, Ivy Tech State College (Lafayette, IN): 1998

## **NON-ACADEMIC EMPLOYMENT HISTORY**

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### **Conseco Capital Management, Carmel, Indiana**

*Securities Analyst, 1997-1999*

- Responsible for selecting high-yield debt investments in the cable, telecommunications and media sectors.
- Duties consisted of analyzing and evaluating all strategic, operational and financial aspects of companies making public and private debt offerings in order to determine credit worthiness.
- Also developed and implemented systems for the tracking of financial data.

### **Baseline Market Research, Fredericton, New Brunswick, Canada**

*Quantitative Marketing Analyst, 1995*

- Designed market research surveys and public opinion polls; planned research methodology with particular emphasis on issues related to proper sampling.
- Performed the statistical analysis on survey results.
- Assisted in the preparation of final reports and the writing of proposals for contracts in both the public and private sectors.

### **University of New Brunswick, Saint John, New Brunswick, Canada**

*Research Administrator, 1992-1994*

- Performed statistical analysis of data; prepared reports on experimental results; delivered presentations on findings to committees.
- Responsible for the planning and control of inventories; prepared and administered various experimental drugs; planned timetables for experiments; constructed experimental devices.
- Supervised laboratory assistants and assisted honours students.

## **PUBLICATIONS – PEER REVIEWED JOURNALS**

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Golder PN, Markovitch DG, O'Brien JP. 2018. When do investors reward acquisitions and divestitures? The contrasting implications of normative and behavioral economic theories. **Managerial and Decision Economics**, 39: 226-239.

Shaikh A, O'Brien JP, Peters L. 2018. Inside directors and the underinvestment of financial slack towards R&D-intensity in high-technology firms. **Journal of Business Research**, 82: 192-201.

O'Brien JP, Sasson A. 2017. A contingency theory of entrepreneurial debt governance. **Journal of Business Research**, 81: 118-129.

David P, Deb P, O'Brien JP. 2017. When is cash good or bad for firm performance? **Strategic Management Journal**, 38: 436-454.

- Zambuto F, Lo Nigro G, O'Brien JP. 2017. The importance of alliances in firm capital structure decisions: Evidence from biotechnology firms. **Managerial and Decision Economics**, 38: 3-18 [Note: Lead article for the year].
- Zambuto F, Kumar S, O'Brien JP. 2014. Financial health and partner attractiveness in the market for inter-firm collaboration. **Advances in Strategic Management**, 31: 147-184.
- O'Brien JP, David P, Delios A, Yoshikawa T. 2014. How capital structure influences diversification performance: A transaction cost perspective. **Strategic Management Journal**, 35: 1013-1031.
- O'Brien JP, David P. 2014. Reciprocity and R&D search: A behavioral theory perspective applied to a communitarian context. **Strategic Management Journal**, 35: 550-565.
- Brush, TH, Dangol R, O'Brien JP. 2012. Customer capabilities, switching costs and bank performance. **Strategic Management Journal**, 33: 1499-1515.
- McClelland P, O'Brien JP. 2011. Transaction cost economics and corporate governance: The case of CEO age and financial stake. **Managerial and Decision Economics**, 32: 141-158.
- Le T, O'Brien JP. 2010. Can two wrongs make a right? State ownership and debt in transition economies. **Journal of Management Studies**, 47: 1297-1316.
- O'Brien, JP, Drnevich P, Crook R, Armstrong, C. 2010. Does business school research add economic value for students? **Academy of Management Learning & Education**, 9: 638-651.
- David P, O'Brien J, Yoshikawa T, Delios A. 2010. Do shareholders or stakeholders appropriate the rents from corporate diversification? The influence of ownership structure. **Academy of Management Journal**, 53: 636 - 654.
- O'Brien JP, David P. 2010. Firm growth and type of debt: The paradox of discretion. **Industrial and Corporate Change**, 19: 51-80.
- O'Brien JP, Folta TB. 2009. A transaction cost perspective on why, how, and when cash impacts firm performance. **Managerial and Decision Economics**, 30: 465-479.
- O'Brien JP, Folta TB. 2009. Sunk costs, uncertainty and market exit: A real options perspective. **Industrial and Corporate Change**, 18: 807-833.
- David P, O'Brien JP, Yoshikawa T. 2008. The implications of debt heterogeneity for R&D investment and firm performance. **Academy of Management Journal**, 51: 165-181.

- Folta TB, O'Brien JP. 2008. Determinants of firm-specific thresholds in acquisition decisions. **Managerial and Decision Economics**, 29: 209-225.
- Folta TB, O'Brien JP. 2007. Market versus managerial valuations of real options. **Advances in Strategic Management**, 24: 199-224.
- Folta TB, Johnson DR, O'Brien JP. 2006. Uncertainty, irreversibility, and the likelihood of entry: An empirical assessment of the option to defer. **Journal of Economic Behavior & Organization**, 61: 432-452.
- Folta TB, O'Brien JP. 2004. Entry in the presence of dueling options. **Strategic Management Journal**, 25: 121-138.
- O'Brien JP. 2003. The capital structure implications of pursuing a strategy of innovation. **Strategic Management Journal**, 24: 415-431.
- O'Brien JP, Folta TB, Johnson DR. 2003. A real options perspective on entrepreneurial entry in the face of uncertainty. **Managerial and Decision Economics**, 24: 515-533.
- Goddard M, Holland M, O'Brien J, Hansen D. 1994. Improving conditioning with un signaled, but not signaled, unconditioned stimuli. **Learning and Motivation**, 25: 288-312.

## **PUBLICATIONS – PEER REVIEWED PROCEEDINGS**

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- Dixit J, Markovitch D, O'Brien J. 2015. Do Increases in R&D Search Intensity Signal Future Problems? A Behavioral Theory Perspective. **Academy of Management Best Paper Proceedings.\***
- Shaikh A, O'Brien JP, Peters L. 2015. Inside Directors & Mitigating Underinvestment of Financial Slack in R&D-Intensive Firms. **Academy of Management Best Paper Proceedings.\***
- David P, O'Brien J, Yoshikawa T, Delios A. 2009. Stakeholder influences on diversification: Implications for shareholders and stakeholders. **Academy of Management Best Paper Proceedings.\***
- O'Brien JP, Drnevich P, Crook R. 2008. Does business school research add economic value for students? **Academy of Management Best Paper Proceedings.\***

O'Brien JP, McClelland P. 2008. Transaction cost economics and CEO stock holdings. **Academy of Management Best Paper Proceedings.\***

O'Brien JP, David P. 2007. Revisiting the agency theoretic view of capital structure. **Academy of Management Best Paper Proceedings.\***

David P, O'Brien J. 2006. Capital structure, R&D investment, and firm performance: Effects of heterogeneity amongst lenders. **Academy of Management Best Paper Proceedings.\***

**\*Note:** Only about 10% of all submissions are accepted to appear in the *Academy of Management Best Paper Proceedings*.

## **PUBLICATIONS – BOOK CHAPTERS**

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Folta TB, O'Brien JP. 2005. Entry in the presence of dueling options. In Rugman AM, Li J (eds). *Real Options and International Investment (International Library of Critical Writings in Economics)*, Edward Elgar Publishing, 2005

- This chapter is a reprint of the following article: Folta TB, O'Brien JP. 2004. Entry in the presence of dueling options. **Strategic Management Journal**, 25: 121-138.

O'Brien JP. 2004. A Strategic Perspective on Capital Structure: The Implications of Trying to be an Innovator. In Bettis R. (ed). *Strategy in Transition*, Blackwell Publishing: Oxford, UK.

- Note: This peer-reviewed book is a compilation of papers selected papers from the 2001 Annual Meeting of the Strategic Management Society.

## **PAPERS UNDER REVIEW**

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Omitted to ensure blind review.

## **PAPERS PRESENTED AT PEER REVIEWED CONFERENCES**

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“Gender Bias in the Evaluation of Entrepreneurial Ventures”

- Academy of Management Annual Meeting, Chicago, Illinois: August 2018

“Analysis of CEO Framing of Compensation Reference Point and Board Equity Pay on Product Diversification”

- Strategic Management Society Annual Meeting, Houston TX: October 2017

“Attainment Discrepancy and Investment: Effects on Firm Performance”

- Academy of Management Annual Meeting, Atlanta, Georgia: August 2017

“Framing Effects of CEO Compensation Reference Point and Board Equity Pay on Product Diversification”

- Academy of Management Annual Meeting, Atlanta, Georgia: August 2017

“Drivers of Search Bias in Problemistic Search”

- Academy of Management Annual Meeting, Atlanta, Georgia: August 2017

“Gender Bias, Social Media, and Entrepreneurial Ventures”

- Babson College Entrepreneurship Research Conference, Norman, OK: June 2017

“How Bondholders Influence Firm Innovation”

- Academy of Management Annual Meeting, Anaheim, California: August 2016

“Inside Directors & the Underinvestment of Financial Slack into R&D for High-technology Firms”

- Academy of Management Annual Meeting, Anaheim, California: August 2016

“An Analysis of Social Comparisons of Performance and Pay on Corporate Strategic Change”

- Academy of Management Annual Meeting, Anaheim, California: August 2016

“The Influence of Bondholders on Corporate Innovation”

- Strategic Management Society Annual Meeting, Denver CO: October 2015

“A Contextual Understanding of when Cash Enhances Firm Performance”

- Academy of Management Annual Meeting, Vancouver, Canada: August 2015

“Do Increases in R&D Search Intensity Signal Future Problems? A Behavioral Theory Perspective”

- Academy of Management Annual Meeting, Vancouver, Canada: August 2015

“The Influence of Past Experience on Firm Search Behavior”

- Academy of Management Annual Meeting, Vancouver, Canada: August 2015

“Theories and Their Words: A Cross-Academy Discussion of Perspectives on Value Creation and Capture”

- Co-presenter at a professional development workshop, Academy of Management Annual Meeting, Philadelphia, PA: August 2014

“Performance Feedback and Financing Decisions: Exploring Complementarities Between TCE and BTF”

- Academy of Management Annual Meeting, Philadelphia, PA: August 2014

“Performance Attainment Discrepancies, Slack, and the Influence of Embedded Owners”

- Strategic Management Society Annual Meeting, Atlanta GA: October 2013

“The Role of Firm Leverage in Alliance Formation”

- Academy of Management Annual Meeting, Orlando, FL: August 2013

“The dual logics of stability and variation”

- Southern Management Association Annual Meeting, Ft. Lauderdale, FL: November, 2012\*

“Ownership structure and technology capability development in large firms-utilizing agency and TCE perspectives”

- Southern Management Association Annual Meeting, Ft. Lauderdale, FL: November, 2012

“Organizational learning and the continuity of adaptive success”

- Academy of Management Annual Meeting, Boston, MA: August 2012

“Redefining the behavioral antecedents of organizational exploration”

- Southern Management Association Annual Meeting, Savannah, GA: November, 2011

“The Wisdom of Entrepreneur-Bank Ties: A Synthesis of Transaction Cost and Embeddedness Perspectives” (Roundtable Discussion)

- Academy of Management Annual Meeting, Montreal, Canada: August 2010

“Stakeholder influences on diversification: Implications for shareholders and stakeholders”

- Academy of Management Annual Meeting, Chicago, IL: August 2009

“Does business school research add economic value for students?”

- Academy of Management Annual Meeting, Anaheim, CA: August 2008

“Ownership structure, corporate diversification, and firm performance: Growth versus profit”

- Academy of Management Annual Meeting, Anaheim, CA: August 2008

“Transaction cost economics and CEO stock holdings”

- Academy of Management Annual Meeting, Anaheim, CA: August 2008

“How much do real options influence the abandonment decision?”

- Academy of Management Annual Meeting, Philadelphia, PA: August 2007

“Revisiting the agency theoretic view of capital structure”

- Academy of Management Annual Meeting, Philadelphia, PA: August 2007

“Capital Structure, R&D Investment, and Firm Performance: Effects of Heterogeneity Amongst Lenders”

- Academy of Management Annual Meeting, Atlanta, GA: August 2006

“Does Debt Discipline Growth? It Depends on the Type of Debt”

- Academy of Management Annual Meeting, Atlanta, GA: August 2006

“Investing in Turbulent Environments: Implications for Strategy and Governance”

- Presented an overview of my dissertation, which was a finalist for a best dissertation award at the following conferences:
  - Academy of Management Annual Meeting, Honolulu HI: August 2005
  - Annual Conference on Corporate Strategy, Vallendar Germany: March 2005

“Do growth options dissuade exit? It all depends on strategy and governance”

- Eastern Academy of Management Annual Meeting, Providence RI: May 2004

“Real options in alliance portfolios of technology ventures”

- Academy of Management Annual Meeting, New Orleans, LA: August 2004

“Real options as determinants of entry thresholds”

- Academy of Management Annual Meeting, New Orleans, LA: August 2004

“Growth options: The good, the bad, and the contingency”

- Academy of Management Annual Meeting, Seattle, WA: August 2003

“The double-edged sword of slack and uncertainty”

- Strategic Management Society Annual Meeting, Baltimore, MD: November 2003

“Entry in the presence of dueling options”

- Academy of Management Annual Meeting, Denver CO: August 2002

“Uncertainty and the likelihood of entry: An empirical assessment of the mediating role of sunk costs”

- Academy of Management Annual Meeting, Toronto, Canada: August 2001



“A strategic perspective on capital structure: The implications of pursuing an innovative strategy”

- Strategic Management Society Annual Meeting, San Francisco CA: October 2001

## **INVITED PRESENTATIONS & SEMINARS**

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“The Value of Slack in Managing Relationships with Internal and External Stakeholders”

- University of Tennessee: February, 2015
- Purdue University: December, 2014
- University of Nebraska, November, 2014
- Texas A&M University: October, 2104
- West Virginia University: October, 2014
- University of Waterloo: June, 2014
- University of Connecticut: October, 2013

“Competitive Strategy and the Governance of Firms”

- Iowa State University: September, 2014

“Reciprocity and R&D Search: A Behavioral Theory Perspective Applied to Japanese Corporations”

- University at Buffalo School of Management: July, 2011

“Advertising as a Form of Search Behavior in Japanese Corporations”

- Ohio University School of Business: May, 2011

“A Transaction Cost Perspective on Capital Structure and Diversification”

- Krannert School of Management, Purdue University: April 2011

“The Use of Advertising versus R&D for Problemistic Search in Japanese Corporations”

- Isenberg School of Management, University of Massachusetts: February 2011

“Love Thy Banker? Transaction Cost and Social Embeddedness Perspectives on Entrepreneurial Performance”

- BI Norwegian School of Management, Oslo, Norway: June 2010

“Agency theory, firm growth, and debt: The critical roles of discretion and embeddedness”

- Rensselaer Polytechnic University: October, 2007

“Industry Upside Potential and Real Options”

- Pre-conference interest group panel on real options at the Strategic Management Society Annual Meeting, Vienna Austria: October, 2006

“The Implications of Debt Heterogeneity for R&D Investment and Firm Performance”

- National University of Ireland, Galway: September, 2006

“The Influence of Capital Structure and Strategy on Performance: It’s not just Amount of Debt, But Type of Debt”

- Krannert Graduate School of Management, Purdue university: April, 2005

“Investing in Growth Options: Implications for Agency Costs and Firm Strategy”

- Mendoza College of Business, University of Notre Dame: 2003.

“Growth Options: The Double-Edged Sword”

- School of Management, Boston University: 2003.
- Carlson School of Management, University of Minnesota: 2003.
- Schulich School of Business, York University: 2003.

“Adding Clicks to Bricks: Competitive Drivers of Performance in Online Banking for Traditional Banks”

- Strategic Management workshop, Purdue University: January 2002

“A Real Options Perspective on Entrepreneurial Entry in the Face of Uncertainty”

- Strategic Management workshop, Purdue University: October 2001

## **PROFESSIONAL AWARDS AND DISTINCTIONS: RESEARCH**

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- Winner of the 2010 Karen Legge Prize, awarded in recognition of exceptional contribution by an early career academic to the *Journal of Management Studies*.
- Finalist for the *Academy of Management Learning and Education’s* 2010 Best Paper Award.
- Recipient of Distinguished Paper Award (BPS Division) for being one of the top 5 papers (out of 741 submissions) at the 2009 Academy of Management Annual Meeting in Chicago, IL.
- Recipient of the Management Education Division’s Best Paper Award (sponsored by the Graduate Management Admissions Council) at the 2008 Academy of Management Annual Meeting in Anaheim, CA.
- One of five finalists for the Business Policy & Strategy Best Dissertation Competition (Academy of Management, Honolulu HI, 2005).
- One of five finalists for the Technology and Innovation Management Best Dissertation Competition (Academy of Management, Honolulu HI, 2005).

- One of four finalists for the SAP Best Strategy Dissertation Award (Annual Conference on Corporate Strategy, Vallendar Germany, 2005).

### **PROFESSIONAL AWARDS AND DISTINCTIONS: OTHER**

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- Recipient of the 2009 Dean's Award for Outstanding Curriculum Design and Delivery, Lally School of Management & Technology, RPI.
- Recipient of a BPS Division Outstanding Reviewer Award at the 2007 Academy of Management Annual Meeting in Philadelphia, PA.
- Selected to participate in the 2004 BPS New Faculty Consortium at the annual meeting of the Academy of Management (New Orleans, LA).
- Selected to participate in the 2002 BPS Doctoral Student Consortium at the annual meeting of the Academy of Management (Denver, CO).

### **PROFESSIONAL SERVICE: ACADEMIC SOCIETIES**

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- Editorial Boards: Strategic Management Journal (2011-Present); Journal of Management Studies (2010-Present); Journal of Business Research (2017-Present).
- Organized the 2018 Midwest Strategy Meeting (Lincoln, NE).
- Invited to serve as a faculty panelist for the 2010 BPS Doctoral Consortium at the annual meeting of the Academy of Management (Montreal, Canada).
- Volunteer mentor for the Academy of Management's 'Adopt a New Member Program': 2010 (Montreal, Canada).
- Co-coordinator and presenter for the "Managing Your Dissertation" Professional Development Workshop at the 2006 annual meeting of the Academy of Management.
- Session chair for annual meeting of the Academy of Management (Atlanta, GA), 2006.

### **PROFESSIONAL SERVICE: REVIEWING**

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- Ad hoc reviewer for:
  - *Academy of Management Journal*: 2004; 2008 (2); 2009; 2010 (3); 2011; 2012; 2014.
  - *Strategic Management Journal*: 2009 (2); 2010 (4); 2011 (4); 2012 (7); 2013 (8); 2014 (6); 2015 (4); 2016 (3)
  - *Organization Science*: 2008 (2), 2009, 2014 (2).
  - *Journal of Management Studies*: 2008; 2009 (3); 2010 (2); 2011; 2012 (7); 2013 (6); 2015 (3); 2016.
  - *Strategic Entrepreneurship Journal*: 2010; 2011; 2012; 2015; 2016.
  - *Journal of Management*: 2014, 2015, 2016.

- *Academy of Management Perspectives*: 2011; 2012 (3); 2016.
- *Journal of International Business Studies*: 2016.
- *British Accounting Review*: 2007.
- *Journal of Business Research*: 2013, 2015 (2).
- *Journal of Business Venturing*: 2016.
- *Advances in Strategic Management*: 2013, 2015.
- Annual meeting of the Strategic Management Society: 2017; 2016; 2015; 2013; 2012; 2011; 2009; 2007.
- Strategic Management Society Special Conference (India): 2013.
- Annual meeting of the Academy of Management: 2017; 2016; 2015; 2014; 2013; 2012; 2011; 2010; 2009; 2008; 2007; 2006; 2004; 2003.
- Reviewer for annual meeting of the Eastern Academy of Management: 2004; 2002.
- Reviewer for the Israel Strategy Conference: 2012.

## **DOCTORAL STUDENT SUPERVISION**

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- Cameron Borgholthaus (Ph.D.), University of Nebraska.
- Murad Mithani (Ph.D.), Rensselaer Polytechnic Institute. Graduation: December, 2012.
  - *Placement*: Assistant Professor, Howe School of Technology Management, Stevens Institute of Technology (Carnegie Classification: RU/H)
  - Winner of the Pondy Award for best paper from a dissertation (OMT Division) at the 2013 Academy of Management annual meeting.
- Jaya Dixit (Ph.D.), Rensselaer Polytechnic Institute. Expected Graduation: May, 2014.
  - *Placement*: Assistant Professor, Indian School of Business, Hyderabad, India.

## **TEACHING EXPERIENCE**

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### **University of Nebraska, Lincoln**

- MNGT 905\* – Research Design and Methods: Ph.D. course [Fall 2015, Fall 2017].
- MNGT 475\* – Business Policies: Undergraduate capstone course [Spring 2016 (2), Fall 2016, Spring 2017 (2)].

### **Rensselaer Polytechnic Institute (Troy, NY)**

- MGMT 1100 – Introduction to Management: Undergraduate introductory course [Fall 2008-Spring 2015].
- MGMT 4962\* – Sports Management: Undergraduate elective course [Summer 2013; Spring 2014, 2015].
- MGMT 6966\* – Seminar in Organization Theory: Ph.D. course [Spring 2010, 2012, 2014].

### **University College Dublin** (Dublin, Ireland)

- BMGT 41300\* - Strategic Resource Allocation: Master's level course on applied finance for strategy students [Spring 2007 to Spring 2008].
- BMGT 30200 - Strategy Formulation and Implementation: Undergraduate capstone course in strategic management [Spring 2007 to Spring 2008].
  - Note: Ranked 2<sup>nd</sup> in average teaching evaluations in senior level courses (out of 36 instructor/course combinations)

### **University of Notre Dame** (Notre Dame, IN)

- BA 490\* - Corporate Strategy: Senior level undergraduate capstone course in strategic management [Spring, 2004].
- BA376/BAMG376/BAMG30900\* - Strategic Management: Junior level undergraduate course on strategic management [Fall 2004 to Spring 2006].

### **Purdue University** (West Lafayette, IN)

- MGMT 451 – Business Policy: BA 490 - Senior level undergraduate capstone course in strategic management [Spring, 2000]

### **Ivy Tech State College** (Lafayette, IN)

- ECON 101 – Introduction to Economics: Undergraduate freshman course in economics.
- \*Indicates new course developed mostly or entirely from scratch.

## **SCHOOL AND INSTITUTE SERVICE**

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- Faculty Search Committees, Department of Management, College of Business, University of Nebraska-Lincoln
  - Member, search for Assistant Professor of Strategy: 2017-2018
  - Member, search for Assistant Professor of Strategy/Entrepreneurship: 2017-2018
  - Member, search for Assistant Professor of Organizational Behavior: 2017-2018
  - Chair, search for Assistant Professor of Organizational Behavior: 2016-2017
  - Chair, search for Assistant Professor of Strategic Management: 2016-2017
  - Chair, search for Clifton Chair in Leadership: 2016-2017
  - Chair, search for Assistant Professor of Organizational Behavior: 2015-2016
  - Chair, search for Howard Hawks Chair of Business Ethics: 2015-2016
  - Chair, search for Clifton Chair in Leadership: 2015-2016
  - Chair, search for Chair of Survey Research Methods: 2015-2016
- Graduate Programs Curriculum Committee, College of Business Administration, University of Nebraska-Lincoln: 2015-2016; 2016-2017
- Department of Management Doctoral Program Committee, College of Business Administration, University of Nebraska-Lincoln: 2016-2017; 2017-2018.

- College Promotion and Tenure Committee, College of Business Administration, University of Nebraska-Lincoln: 2016-2017; 2017-2018.
- College Task Force on Teaching Evaluation, College of Business Administration, University of Nebraska-Lincoln: Spring 2016
- Volunteer Activities at University of Nebraska-Lincoln
  - First Husker Program: 2015-2016; 2016-2017.
  - Take a Parent to Lunch Program: 2017; 2018.
- Faculty coach for the University of Nebraska's team in the National Sports Forum Case Cup
- Ph.D. Program Committee, Lally School of Management & Technology (RPI): 2014-2015
- Undergraduate Program Committee, Lally School of Management & Technology (RPI)
  - Member, 2008-2010; Co-chair, 2010-2011
  - Chair, 2011-2013. Key Accomplishments: Reviewed curriculum and developed four new concentrations; examined enrollment issues and worked with Admission Department to boost applications and acceptances.
- Core Curriculum Review Committee, Rensselaer Polytechnic Institute: 2013-2014
- Faculty Mentor for 10 undergraduate students and 3 graduate students: 2010-2011
- Student Advisor for 8 undergraduate students: 2009-2010
- Served as RPI Faculty Fellow (promoting faculty/student interaction) from 2010-2012
- Served as the Lally School's representative on the organizing committee for RPI's Undergraduate Research Symposium, Spring 2010.
- Assisted with student recruitment via open houses receptions, collecting data for undergraduate rankings, and strengthening relations with recruiters: 2008-2014.

## **COMMUNITY SERVICE**

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- Volunteer head coach
  - Lincoln YM-YWCA Youth Baseball Program: 2016
  - Big Red Academy Youth Baseball Program: 2015
  - Brunswick Youth Baseball: 2012, 2013, 2014
- Volunteer assistant coach
  - Lincoln Junior Saltdogs Youth Baseball: 2017
  - Big Red Academy Youth Baseball Program: 2016
  - Brunswick Youth Baseball: 2011, 2015
  - Brunswick Youth Softball: 2013
- Member, Board of Directors, Brunswick Youth Baseball: 2012-2015