

Vita
March, 2009

DANIEL J. BRASS

J. Hennings Hilliard Chair in Innovation Management
Director LINKS - International Center for the Study of Social
Networks in Business
Department of Management
Gatton College of Business & Economics
University of Kentucky
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Professor of Organizational Behavior 8/79-6/00
The Pennsylvania State University
University Park, PA, USA

Visiting Professor 1/99 - 7/99
INSEAD, Fontainebleau, France

Visiting Professor 3/00 - 5/00
INSEAD, Singapore

Visiting Professor 1/01 - 3/01
U. of Auckland, New Zealand

Visiting Professor 5/04, 2/05, 2/06, 4/07
TEI Piraeus, Athens, Greece

Visiting Professor 7/04, 4/06
Instituto de Empresa, Madrid, Spain

Visiting Professor 1/05
University of Melbourne, Melbourne, Australia

Visiting Professor 3-4/05
Peking University, Beijing, China

Visiting Professor 2-3/09
University of South Australia, Adelaide, Australia

Education

- Ph.D. 1979 University of Illinois
 Department of Business Administration
 Organizational Behavior
- M.A. 1975 University of Illinois
 Institute of Labor and Industrial Relations
 Personnel Administration

Publications (Citations)

- Brass, D.J. and G.R. Oldham. Validating an inbasket test using an alternative set of leadership scoring dimensions. **Journal of Applied Psychology**, 1976, 61, 652-657. (17)
- Oldham, G.R. and D.J. Brass. Employee reactions to an open-plan office: A naturally occurring quasi-experiment. **Administrative Science Quarterly**, 1979, 24, 267-284. (89)
- Moch, M.K., J. Bartunek, and D.J. Brass. Structure, task characteristics, and experienced role stress in organizations employing complex technology. **Organizational Behavior and Human Performance**, 1979, 24, 258-268. (13)
- Brass, D.J. Structural relationships, job characteristics, and worker satisfaction and performance. **Administrative Science Quarterly**, 1981, 26, 331-348. (120)
- Brass, D.J. Job design and redesign. In T. Connolly (ed.), **Scientists, Engineers and Organizations**, 265-290. Monterey, CA: Brooks/Cole, 1983.
- Brass, D.J. Being in the right place: A structural analysis of individual influence in an organization. **Administrative Science Quarterly**, 1984, 29, 518-539. (378)
- Showcase Study Award**, OB Division, Academy of Management
- Reprinted in Hampton, D.R., Summer, C.E., and Webber, R.A., *Organizational behavior and the practice of management*, Fifth Edition, 1987, Glenview, IL: Scott

Foresman, 179-190)

- Brass, D.J. and D.A. Gioia. Never wear your pink shirt in the forum: Student evaluations of teaching the large class. **Organizational Behavior Teaching Review**, 1984-85, 9, 100-102.
- Brass, D.J. Technology and structuring of jobs: Employee satisfaction, performance, and influence. **Organizational Behavior and Human Decision Processes**, 1985, 35, 216-240. (66)
- Banbury-Masland, B. and D.J. Brass. Careers, marriage, and children: Are businesswomen changing their minds? **Business Horizons**, 1985, May-June, 81-86. (3)
- Brass, D.J. Men's and women's networks: A study of interaction patterns and influence in an organization. **Academy of Management Journal**, 1985, 28, 327-343. (305)
- Dean, J.W. and D.J. Brass. Social interaction and the perception of job characteristics in an organization. **Human Relations**, 1985, 38, 571-582. (26)
- Gioia, D.A. and D.J. Brass. Teaching the T.V. generation: The case for observational learning. **Organizational Behavior Teaching Review**, 1985-86, 10, 11-18.
- Burkhardt, M.E. and D.J. Brass. Changing patterns or patterns of change: The effects of a change in technology on social network structure and power. **Administrative Science Quarterly**, 1990, 35, 104-127. (330)
- Murnighan, J.K. & D.J. Brass. Intraorganizational coalitions. In M.H. Bazerman, R.J. Lewicki, & B.H. Sheppard (Eds.), **Research on Negotiations in Organizations**, Vol. 3, 1991, Greenwich, CT: JAI Press. (30)
- Brass, D.J. Power in organizations: A social network perspective. In G. Moore & J.A. Whitt (Eds.), **Research in Politics and Society**, 295-323, 1992. Greenwich, CT: JAI Press. (113)
- Brass, D.J. & M.E. Burkhardt. Centrality and power in organizations. In N. Nohria & R. Eccles (Eds.), **Networks and Organizations: Theory and Practice**, 191-215, 1993. Boston, MA: Harvard Business

School Press. (190)

Brass, D.J. and M.E. Burkhardt. Potential power and power use: An investigation of structure and behavior. **Academy of Management Journal**, 1993, 36, 441-470. (240)

Organizational Communication/Information Systems
Best Article Award, OC/IS Division of Academy of Management

Krackhardt, D. & D.J. Brass. Intra-organizational networks: The micro side. In S. Wasserman & J. Galaskiewicz (Eds.), **Advances in Social Network Analysis: Research in the Social and Behavioral sciences**, 207-229. Newbury Park, CA: Sage, 1994. (68)

Brass, D.J. A social network perspective on human resources management. In G. Ferris (Ed.), **Research in Personnel and Human Resources Management**, Vol. 13, 39-79, 1995. Greenwich, CT: JAI Press. (142)

Brass, D.J. Creativity: It's all in your social network. In C.M. Ford & D.A. Gioia (Eds.), **Creative Actions in Organizations**, 94-99, 1995. London: Sage. (29)

Lindsay, D.H., D.J. Brass, & J.T. Thomas. Efficacy performance spirals: A multi-level perspective. **Academy of Management Review**, 1995, 20: 648-678. (272)

Brass, D.J., K.D. Butterfield, & B.C. Skaggs. Relationships and unethical behavior: A social network perspective. **Academy of Management Review**, 1998, 23: 14-31. (216)

Labianca, G., D.J. Brass, & B.L. Gray. Social networks and perceptions of intergroup conflict: The role of negative relationships and third parties. **Academy of Management Journal**, 1998, 41:55-67. (125)

Mehra, A., M. Kilduff, & D.J. Brass. At the margins: A distinctiveness approach to the social identity and social networks of underrepresented groups. **Academy of Management Journal**, 1998, 41: 441-452. (123)

Brass, D.J. Technology, power, and diversity: A social network perspective. In G. Barnett (Ed.), **Organization <-> Communication: Emerging Perspectives**, 25-46, 1998.

Stamford, CT: Ablex Publishing.

Brass, D.J. & D. Krackhardt. The social capital of 21st century leaders. In J.G. Hunt & R.L. Phillips (Eds.), **Out-of-the-box Leadership for the 21st Century**, 179-194, 1999. Stamford, CT: JAI Press. (25)

Brass, D.J. & G. Labianca. Social capital, social liabilities, and social resources management. In S. Gabby & R. Leenders (Eds.), **Corporate Social Capital and Liability**, 323-340, 1999. Kluwer Academic Publishers. (40)

Labianca, G., B.L. Gray, & D.J. Brass. A grounded model of organizational schema change during empowerment. **Organization Science**, 2000, 11: 235-257. (59)

Brass, D.J. Frog Ponds and networks: Trends in multilevel research. In K.J. Klein & S.W.J. Kozlowski (Eds.), **Multilevel Theory, Research, and Methods in Organizations**, 557-571, 2000. San Francisco: Josey-Bass.

Mehra, A., Kilduff, M.K., & Brass, D.J. The social networks of high and low self-monitors: Implications for workplace performance. **Administrative Science Quarterly**, 2001, 46: 121-146. (181)

Brass, D.J. Social capital and organizational leadership. In S.J. Zaccaro & R. Klimoski (Eds.), **The Nature of Organizational Leadership**. SIOP Frontiers Series, Josey-Bass, 132-152, 2001. (30)

Brass, D.J. Intraorganizational power and dependence. In J. Baum(Ed.), **The Blackwell Companion to Organizations**, 138-157. Oxford: Blackwell Business Pub., 2002. (10)

Brass, D.J. A social network perspective on human resources management. Reprinted in R. Cross, A. Parker, & L. Sasson (Eds.), **Networks in the Knowledge Economy**, 283-323, 2003. Oxford:Oxford University Press.

Umphress, E., Labianca, G., Brass, D.J., Kass, E., & Sholten, L. The role of instrumental and expressive social ties in employees' perceptions of organizational justice. **Organization Science**, 14: 738-753, 2003. (26)

Brass, D.J., Galaskiewicz, J., Greve, H.R., & Tsui, W. Taking stock of networks and organizations: A multilevel perspective. **Academy of Management Journal**, 47:795-819,

2004. (177)

Bowler, M. & Brass, D.J. Relational correlates of interpersonal citizenship behavior, A social network perspective. **Journal of Applied Psychology**, 91:70-82, 2006. (19)

Mehra, A., Dixon, A.L., Brass, D.J., & Robertson, B. The social network ties of group leaders: Implications for group Performance and leader reputation. **Organization Science**, 17: 64-79, 2006. (21)

Hoobler, J.M. & Brass, D.J. Kicking the dog: A displaced aggression perspective on abusive supervision. **Journal of Applied Psychology**, 91: 1125-1133, 2006. (7)

Labianca, G. & Brass, D.J. Exploring the social ledger: Negative relationships and negative asymmetry in social networks in organizations. **Academy of Management Review**, 31: 596-614, 2006. (36)

Brass, D.J. Connecting to brokers: Strategies for acquiring social capital. In V. Bartkus & J. Davis (eds.), **Social Capital: Reaching Out, Reaching In**, 260-274, 2009. Cheltenham, UK: Edward Elgar Press.

Shapiro, D., Brass, D.J., & Labianca, G. Examining justice from a social network perspective. *Research in Social Issues in Management: Justice, Morality, and Social Responsibility* (Vol. 6). In press.

Kilduff, M. & Brass, D.J. Social networks and job design: Bringing the social back in. **Journal of Organizational Behavior**, in press.

Borgatti, S., Mehra, A., Brass, D.J., & Labianca, G. Network analysis in the social sciences. **Science**, Vol. 323 No. 5916: 892-895. 2009.

Zhou, J., Shin, S.J., Brass, D.J., Choi, J., & Zhang, Z. Weak ties, conformity, and creativity. **Journal of Applied Psychology**, in press.

Work in Progress

Oh, H., Kilduff, M., & Brass, D.J. Network ties and business

success: The case of Korean entrepreneurs.

Pastor, J.C., Mayo, M., & Brass, D.J. The effects of demographics on team leadership structure and performance.

Kwon, S., Hagedoorn, J., & Brass, D.J. National trust and interorganizational alliances.

Sasidharan, S., Santhanam, R., Brass, D.J., & Sambamurthy, V. Post adoption information exchange in enterprise information system implementation: A longitudinal social network analysis.

Andreski, G., Ferrier, W.J., & Brass, D.J. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers.

Teaching-Oriented Publications

Boje, D.M., D.J. Brass, and L.R. Pondy (eds.). Managing II. Lexington, Mass.: Xerox Publishing Co., 1977.

Boje, D.M., D.J. Brass, and L.R. Pondy. Metaphors, dancing partners, and case episodes as training exercises in the art of organizational theorizing. In D.J. Boje, D.J. Brass and L.R. Pondy (eds.), Managing II, 12-18. Lexington, Mass.: Xerox Publishing Co., 1977.

Brass, D.J. Grandma Brass' homemade pie: A case for job redesign. In D.J. Boje, D.J. Brass, and L.R. Pondy (eds), Managing II, 127-130. Lexington, Mass.: Xerox Publishing Co., 1977.

Brass, D.J., B.L. Gray, & D.A. Gioia. Managing Organizations. Kendall-Hunt, 1994.

Brass, D.J. Organizational structure aboard the starship Enterprise. In Brass, D.J., B.L. Gray, & D.A. Gioia. Managing Organizations, 100-106. Kendall-Hunt, 1994.

Presentations at Professional Meetings (last 10 years)

Brass, D.J. Editors and research methods. Presented at Academy of Management Meetings, Aug. 7-12, 1998, San Diego, CA.

Brass, D.J. Bringing the social back in: Network perspectives

on organizational cognition. Presented at Academy of Management Meetings, Aug. 7-12, 1998, San Diego, CA.

Oh, H. & D.J. Brass. Business bonds: The effects of social capital on small business decisions and success. Presented at Academy of Management Meetings, Aug. 7-12, 1998, San Diego, CA.

Brass, D.J. Social networks: Antecedents and consequences. Invited talk at Tulane University, Nov. 15, 1998

Brass, D.J. Negative relationships in organizations. Presented at Centre National de la Recherche Scientifique, March 15, 1999, Paris, France.

Oh, H. & D.J. Brass. Communal social capital, linking social capital, and economic outcomes. Presented at Academy of Management Meetings, Aug. 8-11, 1999, Chicago.

Brass, D.J., S.P. Borgatti, D. Krackhardt, & N. Athanassiou, Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 6, 1999, Chicago.

Brass, D.J. Social networks in organizations. Invited talk Hong Kong University of Science and Technology, April 28, 2000

Brass, D.J., S.P. Borgatti, D. Krackhardt, & N. Athanassiou, Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 5, 2000, Toronto.

Brass, D.J. Negative relationships in social networks in the workplace. Presented at Academy of Management Meetings, Aug. 6-9, 2000, Toronto.

Umphress, E.E., Labianca, G., Scholten, L., Kass, E., & Brass, D.J. The social construction of organizational justice perceptions: A social networks approach. Presented at Academy of Management Meetings, Aug. 6-9, 2000, Toronto.

2000 Best Papers Proceedings of the Academy of Management.

Brass, D.J., S.P. Borgatti, D. Krackhardt, & N. Athanassiou, Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 4, 2001,

Washington, D.C.

Brass, D.J. Getting research done. Presented at Junior Faculty Consortium at Academy of Management Meetings, Aug. 3-4, 2001, Washington, D.C.

Oh, H., Kilduff, M., & Brass, D.J. Communal origins of social capital. Presented at Academy of Management Meetings, Aug. 6, 2001, Washington, D.C.

Brass, D.J. Power, social networks, and resistance to change. Presented at Academy of Management Meetings, Aug. 6, 2001, Washington, D.C.

Brass, D.J., S.P. Borgatti, D. Krackhardt, N. Athanassiou, & Hite, J. Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 10, 2002, Denver.

Brass, D.J. Social capital: Interpersonal networks in organizations. Invited presentation, University of Illinois, Oct. 25, 2002.

Brass, D.J. Social networks in organizations. Invited presentation, Hightower Distinguished Lecturer in Management and Organization, Emory University, Jan. 17, 2003.

Bowler, M. & Brass, D.J. Relationships and interpersonal citizenship behavior: A social network perspective on organizational citizenship behavior. Presented at Sunbelt XXIII International Social Network Conference, Cancun, Mexico, Feb. 12-16, 2003.

Mehra, A., Dixon, A., Brass, D.J., & Robertson, B. The social networks of unit-leaders: Implications for performance and legitimacy in multiunit organizations. Presented at Academy of Management Meetings, Seattle, Aug. 1-6, 2003.

Bowler, M. & Brass, D.J. Relational determinants of Interpersonal citizenship behavior. Presented at Academy of Management Meetings, Seattle, Aug. 1-6, 2003.

Best Papers Proceeding of the Academy of Management

Brass, D.J. Social networks and leaders. Invited talk co-sponsored by Harvard Business School and Kennedy School of

Government, Harvard University, Sept. 12, 2003.

Brass, D.J., S.P. Borgatti, D. Krackhardt, & N. Athanassiou, Introduction to social network analysis. Workshop presented at Academy of Management Meetings, Aug. 7, 2004, New Orleans.

Labianca, G. & Brass, D.J. Correlates and outcomes of negative relationships in workplace social networks. Paper presented at Academy of Management Meetings, Aug. 8-11, 2004, New Orleans.

Brass, D.J. Social networks and leadership. Invited presentation, New York University, Oct. 1, 2004.

Brass, D.J. Social networks and leadership. Invited presentation, University of Maryland, Oct. 15, 2004.

Brass, D.J. Negative ties in organizations. Invited presentation, University of Virginia, Nov. 4, 2004.

Brass, D.J. How to write for ASQ (and other top management journals). Invited presentation, University of Melbourne, Jan. 18, 2005.

Brass, D.J. Do it yourself: Social network analysis. Invited presentation, University of Melbourne, Jan. 20, 2005.

Brass, D.J. Social networks and leadership. Invited presentation, University of Melbourne, Jan. 24, 2005.

Brass, D.J. Do it yourself: Social network analysis. Invited presentation, Australian Graduate School of Management, University of New South Wales, Feb. 2, 2005.

Brass, D.J. Do it yourself: Social network analysis. Invited presentation, Rutgers University, May 6, 2005.

Brass, D.J. Leadership across the divisions: Network leadership. Paper presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.

Brass, D.J., S.P. Borgatti, & D. Krackhardt & N. Athanassiou. Social networks research: Concepts, research design, and analysis. Workshop presented at Academy of Management Annual Meetings, Aug. 5-10, 2005, Honolulu, Hawaii.

- Brass, D.J. Theoretical and empirical applications of social network analysis. Workshop presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.
- Brass, D.J. Job characteristics, affective events, and social networks. Paper presented at Academy of Management Annual Meeting, Honolulu, Hawaii, Aug. 5-10, 2005.
- Brass, D.J. I was wondering? Future directions in social network research. Paper presented at Intra-organizational Networks Conference, Emory University, Oct. 14-16, 2005.
- Brass, D.J. Social networks in organizations: leadership. Invited presentation, Rice University, Jan 17, 2006.
- Oh, H., Kilduff, M. & Brass, D.J. Network ties and business Success: The case of Korean entrepreneurs. Paper presented at Networks and Entrepreneurship Conference, Amsterdam, Netherlands, July 9-11, 2006.
- Brass, D.J. Publishing in Administrative Science Quarterly. Paper presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.
- Brass, D.J. Theoretical and empirical applications of social network analysis. Workshop presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.
- Brass, D.J. Leadership of networks and alliances. Paper presented at Academy of Management Annual Meeting, Atlanta, Aug. 11-16, 2006.
- Brass, D.J. Social networks in organizations: A review and some half-baked ideas. Invited presentation, U. of Arkansas, Dec. 8, 2006.
- Brass, D.J. Half-baked ideas. Presentation at ION conference, U. of Kentucky, March 31-April 1, 2007.
- Brass, D.J. Social networks in 2027: What will they say? Presentation at ION conference, U. of Kentucky, March 31-April 1, 2007.
- Andreski, G., Ferrier, W.J., & Brass, D.J. Social capital and competitive behavior: A study of interfirm networks and rivalry among automakers. Paper presented at Academy of

Management Meetings, Philadelphia, Aug. 3-8, 2007.

Brass, D.J. Multilevel networks: Potential and actual. Presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

Brass, D.J. Introduction to social networks. Professional development workshop presented at Academy of Management Meetings, Anaheim, CA, August 8-12, 2008.

Brass, D.J. Do it yourself: Social network analysis. Workshop presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D.J., Oh, H., & Kilduff, M. Network ties and business success: The case of immigrant entrepreneurs. Presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Brass, D.J. How to write for top management journals. Presented at International Association of Chinese Management Researchers Conference, Guangzhou, China, June 19-22, 2008.

Zhou, J., Shin, S.J., Brass, D.J., Choi, J., & Zhang, Z. Creativity: The interaction of social networks and personal values. Invited presentation at Yonsei U., Seoul, South Korea, June 25, 2008.

Brass, D.J. Social networks and creativity. Invited Presentation at Korean U., Seoul, South Korea, June 25, 2008.

Zhou, J., Shin, S.J., Brass, D.J., Choi, J., & Zhang, Z. Creativity: The interaction of social networks and personal values. Presented at ION3 Conference, U. of Kentucky, September 27-28, 2008.

Brass, D.J. Workshop on social networks. Invited presentation at HEC Paris, Oct. 20, 2008.

Brass, D.J. Social networks and creativity. Invited presentation at U. of Dalphine, Paris, Oct. 21, 2008.

Brass, D.J. The coevolution of multilevel networks. Keynote

address at Evolution of Networks Conference at INSEAD, Paris, October 24-25, 2008.

Brass, D.J. How to write for top management journals. Invited Presentation at U. of South Australia, Adelaide, March 3, 2009.

Zhou, J., Shin, S.J., Brass, D.J., Choi, J., & Zhang, Z. Social networks, personal values, and creativity. Presented at Society of Organizational Behavior Conference, U. of New South Wales, Sydney, Australia, March 13-14, 2009.

Brass, D.J. Social networks: Clusters and bridges. Presented at University of Kentucky, Gatton College Invest with the Best and Hall of Fame, April 14, 17, 2009.

Ling, J., Mehra, A., Brass, D.J., Liu, D., and Borgatti, S. A matter of time: Structural holes, resources richness and knowledge production. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7-12, 2009.

Han, J., Brass, D.J., & Han, J. Human resource diversity in the creation of social capital for team innovation. Presented at Academy of Management Annual Meetings, Chicago, Aug. 7-12, 2009.

Teaching

1983 "**Excellence in Teaching**" Award, MBA Association.

1987 "**Excellence in Teaching**" Award, MBA Association.

Courses taught: UG Survey of Management
Basic Management Concepts
Organizational Behavior
Contemporary Issues
Power and Negotiation Strategies

MBA Behavioral Science in Business
Leadership in Organizations
Power and Negotiation Strategies
Organizational Design

Ph.D. Organizational Behavior
Multi-level Research in Organizations
Social Networks and Organizations

Professional Activities

Associate Editor: Administrative Science Quarterly 1995-
2007

Editor, Special Research Forum, "Building Effective Networks"
Academy of Management Journal, Dec. issue, 2004.

Editorial Board: Administrative Science Quarterly 1986-92,
2007-present
Academy of Management Journal 2006-present
Management and Organization Review 2005-
present
Journal of Occupational Health Psychology
1994-1999
Organizational Communication: Emerging
Perspectives 1996-2000

Ad hoc reviewer: Academy of Management Journal
Academy of Management Review
Human Relations
Journal of Applied Psychology
Journal of Business Research
Journal of Management
Journal of Management Studies
Journal of Occupational and Organizational
Psychology
Journal of Occupational Behavior
Leadership Quarterly
Management Science
Organization Science
National Science Foundation
Social Networks
Social Sciences and Humanities Research
Council of Canada

Advisory Board: National Institute of Occupational Safety
and Health

Affiliations: Academy of Management
Membership Committee 1983-86
Professional Division Review Committee,

1991-92
OB Division Awards Committee 1986, 1989

Meso Organizational Studies Team
Executive Committee, 1991-99
Program Co-chair, 1992, 1993, 1994, 1995,
1996

Service

Management Department/Area

Ph.D. Advisor, 1981-82, 1982-83, 1986-87, 1987-88, 1988-89, 1989-90,
1990-91, 1991-92, 1992-93
Faculty Recruitment Committee, 1980-81, 1981-82, 1985-86, 1990-91
Ph.D. Committee, 1981-82, 1982-83, 1986-87, 1987-88, 1988-89, 1989
-90, 1990-91, 1991-92, 1992-93, 1993-94.
Task Force on Department Head Nominations, 1982
Teaching Load Committee, 1983-84
Faculty Advisory Committee, 1987-88, 1990-91, 1991-92
Promotion and Tenure Peer Review Chair, 1992-93,
1996-97
Director of Graduate Studies, 2000-2004
Area Coordinator, 2001-2004

College of Business Administration/School of Management

Representative to College of Education, 1979-80
Research Committee, 1981-82, 1982-83 (Chair)
CBA Working Collection Representative, 1982-83
Graduate Fellowship Committee, 1982-83, 1983-84
Dodge MBA Internship Selection Committee, 1983
MBA Coordinating Committee, 1982-83, 1983-84,
1984-85, 1985-86, 1986-87
Task Force for Selection of Head Librarian, 1983
Esther Spicher Alumni Scholarship Selection
Committee, 1984
MBA Admissions Committee, 1985-86, 1986-87
Task Force on Grade Disputes, 1987
Graduate Policy Committee, 1988-90, 1990-91, 1991-
92 (Chair), 1992-93, 1993-94
MBA Faculty Council, 1988-89, 1990-91
CBA Opinion Survey Response Review Committee,
1988-89
Promotion and Tenure, 1990-91, 1994-95.
MBA Curriculum Task Force, 1991-92
Undergraduate Core Curriculum Team, 1991-92,

1993-94

Scholarship Committee, 1988-89, 1989-90, 1990-91, 1991-92

Area Coordinator, Management 2000-present

Area of Management Director of Graduate Studies, 2000-present

School of Management Promotion and Tenure Advisory Committee, 2000-06

College Task Force on Ph.D. Program, 2000-01

College Special Task Force on Teaching Assistantships, 2001

College Advisory Committee on Summer Research Awards, 2001, 2002

College Task Force on Departments 2002

College Promotion and Tenure Committee, Chair 2003-04, Chair 2004-05, 2005-06.

College Faculty Evaluation Committee, 2005-06.