

**VITA
Of
Megan W. Gerhardt**

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Farmer School of Business
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EDUCATION

Ph.D. University of Iowa, August 1998-May 2003

Organizational Behavior, Secondary Specialization: Human Resource Management

B.A. University of Iowa, August 1994-May 1998

Major: Psychology; With Honors

PROFESSIONAL EXPERIENCE

Director, FSB Leadership Development, Fall 2018-present

Co-Director, Isaac & Oxley Center for Business Leadership, 2016-present

Professor of Management July 2016 – present

Farmer School of Business, Miami University, Oxford, OH

Associate Professor of Management July 2009-June 2016

Farmer School of Business, Miami University, Oxford, OH

Assistant Professor of Management May 2003-June 2009

Farmer School of Business, Miami University, Oxford, OH

REFEREED ACADEMIC JOURNAL ARTICLES (All Blind Peer Reviewed)

Dust, S. B., Gerhardt, M. W., *Hebbalalu, D., & *Murray, M. (2019). Protecting my turf: The moderating role of generational differences on the relationship between self-enhancement values and reactions to generational diversity. *The Journal of Social Psychology*, 159(2), 153-169. *ABDC Rank: B; Impact Factor: 1.102; 5-yr Impact Factor: 1.486; Difficulty of Acceptance: 60%*.

Porter, T.H., Gerhardt, M.W., Fields, D. & Bugenhagen, M. (2019) An exploratory study of gender and motivation to lead in millennials, *The Journal of Social Psychology*, 159:2, 138-152. *ABDC Rank: B; Impact Factor: 1.102; 5-yr Impact Factor: 1.486; Difficulty of Acceptance: 60%*.

Ballou, B.J., Gerhardt, M.W., & Heitger, D.L. (2017). Effectively Measuring Outsourcing Risk by Engaging Service Providers that Have Effective Service Controls Verified by an Independent Attester, *Credit and Financial Management Review*.

Gerhardt, M.W. (2016). The Importance of Being...Social? Instructor Credibility and the Millennial Student. *Studies in Higher Education*, 41 (9), 1533-1547 (Impact Factor: 1.28; Contribution: 100%)

Gerhardt, M.W., Brown, K.G., & Dysvik, A. (2014). A Bridge Over Troubled Water: A Former Military Officer, Corporate Executive, and Business School Dean Discusses the Research-Practice Divide. *Journal Management Inquiry*, 23, 4: 373-378. (Impact Factor: 1.446; Contribution: 35%)

Gerhardt, M.W. & Le, H.A. (2013). Overt Narcissism and Approach-Avoidance Motivation: Expanding the Lens to Examine Goal Orientation. *Journal of Organizational Psychology*. 13, 21-31. (Journal h-factor: 2, Journal Acceptance Rate: 26% (Journal does not yet have an impact factor); Contribution: 75%)

Luzadis, R. & Gerhardt, M. (2012). An Exploration of the Relationship Between Ethical Orientation and Goal Orientation. *Journal of Academic and Business Ethics*, 5. (Cited by 5, as per Google Scholar; Journal Acceptance Rate: 30%, Journal Impact Factor: n/a, Contribution: 50%)

Wesolowski, M., Luzadis, R.A, & Gerhardt, M.W. (2011). Understanding the Nomological Net for Gender Bias. *Journal of Organizational Psychology*. 11, 1, 36-28. (Journal h-factor: 2, Journal Acceptance Rate: 26% (Journal does not yet have an impact factor); Contribution: 33%)

Gerhardt, M.W., Ashenbaum, B., Newman, W.R. (2009). Understanding the Impact of Proactive Personality on Job Performance: The Roles of Tenure and Self-Management. *Journal of Leadership and Organizational Studies*, 17, 61-72. (Cited by 16, as Per Google Scholar; Journal Acceptance Rate: 17%; Impact Factor: 1.2; Contribution: 50%)

Gerhardt, M.W. & Luzadis, R.A. (2009). The Importance of Perceived Task Difficulty in Goal Orientation-Assigned Goal Alignment. *Journal of Leadership and Organizational Studies*, 16, 167-174 (Cited by 5, as per Google Scholar; Journal Acceptance Rate: 17%, Impact Factor: 1.2; Contribution: 50%)

Gerhardt, M. W.; Rode, J.C.; Peterson, S. J. (2007). Exploring Mechanisms in the Personality-performance Relationship: Mediating Roles of Self-management and Situational Constraints. *Personality and Individual Differences*, 43 (6), 1344-1355. (Cited by 26, as per Google Scholar; Journal Acceptance Rate: 40%; Impact Factor: 1.951; Contribution: 40%)

Barbosa, S.D.; Gerhardt, M. W.; Kickul, J.R. (2007). The Role of Cognitive Style and Risk Preference on Entrepreneurial Self-Efficacy and Entrepreneurial Intentions. *Journal of Leadership & Organizational Studies*, 13 (4), 86-104. (Cited by 184, as per Google Scholar; Journal Acceptance Rate: 18%; Impact Factor: 1.2; Contribution: 20%)

Gerhardt, M. (2007). Teaching Self-Management: The Design and Implementation of Self-Management Tutorials. *Journal of Education for Business*, 83(1), 11-18. (Cited by 29, as per Google Scholar; Journal Acceptance Rate: 52%; Journal Impact factor: n/a; Contribution: 100%)

Peterson, S.J., Gerhardt, M.W., & Rode, J.C. (2006). Examination of the Relationship Between Hope and Task Performance: A Test of a Theoretical Model. *Personality and Individual Differences*, 40, 1099-1109. (Cited by 36, as per Google Scholar; Journal Acceptance Rate: 40%; Journal Impact Factor: 1.951; Contribution: 40%)

Gerhardt, M.W. & Brown, K.G. (2006). Individual Differences in Self-Efficacy Development: The Effects of Goal Orientation and Affectivity. *Learning and Individual Differences*, 16, 43-59. (Cited by 49, as per Google Scholar; Journal Acceptance Rate: 40%; Impact Factor: 1.621; Contribution: 85%)

Ilies, R., Gerhardt, M.W., & Le, H. (2004). Individual Differences in Leadership Emergence: Integrating Meta-Analytic Findings and Behavioral Genetic Estimates. *International Journal of Selection and Assessment*, 12, 207-219. (Cited by 91, as per Google Scholar; Journal Acceptance Rate: 28%; Impact Factor: .819; Contribution: 25%)

Wenzel, A., Werner (maiden name), M., Cochran, C., & Holt, C. (2004). A Differential Pattern of Autobiographical Memory Retrieval in Social Phobic and Nonanxious Individuals. *Behavioural and Cognitive Psychotherapy*, 32, 1-13. (Cited by 12, as per Google Scholar; Journal Impact Factor: 1.905; Contribution: 50%)

Brown, K.G., & Gerhardt, M.W. (2002). Formative evaluation: An integrative practice model and case study. *Personnel Psychology*, 55(4), 951-983. (Cited by 75, as per Google Scholar; Impact Factor: 4.49; Contribution: 35%)

Judge, T.A., Bono, J.E., Ilies, R., & Gerhardt, M.W. (2002). [Personality and leadership: A qualitative and quantitative review](#). *Journal of Applied Psychology*, 87(4), 765-780. (Cited by 1,757; as per Google Scholar; Journal Acceptance Rate: 10%; Impact Factor: 4.799; Contribution: 15%)

OTHER PUBLICATIONS (INVITED/SPECIAL CONTRIBUTIONS)

Gerhardt, M.W. & Dust, S.A. Leadership Education in Business Schools (2019). In Sowcik, M. & Komives, S. (Eds). *How Academic Disciplines Approach Leadership Development*. Jossey-Bass/Wiley (in press)

Gerhardt, M.W. & Hebbalalu, D. (2018). Mind the Gap: Moving from Ethnocentric to Ethnorelative Perspectives of Generational Diversity, p. 1-18. In Gerhardt, M.W. & Peluchette, J. (Eds). *Millennials: Trends, Characteristics, and Perspectives*. NOVA Science Publishing.

Peluchette, J. & Gerhardt, M.W. (2015). Andrew H. Van de Ven: Reflections on Current and Future Challenges in Engaged Scholarship. *Journal of Leadership and Organizational Studies* (Journal Impact Factor: 1.2)

Gerhardt, M.W. & Peluchette, J. (2014). A Conversation With Ray Aldag and Belle Rose Ragins: The 2013 Midwest Scholars of the Midwest Academy of Management. *Journal of Leadership and Organizational Studies*, 21, 217-226 (Journal Impact Factor: 1.2)

Gerhardt, M.W. (2013). Theory of Self-Esteem. *Encyclopedia of Management Theory*, Eric H. Kessler, Ed., SAGE Publications.

BOOKS

Gerhardt, M.W. & Peluchette, J. (Eds). (2018). *Millennials: Trends, Characteristics, and Perspectives*. NOVA Science Publishing.

EDITORSHIPS

- Associate Editor, *Academy of Management Learning and Education*, July 2017-present.
- Editor, Annual Special Issue, *Journal of Leadership and Organizational Studies*, 2010-2015
- Associate Editor, *Journal of Leadership and Organizational Studies*, 2014-present

RESEARCH HONORS AND AWARDS

- Office for the Advancement of Research and Scholarship Research Grant, Miami University, Fall 2005
- Office for the Advancement of Research and Scholarship Research Grant, Miami University, Spring 2004
- Richard T. Farmer School of Business Research Grant, 2003-2007
- Scholarly Achievement Award Nominee, 2003 Academy of Management, Human Resources Division
- John C. Flanagan Award for Best Student Paper, SIOP Conference, 2002
- University of Iowa Student Government Research Grant, 1998
- Ponder Research Grants, University of Iowa, Summer 1999-Summer 2002

INTERNAL KEYNOTES & WORKSHOPS

Gerhardt, M.W., Nachemson-Ekwall, N., & Fogel, B. (2020). *Gentelligence*. Miami University Alumni Association Webinar, June 2020

Gerhardt, M. W. (2019). *Gentelligence*. Miami University Alumni Board.

Gerhardt, M.W. (2018). *The Power of Agency and Strengths Based Leadership*. Perlmutter Leadership Conference, Wilks Leadership Institute, Miami University

Gerhardt, M.W. (2018). Scripps Gerontology Conference; Oxford, OH.

Gerhardt, M.W. (2017). *Strengths-based Leadership*. FSB Dean's Office Staff. Oxford, OH.

Gerhardt, M.W. (2017). *Miami University LEAN Leaders: Strengths-based Leadership*. Miami University LEAN Leader program; Oxford, OH.

Gerhardt, M.W. (2016). *Miami University LEAN Leaders: Strengths-based Leadership*. Miami University LEAN Leader program; Oxford, OH.

Gerhardt, M.W. (2015). *Miami University LEAN Leaders: Strengths-based Leadership*. Miami University LEAN Leader program; Oxford, OH.

Gerhardt, M.W. (2015). *Strengths-based Leadership*. Scripps Gerontology Conference; Oxford, OH.

Gerhardt, M.W. (2014). *Miami University LEAN Leaders: Strengths-based Leadership*. Miami University LEAN Leader program; Oxford, OH.

Gerhardt, M.W. (2014). *Mind the Gap: Understanding Multi-Generational Alumni*. Miami University Alumni Association, Fireside Chat; Oxford, OH.

Gerhardt, M.W. (2014). *Mind the Gap: Leading and Managing Multiple Generations in the Workplace*. Miami University's Winter College; La Jolla, CA.

Gerhardt, M.W. (2014). *Lean In: Women in 21st Century Leadership*. Miami University's Winter College; La Jolla, CA.

Gerhardt, M.W. (2013). *Strengths-based Leadership*. Institute for Miami Leadership Development; Oxford, OH.

Gerhardt, M.W. (2012). *Strengths-based Leadership*. Institute for Miami Leadership Development; Oxford, OH.

Gerhardt, M.W. (2012). Strategic Planning Retreat, Student Affairs Division, Miami University

Gerhardt, M.W. (2012). Strategic Planning Session, Miami University Golf Team

INDUSTRY WORKSHOPS AND CONSULTING

Gerhardt, M.W. (July, 2020). *Leading on Purpose*. The Resource Group Accelerate U Training, Remote Delivery.

Gerhardt, M.W. & Nachemson-Ekwall, N. (2020). *Gentelligence*. UBS Financial Webinar, July 2020.

Gerhardt, M.W. (February, 2020). *Gentelligence*, Miami Women, Columbus & Cincinnati

Gerhardt, M.W. (October & November, 2019). *Gentelligence*, Miami Women, Columbus & Cincinnati

Gerhardt, M.W. (September, Oct, Nov 2019). *Strengths Based Leadership*, Lindenwood Administration, St. Louis, MO

Gerhardt, M.W. (August, 2019). *Strengths Based Leadership*. Ohio Fire Chiefs Association, Columbus, OH.

Gerhardt, M.W. (February & August, 2019). *Why Should Anyone Be Led By You?* The Resource Group Accelerate U Training, St. Louis, MO.

Gerhardt, M.W. (March, 2019). *Strengths Based Leadership. Lean Leader*, Miami University

Gerhardt, M.W. (February, 2019). *Strengths Based Leadership*. Paycor Mini MBA, Miami University

Gerhardt, M.W. (February, 2019). *Gentelligence*. Miami University Alumni Board.

Gerhardt, M.W. (January, 2019). *Why Should Anyone Be Led By You?* The Resource Group Accelerate U Training, St. Louis, MO.

Gerhardt, M.W. (January, 2019). *Why Should Anyone Be Led By You?* The Resource Group Accelerate U Training, St. Louis, MO.

Gerhardt, M.W (December, 2018). *Strengths Based Leadership*. Jewish Leadership Consortium, Blue Ash, OH.

Gerhardt, M.W (November, 2018). *Strengths Based Leadership*. Cincinnati Non-Profit Leadership Association.

Gerhardt, M.W (March, 2018). *Strengths Based Leadership*. Textron First Year Experience (FYE), Baltimore, MA.

Gerhardt, M.W. (December, 2017). *Emotional Intelligence in Leadership*. Mercy Health.

Gerhardt, M.W (December, 2017). *Strengths Based Leadership*. Jewish Leadership Consortium, Blue Ash, OH.

Gerhardt, M.W (November, 2017). *Strengths Based Leadership*. Cincinnati Non-Profit Leadership Association.

Gerhardt, M.W. (November, 2017). *Gentelligence: Leveraging Generational Diversity*. Mercy Health Emergency Department Conference.

Gerhardt, M.W. (September, 2017). *Gentelligence: Leveraging Generational Diversity*. Blaze Conference, ICA, Des Moines, IA.

Gerhardt, M.W (September, 2017). *Strengths Based Leadership*. Iowa City Realtors Association.

Gerhardt, M. W. (August, 2017). *Accelerate U Leadership Program: Why Should Anyone Be Led By You?* The Resource Group, St. Louis, MO.

Gerhardt, M.W. (March, 2017). *Building Values Based Organizations to Navigate Change*. Southern States Interregional Director Exchange, Richmond, VA.

Gerhardt, M.W. (February 2017). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.

Gerhardt, M.W. (February 2016). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.

Gerhardt, M.W. (March 2016). *Miami University LEAN Leaders: Strengths-based Leadership*. Miami University LEAN Leader program; Oxford, OH.

Gerhardt, M.W. (August 2016). *Strengths-based Leadership*, Vantiv, Cincinnati, OH

Gerhardt, M.W. (November, 2016). Strengths Based Leadership Development. Oxford Financial Services, Carmel, IN.

Gerhardt, M.W. (December 2016). Mid-American Cooperative Council Chairman's Roundtable, Springfield, Illinois

Gerhardt, M.W. (December, 2015). *Why Should Anyone Be Led By You?*. Mid-American Cooperative Council Board Chairmen Roundtable, Bloomington, Indiana.

Gerhardt, M.W. (October 2015, August 2015). *Now What? Investing in Strengths for Leadership Effectiveness*. Vantiv Corporation.

Gerhardt, M.W. (2015). *Now What? Investing in Strengths for Leadership Effectiveness*. Vantiv Women's Network: Cincinnati, OH.

Gerhardt, M.W. (2015). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.

Gerhardt, M.W. (2014). *Strengths-based Leadership*. Bermuda Ministry of Education; Hamilton, Bermuda.

Gerhardt, M.W. (2014). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.

Gerhardt, M.W. (2013). *Strengths-based Leadership*. Miami University's Voice of America campus; Mason, OH.

Gerhardt, M.W. (2013). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference, Oxford, OH.

- Gerhardt, M.W. (2013). *Strengths-based Leadership Training for Managers*. Hobson Higher Education; Cincinnati, OH.
- Gerhardt, M.W. (2013). *Leading with Strengths & Getting the Most From Your Board*. Mid-American Cooperative Council Board Chairperson Retreat; Springfield, IL.
- Gerhardt, M.W. (2013). *Lean In? The Role of Gender in 21st Century Leadership*. Texas Women's Professional Association via Webinar.
- Gerhardt, M.W. (April 2013). *Strengths-Based Leadership*. Leadership Colonial; Hamilton, OH.
- Gerhardt, M.W. (2013). *Managing & Leading Your Board*. Board Chairmen's Conference for Texas Agricultural Cooperative Council; Ruidoso, NM.
- Gerhardt, M.W. (October 2013). *Strengths-Based Leadership*. Leadership Colonial; Hamilton, OH.
- Gerhardt, M.W. (April 2012). *Strengths-Based Leadership*. Leadership Colonial; Hamilton, OH.
- Gerhardt, M.W. (2012). *Managing and Leading in the 21st century: Challenges for Chair people*. Mid-American Cooperative Council Board Chairperson Retreat; Springfield, IL.
- Gerhardt, M.W. (October 2012). *Strengths-Based Leadership*. Leadership Colonial; Hamilton, OH.
- Gerhardt, M.W. (2012). *Leadership of Multiple Generations*. Chaco Credit Union President's Day Retreat; Hamilton, OH.
- Gerhardt, M.W. (2012). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.
- Gerhardt, M. W. (2012). *Strategic Planning Session*, McCullough-Hyde Hospital, Oxford, OH.
- Gerhardt, M.W. (2011). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.
- Gerhardt, M.W. (2010). *Leadership of Multiple Generations*. United Producers, Inc.; Indianapolis, IN.
- Schwarz, J.L. & Gerhardt, M.W. (2010). Frisch's Restaurants; *Analysis of selection test for adverse impact and validity*. Cincinnati, OH.
- Gerhardt, M.W. (2010). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.
- Gerhardt, M.W. (2009). *Leadership of Multiple Generations*. Mid-American Cooperative Council Annual Conference; Oxford, OH.

C. Research Grants

The Impact of Goals and Goal Setting on Ethical Behavior, Fall 2005
Motivation of Adult Workforce Students, Spring 2005
Positive Psychology Research Grant, Spring 2004

COURSES TAUGHT

Management 102: Individual Leadership Development Lab
Management 103: Team Leadership Development Lab
Management 291: *Introduction to Management and Leadership*
Management 291C: *Introduction to Management & Leadership-Honors*
Management 381: *Managerial Communication and Consulting*
Management 415: *Leadership & Learning*
Management 416: *Leading Organizational Change*
Business 420: *International Studies*
Management 615: *Managerial Development*

Selected Course Descriptions

MGT 291-Management & Leadership

MGT 291 is the introductory course in management and leadership. Because this course is a core course requirement for all business students as well as many other majors across campus, many students walk into the course questioning how or why it is important. My goal is to engage them in understanding how our most successful companies attract, develop, and retain human capital. I utilize cases, current events, and business articles that apply research from the field of management in a practical way. In addition, students answer critical response questions that ask them to integrate context into best practices to understand how and when certain management and leadership principles may be effective, and to design self-directed research projects to better understand how knowledge is created in this field.

MGT 291C: Management & Leadership: Honors

MGT 291C is an honors version of the Introduction to Management & Leadership course, and is a required course for students in the business honors program. This course shares similar goals to those of the non-honors MGT 291 course, with additional emphasis on integrating scholarly academic research, and designing and executing an original research project in the area of management and leadership.

MGT 291 Online

In 2013-2014, I partnered with another management faculty member to develop an online version of MGT 291. This enormous undertaking aimed to create an engaging online experience that aligned with the high standards set forth by the university and the FSB. As part of a Faculty Learning Community of online learning, this course was developed over the course of the 2013-2014 academic year, launched in Summer 2014.

MGT 415: Leadership & Learning

MGT 415: Leadership & Learning is an upper level course required for the Management & Leadership major and is also a part of the minor. This class examines leadership from a combined perspective of academic research and practical application, utilizing case studies as the primary form of analysis and allowing students to create leadership development portfolios. The course approaches the study of leadership from a triangular perspective: understanding academic research, applying theories to actual leadership practice through MBA level case analyses, and the personal exploration of what effective leadership looks like for each student.

MGT 416: Leading Organizational Change

MGT 416: Leading Organizational Change explores classic and contemporary models of change management, utilizing current business cases and simulation to understand how constant change impacts organizational success. How to lead change processes as well as overcome human resistance to change are examined as part of this discussion-based course.

INTERNATIONAL TEACHING

Lux Plus

In Summer 2014, 2016, and 2018 I co-led a six-week FSB International Program, teaching MGT 415: Leadership and Learning as well as facilitated the cultural experience for the students involved in the program. This program expanded the MGT 415 course to include an international leadership case and a weekend long leadership retreat for the participating students.

Summer Business Institute: Organizational Behavior, Management & Leadership, And Human Resource Management

In the summers of 2005-2013, I was an instructor in the Summer Business Institute, a concentrated program for non-business majors at Miami University. My responsibilities for the SBI included teaching many class sessions on essential topics in organizational behavior, including personality, motivation, groups and teams, job attitudes, diversity, and leadership. In Summer 2009-2013, I travelled abroad with the SBI program, teaching in both London (2009-2011, 2013) and in Barcelona (2012).

TEACHING HONORS AND AWARDS

- *Associated Student Government Outstanding Faculty Finalist*, Miami University 2018
- *Smucker Award for Teaching Excellence*, Farmer School of Business, 2016
- *Naus Family Faculty Scholar*, Miami University, 2012-2015
- *Outstanding Educator Winner*, Cincy Magazine, 2014
- *Smucker Award for Teaching Excellence*, Farmer School of Business, Miami University, 2009
- *Center for Enhancing Learning and Teaching Grant*, Miami University, Fall 2004

SERVICE

Service to the Profession

Associate Editor, *Academy of Management Learning and Education*, 2017-present

Editor, *Journal of Leadership and Organizational Studies*, Annual Special Issue, 2009-2015

Associate Editor, *Journal of Leadership and Organizational Studies*, 2013-present
 Special Issue Associate Editor, *Journal of Leadership and Organizational Studies*, Annual Special Issue, 2009-2010
 Editorial Board, *Journal of Leadership and Organizational Studies*, 2008-present
 Editorial Board, *Academy of Management Learning and Education*, 2011-present
 Editorial Board, *Journal of Organizational Behavior*, 2012-present
 Board Member, *Midwest Academy of Management*, 2007-2010
 Communications Committee, HR Division of the *Academy of Management*
 Reviewer, *Personality and Individual Differences* journal, Fall 2007-present
 Reviewer, *Journal of Leadership and Organizational Studies*, Fall 2007-present
 Reviewer, *Academy of Management Learning and Education*, Spring 2009-present
 Reviewer, *Journal of Managerial Inquiry*, Spring 2009-present
 Reviewer, *Academy of Management* Conference, 2002-2009
 Reviewer, *Society of Industrial and Organizational Psychology*, 2002-2009
 Co-chair, Doctoral Consortium, *Midwest Academy of Management*, 201, 2013, 2014
 Track Chair, Power of Positive Psychology Track, *Midwest Academy of Management*, 2011

Service to the University

- Transformational Student Experience Subcommittee, University Strategic Planning 2018-2019
- Presidential Scholars Selection Committee, 2019
- M.I.A.M.I Women's Grant Committee, 2018-present
- Faculty Compensation Committee, 2016-2017
- Undergraduate Research Committee, 2011-present
- FSB Dean Search Committee, Fall 2012-2014

Service to the Department/Business School

- Chair, Management Department Faculty Search Committee, 2018-2019
- Chair, Management Department Faculty Search Committee, 2017-2018
- Chair, Management Department Faculty Search Committee, 2015-2016.
- Co-Director, Isaac & Oxley Center for Business Leadership, Spring 2016-present
- Director, Buck Rodgers Business Leadership Program, Spring 2011-Spring 2016
- FSB Honors Committee, 2006-present
- FSB Teaching Effectiveness Committee, 2010-2014
- Summer Business Institute, European Coordinator, Summers 2011-2013
- Area Coordinator, Management & Organizations, Fall 2009-2011
- Petters Chair of Business Leadership Search Committee-2007-2008
- Co-chair, Farmer School Red Mitten Campaign, 2007-present
- Research Colloquia Chair, 2005-2010
- Management Department Search Committee, 2005-2006
- Program Review Action Team, Spring 2005-Fall 2006
- Top 25 Committee, MGT 291, Fall 2007-2010

Service to Students

- Director of Leadership Development, Farmer School of Business, Fall 2018-present
- Bob Johnson Co-Director, Isaac & Oxley Center for Business Leadership, 2016-present
- Director, Buck Rodgers Business Leadership Program (2011-2016)
- Undergraduate Research Faculty Advisor (2007-present)
 - Since 2009, I have supervised the research projects of over 200 undergraduate students. These projects have all been presented at the Miami University Undergraduate Research Forum.
- Values Based Leadership, Havighurst Hall (Spring 2018)
- *Strengthsfinder 2.0* (Workshop for Resident Assistants, Spring 2015)
- *Mind the Gap: Helping Millennials Understand Generational Differences in the Workplace* (Workshop for Buck Rodgers Students, Spring 2014)
- *Everest Team Building, Online Simulation Workshop* (Workshop for Buck Rodgers Students, Spring 2013, Spring 2014)
- *Consulting Skills Workshop* (Workshop for Buck Rodgers Students Spring 2012, Spring 2013)
- Faculty Mentor, *Scholastic Enhancement Program* (Undergraduate Research Option)
- Faculty Advisor, *Women in Business* (2010-2011)
- Advisory Board Member, *Women in Business* (2011-present)
- Faculty Advisor, *National Society of Collegiate Scholars* (Spring 2004-Fall 2005)
- Guest lecturer, Pi Sigma Epsilon, “Ethics: Academics vs. Business?” (Spring 2005)