

Daniel S. Halgin

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ACADEMIC EMPLOYMENT

Associate Professor of Management, University of Kentucky	2019 -
Assistant Professor of Management, University of Kentucky	2011 - 2019
Visiting Assistant Professor of Management (non-tenure track) University of Kentucky	2009 - 2011

EDUCATION

Boston College	Chestnut Hill, MA
Ph.D. in Organization Studies	2009
MS in Organization Studies	2006
BA in Human Development: Organization Studies/HR (Magna Cum Laude)	2000

PUBLICATIONS

Refereed Journal Publications

1. Halgin, D. S., Borgatti, S. P., Mehra, A., and Soltis, S. Forthcoming. Audience perceptions of high-status ties and network advantage: The market for coaching jobs in the National Collegiate Athletic Association (2000-2011). *Journal of Organizational Behavior*.
2. Halgin, D. S., Borgatti, S. P., and Huang Z. 2020. Prismatic effects of negative ties. *Social Networks*, 60: 26-33.
3. Halgin, D. S., Glynn, M. A. and Rockwell, D. 2018. Organizational actorhood and the management of paradox: A visual analysis. *Organization Studies*, 39(4): 645-664.
4. Walsh, I. J., Halgin, D. S., and Huang, Z. 2018. Making old friends: Understanding the causes and consequences of maintaining former coworker relationships. *Academy of Management Discoveries*, 4(4): 410-428.
5. Parker, A. P., Halgin, D. S., and Borgatti, S. P. 2016. Dynamics of social capital: Effects of performance feedback on network change. *Organization Studies*, 37(3): 375-397.
6. Halgin, D. S., Gopalakrishnan, M. G., and Borgatti, S. P. 2015. Structure and agency in networked, distributed work: the role of work engagement. *American Behavioral Scientist*, 59(4): 457-464. *Special issue on networked work in organizations*.
7. *Young, A. M., Halgin, D. S., and Havens, J. 2015. Relationship-level analysis of drug users' anticipated changes in risk behavior following HIV vaccination. *AIDS Care*, 27(8): 1000-1004.

8. Smith, J., Halgin, D. S., Lopez-Kidwell, V., Labianca, G., Brass, D. J., and Borgatti, S. P. 2014. Power in politically charged networks. *Social Networks*, 36: 162-176.
9. *Young, A., Halgin, D. S., DiClemente, R., Sterk, C., and Havens, J. 2014. Will HIV vaccination reshape HIV risk behavior networks? A social network analysis of drug users' anticipated risk compensation. *PLoS ONE*, 9(7): e101047. doi:10.1371/journal.pone.0101047.
10. *Young A. M, DiClemente R. J., Halgin D. S., Sterk C. E., and Havens J. R. 2014. Drug users' willingness to encourage social, sexual, and drug network members to receive an HIV vaccine: A social network analysis. *AIDS and Behavior*. doi: 10.1007/s10461-014-0797-9.
11. *Young A. M., DiClemente R. J., Halgin D. S., Sterk C. E., and Havens J. R. 2014. HIV vaccine acceptability among high-risk drug users in Appalachia: A cross-sectional study. *BMC Public Health*, 14:537 doi:10.1186/1471-2458-14-537.
12. Halgin, D. S., and Borgatti, S. P. 2012. An introduction to personal network analysis and tie churn statistics using E-NET. *Connections*. 32(1): 37-48. *Flagship journal of the *International Network of Social Network Analysis*.
13. Halgin, D. S., and Borgatti, S. P. 2012. Introduzione alla personal network analysis e alle statistiche tie churn attraverso l'uso di E-NET (*Italian translation*). *Sociologia e Politiche Sociali*, 15(2): 27-54.
14. *Young, A. M., Jonas, A. B., Mullins, U. L., Halgin, D. S., and Havens, J. R. 2012. Network structure and the risk for HIV transmission among rural drug users. *AIDS and Behavior*, 17(7): 2341-2351.
15. Borgatti, S. P. and Halgin, D. S. 2011. On network theory. *Organization Science*, 22: 1157-1167.
[Ranked #76 in Web of Science citations among 42,111 management articles published between 2010 and 2014]
16. Monge, M., Hartwich, F., and Halgin, D. S. 2008. How change agents and social capital influence the adoption of innovations among small farmers: Evidence from social networks in rural Bolivia. *International Food Policy Research Institute Discussion Papers*, 00761.
17. DeJordy, R. A., Borgatti, S. P., Roussin, C. R., and Halgin, D. S. 2007. Visualizing proximity data. *Field Methods*, 19(3): 239-263.

* Indicates publications coauthored with a PhD Student and associated with grants from the National Institutes of Health and the National Institute of Mental Health held by faculty from the University of Kentucky College of Public Health and Emory University.

Peer-Reviewed Book Chapters

1. Borgatti, S. P., Brass, D. J. and Halgin, D. S. 2014. Social network research: Confusions, criticisms, and controversies. In Brass, D. J., Labianca, G., Mehra, A., Halgin, D. S., and

- Borgatti, S. P. (Eds.) *Research in the Sociology of Organizations*. 40 (Contemporary Perspectives on Organizational Social Networks). Bradford, UK: Emerald Publishing.
2. Mehra, A., Borgatti, S. P., Soltis, S., Floyd, T., Ofem, B., Halgin, D. S., and Kidwell, V. 2014. Imaginary worlds: using visual network scales to capture perceptions of social networks. In Brass, D. J., Labianca, G., Mehra, A., Halgin, D. S., and Borgatti, S. P. (Eds.) *Research in the Sociology of Organizations*. 40 (Contemporary Perspectives on Organizational Social Networks). Bradford, UK: Emerald Publishing.
 3. Brass, D. J., and Halgin, D. S. 2012. Social networks: The structure of relationships. In L. T. Eby & T. D. Allen (Eds.), *Personal Relationships: The Effect on Employee Attitudes, Behaviors, and Well-being*, 367-381. Hoboken, NJ: Wiley.
 4. Borgatti, S. P. and Halgin, D. S. 2011. Mapping culture: Freelists, pilesorting, triads and consensus analysis. In J. Schensul and M. LeCompte (Eds.) *The Ethnographer's Toolkit*, Volume 3. Walnut Creek: Altamira Press.
 5. Glynn, M. A., and Halgin, D. S. 2011. From Nutley to Paris: How the culture of communities shapes organizational identity. In C. Marquis, M. Lounsbury, and R. Greenwood (Eds.) *Research in the Sociology of Organizations*. Volume 33 (*Communities and Organizations*). Bingley, UK: Emerald Group Publishing.
 6. Borgatti, S. P. and Halgin, D. S. 2011. Consensus analysis. In Kronenfeld, D. DeMunck, V., Fischer, M., and Bennardo, G. (Eds.) *Blackwell's Companion to Cognitive Anthropology*. Boston: Blackwell Publishing.
[Number of citations: 48]
 7. Borgatti, S. P. and Halgin, D. S. 2011. Analyzing affiliation networks. In Carrington, P. and Scott, J. (Eds.) *The Sage Handbook of Social Network Analysis*. Thousand Oaks: Sage Publications.

Edited Books

1. Brass, D. J., Mehra, A., Labianca, G., Halgin, D. S., and Borgatti, S. P. 2014. *Research in the Sociology of Organizations*. 40 (Contemporary Perspectives on Organizational Social Networks). Bradford, UK: Emerald Publishing.

Peer-Reviewed Best Paper Conference Proceedings

1. Halgin, D. S., Gopakumar, M. G., and Borgatti, S. P. 2013. Voluntary turnover in a distributed work setting: An examination of the role of spatial propinquity and role similarity in project affiliation networks. *ACM Proceedings of the Computer-Supported Cooperative Work Conference (CSCW 2013)*. (equal authorship).
2. Halgin, D. S. 2009. The effects of social identity on career progression. *The Academy of Management Best Paper Proceedings*.

3. Halgin, D. S. 2008. All in the Family: Network ties as determinants of reputation and identity in NCAA basketball. *The Academy of Management Best Paper Proceedings*. **Winner of Best Student Paper Award, MOC Division.**
4. Halgin, D. S. 2006. The influence of legitimacy on the career trajectories of individuals in leadership positions: NCAA basketball. *The Academy of Management Best Paper Proceedings*. **Winner of Best Paper Award, Careers Division.**

Technical Reports

1. Halgin, D. S., 2016. Final report for APJ Kalam India Studies Research Grant.
2. Halgin, D. S., 2013. Final report for APJ Kalam India Studies Research Grant.
3. Borgatti, S. P., Mehra, A., Bienenstock, E., Halgin, D. S. Jul. 2011. Integrated Adversarial Network Theory (iANT) ADA545596.

WORKING PAPERS

1. Halgin, D. S., Mehra, A., Budhwar, P., & Kumar, R. Culture, networks, and performance: Explaining gender differences in returns to social networks in organizations.
2. Borgatti, S. P. & Halgin D. S. Commentary on J. Clyde Mitchell's "The Concept and Use of Social Networks".
3. Hernandez, M., Guarana, C., & Halgin, D. S. Stewardship climate, network structure and performance: An analysis of financial advisor teams.

GRANTS

1. 2019 – 2020. Principal Investigator for "The Employment Experience and Social Networks of People with Disabilities in India", *APJ Abdul Kalam India Studies Research Program*. **\$75,000.**
2. 2018. University of Kentucky Vice President for Research *Conference Support Award*, for The 8th Intra-organizational Networks (ION) Conference. **\$1,550.**
3. Not funded. Co-Principal Investigator for "Understanding Social Influence Measures." *FY 2017 MINERVA Research Initiative*.
4. 2017-2018. *Gatton College Research Excellence Support Award*, for "Prospects and Levers". **\$3,000.**
5. Not funded. Co-Principal Investigator for "Novel Influence Measures Based on Local Features of Social Networks" *FY 2016 MINERVA Research Initiative Topic #4: Analytic Methods and Metrics for Security Research*.

6. Not funded. Co-Principal Investigator for “Framework of Unit Culture for Analysis and Understanding based on Longitudinal Assessment (FOUCAULT)” *ARI BAA W911NF-13-R-0001Y, Topic II-A-2.3.3: Multi-national and Cross-cultural Operations.*
7. 2015 – 2016. Principal Investigator for “Culture, Legitimacy and Advantage: The Social Networks of Minorities in Three Indian Firms”, *APJ Abdul Kalam India Studies Research Program. \$75,000.*
8. Not funded. Co-Investigator for “Adaptive Cognitive & Cultural Data Analysis.”
9. 2013 – 2015. Co-Principal Investigator for “Rapid Ethnographic Assessment and Data Management Integration Toolkit (Phase II). *Army Research Office. STTR with Charles River Analytics. \$226,000.*
10. 2012 – 2013. Principal Investigator for “A Study of Career Mobility and Employee Turnover at a Knowledge-based Firm” *APJ Abdul Kalam India Studies Research Program. \$74,997.*
11. 2010 – 2012. Co-Principal Investigator for “Detection, Explanation and Prediction of Emerging Network Developments (DEPEND).” *DARPA. SC1007201/PO1100255, FA8750-10-C-0191. \$373,987.*
12. 2011 – 2012. Co-Principal Investigator for “High Risk Rapid Ethnographic Assessment Tool (HRREAT)”. *Army Research Office. STTR with Charles River Analytics. SC1105201, W911NF-11-C-0221. \$51,960.*
13. 2009 – 2010. Co-Principal Investigator for “Integrated Adversarial Network Theory.” *Defense Threat Reduction Agency. \$450,000.*
14. 2008 – 2009. Co-Principal Investigator for “A Network Perspective on Organizational Collaboration and Leadership.” *The Ford Foundation. \$5,000.*
15. 2007 – 2009. Analytical Consultant for K07 CA095623-01A1 “Peer Group Networks and Adolescent Smoking.” *National Cancer Institute, \$542,243.*
16. Not funded. Co-Investigator for “Connecting Together for a Healthy Weight.” *National Institutes of Health. (with UK faculty from College of Medicine, School of Public Health, and School of Human Environmental Sciences).*
17. Not funded. Co-Investigator for “A Coupled-Systems Approach to Understanding System Stability.” *MURI Grant, Department of Defense.*

ACADEMIC AWARDS & HONORS

- University of Kentucky Pathways Honors Program Faculty of Excellence Award, 2019.
- Academy of Management, OMT Research Committee Service Award, 2018
- Academy of Management, Careers Division Best Reviewer Award, 2012

- Alpha Kappa Psi, University of Kentucky Professor of the Month, February, 2012
- OMT Above and Beyond the Call of Duty Award, Academy of Management, 2011
- Nominee for Best International Symposium, Academy of Management, 2010
- Boston College Winston Center for Leadership and Ethics PhD Fellow, 2008-2009
- Duke University Center for Leadership and Ethics Dissertation Proposal Competition Runner-up, 2008
- Boston College Organization Studies Department Dissertation Completion Fellowship, 2008
- Best Student Paper Award, MOC Division of the Academy of Management, 2008
- Donald J. White Award for Teaching Excellence at Boston College, 2007
- Finalist for J. William Fulbright Fellowship, 2007
- Best Paper Award, Careers Division of the Academy of Management, 2006
- Nominee for Best Methodology Paper Award, RMD of the Academy of Management, 2006
- Best Conceptual Paper Award, Eastern Academy of Management, 2005

PROFESSIONAL CONFERENCE PRESENTATIONS

Halgin, D. S., Borgatti S. P. & Huang Z. 2019. Prismatic effects of negative ties. Presented at the *Sunbelt Conference*, Montreal, CA. June, 2019.

Halgin, D. S., Mehra, A. M., & Borgatti S. P. 2016. Culture, legitimacy and advantage: The social networks of minorities in three Indian firms. *Kalam Conference*, Lexington, KY. September, 2016.

Hernandez, M., Guarana, C. & Halgin, D. S. 2016. Stewardship, network structure and performance: An analysis of financial advisor teams. *Academy of Management Conference*, Anaheim, CA. August, 2016.

Halgin, D. S., 2016. Network theory in management research. (Part of a professional development workshop). *Academy of Management Conference*, Anaheim, CA. August, 2016

Halgin, D. S., Pak, S. & Huang, Z. 2016. Social clubs, syndicate participation, and the strategic pruning of board seats in response to institutional constraints, J. P. Morgan & Co., 1912 – 1917. *Intra-Organizational Networks Conference*, Lexington, KY. April 2016.

Halgin, D. S., 2015. A primer on social network analysis in management research. (Part of a professional development workshop). *Academy of Management Conference*, Vancouver, Canada, August 2015.

Hogan, C., Borgatti S. P., Halgin, D. S., Floyd, T., Fagan J., & Hopkins C. 2015. Renato: a toolkit for the collection and analysis of network data. *Sunbelt Network Conference*, Brighton Beach, United Kingdom, June 2015.

Floyd, T., Hopkins, C., Hogan, C., Halgin, D. S., & Borgatti, S. P. 2015. Validating the Renato tool for collecting and analyzing perceived relational data. *Sunbelt Network Conference*, Brighton Beach, United Kingdom, June 2015.

- Halgin, D. S. & Gopalakrishnan, M. 2014. A network perspective of empathy and innovation. *Academy of Management Conference*, Philadelphia, PA. August, 2014.
- Walsh, I. J., Huang, Z., & Halgin, D. S. 2014. Work friends forever? Understanding why workplace relationships persist beyond the loss of workplaces as social foci. *Academy of Management Conference*, Philadelphia, PA. August, 2014.
- Torlo, V., Lomi, A., Halgin, D. S. & Parker, A. 2014. Recruitment-based competition and interorganizational mobility. *Sunbelt Network Conference*, St. Pete Beach, February, 2014.
- Hopkins, C., Borgatti, S. P., & Halgin, D. S. 2014. Introduction to RENATO: Rapid Ethnographic Network Analysis Tool. *Sunbelt Network Conference*, St. Pete Beach, February, 2014.
- Halgin, D. S. 2013. Decision making and persuasive communication. Presented at the UK Executive Health Care Education series. December 11, 2013. Lexington, Kentucky.
- Young A. M., DiClemente R. J., Halgin D. S., Cooper H. L. F., Sterk C. E., Havens J. R. 2013. Will HIV vaccination reshape HIV risk behavior networks? A social network analysis of drug users' anticipated risk compensation. *AIDS Vaccine conference*, Barcelona, Spain, October 2013.
- Young A. M., DiClemente R. J., Halgin D. S., Cooper H. L. F., Sterk C. E., Havens J. R. 2013. Drug users' willingness to encourage risk network members to receive a HIV vaccine and/or participate in HIV vaccine clinical trials: A social network analysis. *International AIDS Society Conference on HIV Pathogenesis, Treatment and Prevention*. Kuala Lumpur, Malaysia, July 2013.
- Borgatti, S. P., & Halgin, D. S. 2012. An introduction to social network analysis (mapping hidden leaders). Keynote address at *iwin Innovative Employer Roundtable*. Louisville, KY, October 11, 2012.
- Halgin, D. S., Gopalakrishnan, M., Borgatti, S. P. 2012. A structural analysis of voluntary turnover: the influence of coworkers on protean career mobility. *Academy of Management Conference*, Boston, MA, August, 2012.
- Halgin, D. S., Gopalakrishnan, M., Borgatti, S. P., 2012. A network perspective on social capital preferences: centrality, brokerage and status aspirations. *Academy of Management Conference*, Boston, MA, August, 2012
- Halgin, D. S., (with M. Gopalakrishnan & J. Ganesh). 2012. Discovering patterns in protean career mobility: application of network perspectives. *Academy of Management Conference*, Boston, MA. August, 2012.
- Halgin, D. S. 2012. Thoughts on network theory. **Keynote address** at the *International Networking in the Society of Jesus Conference*, Boston College. April 2012.

- Halgin, D. S. 2012. Predicting turnover using social networks. *ION Conference*, Lexington, KY, April, 2012
- Halgin, D. S., Gopalakrishnan, M., Borgatti, S. P. 2012. Does a rotten apple spoil the bunch? Project affiliation networks and turnover at a high-tech firm. *Sunbelt Network Conference*, Redondo Beach, CA, March 12-18, 2012.
- Gopalakrishnan, M., Halgin, D. S., Borgatti, S. P. 2012. When Colleagues Resigned Versus Being Re-assigned: An Examination of Tie Churn and Voluntary Turnover. *Sunbelt Network Conference*, Redondo Beach, CA, March 12-18, 2012.
- Halgin, D. S. (with S. Pak). 2012. Interlocking directories, syndicates, and social clubs: the network of J.P. Morgan & co. *Sunbelt Network Conference*, Redondo Beach, CA, March 12-18, 2012.
- Halgin, D. S. (with V. Torlo). 2012. Career mobility and organizational performance: the trajectories of hedge fund managers. *Sunbelt Network Conference*, Redondo Beach, CA, March 12-18, 2012.
- Halgin, D. S. 2011. An introduction to social network theory and methodology. Invited presentation at Vrije University, Amsterdam, Netherlands.
- Halgin, D. S. 2011. A network perspective on organizations. Invited presentation at Universidade Pedagógica de Mozambique, Beira Mozambique.
- Halgin, D. S. (with M. Gopalakrishnan) 2011. Application of network perspectives to foster collaboration: lessons from a high technology firm. *Academy of Management Conference*, San Antonio, TX.
- Borgatti, S. P. & Halgin, D. S. 2011. Thoughts on consensus analysis. *Academy of Management Conference*, San Antonio, TX.
- Halgin, D. S. (with M. Gopalakrishnan & S. P. Borgatti) 2011. Centrality, structural holes, or status: Tie alteration strategies in a high-tech firm. *Sunbelt Network Conference*, St. Pete Beach, FL.
- Halgin, D. S. (with S. Pak) 2011. The social network of J.P. Morgan & Co.: The significance of social club ties, 1895-1940. *Sunbelt Network Conference*, St. Pete Beach, FL.
- Halgin, D. S. (with S., Hossam, L. Getoor, S. P. Borgatti) 2011. Multi-dimensional Trajectory Analysis for Career Histories. *Sunbelt Network Conference*, St. Pete Beach, FL.
- Halgin, D. S., (with S. P. Borgatti, T., Grosser, & V. Kidwell) 2010. Perceptual congruence of a top management team. *Sunbelt Network Conference*, Riva del Garda, IT.
- Halgin, D. S., (with M. Gopalakrishnan & R. Murali) 2010. Application of network analysis in an IT business context. *Academy of Management*, Montreal, CA. (***Nominee for Best International Symposium**).

- Halgin, D. S., (with S. P. Borgatti) 2011. Network theorizing. *Academy of Management*, Montreal, CA
- Halgin, D. S., (with S. P. Borgatti) 2010. Thoughts on the analysis of trajectory data. *Sunbelt Network Conference*, Riva del Garda, IT.
- Halgin, D. S., (with K. Elrich) 2010. Unlocking the power of social networks in organizations. *Society for Industrial & Organizational Psychology*, Atlanta, GA.
- Halgin, D. S., (with M. A. Glynn) 2009. From Nutley to Paris: Geographic communities and organizational identity. *Academy of Management*, Chicago, IL.
- Halgin, D. S. 2009. The effects of social identity on career progression. *Academy of Management*, Chicago, IL.
- Halgin, D. S., (with W. Marcinkus & O. Obodaru) 2009. The multiplexity of developmental networks: An empirical investigation. *Academy of Management*, Chicago, IL.
- Halgin, D. S. 2008. All in the family: Network ties as determinants of reputation and identity in NCAA basketball. *Academy of Management*, Anaheim, CA. (***Winner of Best Student Paper Award, MOC Division**).
- Halgin, D. S., (with M. A. Glynn) 2008. Leadership front and center stage: The CEO as organizational dramaturgist. *New Directions in Leadership Conference*, Fuqua School of Business, Duke University, Durham, NC.
- Halgin, D. S. 2008. An introduction to social network theory using UCINET, NetDraw and KeyPlayer2. *John F. Kennedy School of Government, Harvard University*, Cambridge, MA.
- Halgin, D. S., (with R. A., DeJordy). 2008. An introduction to social network analysis and UCINET. *Queen's School of Business*, Kingston, CA.
- Halgin, D. S., (with S. P. Borgatti & Z. Huang). 2008. Moving up in the game: Status and attention-getting in hip hop music. *Sunbelt XXVIII*, St. Petersburg, FL.
- Halgin, D. S., (with C. Stanton, S. Ennett & R. Niarura) 2008. Ethnic group difference in friendship networks and patterns of substance use among urban preadolescents. *Sunbelt XXVIII*, St. Petersburg, FL.
- Halgin, D. S. 2007. Thank you for dissing me: The network phenomenon of status flows. *The University of Kentucky*, Lexington, KY.
- Halgin, D. S. 2007. Rebounding from a loss: Network determinants of subsequent career moves of ousted leaders. *Academy of Management*, Philadelphia, PA.
- Halgin, D. S., (with S. P. Borgatti). 2007. Thank you for dissing me: The network phenomenon of status flows. *Sunbelt XXVII*, Corfu, GR.

- Halgin, D. S., (with M. Monge) 2007. Social networks and innovation: The diffusion of innovative agricultural practices among Bolivian farmers. *Norman Borlaug Fellowship Conference*, Turrialba, CR.
- Halgin, D. S. 2006. The effect of legitimacy on the career trajectories of individuals in leadership positions: NCAA basketball. *Academy of Management*, Atlanta, GA. (***Winner of Best Paper Award, Careers Division**).
- Halgin, D. S., (with R. A. DeJordy, S. P. Borgatti & C. R. Roussin) 2006. Visualizing proximity data. *Academy of Management*, Atlanta, GA. (***Nominee for Best Methodological Paper, RMD**).
- Halgin, D. S. 2006. The effect of legitimacy and race on career trajectories in sports. *International Sociological Association World Congress of Sociology*, Durban, RSA.
- Halgin, D. S. 2005. Above and beyond: Transcendent behavior in crisis situations. *Eastern Academy of Management*, Springfield, MA. (***Winner of Best Conceptual Paper Award**).
- Halgin, D. S., (with R.A. DeJordy) 2005. Active reflection, mutuality, & sustainable social change: A process model. *Eastern Academy of Management*, Cape Town, RSA.

MEDIA MENTIONS

- What can managers learn from NCAA basketball? *MIT Sloan Management Review* (2009)
- Working for a company with a strong identity. *Reuters* (2009)
- Status beats record in landing a good job. *The Globe & Mail* (2009)
- A summary of my work is featured in *Superbosses: How Exceptional Leaders Master the Flow of Talent*, by Sydney Finkelstein (2016)

TEACHING EXPERIENCE

Undergraduate

Strategic Management
Organizational Behavior (Boston College, 2005)

Professional Development & MBA Course Modules

Strategic Decision Making and Leadership, Module for University of Kentucky Healthcare Leadership Program (Audience of physicians and healthcare administrators), 2014 – present.

Ethical Decision Making: Becoming Aware of our Blind Spots, Module for University of Kentucky Certificate in Business Program (Audience of working professionals), 2015, 2016.

Building a Supportive Network, Module for University of Kentucky Women's Executive Leadership Development Program (Audience of women faculty and university administrators), 2016.

Leading in a Joint Environment, Department of Defense Vanguard Training Program for Top Civilian Leaders, 2011.

Organizational Leadership, Boston College Jenks Leadership Program, 2008 – 2009.

Advancements in Social Network Theory and Methods. Harvard University, Boston College, Queen's University, VU University, University of South Carolina, Europol, FBI, United States Military, Louisville Police Department, Macro ORC, The National Oceanic and Atmospheric Administration, Population Council Zambia, SIOP, Academy of Management Professional Development Workshops, INSNA Sunbelt Annual Conference.

Doctoral Student Committees

- 2019 Courtney Hart
- 2015 Dimitrios Hatjidis, Grenoble (Placed: Higher Colleges of Technology Abu Dhabi)
- 2015 Elizabeth Scott, Fielding Graduate Institute (Placed: Industry)
- 2014 April Young, Emory University (Placed: University of Kentucky)

Doctoral Candidate Comprehensive Exam Committees

- 2017 Courtney Hart
- 2015 Adam Jonas

Chair of Undergraduate Honors Capstone Project/Honors Thesis

- 2018 Kiersten Cleveland, Chandler Coomes, Josh Cochran, Katie Fuhr, Michael Gilligan, Austin Gocke, Rachel Gonzalez, Brianna Hengen, Cynthia Lammert, Mitchell O'Kelly, Cierra Riddle, Jeremy Robison, Taylor Rock, Spencer Root, Daniel Schalchter, Payton Wallace, William Tan, Alex Ververeli
- 2017 Rachel Atkinson, Conor Betchol, Sarah Coffman, Emily Holland, Michael Johnson, Grace Kelly, Tim Koester, Ryan Mainous, Sean Mann, Landon Perraut
- 2016 Adam Brown, Jordie Gamble, Clark Hayden, Roberto Lobo-Rivera, Sydnie Schell, Ethan Thomison
- 2014 James Bardenwerper

Undergraduate Internship Advisor

- 2016 Alex McGarr (Speedway), Greg Reilly (Intercollegiate Intramural Sports Organization)
- 2013 Hayley Robic (IMG sports), Kelly Capps (UK Career Center), Casey Pierce (Grainger Industrial Supply)
- 2012 Whitney Rose (K-Fund of University of Kentucky), Adam Daniels (Saint Joseph's Hospital)
- 2011 Josh Hughes (IMG Sports)

SERVICE

Profession

- Director, *The Intra-Organizational Network (ION) Conference*, 2014 – present

- Editorial Review Board Member. *Connections (a journal of the International Network for Social Network Analysis)*, 2015 – present
- Editorial Review Board Member. *Group and Organization Management*, 2019 – present
- Research Committee Member, OMT Division *Academy of Management*, 2011 – present
- All Academy Theme Program Committee Member, *Academy of Management*, 2016
- Awards Committee Member, *International Network for Social Network Analysis*, 2014 – 2017
- Moderator of online UCINET & SNA support forum, 2009 – present
- Journal Reviewer: *Academy of Management Journal*, *Academy of Management Review*, *MISQ*, *Organization Science*, *Strategic Management Journal*, *Management Science*, *Organization Studies*, *American Sociological Review*, *Social Networks*, *Network Science*, *Human Relations*, *Journal of Applied Behavioral Science*, *Sociological Inquiry*
- Grant Reviewer: *United States Army Research Office*, *Social Sciences and Humanities Research Council of Canada*
- Conference reviewer: *Academy of Management*

College

- Gatton College International Advisory Group, 2018 – present
- Gatton Library Committee, 2019 - present
- Honors Pathway Advisory Board, 2016 – present
- Online Learning Task Force, 2013 – 2015
- Living Learning Program Task Force, 2014 – 2015
- New Building Administrative Offices Sub-Committee, 2012 – 2013
- Library & Database Committee, 2012 – 2014
- Gatton Student Research Publication, Faculty advisor, 2011 – 2013
- Management Department Representative for Kufa, Iraq Partnership, 2011 – 2012
- Management Department Representative at Gatton Career day, 2013
- Faculty Speaker at Gatton Welcome, 2015
- Faculty Search and Hiring Committees, 2014 - present

University

- Faculty Marshal at commencement exercises, 2012 – 2015

PROFESSIONAL ASSOCIATIONS

- Academy of Management, 2003 – present
- International Network for Social Network Analysis, 2003 – present

ANALYTICAL & LANGUAGE SKILLS

- Statistical Analysis Programs – Stata, SPSS, UCINET, Netdraw, KeyPlayer2, E-Net, EgoNet, Visone, Anthropac
- Languages – English, Portuguese (conversational), Spanish (conversational)