

Dana McDaniel Sumpter

Curriculum Vitae

v. Nov 2024

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

ACADEMIC EXPERIENCE

Pepperdine University | Graziadio Business School

2020- Present *Associate Professor of Organization Theory and Management (tenure-track)*
Summer 2011 *Adjunct Professor*

California State University, Long Beach | College of Business

2018 – 2020 *Associate Professor of Management and Human Resource Management
(tenured)*
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 & Employment 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

CASES

2. **Sumpter, D.M.** 2024. Caring for others: Work-life balance. In Harvey & Allard *Managing Diversity* (7th ed.). With teaching manual.
1. **Sumpter, D.M.** & Zanhour, M. 2020. Margaret Huebner: Building the Human Resources Function at Oman's Port of Salalah. WDI Publishing. With teaching manual.
* 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.

PUBLICATIONS

17. **Sumpter, D.M.**, Greenberg, D., & Rosado-Soloman, E. 2024. Others matter when mothers return: An investigation of relational movement and its role in post-maternity leave reentry transitions. *Journal of Vocational Behavior*. 155: 104045.
<https://doi.org/10.1016/j.jvb.2024.104045>
16. Zanhour, M. & **Sumpter, D.M.** 2024. The entrenchment of the ideal worker norm during the Covid-19 pandemic: Evidence from working mothers in the U.S. *Gender, Work and Organization*. 31:625-643. <https://doi.org/10.1111/gwao.12885>
*Special issue on *Old norms in the new normal: Exploring and resisting the rise of the ideal pandemic worker*.
*Recognized while in-press as among the journal's Top Cited Articles of 2022-3
15. **Sumpter, D.M.** & Gibson, C.G. 2023. Riding the wave to recovery: Relational energy as an HR managerial resource for employees during crisis recovery. *Human Resource Management*. 62(4): 581-613. <https://doi.org/10.1002/hrm.22117>
*Special issue on *Relational perspectives on human resource management*.
14. Reina, C., Mills, M. & **Sumpter, D.M.** 2023. A mindful relating framework for understanding the trajectory of work relationships. *Personnel Psychology*, 76(4), 1187-1215.
<https://doi.org/10.1111/peps.12530>
13. **Sumpter, D.M.**, Gibson, C.B., Phan, J. & Porath, C. 2023. Vicarious empowerment as a novel mechanism for empowering high power distance employees. *Journal of Cross-Cultural Psychology*, 54(8), 763-783. <https://doi.org/10.1177/00220221231202400>
12. **Sumpter, D.M.** & Gibson, C.B. 2023. Enhancing work relationships across cultures: The role of energy in cross-cultural work interactions. *International Journal of Cross Cultural Management*, 23(1):193-214. <https://doi.org/10.1177/14705958231155009>
11. Mills, M., Reina, C. & **Sumpter, D.M.** 2023. Bringing our humanness to the workplace: Fostering reflection and reflexivity via mindful relating. *Industrial and Organizational Psychology*, 16(1), 105-107. <https://doi.org/10.1017/iop.2022.104>
10. Thomason, B., Chawla, N., Gabriel, A., Greenberg, D., Lampert, C., Moergen, K., **Sumpter, D.M.**, & Umphress, E. 2022. How organizations can take a lead in protecting reproductive rights. *MIT Sloan Management Review*. 64(1): 1-4.
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. <https://doi.org/10.5465/amp.2018.0153>
*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. <https://doi.org/10.1108/EDI-04-2018-0075>

*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 60th 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

- Sumpter, D.M.** & Harvey, C.P. 2024. Work life balance amidst evolving work norms. Ch. 6 in Harvey & Allard, *Managing Diversity*, [7th Edition](#).
- Groves, K., Feyerherm, A., & **Sumpter, D.M.** 2023. Cultural intelligence as a global leadership competency in disruptive contexts. Ch. 14 in the [Handbook of Cultural Intelligence Research](#). Edited by Thomas, D.C. & Liao, Y. ISBN: 9781800887152.
- 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., Szkudlarek, 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.** & Zanhour, M. {Working mother career vision trajectories} 2nd round revise and resubmit at *Human Resource Management Journal*.
- Agarwal, U.S., **Sumpter, D.M.**, & Khattar, V. {Organizational practice boundaries experienced by Indian women} Under review at *Human Resource Management Journal*.
- Khattar, V., Agarwal, U.S., **Sumpter, D.M.**, & Zanhour, M. {how Indian women cope with career shocks} Under review at *European Management Journal*.

WORKING PAPERS AND RESEARCH IN PROGRESS

- Sumpter, D.M.** & Zanhour, M. Family matters, as does employer response: A longitudinal case comparison of how career shocks influence career choices of working mothers. Resubmitting post-rejection.
- Sumpter, D.M.** & Zanhour, M. Boundary management of working mothers during a cross-domain disruption. Resubmitting post-rejection.
- Sumpter, D.M.** Building work relationships in inherently relational occupations: Evidence from HR professionals. Analyzing data. Target: *Human Resource Management*.
- Sumpter, D.M.** Theory paper on career sustainability of working mothers through a kaleidoscope career theoretical lens. Idea development. Target: *Academy of Management Review*.

BUSINESS MEDIA PUBLICATIONS & EVENTS

2024

- Invited moderator at Emerge Business Conference 2024, Pepperdine University
- Quoted in The Information, "Inside TikTok, It's Business as Usual-ish as Ban Looms"
- Quoted in Reworked, "[4 Metrics To Watch With Remote Work](#)"

2023

- Contributing author to Orange County Register, "[The company Christmas gift that pays dividends: Invest in employee wellbeing](#)"
- Invited speaker at the Professionals in Human Resource Association CA HR conference
- Invited speaker at Center for Women & Leadership International Women's Day
- Quoted in AARP, "[3 Ways Older Workers Know to Beat Office Politics](#)"
- Quoted in Nikkei (Japan), "[Cheating, rumors, and `internal politics' are still alive: US survey](#)"
- Quoted in Bloomberg, "[Office Politics Are Just as Toxic in the Work-From-Home Era](#)"
- Quoted in Business Insider, "[Layoff redux: Why did leaders miscalculate?](#)"

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"

ACADEMIC PRESENTATIONS

2024

47. Academy of Management ([August](#)) "Parrying the blow: How Indian women cope with career shocks" Presented at the annual meeting of the *Academy of Management*, Chicago.

46. Academy of Management ([August](#)) "The New Landscape of Teaching Diversity, Equity, and Inclusion in 2024" Professional development workshop facilitated at the annual meeting of the *Academy of Management*, Chicago.

45. CareerCon ([April](#)), "'We're in the same storm, but we're not in the same boat': A comparative case study analysis of the longitudinal impact of a career shock on working mothers' careers." Presented at the annual *CareerCon* (annual meeting of the Careers Division of the Academy of Management), virtual.

44. Western Academy of Management ([March](#)), "How post-crisis recovery redefines working mother career visions: A social cognitive career theory lens" Presented at the annual meeting of *Western Academy of Management*, Long Beach.

2023

43. Sumpter, D.M. & Zanhour, M. 2023. "What a Difference Two Years Make: How Shifts in Flexible

Work Arrangements Impact Well-being and Career Choices of Working Mothers". Presented at the annual meeting of the *Academy of Management*, Boston.

42. Sumpter, D.M. 2023. "Healthier Lives Before Tenure: The Mindful Academic" Presented at Professional Development Workshop at the annual meeting of *Academy of Management*, Boston.

2022

41. Sumpter, D.M. 2022. "The Multilevel Manifestation of Ideal Worker Norms: Evidence from Working Mothers During Covid-19". Presented 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*.

2021

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

2020 and prior

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 at the annual meeting of *Academy of Management*, Chicago, IL.
34. Sumpter, D.M. 2018. "A stress management professional development workshop (3rd Annual)." Presented 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 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." Presented 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 (2nd Annual)." Presented 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." Presented 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. (2nd 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 ACADEMIC PRESENTATIONS

Presented at the DBA & CAR Conference, Pepperdine Graziadio Business School, 2019, 2021, 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

2024 Outstanding Reviewer Award, *Academy of Management Review*

2024	Outstanding Bridge Reviewer Mentor Award, <i>Academy of Management Review</i>
2022-2024	Julian Virtue Professorship, Pepperdine Graziadio Business School
2023	Outstanding Reviewer Award, <i>Academy of Management Review</i>
2022	Pepperdine Graduate and Professional Schools Faculty Research Retreat Grant Award
2021	Pepperdine University childcare grant
2020	CSULB Online Teaching Incentive Program
2020	Outstanding Developmental Reviewer Award, <i>Academy of Management Review</i>
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	<i>Ethics Across the Curriculum</i> award, Ukleja Center for Ethical Leadership
2012	Center for Innovation Research on Cultural Intelligence and Leadership grant
2010	UC Irvine Graduate Dean's Dissertation Fellowship (only campus winner from the business school)
2009	Runner-up for Dissertation Award, International Management division of AOM
2009	UC Irvine Center for Organizational Research Student Fellowship
2009	UC Irvine Ray Watson Dissertation Fellowship
2008-2009	UC Irvine, Nominated as Pedagogical Fellow
2000-2001	University of Illinois Urbana-Champaign 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

Managing Cross-Cultural, Diverse, and Inclusive Organizations Newly developed course, Part Time MBA	2025
Organizations and Culture (MS Global Business)	2024
Diversity, Equity, Inclusion and Belonging (MS HR, MS ML) Newly developed course	2023-4
Qualitative Methods III (Exec DBA)	2023-5
Qualitative Methods II (Exec DBA)	2022-4
HR Consulting and Managing Change (MS HR)	2022
Research Design (Exec DBA)	2021
Cross-Cultural Management (MBA, MS; elective) Developed new fully online course in 2021	2020-2024; Summer 2011
Leading Cross-Cultural and Virtual Teams (MS ML)	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 qualitative research methods, international and cross-cultural management, human resource management, talent management, organizational behavior, industrial/organizational psychology, and general management principles and theory.	

PROFESSIONAL MEMBERSHIPS

Member of *Academy of Management*, *Western Academy of Management*, and *Society for Human Resource Management*

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 *Society of Industrial-Organizational Psychology* and *Academy of International Business*

SERVICE**Pepperdine Graziadio Business School**

Co-Chair of the Graziadio Diversity and Belonging Council, 2023-4

MS Management and Leadership program committee

Chair, 2022-4

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

Editorial review board member for *Journal of International Business Studies*, 2022-Current

Editorial review board member for *Academy of Management Review*, 2017-Current

Awarded exemplary performance as an editorial board outstanding reviewer, 2018, 2019, 2020, 2022, 2023, 2024

Outstanding Bridge Reviewer Mentor Award, 2024

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

Frequent reviewer for Careers, Organizational Behavior, International Management
and Managerial and Organizational Cognition divisions

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*, 2021-present

President 2023-2025

Executive Vice President, 2022-2023

Developed and executed Career Day, 2022-2024

Long Beach Yacht Club Youth Advisory Committee member, 2021-2023

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