

Tammy E. Beck, Ph.D.
Associate Dean of Graduate Programs
Associate Professor of Management
Curriculum Vitae

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University Address:

University of Nebraska - Lincoln
730 N. 14th Street
CoB 301F
Lincoln, NE 68588-0405
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Home Address:

8767 Angeline Court
Lincoln, NE 68526
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Education

University of Texas at San Antonio

San Antonio, Texas
Dissertation: Understanding Swift Trust in
Temporary Interorganizational Relationships
Chair: Dr. Cynthia Lengnick-Hall

Ph.D. - Business Administration

Organization and Management Studies
2006

University of Houston

Houston, Texas

M.B.A.

1995

University of Texas

Austin, Texas

B.B.A. - Accounting

1984

Publications

Rousseau, M. B., Kellermanns, F., Zellweger, T., & Beck, T. E. (2018). *Relationship Conflict, Family Name Congruence, and Socioemotional Wealth in Family Firms*. Family Business Review. <https://doi.org/10.1177/0894486518790425>.

Beck, T.E., & Solansky, S. (2014). *Ability to Face Threats of Cyberterrorism: Factors Associated with Organizational Competence*. International Public Management Journal, 17(4): 441-462.

Beck, T.E., & Plowman, D.A. (2014). *Temporary, Emergent Interorganizational Collaboration in Unexpected Circumstances: A Study of the Columbia Space Shuttle Response Effort*. Organization Science, 25(4): 1234-1252.

Allen, J.A., Beck, T.E., Scott, C.W., & Rogelberg, S.G. (2014). *Understanding Workplace Meetings: A Qualitative Taxonomy of Meeting Purposes*. Management Research Review, 37(9): 791-814.

Solansky, S., Beck, T.E., & Travis, D. (2014). *A Complexity Perspective of a Meta-Organization Team: The Role of Destabilizing and Stabilizing Tensions*. Human Relations, 67(8): 1007-1033.

- Berka, G., Lopina, E., Justice, L., and Beck T.** (Spring 2014). *Southern Chair Company: A Case Study in Decision-Making and Strategy for a Small Business*. Case Research Journal, 34(2).
- Rogelberg, S. G., Justice, L., Braddy, P. W., Paustian-Underdahl, S. C., Heggstad, E., Shanock, L., Baran, B. E., Beck, T., Long, S., Andrew, A., Altman, D.G., Fleenor, J.W. (2013). *The Executive Mind: Leader Self-Talk, Effectiveness, and Strain*. Journal of Managerial Psychology, 28(2).
- Lengnick-Hall, C.A., Beck, T.E., & Lengnick-Hall, M.L. (2011). *Developing a capacity for organizational resilience through strategic human resource management*. Human Resource Management Review, 21(3): 243-255. DOI:10.1016/j.hrmr.2010.07.001.
- Beck, T.E. & Plowman, D.A. (2009). *Experiencing rare and unusual events richly: The role of middle managers in animating and guiding organizational interpretation*. Organization Science, 20(5): 909-924.
- Solansky, S., & Beck, T.E. (2009). *Enhancing community safety and security through understanding interagency collaboration in cyber-terrorism exercises*. Administration and Society, 40(8): 852-875.
- Beck, T.E., Lengnick-Hall, C.A., & Lengnick-Hall, M.L. (2008). *Solutions out of context: Examining the transfer of business concepts to nonprofit organizations*. Nonprofit Management and Leadership, 19(2): 153-171.
- Plowman, D.A., Baker, L., Beck, T., Kulkarni, M., Thomas, S., & Travis, D. (2007). *Radical change accidentally: The emergence and amplification of small change*. Academy of Management Journal, 50(3): 515-543.
- ** 2007 Academy of Management Journal Best Paper Award**
- Plowman, D.A., Thomas, S., Beck, T., Baker, L., Kulkarni, M., & Travis, D. (2007). *The role of leadership in emergent, self-organization*. The Leadership Quarterly, 18(4): 341-356.
- Lengnick-Hall, C.A. & Beck, T.E. (2005). *Adaptive fit versus robust transformation: How organizations respond to environmental change*. Journal of Management, 31(5): 738-757.

Book Chapters

- Zellars, K.L., **Justice, L.**, & Beck, T.E. (2011) “Resilience: New Paths for Building and Sustaining Individual and Organizational Capacity.” In D. Ganster and P.L. Perrewe (Eds.), *Research in Occupational Stress and Well-being, Volume 9*. Elsevier.
- ** Lead Chapter
- ** Chosen **Outstanding Author Contribution Award Winner** at the Literati Network Awards for Excellence 2012
- Lengnick-Hall, C.A. & Beck, T. E. (2009) “Resilience capacity and strategic agility: Prerequisites for thriving in a dynamic environment.” In C. Nemeth, E. Hollnagel, & S. Dekker (Eds.). *Resilience Engineering Perspectives, Volume 2: Preparation and Restoration*. Aldershot UK: Ashgate Publishing.

Competitive Presentations/Workshops and Proceedings

- Beck, T. (2018). Faculty Facilitator for the PDW: Navigating Qualitative Dissertations: Advice from the Experts" submitted by Karim Ginena, Winnie Jiang, and Nathan Tong. Presented at the Academy of Management 2018 Annual Meeting; Chicago, IL.
- Arnold, D., Beck, T., Goodstein, J., **Stewart, O.J.**, & **Thomas, J.** (2016). An Institutional Perspective on Organizational Integrity: A study of the Pharmaceutical Industry. Presented at the Academy of Management 2016 Annual Meeting; Anaheim, CA.
- Beck, T. (2016). Panelist for the PDW: Navigating Qualitative Dissertations: Advice from the Experts" submitted by Bui Petersen, Tiffany Schroeder, and Nathan Tong. Presented at the Academy of Management 2016 Annual Meeting; Anaheim, CA.
- Woznyj, H.**, **Stewart, O.J.**, Beck, T.E., and Zellars, K. (2015). *To go quickly, go alone. To go far, go together: A case study on social capital, network identity, and organizational resilience*. Presented at the SMA Conference, St. Pete Beach, Florida.
- Frear, K.**, **Loignon, A.**, Beck, T.E., and **Charling, K.** (2015). *Career Paths of the Modern Executive: Is Climbing the Corporate Ladder Still the Way to the Top?* Presented at the SMA Conference, St. Pete Beach, Florida.
- Arnold, D., Beck, T., Goodstein, J., **Stewart, O.J.**, & **Thomas, J.** (2015). *Organizational Integrity: An analysis of the Pharmaceutical Industry*. Presented at the Strategic Management Society Conference, Denver, Colorado.
- Lundrigan, C., Gil, N., Ebrahim, A. (Organizers); Majchrza, A., Tuertcher, P., and Beck, T. (Participants); Gray, B. and Prencipe A. (Discussants); and Phillips, N. and Puranam, P. (Moderators). (2015). *Collective Action: New Connections between Collaboration, Technology, and Organization Design*. PDW accepted for presentation at the Annual Meeting of the Academy of Management, Vancouver.
- Baran, B.E.**, Beck, T.E., and Antes, A.L. (2015). *When disaster almost strikes: Maximizing individual learning from near misses*. Presented at the SIOP Conference, Philadelphia, PA.
- Beck, T.E., Ford-Eickhoff, K., Solansky, S., and Plowman, D. (2014). *Reconceptualizing Interorganizational Collaboration: A Theoretical Framework Based on Intentionality and Temporality*. Presented at the Strategic Management Society Conference, Madrid, Spain.
- Ford-Eickhoff, K., Beck, T.E., Loughry, M., Madden, T., and Wheatley, K. (2014). *Building better bridges: Designing effective undergraduate strategy capstone courses*. Symposium presented at the SMA Conference, Savannah, GA.
- Zellars, K.L., Beck, T.E., **Bickmeier, R.**, & Bird, J. (2013). *Motivations to Job Craft: Proactive Individuals and Opportunities in the Work Environment*. Presented at the SMA Conference, New Orleans, LA.

- Berka, G., Lopina, E., Justice, L.,** and Beck T. (2012). *Southern Chair Company: A Case Study in Decision-Making and Strategy for a Small Business*. Presented at the North American Case Research Association Conference, Quincy, MA.
- Baker, L., Gangloff, K.A., Beck, T.E., & Fleenor, J. (2012). *Climate vs. Climate: Examining the Influence of Competing Climates on Corporate Social Performance*. Presented at the Southern Management Association Conference, Fort Lauderdale, Florida.
- Gangloff, K.A., Baker, L., Beck, T.E., & Fleenor, J. (2012). *Desirable Attributes and Undesirable Outcomes: An Examination of Executive Cognitive Structure and Social Irresponsibility*. Presented at the Strategic Management Society Conference, Prague, Czech Republic.
- Rogelberg, S.G., Justice, L., Braddy, P.W., Paustian-Underdahl, S., Heggstad, E., Shanock, L., Baran, B.E., Beck, T.E., Long, S., Andrew, A., Altman, D.G., & Fleenor, J.W. (2012). *The Executive Mind: An Examination of Top Leaders' Self-Talk, Effectiveness, and Job Strain*. Presented at the SIOP Conference, San Diego, CA.
- Beck, T.E., Baker, L., **Baran, B., Carson, M.,** Fleenor, J., & Rogelberg, S. (2011). *The Critical Roles of Strategic Leaders in Influencing Ethical and Innovative Work Climates*. Presented at the Strategic Management Society Conference, Miami.
- Beck, T.E., & Solansky, S. (2011). *Confidence in the Face of Terrorism: Factors Associated with Collective Efficacy*. PROCEEDINGS of the Annual Meeting of the Academy of Management, San Antonio.
- ** Selected for inclusion in the Best Paper Proceedings**
- Solansky, S., Beck, T.E., & Travis, D. (2011). *A Complexity Perspective of a Virtual Inter-Organizational Team*. Annual Meeting of the Academy of Management, San Antonio.
- Allen, J.A.,** Beck, T., Scott, C., Rogelberg, S.G., & Knight, K. (2011). *Understanding Workplace Meetings: A Qualitative Taxonomy of Meeting Purposes*. Presented at the Society of Industrial and Organizational Psychologists' Conference, Chicago, IL.
- Beck, T.E., & Lengnick-Hall, C.A. (2010). *Perceived Collaboration Necessity: A Foundation for Effective Interactions in Temporary Systems of Organizations*. Presented at the Strategic Management Society Conference, Rome, Italy.
- Beck, T.E., Baker, L., **Baran, B., & Adelman, M.** (2010). *The Relationship between Transcendent Leadership and Performance in Uncertain Organizational Environments*. Annual Meeting of the Academy of Management, Montreal.
- Solansky, S., & Beck, T.E. (2010). *Interorganizational Information Sharing: Security Enhancement during Terrorism Threats*. Annual Meeting of the Academy of Management, Montreal.
- Beck, T.E. & Plowman, D.A. (2009). PDW presentation on "Learning from Rare Events"
Experiencing Rare and Unusual Events Richly: The Role of Middle Managers in

- Animating and Guiding Organizational Interpretation*. Annual Meeting of the Academy of Management, Chicago.
- Solansky, S., Beck, T.E., & Travis, D. (2009). *A Model of Extant and Emergent Factors Associated with Effective Inter-organizational Collaboration*. Annual Meeting of the Academy of Management, Chicago.
- Beck, T.E. & Plowman, D.A. (2008). *Inter-organizational Collaboration and Knowledge Management: Insights from the Space Shuttle Columbia Recovery Response*. Presented at the Strategic Management Society Conference, Cologne, Germany.
- ** Nominated for SMS Best Conference Paper Prize**
- Beck, T.E. & Plowman, D.A. (2007). *Middle Managers and Organizational Interpretation: Towards a Middle Range Theory*. Presented at the Strategic Management Society Conference, San Diego.
- Lengnick-Hall, C.A. & Beck, T.E. (2007). *Creating a Dynamic Capability Portfolio: Accommodating Variations in External Conditions and Strategic Intent*. Presented at the Strategic Management Society Conference, San Diego.
- Beck, T.E., & Lengnick-Hall, C.A. (2007). *Measuring Swift Trust: A Step Toward Improving Effectiveness in Temporary Organizational Groups*. Annual Meeting of the Academy of Management, Philadelphia.
- Solansky, S., & Beck, T.E. (2007). *Interorganizational Collaboration: Collective Mind, Beliefs, and Behaviors in Cyber-Terrorism Exercises*. Annual Meeting of the Academy of Management, Philadelphia.
- Plowman, D.A., Thomas, S., Beck, T., Baker, L., Kulkarni, M., & Travis, D. (2006). *The Role of Leadership in the Emergence of Order*. Annual Meeting of the Academy of Management, Atlanta.
- Lengnick-Hall, C.A. & Beck, T.E. (2006). *Resilience Capacity as a Foundation for Dynamic Capabilities*. Presented at the Workshop on the Practice of Dynamic Capabilities, Lancaster University, UK. (sponsored by the UK's Advanced Institute of Management).
- Beck, T.E., Lengnick-Hall, C.A., & Lengnick-Hall, M.L. (2005). *Solutions out of context: Examining the transfer of business concepts to third-sector organizations*. Annual Meeting of the Academy of Management, Honolulu.
- Plowman, D.A., Baker, L., Beck, T., Kulkarni, M., Thomas, S., & Travis, D. (2005). *Radical change accidentally: A qualitative analysis of emergent change*. Annual Meeting of the Academy of Management, Honolulu.
- Beck, T.E. & Plowman, D.A. (2004). *Who's interpreting what? An explanation for differences in strategic vs. tactical level interpretations*. PROCEEDINGS of the Annual Meeting of the Academy of Management, New Orleans.
- ** Finalist for Best Student Paper, Managerial and Organizational Cognition division.**

Lengnick-Hall, C.A. & Beck, T.E. (2003). *Beyond bouncing back: The concept of organizational resilience*. Annual Meeting of the Academy of Management, Seattle.

Awards and Grants

2013 Summer Research Grant (Childress-Klein Endowment), Belk College of Business, UNC Charlotte; \$17,500 (with Dr. K. Zellars).

2013 Faculty Research Grant, UNC Charlotte, *Resilience Training: Building Resilient Teachers and Resilient Schools*; \$9,040 (with Drs. K. Zellars and J. Bird).

2012 Summer Research Grant, Belk College of Business, UNC Charlotte; \$17,500 (with Dr. K. Zellars).

2012 Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence
Zellars, K.L., **Justice, L.**, & Beck, T.E. (2011) “Resilience: New Paths for Building and Sustaining Individual and Organizational Capacity.” In D. Ganster and P.L. Perrewé (Eds.), *Research in Occupational Stress and Well-being, Volume 9*. Elsevier.

2011 Summer Research Grant, Belk College of Business, UNC Charlotte; \$12,500.

2010 Best Paper Award, Belk College of Business, UNC Charlotte. *Experiencing Rare and Unusual Events Richly: The Role of Middle Managers in Animating and Guiding Organizational Interpretation*. (2009; Organization Science)

2010 Outstanding Reviewer, AOM Annual Meeting, OMT Division.

2009 Outstanding Reviewer, AOM Annual Meeting, OMT Division.

2007 Academy of Management Journal Best Paper Award
Plowman, D.A., Baker, L., Beck, T., Kulkarni, M., Thomas, S., & Travis, D. (2007). *Radical change accidentally: A qualitative analysis of emergent change*.

2005 Presidential Dissertation Fellowship; UT at San Antonio, Graduate School, \$4,000.

2004 Finalist for Best Student Paper, Managerial and Organizational Cognition Division. Annual Meeting of the Academy of Management, New Orleans.

Papers and Work in Progress

Beck, T.E., Ford-Eickhoff, K., Solansky, S., Plowman, D., and **Davis, D.** *The Complexity of Interorganizational Collaboration: The Role of Information Technology as a Stabilizing and Destabilizing Tension*. (2nd round reject and resubmit at MIS Quarterly).

Frear, K., Loignon, A., and Beck, T.E. *Journey to the Summit: Career Paths of the Modern Executive*. Manuscript in process for submission to Harvard Business Review.

Woznyj, H., Stewart, O.J., Beck, T.E., and Zellars, K. *Thriving on Ties: A Case Study of Social Capital and Organizational Resilience*. Manuscript in process.

Arnold, D., Beck, T., Goodstein, J., **Stewart, O.J.**, & **Thomas, J.** *Organizational Integrity: An analysis of the Pharmaceutical Industry.* (data analysis underway; manuscript in process for submission to Administrative Science Quarterly).

Baran, B.E., Beck, T.E., and Antes, A.L. *When disaster almost strikes: Maximizing individual learning from near misses.* (manuscript in process).

Academic Experience and Teaching Activities

Associate Professor of Management **July 2014 – present**
Associate Dean of Graduate Programs and **July 2015 – present**
External Engagement
Associate Dean of Academic Programs **July 2014 – July 2015**
 University of Nebraska – Lincoln
 College of Business
Courses taught
Strategic Management
 -- *MBA Intro to Strategy*
 -- *Raikes Program Capstone*
 -- *CoB undergraduate Capstone*

Associate Professor of Management *(Received Tenure and Promotion April, 2014)*
Assistant Professor of Management **Aug. 2008 – June 2014**
Assistant Professor of Organization Science
 Belk College of Business
 University of North Carolina at Charlotte
Courses taught
 1) *Strategic Management*
 -- *MBA Capstone*
 -- *PhD seminar*
 2) *Global Competitiveness in the Latin American Market (MBA)*
 3) *Management and Organizational Behavior (undergraduate)*
 4) *Entrepreneurship (undergraduate)*

Assistant Professor of Management **Aug. 2006 – May 2008**
 School of Business
 University of Houston – Clear Lake
Course taught: Strategic Management (capstone)
Graduate and Undergraduate levels

Instructor **Aug. 2003 – May 2006**
Research Assistant **Aug. 2002 – May 2006**
 College of Business
 University of Texas at San Antonio
Courses taught: Management Strategy and Policy (capstone)
Managing Human Resources

Adjunct Faculty **Spring 2006**
 HEB School of Business

University of the Incarnate Word

Course taught: Graduate Managerial Accounting

Completed the Harvard Business School Participant Centered Learning Course (The Art and Craft of Discussion Leadership, Part II). November, 2010.

Completed the Harvard Business School Participant Centered Learning Course (The Art and Craft of Discussion Leadership, Part I). October, 2010.

Service to the Profession

- Best Paper Selection Committee (Entrepreneurship/Information Technology/Innovation track) for the 2011 Southern Management Association Annual Meeting
- Reviewer for the Academy of Management Annual Meeting; 2006-2011; 2016
 - 2010 Outstanding Reviewer, AOM Annual Meeting, OMT Division.
 - 2009 Outstanding Reviewer, AOM Annual Meeting, OMT Division.
- Ad-hoc reviewer
 - Entrepreneurship Theory and Practice*
 - Organization Research Methods*
 - Journal of Management*
 - Nonprofit Management and Leadership*
 - Organization Science*
 - The Leadership Quarterly*
 - Organization Studies*
 - National Science Foundation*
 - Business Ethics Quarterly*
 - R&D Management*

PhD and Thesis Committees

Committee Chair

- Gregory Berka, Pre-Doctoral Thesis – “Perceptions of Multiple Organizational Climates: Impact on Members” (Successfully defended; February, 2012).

Committee Member

Dissertation:

- Daniel Davis – UNC Charlotte; “Proto-Institutionalization as a Complex Social Process: The Emergence of Diversity Practices in STEM Education”; Placement: University of South Carolina Upstate.
- Skylar Rolf – UNL; “The Stickiness of Stigma: Examining the Temporal Nature of Director Stigma.” Placement: Pepperdine University.
- Oscar Jerome Stewart – “Corporate strategic irresponsibility.” Placement: San Francisco State University.
- Jianhua Ge, Dissertation – “Institutional dynamics in corporate political linkages: Evidence from China’s emerging economy. Placement: Renmin University of China.
- Gregory Berka, Dissertation – “Increased opportunity for fit: Organizational embrace of diversity from race, gender, age, and work values perspectives.” Placement: Queens

University of Charlotte.

- Izabela Szymanska, Dissertation – “Entrepreneurial Orientation and Organizational Identity Negotiation in Large, Multigenerational Family Businesses.” Placement: Saginaw Valley State University.
- Sharon Doerer, Dissertation – “Racial Double Standards in Team Selection.” Placement: TIAA-CREF.
- Joe Allen, Dissertation – “Promoting Employee Engagement through Managers’ Strategic Use of Meetings.” Placement: Creighton University.
- Ben Baran, Dissertation – “Managing for High Reliability: The relationship of collective mindfulness and managerial communication with social-exchange perceptions, performance, and creativity.” Placement: Northern Kentucky University.

Committee Member

Thesis:

- Bob Bickmeier, Thesis – “Differentiating the Domains of Taint in Dirty Work.” (Successfully defended; May, 2015).
- Paul Schmidt, Thesis – “The Silent Killer in the Boardroom: Examining the effects of metabolic syndrome in high-level executives.” (Successfully defended; June, 2013).
- Jianhua Ge, Pre-Doctoral Thesis – “Politics in giving: Political Embeddedness and Practice Variation in Corporate Social Responsibility.” (Successfully defended; March, 2013).
- Katherine Frear, Pre-Doctoral Thesis – “CEO Background and the Adoption of HR Practices in China” (Successfully defended; January, 2011).
- Amy Jo Denton, Master’s Thesis, College of Architecture – “Strategy for the Designer” (Successfully defended; May, 2011).
- Mara Mudd, Master’s Thesis – “Personality Antecedents of Self-Awareness among High-Level Leaders”. (Successfully defended; April, 2010.)
- Danielle Anderson, Honors Student Thesis. (Successfully completed; May, 2013).
- Katelyn Gesler, Honors Student Thesis. (Successfully completed; May, 2011).

University/College/Department Service

University

Strategic Planning Committee; Executive Steering Committee – 2018

Office of Graduate Studies Advisory Council – 2018 (current)

Search Committee Member for the Assistant Vice Chancellor for Enrollment Management – 2017

Search Committee Member for the Executive Vice Chancellor – 2016

Academic Scheduling and Planning Group; UNL – 2014 – 2017.

Enrollment Management Council; UNL – 2014 – 2017.

University-wide Assessment Committee; UNL – 2014 – 2017.

Deans’ Council Working Group on Distance Education; UNL – 2014.

Faculty Representative/Sponsor for the UNC System wide Social Entrepreneurship Conference/Competition – 2013-2014

Faculty Marshal; Commencement Committee – 2010 – 2014

Graduate Student Research Fair, Faculty Judge – 2010 – 2013

Faculty Senate Member; University of Houston – Clear Lake; 2007-2008

College

Strategic Planning Committee; External Relations Task Force Chair – 2018

Scholarship and Research Committee – 2018

Academic Integrity Task Force: UNL – 2015

Building Committee; UNL – 2014 – 2017

Undergraduate Committee; UNL – 2014 – 2015

Assessment Committee; UNL – 2014 – 2015

MBA/Masters Committee; UNL – 2014 – present

Committee on Scholarships, Honors, and Awards; UNL – 2014 – 2015

Executive Committee; UNL – 2014 – present

Joint Agribusiness Committee; UNL – 2014 - present

Invited speaker to Alpha Kappa Psi's Professional Business Fraternity – topic: *How to thrive in the workplace*; 2013

Committee member, Marketing Department Research Recognition Award, 2012.

Committee member, Research Grant Review and Award Committee, 2011.

Committee member, BCGC, Belk College Graduate Council, 2010 – 2011; 2012 – 2013

Panelist, DocNet Consortium of Business Doctoral Programs, UNC Charlotte, Oct. 2010.

Committee member, Associate Deans Search Committee, Belk College of Business, 2010

Faculty representative, Strategic Planning Committee, Belk College of Business, 2009

Guest speaker, Charlotte Junior Chamber of Commerce – *Business College*, 2008

Interviewed and quoted in the *Charlotte Observer*, June 27, 2009, “Retailers pool resources to survive” article by Jen Aronoff

Department of Management

Faculty Search Committee Member –International Business; UNC Charlotte, 2012

Faculty Search Committee Member – Endowed Chair, International Business; UNC Charlotte; 2011 and 2012

Chair Search and Screen Committee Member; UNC Charlotte, 2011

Faculty Search Committee Member – OB/HR; UNC Charlotte; 2010

Faculty Search Committee Member – Strategy/Entrepreneurship; UNC Charlotte; 2008

Guest Speaker Series Coordinator – 2012-2013

Curriculum/Assessments Committee Member; UNC Charlotte; 2008 – 2009; 2012 – 2013

Organization Science Interdisciplinary Program

Invited speaker I/O Psychology Master’s Program – *Getting into Graduate School*; 2012

OS Summer Institute, Panelist, *Graduate School Admissions*; 2011, 2012

OS Advisory Committee; 2010-2011

PhD student Admissions committee (chair); 2012

PhD student Admissions committee (chair); 2010

PhD student Admissions committee; 2009

Invited speaker to the OS students – topic: Research and Publishing; 2010

Invited speaker to the Organization Science Overview class; 2008 – 2010, 2012

Invited speaker OS Current Topics – *Career Options for PhDs*; 2011

Invited speaker OS Current Topics – *The Academic Hiring Process*; 2010

PhD Qualifying Exam Committee – Gregory Berka; 2012
PhD Qualifying Exam Committee – Sharon Doerer; 2011
PhD Qualifying Exam Committee – Ben Baran; 2009

Professional Certifications and Memberships

Academy of Management
Strategic Management Society
Southern Management Association
Certified Public Accountant (Texas – 1986 to 2009)
American Institute of Certified Public Accountants (1986 – 2009)
Texas Society of Certified Public Accountants (1986 – 2009)

Industrial and Management Positions

Director of Budgeting and Forecasting; Clarke American Checks, Inc.; San Antonio, Texas; 2001-2002. (Recipient of the 2001 Malcolm Baldrige Award).
Director of Financial and Tax Planning; Luby's, Inc.; San Antonio, Texas; 1997-2001.
Taxation Compliance; Puryear and Company; Houston, Texas; 1991-1994.
Manager of Taxation; ENSR Corporation; Houston, Texas; 1988-1990.
International Tax Specialist; M.W. Kellogg Corporation; Houston, Texas; 1987-1988.
Senior Tax Accountant; Arthur Andersen and Company; Houston, Texas; 1985-1987.

Community Activities

Catholic Diocese of Lincoln
Search Committee Member; Superintendent of Schools (2018)
Francis Fund Schools Task Force Member (2017)

Leadership Council, St. Thomas Aquinas – Newman Center; Lincoln, NE 2016 – present
Finance Committee Chair – 2018 – present

Strategic Planning Steering Committee, St. Mark Catholic Church, Huntersville, NC, 2012-2013.

Board of Directors – Treasurer, Lupus Foundation of America, South Central Texas Chapter (serving 87 counties), San Antonio, Texas, 2007-2008.

Co-Director, Holy Spirit Women's ACTS Retreat, San Antonio, Texas, 2006-2007.

School Board, Holy Spirit Catholic School, San Antonio, Texas, 1998 – 2001.

Finance Council, St. Laurence Catholic Church, Sugar Land, Texas, 1989-1991.