

## **M. TINA DACIN**

E. Marie Shantz Professor of Strategy and Organizational Behavior  
Director, Queen's School of Business Centre for Responsible Leadership  
Queen's School of Business, Queen's University  
Kingston, ON, Canada K7L 3N6  
Office phone: 613-533-2366  
Email: tdacin@business.queensu.ca

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## **EDUCATION**

University of Toronto, Toronto, Canada  
Ph.D., Business Administration ,1993 Minor area: Sociology

## **TEACHING INTERESTS**

Strategy, Leadership, Cross-Sector Collaboration, Organizational Change, Social Innovation

## **CURRENT RESEARCH AREAS**

Traditions, Social Entrepreneurship, Social Innovation, Business Ethics/Fraud, Institutional Change

## **ACADEMIC EXPERIENCE**

2009 - present	<u>Director</u> , Queen's School of Business Centre for Responsible Leadership
2008 - present	<u>Fellow</u> and <u>Visiting Professor</u> , Sidney Sussex College and Judge Business School, University of Cambridge
2005 - present	<u>E. Marie Shantz Professor of Organizational Behavior and Strategy</u> Queen's School of Business, Queen's University
2005-07	<u>Visiting Professor</u> Kellogg School of Management, Northwestern University
2005	<u>Visiting Professor</u> Indian School of Business
2001 - 05	<u>Full Professor and Distinguished Faculty Fellow</u> <u>Director, Alliance Edge Program</u> <u>Director, International Initiatives, Queen's School of Business</u> (2001-03) Queen's School of Business, Queen's University
2000	<u>Visiting Scholar</u> University of Michigan Business School
1998 -	<u>Associate Professor.</u> Department of Management, Mays College of Business, Texas A & M University
1992 - 1998	<u>Assistant Professor.</u> Department of Management, Mays College of Business, Texas A & M University

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**HONORS AND AWARDS**

- 2010 Stan & Jean Perron Visiting Fellow in Business Ethics, U. of Western Australia  
 2011 ASAC Distinguished Scholar, Strategy and Organization Theory Divisions  
 Visiting Fellow, Judge Business School, University of Cambridge  
 Board of Directors, Globally Responsible Leadership Initiative (GRLI)  
 Board of Directors, Kingston Community Foundation  
 ICOS Seminar speaker, U. of Michigan  
 Keynote speaker, Gronen Sustainability Workshop  
 Judge, Credit Union National Innovation Award  
 Judge, Manning Innovation Award
- 2009 Keynote speaker, “*Conference on Governance*” Venice  
 Speaker, Skoll World Forum  
 Judge, Credit Union National Innovation Award
- 2008 Sidney Sussex Fellow, Sidney Sussex College, Cambridge University  
 Verity Award Judge, Canadian Journal of Administrative Sciences  
 Speaker, Skoll World Forum  
 Judge, Fortune Global100 Outsourcing List  
 Judge, Credit Union National Innovation Award
- 2007 Frank Knox Teaching Award Finalist, Queen’s University  
 Best Symposium Award, OMT Division, Academy of Management Meeting  
 Judge, Academy of Management Newman Award Committee  
 Judge, Fortune Global100 Outsourcing List  
 Judge, Credit Union National Innovation Award
- 2006 Judge, Fortune Global100 Outsourcing List
- 2005 Queen’s School of Business Research Excellence Award
- 2005-present E. Marie Shantz Professorship
- 2004-present Judge, Credit Union Innovation Award
- 2003-present External Advisory Board Member, FINTRA - Finnish Institute for International Trade
- 2003 Best Paper, 3<sup>rd</sup> Davis Conference for Qualitative Research (co-winner, with P. Dacin)
- 2002-2005 Distinguished Faculty Fellow Research Award, Queen’s School of Business
- 2000 Mays College Level Outstanding Achievement in Research Award
- 1999 Mays College Level Distinguished Teaching Award, Association of Former Students
- 1998 Best Paper Award, Academy of Management Quality and Management Conference  
 “Certificate of Recognition” – Academy of International Business, Southwest Chapter.
- 1997 Mentioned in Business Week as one of the “Outstanding Faculty” at Texas A & M
- 1995 Mexico Faculty Abroad Research Award
- 1989-1990 University of Toronto Open Fellowship
- 1989 Doctoral Consortium Fellow, Academy of Management (OB/OMT/OD)
- 1987 Doctoral Consortium Fellow, Academy of Management (Social Issues Division)

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- 1987-1988 President, Ph.D. Students Association, Faculty of Management, University of Toronto  
 1986-1989 Social Sciences and Humanities Research Council (SSHRC) Scholarship  
 1985-1986 U. of Toronto Open Fellowship/Special Top Up Award (For excellence in achievement)

## RESEARCH FUNDING

- 2010 Social Sciences and Humanities Research Council Standard Research Grant [\$90,000]  
 2010 Queen's School of Business Research Grant – Social Innovation Workshop/Traditions  
 2010 Monieson Centre/PELA CFDC/EDCO Research Grants  
 2009 Queen's School of Business Research Grant – Fraud Workshop  
 2008 SSHRC Research Grant [\$26,000]  
 2008 Queen's School of Business Research Grant  
 2008 D.I. MacLeod Research Grant, Queen's School of Business  
 2007 Queen's School of Business Research Grant – SE Workshop  
 2004 D.I. MacLeod Research Grant, Queen's School of Business  
 Queen's School of Business Research Grant [\$15,500]  
 2003 Queen's Research Office, Travel Award  
 Dean's Development Fund Grant  
 2001 D.I. MacLeod Research Grant, Queen's School of Business  
 2000 Scholarly & Creative Grant, Office of Research & Graduate Studies, TAMU [\$6,920]  
 1999 Scholarly & Creative Grant, Office of Research & Graduate Studies, TAMU [\$6,110]  
 1998 Center for International Business Studies - CIBER grant for joint project [\$1,200]  
 International Research Travel Assistance Grant, Texas A&M University [\$1,200]  
 Mays College and Graduate School of Business Summer Teaching Grant [\$8,100]  
 1997 National Science Foundation (with M.S. Poole and A. Vedlitz) [\$204,000]  
 Canadian Studies Faculty Research Grant, Canadian Embassy [\$5,000]  
 Chinese U. of Hong Kong/ Business Research Council (with D. Ahlstrom) [\$5,000]  
 Mays College and Graduate School of Business Summer Research Grant [\$8,882]  
 Center for International Business Studies - CIBER grant (with M. Hitt) [\$3,500]  
 International Research Travel Assistance Grant, Texas A&M University [\$900]  
 Canadian Studies Program [\$750]  
 1996 Research Grant, Center for the Study of Western Hemispheric Trade [\$16, 432.00]  
 Center for International Business Studies - CIBER grant for joint project [\$1,200]  
 International Research Travel Assistance Grant, Texas A&M University [\$1,200]  
 1995 Center for the Study of Western Hemispheric Trade (with M. Hitt) [\$48, 737]  
 1992-1993 Incentive Grant, Center for Teaching Excellence, Texas A & M University [\$1,000]  
 Office of University Research Mini-Grant Award, Texas A & M University [\$800]  
 1989-1992 Social Sciences Committee, University of Toronto Research Board Award

## PUBLICATIONS

Dacin, M.T., Dacin, P. A., and Tracey, P. (2011) Social Entrepreneurship: A Critique and Future Directions, *Organization Science*, Forthcoming.

Weber, K. and Dacin, M.T. (2011) The Cultural Construction of Organizational Life: Introductory Essay. *Organization Science*, Forthcoming.

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Murphy, P. and Dacin, M.T. (2011) Pathways to Fraud: A Psychological Perspective, Journal of Business Ethics, Forthcoming.

Vurro, C., Dacin, M.T., and Perrini, F. (2010) Institutional Antecedents of Partnering for Social Change: How Institutional Logics Shape Cross-sector Social Partnerships, Journal of Business Ethics, Forthcoming.

Dacin, M. T., Munir, K., & Tracey, P. (2010). Formal Dining at Cambridge Colleges: Linking Ritual Performance and Institutional Maintenance. Academy of Management Journal, 53(6).

Dacin, P. A., Dacin, M.T. and M. Matear (2010). Social Entrepreneurship: Why We Don't Need a New Theory and How We Move Forward From Here. Academy of Management Perspectives, 24(3).

Nasra, R. & Dacin, M. T. (2010). Institutional Arrangement and International Entrepreneurship: The State as Institutional Entrepreneur. Entrepreneurship Theory & Practice, 34(3), 583-609.

Seelos, C., Mair, J., Battilana, J. & Dacin, M. T. The embeddedness of social entrepreneurship: Understanding variation across local communities. (Invited to contribute to Research in Organizational Sociology on Communities and Organizations).

Kostova, T., Roth, K. & Dacin, M.T. (2009) Theorizing on MNCs: A promise for institutional theory. Academy of Management Review, 34 (1): 171-173.

Dacin, M.T., D. Reid, and Ring, P.S. (2008) Alliances and Joint Ventures. The Oxford Handbook of Inter-Organizational Relations, edited by Steve Cropper, Mark Ebers, Chris Huxham, and Peter Smith Ring, Oxford University Press.

Kostova, T. Roth, K., and Dacin, M. T. (2008) Institutional theory in the study of MNCs: A critique and new directions. Academy of Management Review, 33 (4): 994-1007.

Dacin, M.T. and Dacin, P. A. (2008) Traditions as Institutionalized Practice: Implications for De-Institutionalization. The SAGE Handbook of Organizational Institutionalism edited by Royston Greenwood, Christine Oliver, Roy Suddaby & Kerstin Sahlin-Andersson.

Dacin, M. T., Oliver, C., Roy, J.P. (2007) The Legitimacy of Strategic Alliances: An Institutional Perspective. Strategic Management Journal, 28(2): 169-187.

Dacin, M. T. and Delios, A. (2005) Editors' Introduction: Special Issue on Networks in Asia Pacific Business. Asia Pacific Journal of Management, 22 (4) Dec: 315-320.

M. A. Hitt, D. Ahlstrom, M. T. Dacin, E. Levitas, and L. Svobodina. 2004. The institutional effects on strategic alliance partner selection in transition economies. Organization Science, 15 (2): 173-85.

M. Ventresca, D. Syliowicz, and M. T. Dacin. 2003. Innovations in governance: Global structuring and the field of public exchange-traded markets. In M.L. Djelic, and S. Quack (Eds), Globalization and Institutions, Edward Elgar: Northampton, MA.

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M. T. Dacin, J. Goodstein, and W. R. Scott. 2002. Institutional Theory and Institutional Change, Academy of Management Journal, 45 (1): 45-57.

L. Eden, M. T. Dacin, and W. P. Wan. 2001. Standards Across Borders: Adoption of the Arm's Length Standard in North America, 1917-97. Accounting, Organizations, & Society, 26(1): 1-23.

M. A. Hitt, M. T. Dacin, E. Levitas, J.L. Arregle, and A. Borza. 2000. Partner Selection in Emerging and Developed Market Contexts: Resource-Based and Organizational Learning Perspectives. Academy of Management Journal, 43 (3): 449-467.

M.A. Glynn, P. Barr, and M. T. Dacin. 2000. Pluralism and the Problem of Variety. Academy of Management Review, 25(4): 726-734.

Dacin, M. T., Ventresca, M. and B. Beal. 1999. The Embeddedness of Organizations: Debates, Dialogue & Directions, Journal of Management, 25 (3): 317-356.

Martinez, R. and Dacin, M. T. 1999. Efficiency Motives and Normative Forces: Combining Transaction Costs and Institutional Logic. Journal of Management, 25(1):75-96.

Dacin, M. T. 1997. Isomorphism in Context: The Power and Prescription of Institutional Norms. Academy of Management Journal, 40(1): 46-81.

Dacin, M. T. 1997. Institutions and Organizations. Administrative Science Quarterly. (Review of book by R.W. Scott) December.

Albanese, R., Dacin, M. T., and Harris, I. 1997. Agents as Stewards. A Reply to Davis, Schoorman, and Donaldson . Academy of Management Review, 22(3): 609-611. (Critical Commentary)

Dacin, M. T., Hitt, M. A., and Levitas, E. 1997. Selecting Partners for Successful International Alliances: Examination of U.S. and Korean Firms. Journal of World Business, 32(1): 3-16.

Hitt, M. A., Dacin, M. T., Tyler, B., and Park, D. 1997. A Transnational Examination of Strategic Decision Models: Comparison of Korean and U.S. Executives. Strategic Management Journal , 18(2): 159-167.

Levitas, E., Hitt, M.A., and Dacin, M. T. 1997. Competitive intelligence and tacit knowledge development in strategic alliances. Competitive Intelligence Review , 8(2): 20-27.

Arregle, J.L., Amburgey, T.L. and Dacin M. T. 1996. Event History Analysis and Strategic Alliances. In M. Ghertman, J. Obadia, and J. Arregle (Eds.) Statistical Models for Strategic Management, Kluwer: 331-344.

Amburgey, T.L., Dacin, M. T., and Singh, J.V. 1996. Learning Races, Patent Races, and Capital Races: Strategic Interaction and Embeddedness within Organizational Fields. In J. Baum and J. Dutton (Eds.) Advances in Strategic Management, Volume 13: 303-322.

Amburgey, T.L. and Dacin, M. T. 1994. As the Left Foot Follows the Right? The Dynamics of Strategic and Structural Change. Academy of Management Journal, 37(6): 1427-1452.

Amburgey, T.L., Dacin, M. T., and Kelly, D. 1994. Disruptive Selection and Population Segmentation: Inter-Population Competition as a Segregating Process. In J. Baum and J.V. Singh (Eds.) The Evolutionary Dynamics of Organizations, Oxford University Press: 240-254.

### **Other publications, including non-refereed journals**

#### **Technical Reports/Monographs from Funded Research:**

Montgomery W. And Dacin, M.T. (2010) Incubating business enterprise in rural communities. Research Synopsis prepared for Monieson Centre - Fostering Entrepreneurship in the Creative Economy Conference.

The Evolutionary Development of Credit Unions. Monograph published by the Filene Research Institute, Madison, Wisconsin (April, 1993). (with T.L. Amburgey)

Field of Membership: An Evolving Concept. Monograph published by the Filene Research Institute, Madison, Wisconsin (February, 1991). (with Albert E. Burger)

\*\*\*\*Please contact directly for work in progress and manuscripts under review.

### **Proceedings and conference presentations**

\*\*\*\*Please contact directly for information

### **PROFESSIONAL LEADERSHIP**

#### **Leadership Roles in Professional Organizations:**

Track Chair, EGOS annual conference (multiple)

Track Chair, Managing Knowledge Track, *Strategic Management Society*

Division Chair - OMT Division, *Academy of Management*

Conference and Cluster Chair - *College of Organization Science Conference, Informa*

Program and Interest Group Chair, Corporate Strategy Track, *Strategic Management Society*

Liaison, Diversity Coalition, *Academy of Management*

#### **Editor/Editorial Review Boards**

Senior Editor, *Organization Science* (term ended, 2010; ongoing ad hoc through 2011)

*Journal of Management and Governance*

*Global Strategy Journal*

#### **Past Editorial and Editorial Board Responsibilities**

Senior Editor, *Organization Science*

Senior Editor, *Journal of International Business Studies*

Area Editor, *Journal of Management Inquiry*

*Academy of Management Review* Editorial Board(2 terms)

*Academy of Management Journal* Editorial Board (2 terms)

*Journal of International Business Studies* Editorial Board  
*Organization Science* Editorial Board (>15 years)  
*Strategic Organization* Editorial Board  
*Strategic Management Journal* Editorial Board (>15 years)

Review Committee Member, Gronen Conference  
 Review Committee Member, NYU Social Entrepreneurship Conference  
 Review Committee Member, *Strategic Management Society* 1994, 1995, 1999-2001, 2003  
 Guest Editor, Forum on “The Cultural Construction of Organizational Life” *Organization Science*  
 Guest Editor, Forum on “Managing in a New Millennium: Change and Development Journeys into a Pluralistic World” *Academy of Management Review*.  
 Guest Editor - Research Forum on “Institutional Theory & Institutional Change” *Academy of Management Journal*.

#### Past Conferences and Professional Service

Junior Faculty Consortium, Academy of Management Annual Meeting, Chicago, 2009  
 Editor’s Workshop and Junior Faculty Consortium, European Group of Organization Studies (EGOS) Meeting, Barcelona, 2009  
 Doctoral Consortium, European Group of Organization Studies (EGOS) Meeting, Amsterdam, 2008  
 Presenter – Teaching Workshop Panel, Strategic Management Society Meeting, Cologne, 2008  
*Informs* College of Organization Science Paper Development Workshop Organizer, 2007  
 Doctoral Consortia Faculty, OMT Division, *Academy of Management*, 2007  
 Doctoral Consortia Faculty, *EGOS*, 2007  
 Doctoral Consortia Faculty, *Strategic Management Society*, 2007  
 Pre-Conference Chair, Corporate Strategy Interest Group, *Strategic Management Society*, 2005  
 Division Chair, OMT Division, *Academy of Management*, 2005  
*Informs* College of Organization Science Dissertation Proposal Competition Chair, 2005  
 Junior Faculty Consortium Faculty Panelist, International Management Division, Academy of Management, 2005  
 Program Chair - OMT Division, *Academy of Management*, 2003  
 Co-Chair, OMT Dissertation Proposal Workshop, *Academy of Management*, 2004, 2005  
 OMT/OD/MOC Doctoral Consortia Faculty, *Academy of Management*, 2004  
 Doctoral Consortia Faculty, *Strategic Management Society*, 2004  
 Associate Program Chair, Corporate Strategy Interest Group, *Strategic Management Society*, 2004, 2005  
 OB/OMT/OD Doctoral Consortia Faculty, *Academy of Management*, 2003  
 Doctoral Consortia Faculty, *Academy of International Business*, 2003  
 Pre-Conference Chair - OMT Division, *Academy of Management*, 2001-2002  
 Doctoral Consortium Faculty – OB/ OD/ OMT Doctoral Consortium, *Academy of Management*, 2001  
 Co-Covenor, Track 22, EGOS Annual Meeting, 2001  
 Representative at Large - OMT Division, *Academy of Management*, 1997-2000  
 Program Committee - 1999 *Texas Conference on Organizations*  
 Track Chair - Alliances Track for 2002 *Academy of International Business Meeting*  
 Track Chair - Macro-Organizational Behavior Track for 1999 *Academy of International Business*  
 Co-Coordinator - OMT Division, *Academy of Management*, Teaching Roundtables, 1996, 1997

Professional Adjudication

Judge - *INFORMS* Dissertation Proposal Competition, 2003, 1998

Selection Committee Member, George R. Terry Book Award, Academy of Management, 2001

Selection Committee Member, Academy of Management Review Best Paper Award, 2000

Selection committee for Best Paper and Best Dissertation for the OMT Division, 1997-2000

Judge, McKinsey Best Paper Award, Strategic Management Society (SMS) 1999, 2000, 2001, 2006

**TEACHING**

*EMBA – Role of General Manager; Foundations of Strategy; Global Strategy*

*MBA – Leading Change; Strategic Leadership; Managing Individuals and Organizations*

*Executive Education – Change, Strategic Collaboration, Leadership, Alliances, Strategy*

*PhD – Topics in Meso and Macro Organizational Behavior*

*Undergraduate – Survey of Organizational Behavior/Organizational Analysis; Cross-Cultural Management; Organization Theory & Design*

Graduate Teaching Supervision/Committees

2010.

Graduate Committees

Advisor, Rasha Nasra (*Ph.D.*)

Advisor, Melissa Leithwood (*Ph.D.*)

Advisor, Wren Montgomery (*Ph.D.*)

Committee Member – Simona Giorgi (*PhD*) – Northwestern U.

External Member, Laura Ierfino, McGill University

2009.

Graduate Committees

Advisor, Rasha Nasra (*Ph.D.*)

Advisor, Melissa Leithwood (*Ph.D.*)

Advisor, Wren Montgomery (*Ph.D.*)

Committee Member – Simona Giorgi (*PhD*) – Northwestern U.

Committee Member – Jakomijn van Wijk (*PhD*)- Vrje U.

2008

Graduate Committees

Advisor, Rasha Nasra (*Ph.D.*)

Advisor, Melissa Leithwood (*Ph.D.*)

Committee Member – Keith Rogers (*PhD*)

Committee Member – Wouter Stam (*PhD*)

Committee Member – Debbie de Lange (*PhD*)

2007

Graduate Committees

Advisor, Rasha Nasra (*Ph.D.*)

Committee, David Ramsden (*Ph.D.*)

2006

Graduate Committees

Committee, David Ramsden (*Ph.D.*)

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- 2005  
 Committee Chair, Christine Marie Silva (*M.Sc*)  
 External Examiner, Daniel Tzabbar, University of Toronto  
 External Examiner, Sofy Carayannopoulos, York University  
 Graduate Committees  
 Committee, David Ramsden (*Ph.D.*)
- 2004  
 Committee Chair, Sue Moon (*M.Sc Ind Relations*)  
 External Examiner, You-Ta Chuang, University of Toronto  
 Graduate Committees  
 Committee, David Ramsden (*Ph.D.*)
- 2003  
 Graduate Committees  
 Committee, David Ramsden (*Ph.D.*)
- 2002  
 Graduate Committees  
 Committee Member, Connie Bianchi (*Ph.D.*)  
 Committee Member, David Ramsden (*Ph.D.*)  
 Committee Member, Yann Malara (*Ph.D.*)  
 Summer Research Project Chair, David Goldsmith (*Ph.D.*)
- 2001  
 Graduate Committees  
 Committee Co-Chair, Weiman Yang (*M.Sc*)  
 Committee Member, Connie Bianchi (*Ph.D.*)  
 Committee Member, Yann Malara (*Ph.D.*)
- 1999-2001  
 Graduate Committees  
 Committee Chair, Richard Martinez (*Ph.D.*), MGMT  
 Committee Member, Brent Beal (*Ph.D.*), MGMT  
 Committee Member, Doug Thomas (*Ph.D.*), MGMT  
 Committee Member, David Henard (*Ph.D.*), MKTG  
 Committee Member, Theresa Morris, (*Ph.D.*) SOC  
 Committee Member, John Bartulo (*MS.*), INFO  
 Committee Member, Barnabas Sprinkle (*MS.*), SCOM  
 GCR representative, Shuye Teng (*Ph.D.*) MEEN
- Independent Study Supervision:  
 Elizabeth Knox (*BBA*)
- 1998  
 Graduate Committees  
 Committee Chair, Jennifer L. Jackson (*MSHRM*), MGMT  
 Committee Chair, Kevin Kochner (*MSHRM*), MGMT  
 Committee Co-Chair, Brent Beal (*Ph.D.*), MGMT  
 Committee Member, Doug Thomas (*Ph.D.*), MGMT  
 Committee Member, Jorge Gonzalez (*Ph.D.*), MGMT  
 Committee Member, Richard Martinez (*Ph.D.*), MGMT

Committee Member, Felipe Bourgos, (*Ph.D.*) BANA  
 Committee Member, Theresa Morris, (*Ph.D.*) SOC  
 Committee Member, Crystal Church (*MS.*), SCOM  
 Committee Member, Catherine Dudgeon (*MS*), INFO  
 GCR representative, Zhongyu Guo (*Ph.D.*) MEEN

1997

## Graduate Committees

Committee Chair, Carolyn Cocanaugher (*MSHRM*), MGMT  
 Committee Chair, Kevin Kochner (*MSHRM*), MGMT  
 Committee Co-Chair, Brent Beal (*Ph.D.*), MGMT  
 Committee Member, Richard Martinez (*Ph.D.*), MGMT  
 Committee Member, Felipe Bourgos, (*Ph.D.*) BANA  
 Committee Member, Theresa Morris, (*Ph.D.*) SOC  
 Committee Member, Tiffany Hunnicutt (*MS*), SCOM  
 GCR representative, Zhongyu Guo (*Ph.D.*) MEEN

Independent Study Supervision: Katsuhiko Shimizu (*Ph.D.*), MGMT  
 Ho-Uk Lee (*Ph.D.*), MGMT  
 Jorge Gonzalez, (*Ph.D.*), MGMT  
 Aude Charlotte, (*MBA*), IBUS

1996

## Graduate Committees

Committee Chair, Thomas Marcotte (*MSHRM*), MGMT  
 Committee Co-Chair, Su Hui Chou (*MSHRM*), MGMT  
 Committee Member, Richard Martinez (*Ph.D.*), MGMT  
 Committee Member, Felipe Bourgos, (*Ph.D.*) BANA  
 Committee Member, Mark Anthony Gwosdz (*MSACCT*), ACCTG  
 Committee Member, Christine Sanders (*MSACCT*), ACCTG  
 Committee Member, Amy Chapman (*MSMKTG*), MKTG  
 Committee Member, Andrew Gvidas (*MSMKTG*), MKTG  
 Committee Member, Julianne Wang (*MSMKTG*), MKTG  
 Committee Member, Gustavo Molinas (*MSAG/ECON*)

Independent Study Supervision: Brent Beal (*Ph.D.*), MGMT  
 Thomas Marcotte (*MSHRM*), MGMT  
 Peter Bentson (*MSHRM*), MGMT  
 Peter J. Burkly (*MBA*)  
 Ronald P. Kelley (*MBA*)  
 Steven W. Snow (*MBA*)

1995

## Graduate Committees

Committee Chair, Julius Cox (*MSHRM*), MGMT  
 Committee Member, Felipe Bourgos, (*Ph.D.*) BANA

Independent Study Supervision: Richard Martinez (*Ph.D.*), MGMT  
 Harry Wade Mangum (*BBA*)

1994

Independent Study Supervision: Ted Legatski (*Ph.D.*), MGMT  
 Tracey Butler (*MBA*)

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**ACADEMIC and COMMUNITY SERVICE**

- 2010
- Chair, Principal's Innovation Fund Committee
  - Senator, Queen's University
  - Senate Advisory Committee on Research, Queen's University
  - Area Coordinator, Organizational Behaviour Area, QSB
  - Advisor, MBA NetImpact Club
  - Member, QSB Research Committee, Queen's School of Business
  - Board of Directors – GRLI
  - Board of Directors – Kingston Community Foundation
  - Advising – Queen's Academic Units, local hospitals
  - Selection Committee, Manning Innovation Awards
  - Judge, National Credit Union Innovation Award
- 2009
- Senator, Queen's University
  - Senate Advisory Committee on Research, Queen's University
  - Advisor, MBA NetImpact Club
  - Area Coordinator, Organizational Behaviour Area, QSB
  - QSB Research Awards Committee
  - AMBA Curriculum Committee, Queen's School of Business
  - Case Competition Judge, CSR Weekend, Queen's School of Business
  - QMBA Case Competition Adjudication, Queen's School of Business
  - Judge, QEC Case Competition, Queen's School of Business
  - Member, QSB Research Committee, Queen's School of Business
  - Judge, National Credit Union Innovation Award
- 2008
- Senator, Queen's University
  - Senate Committee on Information Technology, Queen's University
  - Internal Academic Review Committee, Queen's University
  - Member, Search Committee, Office of Research Services, Queen's University
  - Member, Curriculum Committee, School of Population & Public Health
  - Accelerated MBA Curriculum Committee, Queen's School of Business
  - QSB Research Committee, Queen's School of Business
  - Judge, National Credit Union Innovation Award
- 2007
- Member, Dean's Development Fund Committee
  - Member, Research Committee
  - Curriculum/Advisory Committee, Proposed School of Population & Public Health
  - Judge, National Credit Union Innovation Award
- 2006
- Member, Dean's Development Fund Committee
  - Member, Research Committee
  - Judge, National Credit Union Innovation Award

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- 2005  
 Director, Alliance Edge Program  
 Member, Dean's Development Fund Committee  
 Member, Research Committee  
 Sick Kids Foundation, Corporate Partnerships Committee
- 2004  
 Director, Alliance Edge Program  
 Hiring Committee Member, Queen's School of Business  
 Recruiting Coordinator, Strategy & Organizations, Queen's School of Business  
 Member, Dean's Development Fund Committee  
 Sick Kids Foundation, Corporate Partnerships Committee
- 2003 –  
 Director, International Initiatives (2001-03)  
 Director, Alliance Edge Program (Associate Director, KBE)  
 Reader, Queen's University Major Entrance Scholarships and Awards Review  
 Hiring Committee Member, Queen's School of Business  
 MBAST Academic Committee Member, Queen's School of Business  
 Working Team Member, Implementation of Queen's-Cornell EMBA  
 Chair, Cornell Relationship Committee  
 Recruiting Coordinator, Strategy & Organizations, Queen's School of Business
- 2002 –  
 Director, International Initiatives  
 Program Director, Alliance Edge (Associate Director, KBE Centre)  
 Dean's Search Committee, Queen's University  
 Hiring Committee, School of Business  
 Recruiting Coordinator, Strategy and Organizations Area  
 Working Team, Implementation of Queen's-Cornell EMBA
- 2001-2002  
 Director, International Initiatives/Program Development  
 QEDC Policy Committee, School of Business  
 Promotion and Tenure Committee, School of Business  
 Hiring Committee, School of Business  
 MBAST Curriculum Committee, School of Business  
 Working Team, Implementation of Queen's-Cornell EMBA  
 Judge, ICBC Case Competition
- 2001  
 President, Women's Faculty Network  
 Bonfire 2002 Task Force  
 Dean of Faculties Advisory Committee on Diversity  
 MBA Curriculum Task Force  
 Member, College Representative, Council of Principle Investigators  
 CPI Subcommittee, Interdisciplinary Programs  
 Member, College-level MBA Instructional Committee
- 2000  
 President, Women's Faculty Network  
 Bonfire 2002 Task Force

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- Dean of Faculties Advisory Committee on Diversity  
 Department of Management Task Force on Undergraduate Curriculum  
 MBA Curriculum Task Force  
 Center for International Business Studies Review Committee  
 Member, College Representative, Council of Principle Investigators  
 CPI Subcommittee, Interdisciplinary Programs  
 Member, College-level MBA Instructional Committee  
 Member, Women's Faculty Network Steering Committee
- 1999      Member, *Center for International Business Studies Advisory Council*  
 Member, CBA Representative, Council of Principle Investigators  
 Member, College-level MBA Instructional Committee  
 Member, Selection Committee, Rountree Award, MSC  
 Faculty Representative, *MSC Council*  
 Program Chair, Texas Conference on Organizations  
 Member, Women's Faculty Network Steering Committee  
 Member, Faculty Club Board  
 Member, Council of Principal Investigators  
 Department of Management Undergraduate Programs Task Force.  
 Department of Management Preliminary Examination Task Force.
- 1998      Member, *Doctoral Policy Committee*, Department of Management  
 Department of Management Task Force on Preliminary Examinations  
 Member, *Center for International Business Studies Advisory Council*  
 Member, Selection Committee, Rountree Award, MSC  
 Faculty Representative, August Commencement  
 Faculty Representative, *MSC Council*  
 Program Chair, Texas Conference on Organizations  
 Member, Women's Faculty Network Steering Committee  
 Member, Faculty Club Board
- 1997      Member, *Doctoral Policy Committee*, Department of Management  
 Member, *Center for International Business Studies Advisory Council*  
 Steering Committee Member, *Institute for North American Business and Public Policy Studies*, Lowry Mays CGSB  
 Faculty Representative, *MSC Council*  
 Member, OPAS Annual Giving Committee  
 Member, Faculty Club Board
- 1996      Member, *Doctoral Policy Committee*, Department of Management  
 Vice-President & Steering Committee Member, *TAMU Women's Faculty Network*  
 Member, Center for International Business Studies Advisory Council  
 Steering Committee Member, *Institute for North American Business and Public Policy Studies*, CBA  
 Member, OPAS Annual Giving Committee  
 Member, Faculty Club Board

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- Facilitated exchange of faculty/students(MOA) - *EDHEC*, Nice, France
- 1995      Member, *Doctoral Policy Committee*, Department of Management  
Faculty Advisor, *Management Society*, CBA  
Member, *Center for International Business Studies Advisory Council*  
Steering Committee Member, *Institute for North American Business and Public Policy Studies*, CBA  
Vice-President/Steering Committee Member, *TAMU Women's Faculty Network*  
Facilitated exchange of faculty/students(MOA) - *IPADE*, Mexico City
- 1994      University Search Committee, Graduate Minority Coordinator  
Office of the Vice President for Research  
Interim Faculty Advisor, *Hispanic Graduate Students Association*  
Department of Management Task force on Visiting Scholars-in-Residence
- 1993      Task Force to evaluate effectiveness of the Memorial Students Center  
Electronic Information Resources Planning Committee