

## **GERARD BEENEN**

Associate Professor of Management and Department Chair  
Mihaylo College of Business and Economics, California State University, Fullerton  
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### **EDUCATION**

Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

- Ph.D., Organizational Behavior and Theory, August 2008
- M.S., Concentrations in Social Psychology and Social Networks, May 2005

Northwestern University, Kellogg School of Management, Evanston, IL

- M.B.A., Concentrations in Finance, Marketing, Organizational Behavior, June 1992

Fuller Theological Seminary, Pasadena, CA

- M.A., Theology (with graduate courses in Psychology and Ethics), August 1986

Southern California College, Costa Mesa, CA

- B.A., Religion, with highest honors (with courses in Psychology), May 1984

### **EMPLOYMENT**

California State University, Mihaylo College of Business and Economics, Fullerton, CA

- Department Chair (August 2017- Present); Vice-chair (October 2014-August 2017)
- Associate Professor of Management (August 2015-Present)
- Assistant Professor of Management (August 2009-July 2015)
- Acting Associate Dean for Graduate Programs (March 2015-August 2015)

University of California, Irvine, Paul Merage School of Business, Irvine, CA

- Visiting Associate Professor of Organization and Management (July 2015 to January 2016)
- Adjunct Professor of Organization and Management (2013-Present)

Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

- Adjunct Professor of Organizational Behavior and Theory (2009-Present)
- Post-doctoral Fellow in Organizational Behavior and Theory (2008-2009)

Block Center for Integrative Cancer Care (Healthcare services), Evanston, IL

- CEO (2001-2003)

AmeriQuest Transportation & Logistics (Transportation services), Cherry Hill, NJ

- VP and General Manager of FleetXchange.com (2001)

Neodesic Corporation and FleetXchange.com (Internet software technology), Evanston, IL

- VP and Co-founder (1997-2000)

Bain & Company (Management consulting), Chicago, IL and Dallas, TX

- Consultant and Case Team Leader (1994-1997)

Ernst & Young (Management consulting), Chicago, IL

- Consultant and Senior Consultant (1992-1993)

Sibson & Company (Human resource management consulting), Chicago, IL

- Research Associate (during full-time MBA studies) (1991-1992)

Orange County Environmental Management Agency (County government), Santa Ana, CA

- Management Analyst (1987-1990)

### **RESEARCH INTERESTS**

- Workplace motivation and learning
- Managerial interpersonal skills and leadership
- Management education and closing the research-practice gap

### **Journal articles**

1. Pichler, S., **Beenen, G.**, & Wood, S. (In press). Feedback frequency and appraisal reactions: A meta-analytic test of moderators. *International Journal of Human Resource Management*.
2. **Beenen, G.**, Pichler, S., & Davoudpour, S. 2018. Interpersonal skills in MBA admissions: How are they conceptualized and assessed? *Journal of Management Education*, 42,1, 34-54.
3. **Beenen, G.** 2017. Life-long learning for leaders. *Industrial Management*, 59,6, 18-21.
4. **Beenen, G.**, Pichler, S., & Levy, P. 2017. Self-determined feedback seeking: The role of perceived supervisor autonomy support. *Human Resource Management*, 56,4, 555-569.
5. **Beenen, G.** 2016. Navigating change: From resistance to resilience. *Industrial Management*, 58, 17-21.
6. **Beenen, G.**, & Pichler, S. 2016. A discussion forum on managerial interpersonal skills. *Journal of Management Development*, 35,5, 706-716.
7. Barbuto, J.E., **Beenen, G.**, & Tran, H. 2015. The role of core self-evaluation, ethnocentrism and cultural intelligence in study abroad success. *International Journal of Management Education*, 13, 268-277.
8. **Beenen, G.** 2015. Ready for your interns? *Industrial Management*, 57, 10-14.
9. Miron-Spektor, E., & **Beenen, G.** 2015. Motivating creativity: The effects of sequential and simultaneous learning and performance achievement goals on product novelty and usefulness. *Organizational Behavior & Human Decision Processes*, 127, 53-65.
10. Pichler, S. Varma, A., Yu, A., **Beenen, G.**, & Davoudpour, S. 2014. High performance work environments and turnover: Organizational culture and gender demography matter. *Employee Relations*, 36, 693-707.

11. **Beenen, G.**, & Goodman, P.S. 2014. Too little of a good thing? How organizational learning contracts can refocus B-schools on the business of learning. *International Journal of Management Education*, 12, 258-259.
12. **Beenen, G.**, & Pichler, S. 2014. Do you really want to work here? Testing a model of job pursuit for MBA interns. *Human Resource Management*, 53, 661-682.
13. **Beenen, G.** 2014. Forced into success: Five key implementation guidelines for forced distribution systems. *Industrial Management*, 56, 10-14.
14. **Beenen, G.** 2014. The effects of goal orientations and supervisor concerns on MBA intern learning and performance. *Academy of Management Learning & Education*, 13, 88-101.
15. **Beenen, G.**, & Barbuto, J.E. 2014. Let's make a deal: An experiential activity for practicing negotiation skills. *Journal of Education for Business*, 89, 149-155.
16. **Beenen, G.**, & Rousseau, D.M. 2010. Promoting learning and job acceptance in MBA internships. *Human Resource Management*, 49, 3-22.
17. **Beenen, G.**, & Pinto, J. 2009. Resisting an epidemic of organizational-level corruption: An interview with Sherron Watkins. *Academy of Management Learning & Education*. 8, 275-289.
18. Goodman, P.S., & **Beenen, G.** 2008. Organizational learning contracts and management education. *Academy of Management Learning & Education*. 7, 521-534.
19. Ling, K., **Beenen, G.**, Kraut, R., Resnick, P. et al., 2005. Using social psychology to motivate contributions to online communities. *Journal of Computer Mediated Communication*. 10(4), [article 10](#).

### **Book chapters and reviews**

1. **Beenen, G.** 2016. Effective Leadership: Theory, Cases and Applications (Book Review). *Personnel Psychology*, 69(1), 300-302.
2. **Beenen, G.** 2015. How Do I Keep My Employees Motivated? The Practice of Empathy-Based Management (Book Review). *Personnel Psychology*, 68(4), 929-930.
3. Pichler, S., and **Beenen, G.** 2014. Toward the Development of a Model and a Measure of Managerial Interpersonal Skills (Ch 2)(p11-30). Riggio, R., and Tan, S. (Eds.). *Leader Interpersonal and Influence Skills: The Soft Skills of Leadership*. New York, NY: Routledge.
4. **Beenen, G.** 2013. Boundary Spanning Leadership (Book Review). *Personnel Psychology*, 66(2), 520-522.

5. **Beenen, G.** 2012. Leading Under Pressure: From Surviving to Thriving Before, During and After a Crisis (Book Review). *Personnel Psychology*, 65(2), 431-433.
6. **Beenen, G.** 2011. Rethinking the MBA: Business Education at a Crossroads (Book Review). *Personnel Psychology*, 64(4), 1051-1053 (Book review).
7. Goodman, P.S. and **Beenen, G.** 2011. Student Expectations for New and Traditional Colleges (Ch 4). In Goodman, P.S., *Organizational Learning Contracts: New and Traditional Colleges*. New York: Oxford University Press.

### Peer-reviewed proceedings

1. **Beenen, G.** & Arbaugh, B. Flipping class: Why student expectations and person-situation fit matter. *Academy of Management Best Paper Proceedings*, Chicago, IL August 2018.
2. Pichler, S., **Beenen, G.**, & Wood, S. 2017. Feedback frequency and appraisal reactions: A meta-analytic test of moderators. *Academy of Management Best Paper Proceedings*, Atlanta, GA August 2017.
3. Miron-Spektor, E., & **Beenen, G.** 2012. Both new and useful: How sequential and synchronous goal orientations affect individual creativity. *Academy of Management Best Paper Proceedings*, Boston, MA August 2012.
4. **Beenen, G.** 2007. Learning fast: Understanding MBA internship effectiveness. [\*Academy of Management, Best Paper Proceedings\*](#), Philadelphia, PA August 2007. Barry Armandi Award for Best Student Paper, Management Education Division.
5. **Beenen, G.**, Ling, K., Wang, X., Chang, K., Frankowski, D., Resnick, P., Kraut, R., 2004. Using social psychology to motivate contributions in online community, [\*CSCW 2004 Proceedings\*](#), ACM Press.

### Practitioner-oriented articles

1. Beenen, G., & Hardwick, C. 2016. Expanding the pie with faithful negotiations. *The Presbyterian Outlook: An Independent Biweekly of the PC(USA)*. <http://pres-outlook.org/2016/02/expanding-the-pie-with-faithful-negotiations/>
2. Erisman, A.M., & **Beenen, G.** 2012. Gloria Nelund: Defining Success in the Financial World. *Ethix*. <http://ethix.org/2012/03/13/gloria-nelund-defining-success-in-the-financial-world>
3. **Beenen, G.** 2010. Maximizing your return on human assets. *Financial Executives International San Diego Chapter August Newsletter*. <http://www.financialexecutives.org/eweb/upload/chapter/SanDiego/Summer%202010%20NewsLetter.pdf>
4. **Beenen, G.** 2008. Exploring MBA internship effectiveness: Intern goals and outcomes. *Graduate Management Admissions Council (GMAC) Research Reports*.

[http://www.gmac.com/NR/rdonlyres/80A97CEC-32BA-4872-A82D-8F322BB83F14/0/RR0801\\_MBAInternshipEffectiveness.pdf](http://www.gmac.com/NR/rdonlyres/80A97CEC-32BA-4872-A82D-8F322BB83F14/0/RR0801_MBAInternshipEffectiveness.pdf)

5. Erisman, A.M., & **Beenen, G.** 2007. Did we learn the lessons from Enron? *Ethix*. <http://ethix.org/2007/06/01/did-we-learn-the-lessons-from-enron>
6. Erisman, A.M., & **Beenen, G.** 2007. Leadership for a 21<sup>st</sup>-century multinational corporation. *Ethix*. <http://ethix.org/2007/04/01/leadership-for-a-21st-century-multinational-corporation>

### Press coverage of my research

1. Managing gets interpersonal: Understanding the nature of managerial interpersonal skills (with Shaun Pichler) (*Orange County Register*, September 17 & 24, 2014). <http://www.ocregister.com/articles/skills-635181-interpersonal-soft.html>
2. Internships offer chance to learn, perform in real world (*Orange County Register*, May 21, 2014) <http://www.ocregister.com/articles/beenen-613592-internships-learning.html>

### Working papers

1. Barbutto, J., Matthes, H., & **Beenen, G.** Testing the impact of tourism, business traveling and international assignments on the development of Global Mindset. Under Review: *Psychological Reports*.
2. **Beenen, G.**, Zhang, J., Pichler, S., & Michel, J. The balancing act: Social identity and task autonomy in student teams. Under Review: *Academy of Management Learning & Education*.
3. Riggio, R., **Beenen, G.**, Todorova, G., & Pichler, S. Conceptualizing and measuring leader-follower outcomes. Under Review: *Groups and Organization Management*.
4. **Beenen, G.** & Arbaugh, B. Flipping management 340: A comparative study of conventional and flipped instruction for undergraduate Organizational Behavior. Target: *Academy of Management Learning & Education*.
5. **Beenen, G.**, Pichler, S., & Riggio, R. Toward a model of managerial interpersonal skills. Target: *Journal of Management Education*.
6. Chong, J., **Beenen, G.**, Gagne, M., & Dunlop, P. Are you satisfying your newcomers needs? A self-determined approach to newcomer socialization. Target: *Journal of Vocational Behavior*.
7. Pichler, S., **Beenen, G.** & Livingston, B. Do unto others: Development and validation of a measure of managerial interpersonal skills (MIPS). Target: *Journal of Applied Psychology*.

8. **Beenen, G.** Drifter, explorer, switcher or enhancer? A typology to help MBA students define their career motivations. Target: *Academy of Management Learning & Education*.
9. Mitra, S., & **Beenen, G.** A comparative study of student learning styles and attitudes in traditional and online sections of a bottleneck business course. Target: *Journal of Education for Business*.

#### **PEER-REVIEWED PRESENTATIONS**

1. **Beenen, G.** & Arbaugh, B. Flipping class: Why student expectations and person-situation fit matter. Academy of Management, Chicago, IL August 2018.
2. Pichler, S., **Beenen, G.** & Livingston, B. Development and validation of a measure of managerial interpersonal skills (MIPS). Academy of Management, Chicago, IL August 2018.
3. Chong, J., **Beenen, G.**, Gagne, M., & Dunlop, P. Are you satisfying your newcomers' needs? A self-determined approach to newcomer socialization. Academy of Management, Chicago, IL August 2018.
4. Pichler, S., **Beenen, G.**, & Wood, S. Feedback frequency and appraisal reactions: A meta-analytic test of moderators. Chartered Institute of Personnel and Development, Strathclyde University Business School, Glasgow, Scotland December 2017.
5. **Beenen, G.** & Riggio, R. Toward an organizing framework of managerial interpersonal skills. Academy of Management, Atlanta, GA August 2017.
6. Pichler, S., **Beenen, G.**, & Wood, S. Feedback frequency and appraisal reactions: A meta-analytic test of moderators. Academy of Management, Atlanta, GA August 2017.
7. Chong, J., **Beenen, G.** & Gagne, M. A motivational perspective on organizational socialization. Australian Psychological Society Industrial and Organisational Psychology Conference, Sydney, Australia, July 2017.
8. **Beenen, G.** Do I really want to study this? Developing the career motivation scale. Academy of Management, Anaheim, CA August 2016.
9. **Beenen, G.**, Pichler, S., & Davoudpour, S. Interpersonal skills in MBA admissions: How are they conceptualized and assessed? Academy of Management, Anaheim, CA August 2016.
10. Riggio, R., **Beenen, G.**, Pichler, S. Conceptualizing and measuring leader-follower outcomes, Academy of Management, Anaheim, CA August 2016.
11. **Beenen, G.** Motivating newcomers: A self-determination theory (SDT) perspective. 6<sup>th</sup> International Conference on Self-Determination Theory, Victoria, BC, June 2016.

12. **Beenen, G.** Flipping class: A comparison of conventional and flipped instruction outcomes for students in an organizational behavior course. Western Academy of Management, Portland, OR, March 2016.
13. **Beenen, G.** Assessing students' career motivation for graduate business study: Developing the career motivation scale. Western Academy of Management, Poipu Beach, HI, March 2015.
14. **Beenen, G.,** Pichler, S. & Riggio, R. More agreement than meets the eye: Defining managerial interpersonal skills for management education. Western Academy of Management, Poipu Beach, HI, March 2015.
15. **Beenen, G.,** & Pichler, S. More than words: Interpersonal skills and effective leadership. Co-chair and presenter for All Academy Theme Symposium. Academy of Management, Philadelphia, PA, August, 2014.
16. Miron-Spektor, E., & **Beenen, G.** Motivating creativity: The independent and combined effects of learning and performance goal orientations on idea novelty and usefulness through cognitive flexibility and closure. 28<sup>th</sup> International Congress of Applied Psychology, Paris, France, July 2014.
17. **Beenen, G.,** & Pichler, S. The role of autonomy supportive supervision in subordinate feedback seeking. Society of Industrial and Organizational Psychology, Honolulu, HI, May 2014.
18. **Beenen, G.,** & Zhang, J. Name that team: The mediating effect of social identity and task autonomy on students' personal learning. Western Academy of Management, Napa Valley, CA, March 2014.
19. Miron-Spektor, E., & **Beenen, G.** A paradoxical perspective on creativity: The effects of independent and combined learning and performance goal orientations on idea novelty and usefulness. European Group for Organizational Studies (EGOS), Paris, France, July 2013.
20. **Beenen, G.,** & Barbuto, J. E. Let's make a deal: An experiential activity for practicing negotiation skills. Midwest Academy of Management, Chicago, IL, October 2012.
21. **Beenen, G.,** & Goodman, P.S. An organizational learning contract perspective on self-regulated learning. Midwest Academy of Management, Chicago, IL, October 2012.
22. Pichler, S., Varma, A., **Beenen, G.,** & Yu, A. High performance work environments and turnover: Organizational culture and gender demography matter. Midwest Academy of Management, Chicago, IL, October 2012.
23. **Beenen, G.,** & Pichler, S. Do I really want to work here? Testing a model of job pursuit for MBA interns. Academy of Management, Boston, MA, August 2012.

24. Miron-Spektor, E., & **Beenen, G.** Both new and useful: How sequential and synchronous goal orientations affect individual creativity. Academy of Management, Boston, MA August 2012. Selected for Best Paper Proceedings (top 10% of accepted papers).
25. Pichler, S., Muse, L., & **Beenen, G.** Managerial interpersonal skills and work and family outcomes. Inaugural Meeting of the New Work and Family Researchers Network, Philadelphia, PA, June 2012.
26. **Beenen, G.**, & Goodman, P.S. Why knowing what matters for knowing how: An organizational learning contract perspective on learning outcomes and self-regulated learning. Western Academy of Management, La Jolla, CA, March 2012.
27. Pichler, S., **Beenen, G.**, & Muse, L. Development of the MIPS (Managerial InterPersonal Skills) scale. Invited Speaker, Kravis-de Roulet Leadership Conference, Claremont McKenna College, Claremont, CA February 2012.
28. **Beenen, G.**, Pichler, S., Muse, L., & Lee, S. Developing a model of managerial interpersonal skills. Academy of Management, San Antonio, TX, August 2011.
29. Miron-Spektor, E., & **Beenen, G.** Goal orientations and individual creativity: A test of sequential versus synchronous approaches. Society for Industrial-Organizational Psychology, Chicago, IL, April 2011.
30. Pichler, S. **Beenen, G.**, & Muse, L. Cacophony or Symphony? Disentangling managerial interpersonal skills. Academy of Management, Montreal, Canada, August 2010.
31. **Beenen, G.**, & Goodman, P.S. Strong versus weak organizational learning contracts: Evidence from new and established tertiary institutions. Academy of Management, Montreal, August, 2010.
32. Miron-Spektor, E., & **Beenen, G.** The effect of sequential versus synchronous goal orientation approaches on individual creativity. Academy of Management, Montreal, Canada, August 2010.
33. **Beenen, G.** Effects of subordinate and perceived supervisor goal orientation on subordinate learning and performance. Academy of Management, Chicago, IL, August 2009.
34. **Beenen, G.** A goal orientation framework for proactive learning and socialization. Academy of Management, Anaheim, CA August 2008.
35. **Beenen, G.** Do I really want to work here?: Pre-entry perceived P-O fit, career learning, and job acceptance intentions for MBA job seekers. Paper accepted for Western Academy of Management, March, 2008. Best Student Paper nominee (unable to attend conference).
36. **Beenen, G.** Leadership matters: A review of the evidence. Seattle Pacific University, October 2007.



37. **Beenen, G.** Learning fast: Understanding MBA internship effectiveness. Academy of Management, August 2007. Barry Armandi Best Student Paper Award; Selected for Best Paper Proceedings (top 10% of accepted papers).
38. **Beenen, G.** From we to me: Egocentrism and group identity in work teams. Interdisciplinary Network on Group Research (INGRoup) Conference, Carnegie Mellon, July 2006.
39. **Beenen, G.** From we to me: Egocentrism and group identity in work teams. Center for Interdisciplinary Research on Teams (CIRT) Conference, Carnegie Mellon, September 2005.
40. **Beenen, G.,** Ling, K., Chang, K., Resnik, P., Kraut, R. et al. Using social psychology to motivate online community contributions. Association for Computing Machinery, Computer Supported Cooperative Work, November 2004.
41. **Beenen, G.,** & Ling, K. Using social psychology to motivate contributions in an online community. Invited presentation, University of Pittsburgh, September 2004.

**PROFESSIONAL DEVELOPMENT WORKSHOP FACILITATION, SESSION CHAIR OR DISCUSSANT**

1. Managerial Interpersonal Skills, Healthy Organizations Conference, Irvine, CA, June 2017.
2. Session discussant, Managing Your Career, Healthy Organizations Conference, Irvine, CA, June 2017.
3. Do onto others: Developing the managerial interpersonal skills (MIPS) scale. Invited talk, University of Southern California, Center for Effective Organizations (CEO), Los Angeles, CA, February 2017.
4. Session discussant, Motivation and Performance, Academy of Management, Vancouver, BC, August 2015.
5. A research incubator for exploring the interplay between priorities: Errors and innovation (with Miriam Erez, Ella Miron-Spektor and others). Professional Development workshop at Academy of Management, Vancouver, BC, August 2015.
6. Flipping class: Assessing differences and sharing experiences (with Ben Arbaugh). Presentation at Academy of Management, Teaching and Learning Conference, Philadelphia, August, 2014.
7. Panelist for workshop on how to write successful grant proposals, California State University, Fullerton, April 2014.
8. Mihaylo Instructional Innovation Community workshop, Panelist, “They flipped their classes”, California State University, Fullerton, April 2014.

9. Mihaylo Instructional Innovation Community workshop, Panelist, “They flipped their classes”, California State University, Fullerton, August 2014.
10. Flipping class: Assessing differences and sharing experiences. 18<sup>th</sup> Annual Western Assessment Conference, California State University, Fullerton, March 2014.
11. Organizational Learning Contracts: A new framework for student learning and assessment (workshop facilitator). 17<sup>th</sup> Annual Western Assessment Conference, California State University, Fullerton, March 2013.
12. Managing Gen Y (Session moderator). Leading Ahead of the Curve: Preparing Organizations for the Future Economic Landscape. California State University, Fullerton, Center for Leadership, Irvine, CA, May 2012.
13. Ethics tools to support the management professor- Introducing Ethix.org: An open source teaching tool (Professional Development Workshop with Al Erisman, Kathy Lund Dean and Thomas Hawk). Academy of Management, San Antonio, August 2011.
14. Alleviating tension and increasing prosocial behavior: How voice makes a difference (Session chair/respondent). Academy of Management, San Antonio, August 2011.
15. Employee-centered Culture & Organizational Performance (Session moderator). Stress and the Bottom Line. California State University, Fullerton, Center for Leadership, Fullerton, CA, April 2011.
16. An employee centered culture and organizational performance (Session moderator). Stress and the bottom line: Lessons for leaders. California State University, Fullerton, Center for Leadership, Fullerton, CA, April 2011.
17. Exploring managerial effectiveness through interpersonal skills (All Academy Symposium co-Chair with Shaun Pichler and Lori Muse). Academy of Management, Montreal, Canada, August 2010.
18. Hard facts on soft skills: What we know and want to know about managerial interpersonal skills (Caucus co-organizer with Lori Muse). Academy of Management, Montreal, Canada, August 2010.
19. Maximizing your return on human capital (Keynote speaker). Financial Executives International, Pacific Club, Newport Beach, CA, May 2010.
20. Cross cultural issues in leadership (Session respondent). Leading in times of uncertainty conference. California State University, Fullerton, Center for Leadership, Fullerton, CA, April 2010.
21. Transformational leadership (Session Respondent). Academy of Management, Chicago, IL, August 2009.

22. Scientist & educator: Integrating our divided roles. (Co-organizer and presenter with Denise Rousseau), Academy of Management, August 2006.

## TEACHING

Mihaylo College of Business and Economics, California State University, Fullerton

- Mgt. 340-Organizational Behavior (undergrad) (Fall 2009 to present)
- Mgt. 340-Organizational Behavior (undergrad-Online format) (Summer 2013 to present)
- Mgt. 525-Leading Teams (Full-time Executive MBA) (Fall 2010-2013)
- Mgt. 582-Organizational Development and Change (MBA) (Spring 2011 to present)
- Mgt. 585-Negotiation (MBA Course) (Fall 2014)
- Mihaylo Leadership Academy (Spring 2012 to present); Conduct MBA sessions on Negotiation, Creative Decision Making, Organizational Change, and Case Team Challenge.
- Center for Leadership, Lunch and Learn Seminar Leader: Managing Conflict, Managerial Interpersonal Skills, Organizational Change, Emotional Intelligence, Creativity.
- **Most recent teaching ratings Mgmt. 582: 3.9/4; Mgmt. 340-HYB: 3.86/4**

University of California, Irvine, Paul Merage School of Business

- Mgt. 220-Organizational Change (MBA) (Fall 2013-15; Spring 2013, 2017)
- Mgt. 225-Negotiation (MBA) (Spring 2017)
- **Most recent teaching ratings: 3.82/4**

Carnegie Mellon University, Tepper School of Business

- Mgt. 45-962-Organizational Change (MBA) (Summer 2009-18, Spring 2008-09)
- **Most recent teaching ratings 4.82/5**
- Introduction to Organizational Behavior (undergrad) (Summer 2006)
- Teaching Assistant for 11 undergraduate and graduate courses in organizational behavior, human resource management, negotiations, leading teams, strategy and ethics. (2004-2007)

## COMPETITIVE RESEARCH GRANTS AND FELLOWSHIPS

1. National Science Foundation Award #1764323, Improving Undergraduate STEM Education: Hispanic Serving Institutions (HSI Program) (\$91,000). Understanding the STEM Education Ecosystem at HSIs. Chris Liu, Principal Investigator (PI), Co-PIs Susamma Barua, Gerard Beenen, Daniel Choi, Mark Ellis, Mark Filowitz.
2. CSU, Fullerton, Mihaylo College of Business and Economics, High Impact Practices Grant (\$3,000). Mgt. 340 Hybrid and Online course enhancement (Spring, 2017).
3. CSU, Fullerton, Junior Faculty Research Grant (\$2,500). Career motivation scale development (May, 2014).
4. CSU, Fullerton, Mihaylo College of Business and Economics. Flipping management 340: A comparative study of conventional and flipped instruction for undergraduate Organizational Behavior. (Research release for one course, Spring 2014).
3. CSU, Fullerton, Junior Faculty Research Grant (\$4,936). Social identity in student teams (May, 2012).
4. CSU, Fullerton, Incentive Matching Grant (\$10,000). The antecedents and consequences of managerial interpersonal skills (Co-principal investigator with Lori Muse and Shaun Pichler). (February 2011)

5. CSU, Fullerton, Junior Faculty Research Grant (\$5,000). The causes and consequences of learning and performance in student internships. (February 2011).
6. Graduate Management Admissions Council MERI Award (\$100,000). The antecedents and consequences of managerial interpersonal skills (Co-principal investigator with Lori Muse and Shaun Pichler). (March 2010) (1 of 5 awards out of 55 applications).
7. Graduate Management Admissions Council Doctoral Fellowship Award (\$20,000), (December, 2006) (1 of 2 awards granted out of 23 applications).
8. Salancik Doctoral Dissertation Fellowship Award, Carnegie Mellon (April 2007).
9. William Larimer Mellon Fellowship, Carnegie Mellon (2003-2006).

### **AWARDS**

- Best Paper Proceedings, Academy of Management, MED Division (with Ben Arbaugh) (August 2018).
- Best Paper Proceedings, Academy of Management, HR Division (with Shaun Pichler & Stephen Wood) (August 2017).
- Research Excellence Award, CSU Fullerton (May 2016)
- Best Paper Award, Mihaylo College, CSU Fullerton (May 2016)
- Research Productivity Award, Mihaylo CSU Fullerton (May 2017, 2016, 2015).
- Junior Faculty Excellence Award, CSU Fullerton (May 2015, 2014, 2013, 2012).
- Irvine Campus Teaching Excellence Award, CSU Fullerton (March 2015).
- Teaching Excellence Award, CSU Fullerton (March 2016, 2014).
- Best Paper Proceedings, Academy of Management, OB Division (with Ella Miron-Spektor) (August 2012).
- Outstanding Reviewer Award, Academy of Management, OB Division (June 2014; 2010), MED Division (June 2016; 2017).
- Western Academy of Management, Best Student Paper nominee (March 2008).
- Best Paper Proceedings, Best Student Paper Award, and Best Paper Award Nominee, MED Division, Academy of Management (August 2007).
- Outstanding MBA Graduate in Organizational Behavior Award (June 1992), Northwestern University, Kellogg School of Management.
- *Summa cum laude* graduate, *Delta Kappa* Honor Society and Grable Award for academic and leadership excellence; outstanding achievement award for Greek language studies, Southern California College.

### **UNIVERSITY, COLLEGE AND DEPARTMENTAL SERVICE**

- Management Department Chair (Fall 2017-Present)
- Management Department Vice-Chair (Fall 2014-Summer 2017)
- University Faculty Research Committee (August 2016-May 2018)
- CSUF BOLD Scholars Selection Committee (Fall 2016)
- Acting Associate Dean for Graduate Programs (March 2015-August 2015)
- MCBE Research Committee (Journal List Review) (Spring 2016)
- University Graduate Education Committee (2014-15)
- Associate Dean for Administration Search Committee (Spring 2014)
- MBA Program Prospective Student Class- Understanding Power (Spring 2012-14).
- MBA Program Steering Committee (Fall 2011 to present).

- Management Department Policy Committee (Fall 2011-14).
- Management Department Curriculum Committee (Spring 2010 to Fall 2011).
- Invited Graduate Student Orientation Speaker- Leveraging your Graduate Business Degree (2010 to present).
- Management Department AACSB Assessment (C4) Committee (Fall 2010 to Spring 2015).
- Management Department Research Committee (2010-11).
- Invited Faculty Guest Panelist, New Faculty Orientation (Fall 2011).
- Affiliate, Center for Leadership, Cal State Fullerton (Fall 2009 to present).
- Session Facilitator, Center for Leadership Conference (April 2010, 2011, May 2012)
- Director of Graduate Programs Search Committee, Mihaylo College of Business and Economics (Summer 2013)
- Associate Director of Career Services Search Committee, Mihaylo College of Business and Economics (Spring 2010).
- Co-leader (with Shaun Pichler & Lori Muse), Introduction to Leadership and Communication; Training Seminar for Morongo Tribe Youth Leadership Council; Sponsored by Center for Leadership, Cal State Fullerton (July, 2010).
- Masters programs in Business New Student Orientation Speaker (August 2010 to present).
- Undergraduate Business Honors Program Guest Speaker (September 2010)
- Academic Advisor to Cal State Fullerton Paintball Club (2009-10).

### **PROFESSIONAL SERVICE**

- Editorial Board, *Academy of Management Learning & Education* (July 2017 to present)
- Editorial Board, *Journal of Vocational Behavior* (January 2018 to present)
- Research Coordinator and Executive Committee Member, Management Education and Development Division, Academy of Management (by division member election) (2016-18)
- Taught 6 week leadership training class, Irvine Presbyterian Church, “The Leading Edge: Learning to Lead at Work, Home, and Play” (Winter/Spring, 2014)
- Session Chair or Respondent, Academy of Management (AOM), 2015; 2009-12.
- Session Chair, Western Academy of Management (WAM), 2014
- Session Chair, Midwest Academy of Management (MWAOM), 2012.
- Reviewer, AOM 2007-2017; MWAOM, 2012; WAM, 2008, 2012, 2014.
- Ad hoc reviewer, *Academy of Management Learning & Education*, *Journal of Organizational Behavior*, *Leadership Quarterly*, *Human Resource Management*, *Journal of Management Education*, *Organizational Management Journal*, *Personnel Review*, *Journal of Managerial Psychology*, *Business and Society*, *Journal of Management Development*, *International Journal of Management Education*.
- Reviewer, Work-faith integration instrument, for Dr. David Miller, Princeton University
- InReview editor, [Ethix](#), edit book and film review column, 2003-2011.
- Founding Member, Evidence Based Management Collaborative, 2007, Carnegie Mellon University.
- Steering Committee Member, Center for Interdisciplinary Research on Teams, 2005-06, Carnegie Mellon, Laurie Weingart, Director.
- Facilitator for interactive session on groups & teams, AOM, August, 2004.

## **PROFESSIONAL MEMBERSHIPS**

- Academy of Management
- Western Academy of Management
- Society for Industrial Organizational Psychology

## **MANAGEMENT CONSULTING EXPERIENCE**

### Industry

- Consumer products/services
- Financial services
- Healthcare
- Manufacturing/Technology

### Representative clients

AAA Michigan, Continental Airlines, Kraft Foods  
AIG, Allstate Insurance, Zurich-Kemper, Barclays  
Baxter, BC/BS Iowa, Northwestern University Hospitals  
GE, Johnson Controls, Navistar, Xerox

## **INTERNATIONAL EXPERIENCE**

- Spanish language studies in Costa Rica.
- Management consulting assignments in Latin America.
- Taught two college level courses in Kerala, India.
- Travelled in 25 countries throughout North America, South America, Europe and Asia.

## **OTHER SERVICE**

- Initiator and alumnus fundraiser for the Paul S. Goodman Memorial Fund, Ph.D. Student Fellowship Award, Carnegie Mellon University, 2013-2015.
- Association of Presbyterian Members Board (Corporate Governance), Hoag Memorial Hospital Presbyterian, Newport Beach, CA 2012-Present.
- Board of Directors (Session), Bellefield Presbyterian (PCUSA), Pittsburgh, PA, 2005-08.
- Board of Directors, Reba Place Development Corporation (Non-profit focused on Economic and Community Development), Evanston, IL, 2000-03.