

# PEPPERDINE UNIVERSITY

## Graziadio School of Business and Management

### VITA LINDA A. LIVINGSTONE

#### Office Address

6100 Center Drive  
Los Angeles, CA 90045-1590  
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#### Home Address

24450 Tiner Court  
Malibu, CA 90265  
310-506-4929 (Telephone)  
310-488-7769 (Cell)

#### EDUCATION

Oklahoma State University, Stillwater, OK 1978-1983, 1987-1992

Ph.D. Degree: Received May, 1992  
Major: Management with an emphasis in Organizational Behavior  
Minors: Psychology, Quantitative Methods  
Dissertation: Person-Environment Fit on the Dimension of Creativity:  
Relationships with Strain, Job Satisfaction and Performance.  
M.B.A. Degree: May, 1983  
B.S. Degree: May, 1982  
Major: Economics/Management  
Grade Point Average (A=4) All Courses: 4.0

#### ACADEMIC EXPERIENCE

2002-Present Dean, Graziadio School of Business and Management, Pepperdine University. Provide leadership to a school with approximately 2,000 students on seven campuses, over 30,000 alumni worldwide, yearly revenues of nearly \$60 million, an annual operating budget of approximately \$35 million, and a \$33 million endowment.

1998-2002 Associate Dean for Graduate Programs, Hankamer School of Business, Baylor University. Responsible for all graduate business degree programs (MBA (including 2 EMBA programs), MSIS, MBA/MSIS, MAcc, MTax, JD/MTax, MSEco, MBA-IM).

1997-2002 Associate Professor, Department of Management, Baylor University, Waco, TX. Primary teaching responsibilities include graduate Organizational Behavior, MBA capstone course, and EMBA Organizational Behavior.

1991-1997 Assistant Professor, Department of Management, Baylor University, Waco, TX. Teaching responsibilities include Human Resource Management, Organizational Behavior (graduate and undergraduate) and Principles of Management.

1987-1991 Graduate Teaching Associate, Management Department, Oklahoma State University, Stillwater, OK. Taught Organizational Behavior, Principles of Management and Introductory Computer Applications.

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1988-1989                      Research Assistant, Management Department, Oklahoma State University,  
Stillwater, OK

### **ADMINISTRATIVE/BUSINESS EXPERIENCE**

1988-1989                      Student Programs Director, Alumni Association, Oklahoma State  
University, Stillwater, OK. Advisor to the Student Alumni Board and the  
Homecoming Steering Committee.

1986-1987                      Accountant, Enid Memorial Hospital, Enid, OK. Prepared all monthly  
financial reports and supporting schedules, payroll.

1983-1986                      Director (8/84 to 8/86) and Programs' Supervisor (11/83 to 7/84), Kid's  
Incorporated, Woodward, OK. Supervised all youth and adult programs  
and activities for the county-wide recreation program.

1982-1983                      Administrative Intern, Oklahoma State University Athletics Department,  
Stillwater, OK.

### **PUBLICATIONS AND PRESENTATIONS**

#### Journal Articles

Norman, P.M., L.E. Palich, G.R. Carini, & L.P. Livingstone, (2004). "The Role of  
Paradoxical Logic in Innovation: The Case of Intel." Journal of High Technology  
Management Research, (15): 51-71.

Palich, L.E. and L.P. Livingstone, (2003). "Improving Research Performance: Teamwork  
Trumps Solo Endeavors." Graziadio Business Report, 6(2): 1-6.

Livingstone, L.P., M.A. White, D.L. Nelson, F. Tabak, (2002). "Changes in Attitudes  
Toward an Information Systems Innovation: Reactions to Implementation Delays."  
American Business Review, 20(2): 80-89.

Livingstone, L.P., L.E. Palich, G.R. Carini (2002). "Promoting Creativity Through the  
Logic of Contradiction." Journal of Organizational Behavior, 23(3): 321-326.

Palich, L.E., G.R. Carini, G.R. & L.P. Livingstone (2002). "Comparing American and  
Chinese Negotiating Styles: The Influence of Logic Paradigms." Thunderbird  
International Business Review 44(6): 777-798.

Carini, G.R., L.E. Palich, and L.P. Livingstone (1998). "East Versus West: Perspectives  
from Formal Logic and the Logic of Contradiction." Long Range Planning, 31(2): 315-  
318.

Livingstone, L.P., L.E. Palich, and G.R. Carini, (1998). "Viewing Strategic Innovation  
Through the Logic of Contradiction." Competitiveness Review, 8(1): 46-54.

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Livingstone, L.P. and B.T. Livingstone, (1998). "The Twilight Zone of Diversity." Journal of Management Education, 22(2): 204-207. Reprinted in Annual Editions: Organizational Behavior, Vol. 1 (2000/2001), Fred H. Maidment (ed).

Livingstone, L.P., D.L. Nelson, and S.H. Barr, (1997). "Person-Environment Fit and Creativity: An Examination of Supply-Value and Demand-Ability Versions of Fit." Journal of Management, 23(2): 119-146.

Carini, G.R., L.P. Livingstone, and L.E. Palich, (1995). "Trialectics: A Questionable Logic for Organization Change Research." Academy of Management Review, Dialogue Section, 20(3): 503-506.

Livingstone, L.P., J.A. Roberts, and L.B. Chonko, (1995). "Perceptions of Internal and External Equity as Predictors of Salespeople's Job Satisfaction." Journal of Personal Selling and Sales Management, 15(2): 33-46.

Williams, C.R. and L.P. Livingstone, (1994). "Another Look at the Relationship Between Performance and Voluntary Turnover." Academy of Management Journal, 37: 269-298.

### Editorials/Invited Articles

Livingstone, Linda A. (2007), "MBA: Priceless Commodity?" BizEd, July, 50-54.

Livingstone, Linda A. (2007), "A Call to Action." University Business, May.

Livingstone, Linda A. (2006), "Establishing Direction, Securing Resources, and Reaching Out." In Inside the Minds series on Business School Management: Top Educational Leaders on Creating a Strong School Reputation, Offering Competitive Programs, and Thriving in the Educational Marketplace. Aspatore, Inc.

Livingstone, Linda A., (2006), "A Review: The World is Flat." Alpha Chi Recorder, Spring, Vol. 49, No. 1, pp. 11-20.

Livingstone, L. (2005). "Successful CEOs Get Women in the Game." Chief Executive (Thought Leader section), April, p. 18.

Livingstone, L.A. (2005). "Leveling the Playing Field for Women Executives." Focus on Business, Spring/Summer 2005, p. 18.

### Proceedings

Palich, L.E., Carini, G.R., and L.P. Livingstone, "Logic Paradigms and Management Theory: Some Questions and Answers." Proceedings of the International Applied Business Research Conference, Puerto Vallarta, Mexico, March, 2002.

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Livingstone, L.P., L.E. Palich, and G.E. Carini, "Innovation and Technological Learning at Intel: The Role of Paradoxical Logic." Proceedings of the International Applied Business Research Conference, Cancun, Mexico, March 2001.

Palich, L.E., G.E. Carini, and L.P. Livingstone, "Using Alternative Logics to Manage the Challenges of the New Competitive Landscape." Proceedings of the International Applied Business Research Conference, Cancun, Mexico, March 2001.

Palich, L.E., G.E. Carini, and L.P. Livingstone, "Competing in the 'Century of the Pacific': Modern China and the Dialectic Mindset." Mathematics and Computers in Business and Economics Conference Proceedings, International Meeting of Mathematics and Computers in Business and Economics, Montego Bay, Jamaica, December 2000.

Carini, G.R., L.P. Livingstone, and L.E. Palich, "Viewing Strategic Innovation Through the Dialectic Mindset." Proceedings of the 1996 International Trade and Finance Association Conference on Competitiveness in International Business Trade, San Diego, CA, May.

Livingstone, L.P., D.L. Nelson, and S.H. Barr, "Critical Tests of Person-Environment Fit in Creativity Theory and Practice." Electronic Proceedings of the Academy of Management, 1996.

Livingstone, L.P. and D.L. Nelson, "Toward a Person-Environment Fit Perspective of Creativity: The Model of Creativity Fit." Proceedings of the Academy of Management, 1994.

Livingstone, L.P., R.H. Roller, and M.A. White, "Perceptions of Socialization and Conflict and Their Relationship with Job Satisfaction for Hospital Employees and Volunteers: An Exploratory Study." Proceedings of the Southern Management Association, 1989.

Roller, R.H. and L.P. Livingstone, "Dual Structures and Control Systems in Hospitals: An Exploratory Study of Employee and Volunteer Perceptions." Proceedings of the Southern Management Association, 1989.

Williams, C.R. and L.P. Livingstone, "Both Good and Poor Performers Leave: A Second Look at the Effect of Variance Restriction on Point Biserial Correlations in Turnover Research." Proceedings of the Southern Management Association, 1989.

### Presentations to Professional Organizations and Conferences

"Tomorrow's Emerging Leaders: Women, Gen X and Y," Finding the Leadership Zone 2006: Developing the Leader Within. October 27, 2006, Westlake Village, CA.

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“SAS Program Management Best Practices Overview: Best Practices in Higher Education.” June 26, 2006, Raytheon Corporation, El Segundo, CA.

WACSB Dean’s Conference, “Best Practices with Advisory Boards,” panelist, October 9-11, 2005, Seattle, WA.

Deans’ Panel, 2005 MBA Career Services Council National Conference, June 13-15, Philadelphia, PA.

Accenture Women’s Leadership Forum: Real-World Outcomes and Experiences, panel facilitator, May 25, 2005, Sacramento, CA.

“From an MBA to an International Assignment: How You Can Jumpstart Your Career.” The California Governor’s Conference for Women, October 22, 2003. Panelist with Barbara Spyridon Pope, Assistant Secretary of State, Office of Civil Rights, U.S. Department of State; Kyung H. Yoon, Partner and Vice Chairman, Heidrick and Struggles International, Inc.

“Education and Preparation of Latino Professionals for the Financial Services Industry.” The New American Alliance, 3<sup>rd</sup> Annual Wall Street Summit, October 21-24, 2003, New York City. Panelist with Derrick Bolton, Stanford University; Brit Dewey, Harvard Business School.

### Academic Conference Presentations

Palich, L.E., Carini, G.R., and L.P. Livingstone, “Logic Paradigms and Management Theory: Some Questions and Answers.” To be presented at the International Applied Business Research Conference, Puerto Vallarta, Mexico, March, 2002.

Livingstone, L.P., L.E. Palich, and G.E. Carini, “Innovation and Technological Learning at Intel: The Role of Paradoxical Logic.” Presented at the International Applied Business Research Conference, Cancun, Mexico, March 2001.

Palich, L.E., G.E. Carini, and L.P. Livingstone, “Using Alternative Logics to Manage the Challenges of the New Competitive Landscape.” Presented at the International Applied Business Research Conference, Cancun, Mexico, March 2001.

Buechler, S., J. Dinkel, T. Maness, and L. Livingstone, “AACSB Effective Practices: Quality of Instruction in Required MBA Curriculum.” Panel presentation at AACSB Annual Meeting, New York City, April 2000.

Hoffman, D., L. Livingstone, R.L. DeWitt, and E. Mokover, “Required Notebook Computers in the MBA Classroom: Rationale, Logistics, and Implications for Graduate



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Management Curriculum. Panel presentation at AACSB Annual Meeting, New York City, April 2000.

Palich, L.E., G.E. Carini, and L.P. Livingstone, "Competing in the 'Century of the Pacific': Modern China and the Dialectic Mindset." Presented at the International Meeting of Mathematics and Computers in Business and Economics, Montego Bay, Jamaica, December 2000.

Thompson, K., L. Livingstone, and D. Bilimoria, "From Both Sides Now: Perspectives on How to Improve the Quality of Organizational Behavior Education From Those Who Have Been in Academe and Industry." Symposium presented at 1999 Academy of Management Meeting, Chicago. Selected as most innovative session on Organizational Behavior Division program.

Waddock, S., A. Bluedorn, and L. Livingstone, "Transforming Management Education for the 21<sup>st</sup> Century: Changing and Developing for Global (and Local) Citizenship in a Pluralistic World." All-Academy Symposium presented at 1999 Academy of Management Meeting, Chicago.

Palich, L.E., G.R. Carini, and L. P. Livingstone, "Strategic Management Processes and U.S.-Chinese Joint Venture Teams: The Impact of Alternate Logic Paradigms on Negotiations." Paper presented at the 1998 international meeting of the Strategic Management Society, Orlando, FL.

Livingstone, L.P., "An Alternative Approach to Curriculum Integration: Baylor's 'Focus Companies'." Presented at 1998 Graduate Management Admission Council Conference, Orlando, FL.

Livingstone, L.P., D. Bilimoria, and K.R. Thompson, "What Matters Most to University OB Education: Views from the Inside and the Outside." Symposium presented at 1998 Academy of Management Meeting, San Diego, CA.

Palich, L.E., and L.P. Livingstone, "Gender Effects on Group Performance: Assessing the Significance of Outcomes from Management Research Teams." Presented at the Academy of Management Meetings, August, 1997, Boston, MA.

Carini, G.R., L.P. Livingstone, and L.E. Palich, "Learning From Unusual Events: A Model of Dialectic Flexibility." Presented at the Academy of Management Meeting, August, 1997, Boston, MA.

Carini, G.R., Livingstone, L.P., and Palich, L.E., "Challenging Received Dogma: The Case for Dialectic Strategic Management." Presented at the Strategic Management Society, 16th Annual International Conference, November, 1996, Phoenix, AZ.

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Palich, L.E., Carini, G.R., and L.P. Livingstone, "Building Strategic Alliances in the Chinese Economic Area (CAE) Trade Zone: The Case for the Dialectic Mindset." Presented at the Seventh Annual Conference on Competitiveness in the Global Marketplace, October, 1996, Atlanta, GA.

Livingstone, L.P., D.L. Nelson, and S.H. Barr, "Critical Tests of Person-Environment Fit in Creativity Theory and Practice." Presented at the 1996 Academy of Management Meeting, Cincinnati, OH, August.

Carini, G.R., L.P. Livingstone, and L.E. Palich, "Viewing Strategic Innovation Through the Dialectic Mindset." Presented at the 1996 International Trade and Finance Association Conference on Competitiveness in International Business Trade, San Diego, CA, May.

Palich, L.E., Carini, G.R., and Livingstone, L.P., "Adapting for Competitiveness in the Global Economy: Managing Change through the Dialectic Mindset." Presented at the 1995 Strategic Management Society Meeting, Mexico City, Mexico, October.

Edwards, J.R., A.C. Bluedorn, and L.P. Livingstone, "Difference Scores and Profile Similarity Indices," Ask the Experts Pre-conference Session: Advanced Data Analytic Techniques and Survey Scales. 1995 Academy of Management Meeting, Vancouver, BC, August.

Livingstone, L.P. and D.L. Nelson, "Toward a Person-Environment Fit Perspective of Creativity: The Model of Creativity Fit." Paper presented at the 1994 Academy of Management Meeting, Dallas, TX, August.

Livingstone, L.P. and B.T. Livingstone, "You've Got the Cutest Little Baby Face, Unless, of Course, You're Different Than Me." Paper presented at the 1994 Organizational Behavior Teaching Conference, Windsor, Canada, June.

Livingstone, L.P., D. Nelson, and M. White, "Person-Environment Fit on the Dimension of Creativity: Relationships with Strain, Job Satisfaction and Performance." Paper presented at the 1992 Academy of Management Meeting, Las Vegas, NV, August.

Livingstone, L.P., M. White, and D. Nelson, "Individual Reactions to Delays in Implementation: Changes in Attitudes Toward Computer Innovation." Paper presented at the 1990 Academy of Management Meeting, San Francisco, CA, August.

### Regional Conferences

Livingstone, L.P., R. Roller, and M. White, "Hospital Employee and Volunteer Perceptions of Socialization and Conflict and Their Relationship with Job Satisfaction:

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An Exploratory Study." Paper presented at the 1989 Southern Academy of Management Meeting, New Orleans, LA, November.

Roller, R., L.P. Livingstone, and M. White, "Dual Structures and Control Systems in Hospitals: An Exploratory Study of Employee and Volunteer Perceptions." Paper presented at the 1989 Southern Academy of Management Meeting, New Orleans, LA, November.

Williams, C. and L.P. Livingstone, "Both good and Poor Performers Leave: A Second Look at the Effect of Variance Restriction on Point Biserial Correlations in Turnover Research." Paper presented at the 1989 Southern Academy of Management Meeting, New Orleans, LA, November.

Livingstone, L.P., "A Decision Theory Approach to Ethical Decision Making in Business." Paper presented at the 1989 Southwest Academy of Management Meeting, New Orleans, LA, March.

### Textbooks and Course Materials

Livingstone, L.P. (1998). "The Effective Management of Teams." On-line CPE course developed in conjunction with Digital Springs, Inc.

Livingstone, L.P. (1998). "Keys to Effectively Managing Performance." On-line CPE course developed in conjunction with Digital Springs, Inc.

Livingstone, L.P. (1997) Instructor's Manual to Accompany Organizational Behavior: Foundations, Realities, and Challenges, 2<sup>nd</sup> Edition by D. L. Nelson and J. C. Quick.

Livingstone, L.P. and Smith, S.A. (1996) Instructor's Manual to Accompany Organizational Behavior: Essential Concepts by D. L. Nelson and J. C. Quick.

Livingstone, L.P. (1995) Video Cases to Accompany Organizational Behavior: Foundations, Realities and Challenges by D. L. Nelson and J. C. Quick.

Livingstone, L.P. (1995) Solutions to Accompany Video cases to Accompany Organizational Behavior: Foundations, Realities and Challenges by D. L. Nelson and J. C. Quick.

### **ACTIVITIES, HONORS AND SERVICE**

#### Current Professional/Academic Organizations

Young President' Organization (YPO), Santa Monica Bay Chapter  
-Vice-Chair-Scholarship Committee, 2004-2005



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-Chair, Scholarship Committee, 2005-2006  
AACSB, The Association to Advance Collegiate Schools of Business  
Western Association of Collegiate Schools of Business  
President, 2006-2007  
Program Chair 2005-2006  
Academy of Management  
Phi Kappa Phi  
Beta Gamma Sigma

### Quoted

“Parental Guidance: As more women with children seek M.B.A.s, schools might need to start offering them support,” *Wall Street Journal*, September 20, 2006.

“Welcome Prodigal Daughters,” *More Magazine*, September, 2006.

“On women and MBA programs,” *Silicon Valley/San Jose Business Journal*, August 25, 2006.

“Just 1 Minute – Education: MBA programs attract more men,” *Indianapolis Star*, August 21, 2006.

“Business Hour” with Frank Mottek, KNX 1070, August 2006 on Morning MBA program, recent professional trends, overall value of an MBA.

“Flex-Time for the MBA,” *BizEd Magazine*, July/August, 2006.

“Glass Ceiling? Get a Hammer,” *New York Times*, June 18, 2006.

“Could do better? Senior executives give MBA courses mixed review.” *CNN.com*, May 25, 2006.

“Executives give business schools a ‘C’ grade.” *Financial Times – FT.com*, May 24, 2006.

“The return of the MBA mom.” *Business Week Online*. May 11, 2006.

“Pepperdine business school welcomes mothers.” Morning Edition, *NPR Radio*, Wednesday, May 10, 2006.

“From Preschool to Grad School, Attention moms: This MBA’s for you.” *OC Metro*, April 27, 2006.

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“Morning MBA.” *Los Angeles Times*, April 19, 2006.

“More master’s courses designed to expedite students into jobs.” *The Washington Post*, April 18, 2006.

“MBA program created for stay-at-home moms.” *The Orange County Register*, March 18, 2006.

“Pepperdine Time.” *Los Angeles Business Journal*, February 20, 2006.

“Activists infiltrate the classroom: CLASSROOM GOVERNANCE: Sarah Murray reports on how the growing influence of shareholders is changing the way future executives are educated.” *Financial Times*, October 4, 2004.

“It’s more than just a set of rules and regulations ETHICS: Experts believe ethics training should be a continuous process.” *Financial Times*, June 21, 2004.

“The B-School at Company X.” *BizEd Magazine*, May/June 2004.

“Trends and Trendsetters in Graduate Education.” *University Business*, March 2004.

“Business Schools Make a Pitch for Women.” *New York Times*, January 4, 2004.

“Informer.” *Forbes*, Volume 172, Issue 13, P. 50, December 22, 2003.

### Professional Service

Member, Maintenance of Accreditation Committee, AACSB

Member, Impact of Business Schools Task Force, AACSB

Member, Bridge Program Task Force, AACSB

Program Chair, WACSB 2007 Annual Meeting, October 8-10, Santa Monica, CA

Judge, Ernst and Young LA Entrepreneur of the Year Awards, 2006

Member, AACSB Maintenance of Accreditation Teams

San Jose State University, Spring 2006 visit

Idaho State University, Fall 2006 visit

Babson College, Fall 2007 visit

Tecnologico de Monterrey, Spring 2008 visit

Advisory Council, *BizEd Magazine* (Official AACSB magazine), 2003-present

Editorial Board of Advisors, In the Black-California Magazine, 2003

Member, Editorial Board, Academy of Management Learning and Education Journal, 2001-2004

Member, Steering Committee for the Teaching Initiative in the Organizational Behavior Division of the Academy of Management 2000-2001

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Co-Editor, Special issue of Journal of Management Education entitled "Challenges and Frontiers for the 21<sup>st</sup> Century: Management Education in Universities and Corporations, (February, 1999).

Co-Chair, University OB Task Force of the Strategic Teaching Initiative of the Organizational Behavior Division of the Academy of Management, 1998-1999.

Reviewer, Social Issues in Management, Women in Management, Power, Negotiation, and Conflict Management Track, Southern Management Association, 1994

Reviewer, Social Issues in Management, Women in Management, Managerial and Organizational Cognition Division, Southern Management Association, 1993

Reviewer, Behavioral Issues Division, Southwest Academy of Management, 1993

Reviewer, Social Issues Division, Southern Management Association, 1990

Reviews for Journal of Organizational Behavior, Academy of Management Journal, Journal of Business Research, Journal of Engineering Technology Management, Applied Psychology, Academy of Management Learning and Education Journal.

### University Service

Pepperdine University, University Management Committee, 2006-Present

Pepperdine University, Strategic Planning Process, Christian Universities External Scan Team, 2006-2007

Pepperdine University, NCAA Recertification Steering Committee, 2006-2007

Pepperdine University, Information Security Task Force, 2006-Present

Pepperdine University Law School Dean Search Committee, 2003-2004

Member, Baylor University Task Force on Tenured Faculty Development Process, 2001

Member, Management Department Chair Search Committee, Baylor, 2000-2001

Member, Steering Committee, Baylor University Process Improvement Initiative, 2000-2001

Member, Search Committee, Director of Organizational Development, Baylor, 2000

Member, Baylor Women's Basketball Coach Search Committee, 2000

Member, Baylor Men's Basketball Coach Search Advisory Committee, 1999

Chair, Baylor MBA Core Faculty Curriculum Revision Committee, 1997-1998

Chair, Baylor Faculty Athletics Council, 1995-2002

Graduate Educational Process Sub-Committee Chair, Strategic Development Council, Baylor, 2002

Hankamer School of Business Dean Search Committee, 1996-1997

Hankamer School of Business Ernst & Young Strategic Planning Process Committee and Implementation Committee (Chair, Mission Task Group, 1995-1996; Member, Mission Task Group, 1996-1997)

Campus Recreation Program Implementation Council, 1996-1998

Department of Management Faculty Search Committee, 1996

Management Department Excellence Fund Committee, 1993-1999

Vice-Chair, Baylor Faculty Athletics Council, 1994-1995

Principle Self-Study Committee on Intercollegiate Athletics, Subcommittee on Commitment to Equity, 1994-1996

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Co-Chair, University Athletic Academic Support Task Force and Implementation Committee, 1995  
Member, Committee for Promotion of Sexual Equality, 1994-1995  
Vice-Chair, Search Committee - Women's Basketball Coach, 1994  
Management Department Committee on Program Assessment for 1994-1996 University Self-Study  
Beta Gamma Sigma, Vice-President, 1993-1994  
MBA Curriculum Revision Committee, 1994-2002  
Sponsor, Baylor Women's League, 1992-1995

### Professional Development

Fortune Most Powerful Women's Summit, October 2004, October 2006, October 2007  
Directorship Board Room Forum, 5<sup>th</sup> Annual, New York City, October 2006  
Reflecting on Faith and the Lives of the Professional School Academic, Center for Faith and Learning Seminary, June, 2006, Pepperdine University  
Pepperdine University New Faculty Orientation: Faith, Learning and Vocation. December 2002, Florence, Italy.  
Harvard Institute on Management and Leadership in Education (MLE), June 9-21, 2002  
Baylor Leadership Challenge 2001-2002 (one of 12 individuals on campus and one of 3 faculty members selected to participate in the inaugural class of this leadership development program)  
2001 Discovering Leadership Program, Cornell University  
1996 Academy of Management Mid-Career Faculty Forum  
1996 Regional Conference on "Christian Scholarship in a Postmodern Era," (conducted in affiliation with the Lilly Fellows Program in Humanities and the Arts)  
1995 PF16 Fifth Edition Workshop, The Institute for Personality and Ability Testing, Inc.  
1993 Academy of Management OB/OD/OMT Junior Faculty Consortium  
Hankamer School of Business Faculty Development Trip to Monterrey Tech, Monterrey, Mexico, 1992  
Received Instructional Development Grant from the Baylor Faculty Development Grant Committee to attend the 1993 Organizational Behavior Teaching Conference  
Granted 1993, 1994, 1995, 1996, 1997 Summer Research Sabbaticals

### Community Service

Member, Oaks Christian School Board of Directors, 2004-present  
Chair, Facilities Committee, 2004-present  
Chair, Academic Affairs Committee, 2006-present  
Chair, Baylor Child Development Center Parent Advisory Board, 1998  
Selection Committee, Oklahoma State University Athletic Hall of Honor, 1998-2000  
Heart of Texas Alumni Chapter, Oklahoma State University, Board of Directors, President, 1998-2000

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Vanguard College Preparatory School, Personnel Committee, 1994-1996  
Assistant Coach, Youth Basketball Team at Woodway Family Center, 1995-1996  
Volunteer with Big Brothers/Big Sisters, 1990-1991  
Volunteer with Friends Fellowship Prison Ministry, 1989-1991  
Graduate Student Council, Oklahoma State University, Secretary, 1990-1991  
Board of Directors, Oklahoma State University Varsity Athletes O-Club, 1990-1991  
Chamber of Commerce, Woodward, OK, 1984-1986  
United Fund Volunteer, 1984-1986

### Church Service

Malibu Presbyterian Church, current  
Elected Elder Spring 2006  
Member, Human Resources Committee, Current  
Calvary Baptist Church, Waco, TX  
Leadership Team, College Ministry, 2000-2001  
Chair, Coordinating Council, 1999-2001, Past Chair, 2002  
Vice-Chair, Pastor Search Committee, 1997-1998  
Revisioning Steering Committee, 1997-1998  
Co-Director, Harambee Neighborhood Ministry (to jr./sr. high students), 1996-1997  
Mentor with Kid Connection (for inner-city youth), 1994-2002  
Department Director, Adult V Sunday School, 1992-1996  
Personnel Committee, 1993-1995; Chairperson, 1994-1995  
Master Plan Committee, 1993-2002  
Long Range Planning Committee, 1992  
Recreation Coordinator, Bible School, 1992-2001  
Read for Calvary's Club (program for inner-city children), 1993-1995

### Honors

March of Dimes Healthy Baby Healthy Futures Dinner, Honorary Committee, June 16, 2005  
John Wayne Cancer Institute Auxiliary Odyssey Ball, Honorary Committee, April 9, 2005  
Los Angeles Business Journal, Women Making a Difference, 2003, 2004, 2006 Nominee  
Recipient of the 2001 "Moon" Mullins Award at Baylor University for loyalty to the Athletics Department and the education of student athletes  
2000 Academy of Management, Panelist for OB/OT Junior Faculty Consortium  
Non-Tenured Teaching Award for 1995-1996, Baylor University  
Young Investigator Award, Graduate School, Baylor University, 1995  
Lorena Stretch Award from Delta Delta Delta Sorority for service to Baylor, 1995  
Hankamer School of Business Young Researcher Award, 1994  
Approved for Membership on Graduate Faculty, Baylor University, 1995  
Richard T. Irwin Foundation Doctoral Dissertation Fellowship, 1990-1991



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1989 Academy of Management OB/OD/OMT Doctoral Consortium participant  
1989 Southwest Academy of Management Doctoral Consortium participant  
Top Six Finalist for the Phoenix Award (given to the outstanding Ph.D. student at  
Oklahoma State University)  
McAlester Scottish Rite Graduate Fellowship, 1988  
Oklahoma State University Graduate Fellowship, 1989  
Outstanding Young Woman of America  
Who's Who Among American Universities and Colleges  
Oklahoma State University Top Ten Senior, 1982  
Big Eight Scholar Athlete, 1982

