

# Dana McDaniel Sumpter

## Curriculum Vitae

v. Jun 2022

Graziadio Business School  
Pepperdine University  
24255 Pacific Coast Hwy, Malibu, CA, 90263  
dana.sumpter@pepperdine.edu

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### ACADEMIC EXPERIENCE

Pepperdine University | Graziadio Business School

2020- Present      *Associate Professor of Organizational Theory and Management*

Summer 2011      *Adjunct Professor*

California State University, Long Beach | College of Business

2018 – 2020      *Associate Professor of Management and Human Resource Management*

2011 - 2018      *Assistant Professor of Management and Human Resource Management*

University of California, Irvine | Paul Merage School of Business

Summer 2011      *Adjunct Professor*

### EDUCATION

Ph.D.    2011    University of California, Irvine | Paul Merage School of Business  
Management

M.S.    2001    University of Illinois, Urbana-Champaign | Institute of Labor & Industrial Relations  
Human Resources & Industrial Relations

B.S.    2000    University of Illinois, Urbana-Champaign | College of Liberal Arts and Sciences  
Liberal Arts: Psychology

### PROFESSIONAL EXPERIENCE

Citigroup      2004-2005      New York, NY  
*Vice President, Human Resources* in the Citi Cards business  
2002-2004      New York, NY and Singapore  
*Human Resource Management Associate* (generalist and training specialist)  
Selective and competitive rotational leadership development program.  
Businesses worked in: Citi Cards and global headquarters in NYC, and the  
International Personal Bank and Asia-Pacific regional headquarters in Singapore

### DISSERTATION

Title: *Energy at Work: A Multinational, Cross-Situational Investigation of Relational Energy*

Committee members: Cristina Gibson (co-chair), Jone Pearce (co-chair), Kristin Behfar, Denis Trapido, Calvin Morrill

## CASE PUBLICATIONS

1. **Sumpter, D.M.** & Zanhour, M. 2020. Margaret Huebner: Building the Human Resources Function at Oman's Port of Salalah. WDI Publishing.  
\* Second place winner in WDI Publishing's MENA Case Writing Competition "Doing Business in the Middle East North Africa Region," sponsored by Michigan Ross Executive Education.

## PEER-REVIEWED PUBLICATIONS

12. Zanhour, M. & **Sumpter, D.M.** In press. The entrenchment of the ideal worker norm during the Covid-19 pandemic: Evidence from working mothers in the U.S. Forthcoming at *Gender, Work and Organization*. Special issue on *Old norms in the new normal: Exploring and resisting the rise of the ideal pandemic worker*.
11. Reina, C., Mills, M. & **Sumpter, D.M.** In press. A mindful relating framework for understanding the trajectory of work relationships. Forthcoming at *Personnel Psychology*.
10. **Sumpter, D.M.** & Gibson, C.G. In press. Riding the wave to recovery: Relational energy as an HR managerial resource for employees during crisis recovery. Forthcoming at *Human Resource Management*. Special issue on *Relational perspectives on human resource management*.
9. **Sumpter, D.M.**, Greenberg, D., & Kim, S. 2021. The dark side of construct convergence: Navigating consensus, evolution, and practical relevance in theory building. *Academy of Management Perspectives*. 35(3), 485-502. Symposium (special issue) on *Empirical path dependence and the theory-practice gap*.
8. **Sumpter, D.M.** & Zanhour, M. November 2020. 3 ways companies can retain working mothers right now. *Harvard Business Review* (Digital Edition).
7. **Sumpter, D.M.** 2019. Bro or kook? The effect of dynamic member evaluation on incivility and resources in surf lineups. *Equality, Diversity, and Inclusion: An International Journal*, 39(3): 261-284. Special issue on *Advancing research on selective incivility toward devalued groups in organizations*.
6. Gibson, C.B., Birkinshaw, J., **Sumpter, D.M.**, & Ambos, T. 2019. The hierarchical erosion effect: A new perspective on perceptual differences and performance. *Journal of Management Studies*, 56(8): 1713-1747. Special issue *Commemorating the 60<sup>th</sup> anniversary of March and Simon's "Organizations"*.
5. **Sumpter, D.M.**, Gibson, C.G., & Porath, C.P. 2017. Act expediently, with autonomy: Vicarious learning, empowered behaviors, and performance. *Journal of Business and Psychology*, 32(2): 131-145.
4. Owens, B. P., Baker, W. E., **Sumpter, D. M.**, & Cameron, K. S. 2016. Relational energy at work: Implications for job engagement and job performance. *Journal of Applied Psychology*, 101(1), 35-49.
3. Szkudlarek, B. & **Sumpter, D.M.** 2015. What, when, and with whom? Investigating expatriate reentry training with a proximal approach. *Human Resource Management*, 54(6): 1037-1057.
2. Kopelman, S., Feldman, E., **McDaniel, D.M.**, & Hall, D.T. 2012. Mindfully negotiating a career with a heart. *Organizational Dynamics*, 41: 163-171.
1. Gibson, C.B. & **McDaniel, D.M.** 2010. Moving beyond conventional wisdom: Advancements in cross-cultural organizational behavior theory. *Perspectives on Psychological Science*, 5(4): 450-462.

## BOOK CHAPTERS

- Groves, K., Feyerherm, A., & **Sumpter, D.M.** In press. Cultural intelligence as a global

leadership competency in disruptive contexts. Forthcoming in the *Handbook of Cultural Intelligence Research*. Edited by Thomas, D.C. & Liao, Y.

**McDaniel, D.M.** & Gibson, C.B. 2012. Emergent ideas from emerging markets: The process of discovery in strategic management research. In *Research Methodology in Strategy and Management*, Vol. 7, Edited by C. L. Wang, D. J. Ketchen, and D. D. Bergh.

Gibson, C.B., Sz kudlarek, B., & **McDaniel, D.M.** 2012. Tales from the (multicultural) field: Toward developing research conducive to proximal theory building. Ch. 1 in *Conducting Multinational Research Projects in Organizational Psychology*, Edited by A.M. Ryan, F. T.L. Leong, and F. Oswald.

## UNDER REVIEW

**Sumpter, D.M.**, Gibson, C.B., Phan, J. & Porath, C. {Vicarious empowerment and power distance }. Revise and resubmit at *Journal of Cross-Cultural Psychology*.

**Sumpter, D.M.** & Gibson, C.B. {Energy in intercultural work interactions}. Under review at *International Journal of Cross-Cultural Management*.

**Sumpter, D.M.**, Greenberg, D., & Rosado-Soloman, E. {Relational shifts during post-maternity leave reentry}. Under review at *Human Relations*.

## WORKING PAPERS AND RESEARCH IN PROGRESS (\* Denotes doctoral student)

**Sumpter, D.M.** & Zanhour, M. "This is happening without my buy-in": De-agentic boundary management after a cross-domain disruption. Target : *Organization Science*.

**Sumpter, D.M.**, Prato, R.\*, & Gibson, C.B. Sexism experienced by working mothers in academia. Analyzing data.

Owens, B., Baker, W., **Sumpter, D.M.**, & Cameron, K. Relational energy: Positive spillover into non-work domains. Target: *Personnel Psychology*

**Sumpter, D.M.** Building positive relationships through mindful relational behaviors: Evidence from HR managers. Analyzing data. Target: *Human Resource Management*.

**Sumpter, D.M.** & Zanhour, M. Longitudinal impact of the Covid-19 crisis on the careers of working mothers. Planning research design and data collection.

Zanhour, M. & **Sumpter, D.M.** Intersection of cultural, gender, and religious identities on work/family boundary management: Evidence from Muslim working mothers. Planning research design and data collection.

## MEDIA PUBLICATIONS & EVENTS

2022

Quoted in Business Insider, "[Employers can help working parents manage summertime care](#)"

Quoted on Yahoo Finance on [top tips for employees returning to the office](#)

Conducted a [satellite media tour](#) discussing the top tips for employees returning to the office, with television and radio viewers in over 25 media markets nationwide

Quoted in WalletHub, "[States where employers are struggling the most in hiring](#)"

Quoted in Vox, "[Remote work isn't the problem. Work is.](#)"

2021

Quoted in *HR Magazine* on business ethics in HR roles.

Invited speaker for *Women in International Trade in Orange County* event, titled 'Leading through uncertainty : Forging an inclusive next chapter of work'

Invited speaker for *IICF Inclusion in Insurance Forum 2021* annual event, talk titled 'Inclusion as an

investment'

Contributing author to Professional Woman's Magazine, 'In a dual career household during COVID, whose job wins ?'

Quoted in Business Because on the competitive advantages of Pepperdine's MS in Business program

Quoted in Spectrum News 1 *Inside the Issues*, online article 'How COVID-19 has hurt working mothers'

Contributing author to *Beauty and Beast in Business Magazine*, 'Devising your post-COVID career strategy'

2020

Contributing author to Lioness Magazine, 'Whose job wins ? 3 tips for working mothers in negotiating work from home with partners'

Television interview guest on Spectrum News Channel 1, *Inside the Issues with Alex Cohen*,

Radio interview guest on SiriusXM132 Business Radio Powered by the Wharton School, *Work and Life with Stew Friedman*, 'Dana Sumpter: Working parents in pandemic times'

Invited panelist for *Institute for CPCU society's annual meeting* 'Our Wellbeing, our imperative, our fatigue'

Invited guest on podcast *What Nik Knows* with Dr. Nikki Sammet, 'How To Navigate Being A Working Mom Through COVID'

Invited guest on podcast *Allowed* with Dr. Caneel Joyce, 'Working parents during COVID-19: Leverage their value'

Invited speaker for *Long Beach Moms Business Network*, 'How to work from home with kids'

Invited speaker for *the Port of Long Beach*, 'Working parent workshop'

Media mention in *Business Management Daily*, 'Flexible work arrangements and fairness during COVID-19'

Media mention in *Grunion Gazette*, 'Cal State Long Beach Professor Studies How To Help Working Moms At Work'

Quoted in *The Atlantic*, 'This isn't sustainable for working parents'

2019

Quoted in article for *Forthe Media*

2018

TEDxCSULB speaker, 'Don't underestimate working moms'

Invited speaker for *Long Beach Moms Business Network*

2014

Invited columnist for the *Long Beach Business Journal*. "Research explores the neglected return of expatriate employees"

## PROFESSIONAL PRESENTATIONS

41. Sumpter, D.M. 2022. "The Multilevel Manifestation of Ideal Worker Norms: Evidence from Working Mothers During Covid-19". Accepted at the annual meeting of the *Academy of Management*, Seattle WA.

40. Sumpter, D.M. & Zanhour, M. 2022. "Managing Unmanageable Work/Life Boundaries: Working From Home With Children During COVID-19". Presented at the annual meeting of the *Western Academy of Management*.

39. Sumpter, D.M., Greenberg, D., & Rosado-Solomon, E. 2021. Presented at symposium "With or without you": Relationships and Taking Stock of Their Influence on Work Identity"

- Presented at the annual meeting of *Academy of Management*, virtual.
38. Zanhour, M. & Sumpter, D.M. 2021. "The Entrenchment of an Old Adversary: The Ideal Worker Culture during the COVID-19 Pandemic". Presented at the 9th *International Conference of Work and Family*, virtual
  37. Capistrano, R., Francavilla, J., Strom, P., Rosado-Solomon, E., Cronin, M.S., Hardin, A.E., Pillemer, J., Sumpter, D.M., Thatcher, S.M., & Williams, K. 2020. "Spread and Transformation of Psychological Pain in Organizations." Symposium presentation at the annual meeting of *Academy of Management*, virtual.
  36. Daniels, S.R., Holmvall, C.M., Sobhani, S., Sumpter, D.M., Thornton, L. 2019. Selective Incivility: Undermining Ambitions of Inclusion in Organizations." Symposium presentation at the annual meeting of *Academy of Management*, Boston, MA.
  35. Sumpter, D.M., Greenberg, D. & Kim, S. 2018. "Reentry and Beyond: The Varied Transitions of Becoming and Being a Working Mother." Presented research at the annual meeting of *Academy of Management*, Chicago, IL.
  34. Sumpter, D.M. 2018. "A stress management professional development workshop (3<sup>rd</sup> Annual)." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Chicago, IL.
  33. Sumpter, D.M. & Gibson, C.B. 2018. "Clash to Congruence: A Model of Cultural Identity and Energy in Intercultural Work Relationships" Presented paper at the annual meeting of *Academy of International Business*, Minneapolis, MN.
  32. Sumpter, D.M. 2017. "Staying Rational in a Sea of Emotions: Exploring the Associations among Emotional Expression, Regulation, and Work Relationship Quality" Presented paper at symposium at the annual meeting of *Academy of Management*, Atlanta, GA.
  31. Sumpter, D.M. 2017. "What were you thinking? Developing cognitive sensibilities for inductive coding." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Atlanta, GA.
  30. Sumpter, D.M. 2017. "A stress management professional development workshop (2<sup>nd</sup> Annual)." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Atlanta, GA.
  29. Sumpter, D.M. 2016. "A stress management professional development workshop." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Anaheim, CA.
  28. Sumpter, D.M. 2016. "Mindfulness at work: Extensions and explorations." Presenter at Symposium at the annual meeting of *Academy of Management*, Anaheim, CA.
  27. Sumpter, D.M. 2015. "Thrive! Energizing ourselves and others as academics. (2<sup>nd</sup> annual)" Organizer for and presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Vancouver, BC, Canada.
  26. Sumpter, D.M. 2014. "Thrive! Energizing ourselves and others as academics." Organizer for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  25. Sumpter, D.M. 2014. "New directions in positive relationships at work." Organizer for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  24. Sumpter, D.M. 2014. "Innovations for developing intercultural competencies in B-school students and executives." Presenter for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  23. Sumpter, D.M. 2013. "The role of energy in intercultural work relationships" Paper presented at the annual meeting of *Academy of International Business*, Istanbul, Turkey.
  22. Sumpter, D.M. 2013. "Perspectives of psychological capital" Session **chair** at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.

21. Sumpter, D.M. 2013. "Towards a multilevel perspective of energy in work relationships"  
Research presented at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.
20. Sumpter, D.M. 2013. "Infusing vitality: Using positive organizational scholarship in teaching OB and management topics" Professional Development Workshop **discussant** at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.
19. McDaniel, D.M. 2012. "From subjective to shared: Revisiting energy in organizations" Paper presented at the annual meeting of *Academy of Management*, Boston, MA.
18. McDaniel, D.M. 2012. "Connection to country: The case of bicultural indigenous employees" Symposium paper presented at the annual meeting of *Academy of Management*, Boston.
17. McDaniel, D.M. 2012. "The process of discovery in international management research" Research presented at the annual meeting of *Academy of International Business*, Washington D.C.
16. McDaniel, D.M. 2012. "The experience of biculturalism: Identity integration and cultural intelligence" Paper presented at the Cultural Intelligence Research Forum at the annual meeting of *Society for Industrial and Organizational Psychology*, San Diego, CA.
15. McDaniel, D.M. 2012. "Emergent ideas from emerging markets: The process of discovery in organizational research" Paper presented at the annual meeting of *Western Academy of Management*, San Diego, CA.
14. McDaniel, D.M. 2010. "Caring about context: Contextualizing energy research in organizations" Chair of symposium at the annual meeting of *Academy of Management*, Montreal, Canada.
13. McDaniel, D.M. & Gibson, C.B. 2010. "When high energy is highly inappropriate: The use of subtle relational energy across cultures" Symposium paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.
12. McDaniel, D.M. & Sharma, P. 2010 "Interpersonal mistreatment: The dark side of work relationships" Co-chair of symposium at the annual meeting of *Academy of Management*, Montreal, Canada.
11. McDaniel, D.M. & Gibson, C.B. 2010. "Black holes & generative potential: Negative energy across interdependent work contexts" Symposium paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.
10. Szkudlarek, B. & McDaniel, D.M. 2010 "Qualitative as proximal: The role of qualitative research in organizational scholarship" Paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.
9. McDaniel, D.M. 2010. "A Multilevel Examination of Positive Organizational Constructs across Cultures" Chair of panel at the annual meeting of *Academy of International Business*, Rio de Janeiro, Brazil.
8. McDaniel, D. M. & Harrison, S.H. 2009. "Snap, crackle, pop! Energy and passion in organizations" Co-chair and organizer for symposium at the annual meeting of the *Academy of Management*, Chicago, IL.
7. McDaniel, D.M. 2009. "Energizer bunny or wet blanket? The social processes, outcomes, and contingencies of relational energy in organizations" Symposium paper presented at the annual meeting of the *Academy of Management*, Chicago, IL.
6. Gibson, C.B. & McDaniel, D.M. 2009. "Have we moved beyond conventional wisdom? A hard look at the value-add of cross-cultural management research." Co-chair of panel at the annual meeting of the *Academy of International Business*, San Diego, CA.
5. McDaniel, D.M. & Gibson, C.B. 2009. "Advancements and future directions for cross-cultural organizational behavior theory" Presented at the annual meeting of the *Academy of International Business*, San Diego, CA.
4. McDaniel, D.M. 2008. "Appropriately enthusiastic: The functioning of emotional energy across cultures" Paper presented at the *Positive Organizational Psychology* annual conference, Ann Arbor, MI.

3. McDaniel, D.M. & Gibson, C.B. 2008. "A new level of empowering acts: Relationships between vicarious empowerment, power distance, and organizational outcomes" Presented at the *DOME Culture Conference* with Geert Hofstede, Maastricht, The Netherlands.
2. McDaniel, D.M. & Gibson, C.B. 2008. "When empowered leaders make for empowered employees: Vicarious empowerment and performance across cultures" Symposium paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, San Francisco, CA.
1. McDaniel, D.M. 2008. "Performance implications of empowerment constructs across cultures" Presented at the annual meeting of the *International Academy of Management and Business*, San Diego, CA.

### INVITED PRESENTATIONS

Presented at the DBA & CAR Conference, Pepperdine Graziadio Business School, 2019-2022  
 Panelist for the *HR Showcase* of the CSULB HR Advisory Board, CSULB, 2016  
 Presentations for *HR Management Association* CSULB student group, 2012, 2013, 2016, 2019  
 "What Does 'Energy' Mean? How Concept Mapping Analysis Derives Meaning from Qualitative Data" Invited presentation at University of Western Australia, Perth, Australia, 2010  
 "The Use of Energy in Interdependent Work Contexts" Invited Brown Bag Presentation at University of California, Irvine, 2010  
 Invited presentation at meeting of the *Students of Industrial-Organizational Psychology*, University of California, Irvine, 2010  
 "Energy at Work" Invited presentation at University of Western Australia, Perth, Australia, 2009  
 "Energy at Work: Relationships, Authenticity, and Other Insights from the Southern California Surf Industry" Invited presentation at Edith Cowan University, Bunbury, Australia, 2009  
 Presented at the Ph.D. Colloquium, University of California Los Angeles, 2009-2010

### GRANTS AND AWARDS

2021	Pepperdine childcare grant
2020	CSULB Online Teaching Incentive Program
2019	Outstanding Reviewer Award, <i>Academy of Management Review</i>
2018	Outstanding Reviewer Award, <i>Academy of Management Review</i>
2017- 2018	Undergraduate Research Opportunity Program research stipend
2015	CSULB Hybrid Teaching Incentive Program
2015	CSULB Research Summer Stipend
2015-2016	Undergraduate Research Opportunity Program research stipend
2013	Ukleja Center for Ethical Leadership <i>Ethics Across the Curriculum</i> award
2012	Center for Innovation Research on Cultural Intelligence and Leadership grant
2010	UC Irvine <i>Graduate Dean's Dissertation Fellowship</i> (only campus winner from the business school)
2009	Runner-up for Dissertation Award, International Management division of AOM
2009	UC Irvine <i>Center for Organizational Research</i> Student Fellowship
2009	UC Irvine <i>Ray Watson Dissertation Fellowship</i>
2008-2009	UC Irvine, Nominated as Pedagogical Fellow
2000-2001	Corporate Fellowship, Eaton Corporation
1996	American Association of University Women Scholarship
1996	Indiana University Founders Scholarship

**RESEARCH ASSISTANTSHIPS**

2007-2009	Dr. Cristina Gibson, Organizational Behavior and Cross-Cultural Management
2007-2008	Dr. Kristin Behfar, Organizational Behavior and Social Psychology
2007	Dr. David Obstfeld, Social Networks and Qualitative Research Methods
2006	Dr. Christine Beckman, Social Networks and Organizational Theory
2000-2001	Dr. Clint Chadwick, Human Resource Strategy
1999-2000	Dr. Eva Pomerantz, Developmental Psychology

**TEACHING EXPERIENCE**Pepperdine University

Diversity, Equity, Inclusion and Belonging Developed new course in 2022	Starting 2023
HR Consulting and Managing Change (MS HR)	2022
Research Design (EDBA)	2021
Cross-Cultural Management (MBA, MS; elective) Developed new fully online version in 2021	2020-2022; Summer 2011
Leading Cross-Cultural and Virtual Teams (MS ML; core)	2020-2021

California State University, Long Beach

Diverse Talent Management (developed new MBA elective)	2017-2019
Seminar in Human Resource Management (MBA, core) <i>Across Evening/Part Time, Accelerated/Full Time, and Saturday/Executive MBA programs</i>	2011-2020
Managing Culture and Diversity (Undergraduate, elective)	2012-2017, 2019
Study abroad program to Hamburg, Germany <i>Lead faculty of the German-American International Business Workshop</i>	May-June 2019
Graduate Program Orientation (across all MS and MBA programs)	Summer 2012-2016, 2019

University of California, Irvine

Negotiations (MBA, Elective)	Summer 2011
Principles of Management (Undergraduate)	Summer 2010

Teaching Assistant at University of California, Irvine

Organizational Behavior (MBA, Core)	Winter 2008-10
Opening Intensive Residential (MBA, core)	Fall 2008-9
Leadership Closing Residential (FEMBA, core)	Spring 2008
Principles of Management (Undergraduate, core)	Summer 2008, Spring 2010
Organizational Behavior (Exec MBA, core)	Fall 2007
Valuing Cultural Diversity (Undergraduate, elective)	Spring 2007
New Venture Management (MBA, core)	Fall 2006
Highest means (avg. >3.7/4.0; >4.6/5.0) consistently received in all student evaluations.	
Teaching interests and capabilities include international and cross-cultural management, human resources/talent management, diversity equity and inclusion, organizational behavior, industrial/organizational psychology, and general management principles and theory.	

**PROFESSIONAL MEMBERSHIPS**

Member of *Academy of Management* and *Academy of International Business*



Member of the *Center for Positive Organizations* Community of Scholars  
 Member of the *Positive Relationships at Work* Micro-Community of Scholars  
 Founder and former steering committee member of the *Mindfulness at Work*  
 Micro-Community of Scholars  
 Former member of *Society for Human Resource Management*, and *Society of Industrial-Organizational Psychology*

## SERVICE

### Pepperdine Graziadio Business School

MS ML program committee  
 Chair, 2022  
 Member, 2021

### California State University, Long Beach

#### University Committees

Global Studies Institute, Board Member, 2019-2020  
 Committee on Athletics, 2017- 2019  
 Parking and Transportation Advisory Committee, 2016- 2018  
 Human Resources Advisory Board, 2011-2020  
 Faculty liaison, 2015; 2017-20  
 Member of governance council, Summer and Fall 2015, Summer and Fall 2017  
 International Education Committee, 2013-2016  
 Sub-committee to review faculty grant applications, Fall 2015  
 Sub-committee to review student scholarship applications, Spring 2014

#### College Committees

Grade Appeals, Chair 2019-2020  
 Faculty Council 2015-2019  
 Recording secretary, Fall 2016 - Fall 2017, Fall 2018-Spring 2019  
 Instructional Technology and Learning Committee, 2013- 2016  
 Alternate, Graduate Program Assessment Committee, 2013-2017  
 Department representative, College Research Colloquium, 2011-5

#### Department Committees

Member, Research Tenure and Promotion Committee, 2019-2020  
 Chair, Faculty Activities Committee, 2016-2020  
 Chair, Hiring Committee, 2017  
 Co-chair of HRM position searches, 2014, 2019  
 Member, Hiring Committee, 2014-2020  
 Chair, Department Graduate Programs Committee, 2016-2020  
 Member, 2013-6  
 Department Human Resources Curriculum Task Force, 2011-2020  
 Department Strategic Planning and Assessment Committee, 2013-2014; 2016-7  
 Grade Appeals Committee, 2012-2013, 2018-2019  
 Co-Chair, Social Committee, 2011-2013

#### Other Service

Faculty advisor for Honors study student, 2019-2020  
 Faculty advisor for International HRM independent study student, Fall 2018  
 Faculty advisor for two undergraduate University Research Opportunity Program students, 2015-6 and 2017-8  
 Ad-hoc presenter, HRM Association student group (2011-3, 2016-7)

Faculty Advisor, University Student Scrabble Club (2013-4)  
 Faculty advisor for MBA student's research fellowship (2012-3)

### **SERVICE TO THE SCHOLARLY FIELD**

Member of the editorial review board for *Journal of International Business Studies*, 2022-Current

Member of the editorial review board for *Academy of Management Review*, 2017-Current

Awarded exemplary performance as an editorial board outstanding reviewer, 2018 and 2019

Ad-hoc journal reviewer for *Academy of Management Journal*, *Journal of Applied Psychology*, *Academy of Management Perspectives*, *Equality, Diversity, and Inclusion*, and *Human Resource Management*

*Academy of Management* Annual Meeting

Organizational Behavior Division committee for nominating *Best Paper for Practical Implications*

Chair, 2022

Member, 2021

Organizational Behavior Division Volunteer and Ambassador, 2016, 2018, 2019

Organizational Behavior Division Mentor, 2016

Organizer for Mindfulness at Work Micro-Community gathering, 2014-6

Reviewer for Careers division 2021-2022, Organizational Behavior division 2007-19;

International Management division 2010; Managerial and Organizational Cognition division 2008-9

New Doctoral Student Consortium

Chair of marketing committee, 2009

Marketing committee member, event announcer and master of ceremonies, 2008

Organizer for Positive Organizational Scholarship gathering, 2009

University of California, Irvine

Organizer for annual gathering at the AOM annual meeting, 2015-2017, 2019

Mentor for incoming students, 2008-11

Ph.D. committee student representative, 2007-8

### **SERVICE TO LOCAL COMMUNITIES**

Public elementary school *Parent Teacher Association* member, 2021-present

Nominated as Executive Vice President, starting Fall 2022

Spring 2022 developed and ran Career Day

Long Beach Yacht Club Youth Advisory Committee member, 2021-present

Spring 2022 developed and ran Youth Speech Workshops and Contest

Spring 2022 developed and ran Mother/Son Dance

Volunteer and donation collector for *WomenShelter* Long Beach, 2011-2020

Volunteer Long Beach community independence day parade organizer, 2016-2018

Volunteer and organizer for SALSA (*Surfers Against Lou Gehrig's Disease Alliance*) charity event in Huntington Beach, 2010

Volunteer and organizer for *ALS4Life* annual charity fundraiser in Chicago, 2008-10

Active member of *Surfrider Foundation*, 2008-16