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EDUCATION

Doctor of Philosophy (PhD), Organizational Behavior
Case Western Reserve University, Cleveland, OH
Dissertation: *A conceptual framework and empirical test of leader attunement: Toward a theory of leader self-awareness,* Richard E. Boyatzis, PhD (Chair)

Master in Business of Administration (MBA)
Case Western Reserve University, Cleveland, OH
Concentrations: Organizational Behavior, Labor and Human Resource Policy

Bachelor of Arts (B.A.), Spanish
Brigham Young University, Provo, UT
Minor: Family Science

ACADEMIC POSITIONS

Babson College
Professor *of Organizational Behavior* (2022-present)
- *The Inaugural Arthur M. Blank Endowed Chair for Values-Based Leadership and Faculty Director of The Blank School at Babson College* (2020-present)

Associate Professor *of Organizational Behavior, with tenure* (2016-2022)
- *Peter M. Black Endowed Faculty Scholar* (2017-2020)

Assistant Professor *of Organizational Behavior* (2014-2016)

University of New Mexico, Anderson School of Management
Associate Professor *of Organizational Behavior, with tenure* (2014)
Assistant Professor *of Organizational Behavior* (2008-2014)
- *Anderson School of Management Advisory Professor* (2012-2014)
- *Daniels Fund Business Ethics Fellow* (2010-2014)
- *Anderson School of Management Foundation Fellow* (2009-2012)

Boston University, School of Management
Assistant Professor *of Organizational Behavior* (2006-2008)

PUBLICATIONS

A. REFEREED JOURNAL ARTICLES

Dhar, U., Boyatzis, R.E., Smith, M., Taylor, S.N., & Van Oosten, E.B. (2026). Creating an organizational culture of development to complement a culture of performance. *Organizational Dynamics,* 55(3). doi.org/10.1016/j.orgdyn.2026.101251.

Taylor, S.N., Corbett, A.C., Greenberg, D., Murphy, W.M., Rollag, K., & Shay, J. (2025). A conceptual model of entrepreneurial leadership: *How* entrepreneurial leaders enable entrepreneurial behavior. *International Entrepreneurship and Management Journal, 21.* doi.org/10.1007/s11365-025-01074-9.

Atwater, L.E., Sturm, R.E., Taylor, S.N. & Tringale, A. (2021). The era of #MeToo and what managers should do about it. *Business Horizons, 64*, 307-318. doi.org/10.1016/j.bushor.2020.12.006.

Braddy, P.W., Sturm, R.E., Atwater, L.E., Taylor, S.N., McKee, R.A. (2020). Gender bias still plagues the workplace: Looking at derailment risk and performance with self-other ratings. *Group & Organization Management, 45*(3), 315-350. doi.org/10.1177/1059601119867780.

Taylor, S.N., Passarelli, A., Van Oosten, E.B. (2019). Leadership coach effectiveness as fostering self-determined, sustained change. *The Leadership Quarterly, 30*(6). doi.org/10.1016/j.leaqua.2019.101313.

Featured on January 13, 2020 by the Institute on Coaching's *IOC Research Dose*: https://instituteofcoaching.org/resources/coaches-intentional-change-artists

Featured on December 29, 2019 by the Institute on Coaching's *IOC Research Dose*: https://instituteofcoaching.org/resources/name-ubiquitous-theory-coaching.

Van Oosten, E.B., McBride-Walker, M.S., & Taylor, S.N. (2019). Investing in what matters: The impact of emotional and social competency development and executive coaching on leader outcomes. *Consulting Psychology Journal: Practice and Research, 71*(4), 249-269. doi.org/10.1037/cpb0000141.

Atwater, L.E., Tringale, A., Sturm, R.E., Taylor, S.N., & Braddy, P.W. (2019). Looking ahead: How what we know about sexual harassment now informs us of the future. *Organizational Dynamics, 48*(4), 1-9. https://doi.org/10.1016/j.orgdyn.2018.08.008.

Noted by the journal on May 27, 2022 as one of the most cited articles published in the Journal since 2018.

Featured in in the Association to Advance Collegiate Schools of Business (AACSB) BIZ ED, Nov/Dec 2019.

This research was featured in the Sept./Oct. 2019 *Harvard Business Review* (see: The #MeToo Backlash: https://hbr.org/2019/09/the-metoo-backlash.

Taylor, S.N. (2016). Don't give up on the self too quickly. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*(4), 795-813. doi: 10.1017/iop.2016.87.

Taylor, S.N., Sturm, R.E., Atwater, L.E. & Braddy, P.W. (2016). Underestimating one's leadership impact: Are women leaders more susceptible? *Organizational Dynamics, 45*, 132-138. doi: 10.1016/j.orgdyn.2016.02.007.

Jack, A.I., Friedman, J.P., Boyatzis, R.E., & Taylor, S.N. (2016). Why do you believe in God? Relationships between religious belief, analytic thinking, mentalizing and moral concern *PLOS ONE, 11*(3), 1-21. doi: 10.1371/journal.pone.0149989.

Among the top 10% most cited *PLOS ONE* papers published in 2016 (reported by *PLOS ONE* on November 20, 2019).

In 2016, top 1% most downloaded articles of all *PLOS ONE* articles published.

Byrnes, R.T., & Taylor, S.N. (2015). Voluntary transition of the CEO: Owner CEOs' sense of self before, during and after transition. *Frontiers in Psychology, 6*, 1-16. doi:10.3389/fpsyg.2015.01633.

Boyatzis R.E., Rochford K., & Taylor, S.N. (2015). The role of the positive and negative emotional attractors in vision and shared vision: Toward effective leadership, relationships and engagement. *Frontiers in Psychology,* 6:670. doi: 10.3389/fpsyg.2015.00670.

Also appearing in Boyatzis R.E., Rochford K., & Taylor, S.N. (Eds.). (2015). *The impact of shared vision on leadership, engagement, citizenship and coaching*. Lausanne, Switzerland: Frontiers. ISBN: 978-2-88919-671-5.

Amdurer, E, Boyatzis, R.E., Saatcioglu, A., Smith, M.L., & Taylor, S.N. (2014). Long term impact of emotional, social and cognitive intelligence competencies and GMAT on career and life satisfaction and career success. *Frontiers in Psychology,* 5:1447. doi: 10.3389/fpsyg.2014.01447.

Mahon, E.G., Taylor, S.N., & Boyatzis, R.E. (2014). Antecedents of organizational engagement: Exploring vision, mood and perceived organizational support with emotional intelligence as a moderator. *Frontiers in Psychology,* 5:1322. doi: 10.3389/fpsyg.2014.01322.

Also appearing in Boyatzis R.E., Rochford K., & Taylor, S.N. (Eds.). (2015). The impact of shared vision on leadership, engagement, citizenship and coaching. Lausanne, Switzerland: Frontiers. ISBN: 978-2-88919-671-5.

Sturm, R.E., Taylor, S.N., Atwater, L.E. & Braddy, P.W. (2014). Leader self-awareness: An examination and implications for women leaders. *Journal of Organizational Behavior, 35*, 657-677.

Selected by the Women's Leadership Center of Kennesaw University as one of the articles representing *Women's Leadership Research Best of 2014*.

Powley, E.H., & Taylor, S.N. (2014). Pedagogical approaches to develop critical thinking and crisis leadership. *Journal of Management Education, 38*(4), 560-585.

Taylor, S.N. (2014). Student self-assessment and multisource feedback assessment: Exploring benefits, limitations, and remedies. *Journal of Management Education, 38*(3), 360-384.

Reiche, B.S., Cardona, P., Lee, Y-T., Canela, M.A., Nieto, M.G., Akinnukawe, E.,…Wilkinson, H. (2014). Why do managers engage in trustworthy behavior? A multi-level cross-cultural study in 18 countries. *Personnel Psychology, 67*, 61-98.

Taylor, S.N, Wang, M., & Zhan, Y. (2012). Going beyond self-other rating agreement: Comparing two components of self-awareness using multisource feedback assessment. *Journal of Leadership Studies 6*(2), 6-31.

Taylor, S.N., & Boyatzis, R.E. (2012). Looking at stress and learning: Peer coaching with compassion as a possible remedy. *Transformative Dialogues: Teaching and Learning Journal, 6*(1), pp. 1-14.

Aliaga, A.V, & Taylor, S.N. (2012). The influence of emotional and social competencies on the performance of Peruvian refinery staff. *Cross Cultural Management*, *19*(1), 19-29.

Taylor, S.N., & Bright, D.S. (2011). Exploring conditions for openness in multisource feedback assessment. *Journal of Applied Behavioral Science, 47*(4), 432-460.

Taylor, S.N, & Hood, J. (2011). It may not be what you think: Gender differences in predicting emotional and social competence. *Human Relations, 64*(5), 627-652.

Taylor, S.N. (2010). Redefining leader self-awareness by integrating the second component of self-awareness. *Journal of Leadership Studies, 3*(4), 57-68.

Taylor, S.N. (2006). Why the real self is fundamental to intentional change. *Journal of Management Development*, *25*, 643-656.

Boyatzis, R.E., Stubbs, E., & Taylor, S.N. (2002). Learning cognitive and emotional intelligence competencies. *Academy of Management Learning and Education, 1*(2), 150-162.

Selected in 2013 for a new collection of *Academy of Management Learning & Education* articles on the theme "How can business schools develop leaders?" Scott DeRue and Gianpiero Petriglieri curated the collection.

B. OTHER REFEREED ARTICLES AND CONFERENCE PROCEEDINGS

Powley, E.H., & Taylor, S.N. (2010). Leading healing in a broken unit: Case study no. 9, teacher edition. In K. Guttieri (Series Ed.), *Complex operations case studies series*. Fort Lesley J. McNair, Washington, DC: Center for Complex Operations, National Defense University.

Powley, E.H., & Taylor, S.N. (2010). Leading healing in a broken unit: Case study no. 9, student edition. In K. Guttieri (Series Ed.), *Complex operations case studies series*. Fort Lesley J. McNair, Washington, DC: Center for Complex Operations, National Defense University.

Taylor, S.N., & Bright, D.S. (2010). *Exploring Conditions for Openness in Multisource Feedback. Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643. **Best Paper Proceedings, ODC Division**.

Taylor, S.N. (2009, June). *The Queen of self-awareness: Teaching and developing two components of self-awareness in the classroom.* Proceedings of the 36th Annual Conference of the Organizational Behavior Teaching Society. Charleston, SC.

Taylor, S.N. (2008, June). *360-degree assessment in the classroom: Time for innovation.* Proceedings of the 35th Annual Conference of the Organizational Behavior Teaching Society. Wellesley, MA.

Taylor, S.N. (2003, October). *Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors*. Proceedings of the 11th Annual Institute of Behavioral and Applied Management Conference, L. Ross (Ed.). Tampa, FL. **Awarded Best Doctoral Student Paper.**

C. REFEREED EDITED BOOKS

Boyatzis R.E., Rochford K., & Taylor, S.N. (Eds.). (2015). The impact of shared vision on leadership, engagement, citizenship and coaching. Lausanne, Switzerland: Frontiers. ISBN: 978-2-88919-671-5.

D. PEER REVIEWD / EDITOR REVIEWED BOOK CHAPTERS

Passarelli, A.M & Taylor, S.N. (2025). Coaching for positive leader development: Dynamic balancing of paradoxical forces in intentional change. In Y. Lee & A. Raes (Eds.), *A research agenda for positive leadership and dynamic balancing* (pp. 79-96). Cheltenham, UK: Edward Elgar Publishing.

Hunt, J., Turner, L., Taylor, S.N., & Greenberg, D. (2024). Building sustainability leadership: Rethinking curriculum design and the role of the faculty. In L. Caporarello, P. Kumar, & A. Agrawal (Eds.), *Higher education for the sustainable development goals: Bridging the global north and south* (pp. 127–143). Bingley, UK: Emerald Publishing Limited.

Taylor, S.N. (2021). The importance of externally focused self-awareness to family entrepreneurship. In M.R. Allen & W.B. Gartner (Eds.), *Family entrepreneurship: Insights from leading experts on successful multi-generational entrepreneurial families* (pp. 113-122). Charm, Switzerland: Palgrave Macmillan.

Taylor, S.N. (2021). Rethinking entrepreneurial education: Considering the case of Babson College's Foundations of Management and Entrepreneurship course. In R. Melville (Ed.), *10th annual Deshpande symposium on innovation & entrepreneurship in higher education: Commemorative volume* (pp. 25-29). Deshpande Foundation. https://deshpandesymposium.org/wp-content/themes/deshpandesymposium/flipbooks/10-comm-volume/dsfipbookv6.htm).

Powley, E.H., & Taylor, S.N. (2014). Leading healing in a broken unit. In K. Guttieri, V. Franke, & M.A. Civic (Eds.), *Understanding complex operations: A case study approach* (pp. 115-131). New York, NY: Routledge Inc.

Boyatzis, R.E., Howard, A., Rapisarda, B. and Taylor, S. (2007). Coaching for Sustainable Change. In A. B. Shani, N. Adler, S.A. Mohrman, W.A. Pasmore, & B. Stymne (Eds.). *Handbook of collaborative management research* (pp. 231-241). Thousand Oaks, CA: Sage Publications.

Powley, E.H., & Taylor, S.N. (2006). Values and leadership in organizational crisis. In E. Hess & K. Cameron (Eds.), *Leading with values: Values, positivity, virtue, and high performance* (pp. 194-212). New York, NY: Cambridge University Press.

Boyatzis, R.E. & Taylor, S.N. (2002). Developing emotional intelligence in executive and graduate management education. In S. Chowdhury (Ed.), *Organizations in the 21st century: Someday all organizations will lead this way* (pp. 225-240). London: Financial Times-Prentice Hall.

E. PRACTITIONER PUBLICATIONS

Taylor, S. (2024, September 23). Most entrepreneurs lack this one quality that's essential for success — Do you? *Entrepreneur*. https://www.entrepreneur.com/leadership/most-entrepreneurs-lack-this-one-quality-thats-essential/479384.

Taylor, S. (2023, November 30). Great leaders must be great coaches. Here's how to become one. *Entrepreneur*. https://www.entrepreneur.com/leadership/great-leaders-must-be-great-coaches-heres-how-to/465738.

Batista, J.M, & Taylor, S. (2021, March 26). ¿Desde qué 'mindset' se vota? (From what mindset do you vote?). *El Periódico*. Retrieved from https://www.elperiodico.com/es/opinion/20210326/articulo-decisiones-politicas-mindset-esade-11616294.

Taylor, S., & Murphy, W. (2020, September 30). Emotional intelligence is the secret to leadership in times of crisis. *Entrepreneur*. https://www.entrepreneur.com/leadership/emotional-intelligence-is-the-secret-to-leadership-in-times/356685.

Taylor, S.N. (2018, November). How to become a resonant leader. *Babson Thought & Action*. (http://entrepreneurship.babson.edu/how-to-become-a-resonant-leader/).

Cross, R., Taylor, S., & Zehner, D. (2018). Collaboration without burnout. *Harvard Business Review, 96*(4), 134-137.

Selected by *Harvard Business Review* to be a part of *HBR Guide to Collaborative Teams*

Cross, R. & Taylor, S. (2018, January). How successful people manage collaborative overload. *Babson Insight*. (http://www.babson.edu/executive-education/thought-leadership/leadership-management/Pages/how-successful-people-manage-collaborative-overload.aspx).

Boyatzis, R.E., Howard, A., Rapisarda, B., Taylor, S. (2004). Target practice. *People Management, 10*(5), 26-32.

F. WORKING PAPERS

Taylor, S.N. Intentional Change Theory in a complex and uncertain world: A conversation with Richard E. Boyatzis.

Taylor, S.N. What do entrepreneurial leaders do? Unlocking collaborative human potential through entrepreneurial leadership

Terekhin, R., Taylor, S.N., & Van Oosten, E.B. Relational self-accountability in leader coaching: A positive approach to accountability for leader sustained change.

Dhar, U, Boyatzis, R.E., Taylor, S.N., Smith, M., Van Oosten, E.B. Validating a measure of coaching with compassion and coaching for compliance.

Taylor, S.N. Validating a relational measure of entrepreneurial leadership.

Terekhin, R. & Taylor, S.N. What entrepreneurial leaders really need: Leader development groups and the path to psychological sustainability

Taylor, S.N. Looking at coaching leaders in transition: Establishing an agenda for research. (Working paper).

Taylor, S.N. The role of positive affect in the association between coach self-awareness and coach effectiveness. (Working paper).

Taylor, S.N. The increasing demand for executive coaching: When self-concept's need for confirmation / disconfirmation goes unfulfilled (Working paper).

G. REFEREED SCHOLARLY PRESENTATIONS

Passarelli, A., Taylor, S.N., Liu, H., Feghali-Bostwick, C. (2026, August). *A process-oriented understanding of leadership coaching in academic entrepreneurship.* Paper presented at the Academy of Management Conference (Organizational Behavior, Careers, and Organizational Development and Change Divisions), Philadelphia, PA.

Terekhin, R., & Taylor, S.N. (2025). The power of peers: where business leaders really need advice and how peers can help. Paper presented at the Academy of Management Conference (Organizational Behavior Division), Copenhagen, Denmark.

Terekhin, R., Van Oosten, E., & Taylor S.N. (2024, August). *How collaborative accountability in workplace coaching impacts employee sustained change*. Paper presented at the Academy of Management Conference (Conference (Management Education & Development Division), Chicago, IL.

Van Oosten, E.B. & Taylor, S.N. (2023, August). *Creating a culture of employee development.* Symposium organized for the Academy of Management Conference (Management Education & Development and Human Resources Divisions), Boston, MA. **Winner of the MED Best Symposium in Management Education and Development Award.**

Hunt, J., Turner, L., Taylor, S., & Greenberg, D. (2023, August). *A pedagogy that links students' and professors' development of self-awareness.* Paper presentenced at the Academy of Management Conference (Management Education and Development and Society Issues in Management Divisions), Boston MA.

Taylor, S.N., Greenberg, D., Corbett, A.C., Rollag, K., Shay, J., & Murphy, W.M. (2022, August). *An Integrated conceptual model of entrepreneurial leadership: New frontiers for research.* Paper presented at the Academy of Management Conference (Entrepreneurship Division), Seattle, WA.

Taylor, S.N. (2022, June). *Babson's signature undergraduate entrepreneurial thought and action course: Foundations of Management and Entrepreneurship*. In R. Melville (Chair), *Advances in entrepreneurship: A decade of changes.* Symposium conducted at the 11th Annual Deshpande Symposium for Innovation & Entrepreneurship in Higher Education, Cleveland, OH.

Taylor, S.N. (2019, August). *Group coaching.* Advancing frontiers in coaching research. Panel symposium at the Academy of Management Conference (Organization Development and Change Division), Boston, MA.

Taylor, S.N. (2019, August). *Coaching to behavior change and the real self.* Desired outcomes in Coaching. Paper presented at the Academy of Management Conference (Showcase symposium for the

Management Education and Development Division; also accepted by the Organization Development and Change Division), Boston, MA. **Winner of the MED Best Symposium in Management Education and Development Award.**

Taylor, S.N. (2019, August). *Coaching senior leaders in transition*. Coaching across the career: Recognizing the importance of context in coaching. Paper presented at the Academy of Management Conference symposium (Gender and Diversity Division), Boston, MA.

Taylor, S.N., Passarelli, A., Van Oosten, E.B. (2019, April). *Leadership coach effectiveness as fostering self-determined, sustained change.* Poster presented at the 34th Annual Society for Industrial and Organizational Psychology Conference, Washington, DC.

Braddy, P.W., Sturm, R.E., & Atwater, L.E., Taylor, S.N., & McKee, R.A. (2018, April). *Leader performance and derailment: Exploring gender effects in self-other ratings*. Poster presented at the 33rd Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Taylor, S.N., Braddy, P.W., Sturm, R.E., & Atwater, L.E. (2017, April). *Women leaders' meta-accuracy: Examining referent group, self-promotion, and sexism*. Poster Presented at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Bracken, D.W., Braddy, P.W., Kabins, A.H., Rose, D.S., Scott, J.C., & Taylor, S.N. (2017, April). In D.W. Bracken (Chair), *Evolution or devolution of 360° feedback: Let's debate it!* Symposium conducted at the 32nd Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Taylor, S.N., Van Oosten, E.B., & Passarelli, A.M. (2016, October). *Expanding how we define coaching effectiveness*. Paper presented at the 2016 Columbia University Coaching Conference, New York, NY.

Taylor, S.N. (2016, August). *Positive affect: Examining the association between coach self-awareness and coach effectiveness.* Paper presented at the Academy of Management Conference (Organizational Behavior, Management Development and Careers Divisions), Anaheim, CA. **Winner of the MED Best Symposium in Management Education and Development Award.**

Byrnes, R.T., & Taylor, S.N. (2015, August). *Voluntary transition at the top: Former CEOs' sense of self before, during and after transition.* Paper presented at the Academy of Management Conference (Careers Division), Vancouver, Canada. **Finalist for the Careers Division Michael Driver Best Applied Paper.**

Taylor, S.N., Gentry. W.A, Hulett, A.L., & Cullen, K. (2013, August). *Impact of leader competency type with leader promotability: Extending self-other agreement research.* Paper presented at the Academy of Management Conference (OB Division), Buena Vista, FL.

Strum, R.E., Taylor, S.N., Atwater, L.E., & Braddy, P.W. (2013, August). *Predicted-other ratings: An examination and implications for women leaders*. Paper presented at the Academy of Management Conference (GDO Division), Buena Vista, FL.

Amdurer, E., Boyatzis, R.E., Saatcioglu, A., Smith, M., & Taylor, S.N. (2013, August). *Longitudinal impact of EI, SI and CI competencies on career and life satisfaction and career success.* Paper presented at the Academy of Management Conference (Careers Division), Buena Vista, FL.

Sturm, R.E., Taylor, S.N., Atwater, L.E. (2012, April). *Predicting supervisor ratings: The effects of gender, age, and personality*. Poster presented at the 27th Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Taylor, S.N., & Bright, D.S. (2010, August). *Exploring conditions for openness in multisource feedback assessment*. Paper presented at the Academy of Management Conference (ODC Division), Montreal, Canada. (Best Paper Proceedings).

Miche, S., & Taylor, S.N. (2010, August). *An integrated theory and multi-level perspective of leadership for sustainable development*. Paper presented at the Academy of Management Conference (ONE Division), Montreal, Canada.

Taylor, S.N. (2010, August*). A map of managerial competencies: A 15-country study*. (with Maria Jose Bosch, Pablo Cardona, Maria Aguirre Nieto, Jon P. Briscoe, Cesar Bullara, Maria Victoria Caparas et al.). Paper presented at the Academy of Management Conference (OB Division), Montreal, Canada

Taylor, S.N. (2009, August). *It may not be what you think: Gender differences in predicting emotional and social competence*. Paper presented at the Academy of Management Conference (OB Division), Chicago, IL.

Taylor, S.N. (2009, August*). A reciprocal model of trust in manager-subordinate relationships: An eighteen-country study*. (with Pablo Cardona, Sabastian Reich, Yih-teen Lee, Miguel Canela, Marisa Aguirre Nieta, Esther Akinnukawe et al.). Academy of Management Conference (OB Division). Chicago, IL.

Taylor, S.N. (2009, June). *The Queen of self-awareness: Teaching and developing two components of self-awareness in the classroom.* Paper presented at the 36th Annual Conference of the Organizational Behavior Teaching Society, Charleston, SC.

Taylor, S.N. (2008, August). *Prediction-other agreement as a predictor of manager effectiveness: Adding to 360-degree assessment*. Paper presented at the Academy of Management Conference (OB Division), Anaheim, CA.

Taylor, S.N. (2008, August*). Exploring a conceptual framework for leader comprehension of influence*. Paper presented at the Academy of Management Conference (MED Division), Anaheim, CA.

Taylor, S.N. (2008, August). *The emics of trust building in manager-subordinate relationships: An anglo-saxon perspective* (with Pablo Cardona, Sabastian Reich, Yih-teen Lee, Miguel Canela, Marisa Aguirre Nieta, Esther Akinnukawe et al.). Paper presented at the Academy of Management Conference (OB/OMT Divisions), Anaheim, CA. **Finalist for the Best International Symposium Award.**

Taylor, S.N. (2008, June). *360-degree assessment in the classroom: Time for innovation.* 35th Annual Paper presented at the Organizational Behavior Teaching Conference, Wellesley, MA.

Taylor, S.N. (2008, April). *The measurement of self-awareness in organizations using multisource feedback assessment*. Poster presented at the 23rd Society for Industrial and Organizational Psychology Conference, San Francisco, CA.

Powley, E.H., Taylor, S.N., & Crosby, R. (2008, March). *Leadership competencies in extreme situations*. Paper presented at the Western Academy of Management Conference, Oakland, CA.

Taylor, S.N. (2007, August). *Leader attunement: A critical component of leader self-awareness.* Paper presented at the Academy of Management Conference (OB Division), Philadelphia, PA.

Taylor, S.N. (2006, August). *A conceptual framework and empirical test of leader attunement: Toward a theory of leader self-awareness*. Paper presented at the Academy of Management Conference (OB Division), Atlanta, GA.

Taylor, S.N. (2005, August). *Time for accountability: Looking at the treatment of multisource feedback assessment.* Paper presented at the Academy of Management Conference (HR Division), Honolulu, HI.

Taylor, S.N. (2003, October). *Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors.* Paper presented at the meeting of the 11th Annual Institute of Behavioral and Applied Management Conference, Tampa, FL.

H. OTHER SCHOLARLY PRESENTATIONS

Taylor, S.N. (2025, May). Unlocking the future: A bold new model for entrepreneurial leadership. New England Management Mini-Conference Series. Bentley University. Waltham, MA

Taylor, Taylor, S.N. (2024, November). *Redefining entrepreneurial leadership.* Consortium for Research on Emotional Intelligence, Boston, MA.

Passarelli, A.M., Taylor, S.N. (2024, October). *Coaching for positive leader development: Dynamic balancing of paradoxical forces in intentional change*. Paper presented to the Weatherhead Executive Coach Community of Practice. Virtual presentation.

Passarelli, A.M & Taylor, S.N. (2023, November). *Coaching for positive leader development: Dynamic balancing of paradoxical forces in intentional change.* Paper presented at the Day of Discovery, Coaching Research Lab meeting. Case Western Reserve University. Cleveland, OH.

Taylor, S.N. (2021 November). *An integrated conceptual model of entrepreneurial leadership: Advancing new frontiers for research and practice*. Paper presented at the Advancing Frontiers in Entrepreneurial Leadership Research symposium, Babson Park, MA.

Taylor, S.N., Passarelli, A., Van Oosten, E.B. (2020, May). *Motivational dynamics in coaching relationships.* Coaching Research Lab member webinar meeting. Case Western Reserve University. Cleveland, OH.

Taylor, S.N. (2020, March). *Leadership coach effectiveness as fostering self- determined, sustained change.* Babson Faculty Research Fund Research Chat, Babson College. Babson Park, MA.

Taylor, S.N. (2019, June). *Competencies of outstanding project managers*. Project Management in Practice Conference. Boston University, Boston, MA.

Taylor, S.N. (2017, May). *Revisiting the meaning of self-awareness: Considering its second component*. Consortium for Advancing Adult Learning and Development, McKinsey Consulting, Inc. Boston, MA.

Taylor, S.N. (2017, March). *Don't give up on the self too quickly in 360-feedback assessment.* Babson Faculty Research Fund Research Chat, Babson College. Babson Park, MA.

Taylor, S.N. (2016, August). *The meaning of leadership.* Academy of Management Conference (Organizational Development and Change Division). Professional Development Workshop presentation for A New Wave of OD Innovation? Exploring the Fertile Soil at the Nexus of Dialogic OD and Positive Social Science (D. Bright, M. Rao, & L. Godwin, organizers). Anaheim, CA.

Jack, A.I., Boyatzis, R.E., Taylor, S.N., & Friedman, J.P. (2015, April). Why do you believe in God? Opposing relationship of empathy and analytical thinking. Spirituality and Creativity in Management World Congress, ESADE. Barcelona, Spain.

Taylor, S.N. (2013, April). *The science behind positive leadership development.* Organizational Effectiveness Lecture Series, Wright State University. Dayton, OH.

Batista, J.M., Boyatzis, R.E., Garli, F., Serlavos, R., & Taylor, S.N. (2012, August). *What are our students learning? Outcome assessment: Learning, development, and accreditation.* Academy of Management Conference (MED Division). Boston, MA.

Taylor, S.N. (2009, August). *Becoming a scholar-practitioner: Exploring career strategies for integrating research and practice.* Invited panel member for professional development workshop (PDW, organized by Dawn Chandler, Yan Shen, and Amy Gannon). Academy of Management Conference (Careers Divison). Chicago, IL.

Taylor, S.N. (2009, May). *How important is it to see yourself as others see you? Going beyond self-other rating agreement.* Department Symposium conducted by the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

Taylor, S.N. (2008, May*). Considering leader self-awareness: A critical component of emotional and social competence. A conceptual framework and empirical test of leader comprehension of influence (LCI): Extending our understanding of leader self-awareness*. University of the Pacific, Stockton, CA.

Taylor, S.N. (2008, February*). A conceptual framework and empirical test of leader comprehension of influence (LCI): Extending our understanding of leader self-awareness*. University of New Mexico, Anderson School of Management, Albuquerque, NM.

Taylor, S.N. (2007, May).*Toward a Theory of Leader Self-awareness: Exploring a Conceptual Framework.* Department Symposium conducted at the annual research meeting of the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

Taylor, S.N. (2006, November). *Toward a theory of leader self-awareness: An empirical test of leader attunement*. Presentation given to the Humans and Automation Lab; Massachusetts Institute of Technology, Boston, MA.

Taylor, S.N. (2003, May). *Beyond tacit acceptance: Using theory to assess the current treatment of multisource feedback*. Department Symposium conducted at the annual research meeting of the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

I. INVITED PROFESSIONAL PRESENTATIONS

Taylor, S.N. (2024, November). *The importance of values in values-based leadership.* Global Consortium of Entrepreneurship Centers annual conference. Wellesley, MA.

Taylor, S.N. (2024, May). *What really matters?* Babson College Last Lecture. Wellesley, MA.

Taylor, S.N. (2020, May). *Rethinking Leadership in Entrepreneurial Families*. Webinar for the Institute for Family Entrepreneurship, Babson College. Wellesley, MA.

Taylor, S.N. (2020, April). *Rethinking effective leadership.* Webinar for Eze Castle Integration. Franklin, MA.

Taylor, S.N. (2020, April). *Rethinking effective leadership during COVID-19*. Webinar for *Taste of Babson*. Franklin, MA.

Taylor, S.N. (2018, September). Rethinking w*hat we think about leadership: Self and social awareness really matter*. Back to Babson, Babson College Alumni Weekend. Babson College, Wellesley, MA.

Taylor, S.N. (2017, May). *Rethinking effective leadership in a VUCA environment*. Taste of Babson with Pfizer. Andover, MA.

Taylor, S.N. (2016, November). *What kind of leader do you want to be?* Babson Student Activities and Leadership Seminar Series. Babson College, Wellesley, MA.

Taylor, S.N. (2016, September). *Coaching with self-awareness and an outward mindset.* Coaching Research Lab member meeting. Case Western Reserve University. Cleveland, OH.

Taylor, S.N. (2016, April). *What every manager should understand about stress.* Babson MBA General Management Club meeting. Babson College, Wellesley, MA.

Taylor, S.N. (2015, October). *Emotional intelligence: What really matters.* Family and Friends Weekend. Babson College, Wellesley, MA.

Taylor, S.N. (2015, March). *Resonant leadership.* MCAA national convention. Orlando, FL.

Taylor, S.N. (2014, April, Keynote). *Rethinking management education: What really matters*? ASC Student Assembly Group, Anderson School of Management, University of New Mexico. Albuquerque, NM.

Taylor, S.N. (2014, April). *Leadership: New Insights on What Really Matters*. American Society for Training & Development. Albuquerque, NM.

Taylor, S.N. (2014, March). *Leadership through emotional and social competence*. Kirtland Federal Credit Union. Albuquerque, NM.

Taylor, S.N. (2013, April). *The four cardinal competencies of emotional and social competence.* Fifth Third Bank Coaching Forum conference call presentation. Cincinnati, OH.

Taylor, S.N. (2013, April). *Leadership through emotional and social competence*. New Mexico Legal Assistants Conference. Albuquerque, NM.

Taylor, S.N. (2013, February). *Leading with emotional and social competence*. Brown Bag Lunch Session with the Health Science Center's staff mentorship program at the University of New Mexico. Albuquerque, NM.

Taylor, S.N. (2012, November). *Leadership through resonance*. Perfect Wedding Guide Business Networking Luncheon. Albuquerque, NM.

Taylor, S.N. (2012, October). *Leadership through emotional and social* intelligence. Anderson School of Management Homecoming Alumni Series, University of New Mexico. Albuquerque, NM.

Taylor, S.N. (2012, September). *The importance of caring: Renewing an old concept as a new direction for leadership.* Fifth Third Bank Coaching Forum conference call presentation. Cincinnati, OH.

Taylor, S.N. (2012, July). *Compassionate mentoring and coaching: Drawing upon social and emotional competence.* College of Nursing, University of New Mexico's Health Science Center. Albuquerque, NM.

Taylor, S.N. (2012, January). *Teaching teamwork and elements of high performing teams*. Rinchem Inc. Leadership Meeting. Albuquerque, NM.

Taylor, S.N. (2011, December). *Rethinking what we think about self-awareness in Fifth Third Bank.* Fifth Third Bank Coaching Forum conference call presentation. Cincinnati, OH.

Taylor, S.N. (2011, November). *Emotional and social intelligence and leadership.* Brown Bag Lunch Session with the Health Science Center's staff mentorship program at the University of New Mexico. Albuquerque, NM.

Taylor, S.N. (2011, October). *The importance of caring in mentoring relationships: Defining and exploring an old concept as a new construct.* Plenary session address at the Mentoring Conference of the University of New Mexico's Mentoring Institute. Albuquerque, NM.

Taylor, S.N. (2011, May). *Rethinking what we think about leadership.* Johns Hopkins University School of Medicine (Radiology). Baltimore, MD.

Taylor, S.N. (2011, March). *The business impact of empathy in Fifth-Third Bank.* Coaching Forum conference call presentation. Cincinnati, OH.

Taylor, S.N. (2010, November). *Leadership: What really matters?* Brown Bag Lunch Session with the Health Science Center's staff mentorship program at the University of New Mexico. Albuquerque, NM.

Taylor, S.N. (2010, October). *Coaching and mentoring with compassion: Helping others develop social and emotional competence.* Plenary session address at the Mentoring Conference of the University of New Mexico's Mentoring Institute. Albuquerque, NM.

Taylor, S.N. (2010, March*). Best practices in developing emotional and social intelligence.* Symposium on Social and Emotional Competence in Higher Education. University of the Pacific, Stockton, CA.

Taylor, S.N. (2009, Oct.*). Women and leadership: Ensuring stronger impact and influence.* Moss-Adams' *Forum_W*, local meeting. Albuquerque, NM.

Taylor, S.N. (2009, Sept.). *Developing and maintaining effective leadership*. Presentation given to the Native American Finance Officers Association's (NAFOA) 27th Annual Finance Conference. Santa Ana Pueblo, NM.

Taylor, S.N. (2009, April). *The hard truths that come with high rewards*. Invited *Last Lecture Series* presentation given to the University of New Mexico Chapter of *Delta Sigma Pi*, Anderson School alumni, and invited Albuquerque community invited guests. Albuquerque, NM.

Taylor, S.N. (2009, April). *Exploring effective leadership*. Presentation given to the University of New Mexico chapter of *Delta Sigma Pi*. Albuquerque, NM.

Taylor, S.N. (2008, Sept.). *Reconsidering our understanding of effective leadership*. Presentation given to the New Mexico Chapter of the Brigham Young University Alumni Association. Albuquerque, NM.

Taylor, S.N. (2008, January). *Considering leader self-awareness as a critical competency for cross-cultural leadership*. International Conference on Cross Cultural Leadership, University of Navarra, IESE Business School, Barcelona, Spain. (Invited keynote address)

Taylor, S.N. (2005, May). *Leadership without emotional intelligence is like passing a baton with your elbow: An introduction to emotional intelligence and intentional change theory*. Presentation given to Travelocity.com managers, Southlake, TX.

Taylor, S.N. (2005, May). *Leadership without emotional intelligence is like passing a baton with your elbow: An introduction to emotional intelligence and intentional change theory*. Presentation given to the Weatherhead School of Management Executive MBA, MBA, Executive Doctorate in Management and Master of Science in Organizational Development Alumni, Cleveland, OH.

Taylor, S.N. (2004, July). *Reassessing what we mean by leadership: An introduction to emotional intelligence*. Presentation given to the senior leadership of the Executive Leadership Institute, Cleveland, OH.

Taylor, S.N. (2004, May). *Leadership assessment and development new facilitator training (LEAD): Coaching MBA students*. Presentation given at the annual LEAD new facilitators training in the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

Taylor, S.N. (2003, May). *Leadership assessment and development new facilitator training (LEAD): Emotional intelligence competency development for MBA students*. Presentation given at the annual LEAD new facilitators training in the Department of Organizational Behavior, Weatherhead school of Management, Case Western Reserve University, Cleveland, OH.

EXPERIENCE

A. TEACHING

Babson College

2022-Present, Overall Average Degree Program Instructor Rating: 4.76 (11 Sections; 1-5 scale where 5 is high)

2014-2022, Overall Average Degree Program Instructor Rating: 1.34 (25 Sections; 1-5 scale where 1 is high)

Creating Entrepreneurial Leaders (Required, MSEL, MOB 6110)
Foundations of Management and Entrepreneurship (Required, undergraduate, FME 1000, 1001)
Managing Talent Yours and Others (MBA required, MOB 7201)
Leadership (Elective, upper division undergraduate, MOB 3512)
Leadership (MBA elective, MOB 7570)

2014- Present, Overall Average Executive Education Instructor Rating: 4.80 (1-5 scale where 5 is high)

University of New Mexico: Anderson School of Management

2008-2014, Overall Average Instructor Rating: 4.95 (24 sections; 1-5 scale where 5 is high)

Leadership Development (Elective, upper division undergraduate, MGMT 362)
Organizational Behavior and Diversity (MBA required, MGMT 506)
Creative Leadership and Innovating Organizations (MBA elective, MGMT 568)

Boston University: School of Management

2006-2008, Overall Average Instructor Rating: 4.94 (5 Sections; 1-5 scale where 5 is high)

Leadership (Full-time MBA elective, OB 848)
Leadership Challenge (Elective, upper division undergraduate, ORBH 460)

Case Western Reserve University: Weatherhead School of Management

2016- Present, Overall Average Executive Education Instructor Rating: 4.87 (1-5 scale where 5 is high)

2003-2005, Overall Average Instructor Rating: 4.87 (3 Sections; 1-5 scale where 5 is high)

Leadership Assessment and Development (MBA required, MGMT 403/410)

B. PROFESSIONAL EMPLOYMENT SUMMARY

April 2002—Aug 2006 **Lecturer and Executive Coach, Weatherhead Executive Education**
Weatherhead School of Management – Dively Center for Executive Education
Cleveland, OH

Nov 1998—Aug 2000 **Manager, Organization Effectiveness** (Human Resources)
Sabre Inc. /AMR
Ft. Worth, TX

May 1996—Nov 1998 **Manager, Business Transformation Management** (Management

Consulting)
Ernst & Young, LLP.
Cleveland, OH; Irving, TX

April 1991—July 1995 **Supervisor, Spanish Language Training Area**
Brigham Young University
Provo, UT

C. AWARDS AND RECOGNITIONS

Best Symposium Award in Management Education and Development Division, 2023. Academy of Management Conference (Boston, MA). Sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

Arthur M. Blank Endowed Chair for Values-Based Leadership (2020-present)

Peter M. Black Endowed Faculty Scholar (Babson Research Scholar Award), 2017-2020.

Best Symposium Award in Management Education and Development Division, 2019. Academy of Management Conference (Boston, MA). Sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

Babson College Faculty Scholarship Award for significant contributions and achievements in scholarly research, 2017

Invited to be a member of The Consortium for Learning Innovation, convened by McKinsey & Company, 2017-present

Babson College Deans' Award for Teaching Excellence in Executive Education, 2016

Best Symposium Award in Management Education and Development Division, 2016 Academy of Management Conference (Anaheim, CA). Sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

Invited Judge, 2016 Michael Driver Best Applied Paper Award, Careers Division, Academy of Management Conference, 2016, Anaheim, CA.

Babson Executive Education, 2015: "Breakthrough Performance Award" for teaching excellence.

Research recognition, 2014: The following article was selected by the Women's Leadership Center of Kennesaw University as one of the articles representing *Women's Leadership Research Best of 2014*: Sturm, R.E., Taylor, S.N., Atwater, L.E. & Braddy, P.W. (2014). Leader self-awareness: An examination and implications for women leaders. *Journal of Organizational Behavior, 35*, 657-677.

Research recognition, 2013: The following article was selected in 2013 for a new collection of *Academy of Management Learning & Education* articles on the theme "How can business schools develop leaders?" Scott DeRue and Gianpiero Petriglieri curated the collection: Boyatzis, R.E., Stubbs, E., & Taylor, S.N. (2002). Learning cognitive and emotional intelligence competencies. *Academy of Management Learning and Education, 1*(2), 150-162.

Core Member, Consortium for Research on Emotional Intelligence in Organizations, selected 2012. "Core members are eminent scholars who have substantial publication records in the area of emotional intelligence or related fields."

Anderson School of Management Advisory Professorship, $8,300/year (3 years, 2012-2015)

Daniels Fund Business Ethics Fellow, 2010, 2011, 2012, 2013.

Board Member (3 year appointment, 2009-2012): Advisory Board Member for the *Center for Social and Emotional Competence*, University of the Pacific.

Nominated for the University of New Mexico New Faculty Teaching Award: 2010, 2011.

Sigma Chi Teacher Appreciation Award, 2011.

American Indian Student Services STARS Award, 2011.

Outstanding Reviewer Award from the Organizational Behavior Division, Academy of Management, 2010.

Best Paper Proceedings, ODC Division for Taylor, S.N., & Bright, D.S. (2010). *Exploring Conditions for Openness in Multisource Feedback. Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Anderson School of Management Foundation Fellow, $2900/year (3 years, 2009-2012)

Finalist, Best International Symposium Award for *The Emics of Trust Building in Manager-Subordinate Relationships: An Anglo-Saxon Perspective.* Academy of Management Conference (OB Division), 2008. Anaheim, CA.

Boston University Class Gift. Honored by graduating students as part of the Class Gift Program. Students who donate to the class gift have the opportunity to present their donation in honor of a faculty or staff member who has positively influenced their business education experience.

- **2008:** Six -time honoree (3 MBA, 3 Undergraduate)
- **2007:** Three-time honoree (2 MBA, 1 Undergraduate)

Case Western Reserve University Endowed Mentorship Program Award. 2005 Financial Award ($500) for presentation at the Academy of Management Conference; Honolulu, Hawaii.

Organizational Behavior Division PhD Consortium. Academy of Management Conference, 2004. New Orleans. Distinctive faculty nomination awarded each year to one PhD candidate in the Department of Organizational Behavior at Case Western Reserve University.

Best Doctoral Student Paper Award, 2003 (for "Exploring employee voice in organizations: What classical social theorists inform about potential inhibiting factors"), The Institute for Behavioral and Applied Management Conference, 11th Annual Conference. Tampa, Florida.

D. ACADEMIC SERVICE

- **Editorial Board Member:**

    - *The Leadership Quarterly* (2015-2022)
    - *The Journal of Leadership and Organizational Studies* (2012-2020)
- **Associate Editor:** *Frontiers in Psychology – Organizational Psychology* section (2015-2019)
- **Invited Special Edition Co-Editor (2014-2015):** The Impact Shared Vision on Leadership, Engagement, and Organizational Citizenship for *Frontiers in Psychology* (Personality and Social Psychology section).
- **Ongoing Ad Hoc Peer Reviewer** (2007-present)**:**
    - *Human Resource Management Review*
    - *Human Relations*
    - *Journal of Applied Behavioral Science*
    - *Journal of Business and Psychology*
    - *Journal of Leadership Studies*
    - *The Leadership Quarterly*
- **Ad Hoc Reviewer**, Society of Industrial and Organizational Psychology Conference (SIOP), 2016.
- **Ad Hoc Reviewer**, Academy of Management Conference, OB Division, 2013.
- **Ad Hoc Reviewer**, Academy of Management Conference, OB and MED Divisions, 2011.
- **Ad Hoc Reviewer**, Academy of Management Conference, OB Division, 2010.
- **Invited Reviewer**, Special issue in *Cross Cultural Management: An International Journal* on Emotional Intelligence, 2009.
- **Ad Hoc Reviewer**, Society of Industrial and Organizational Psychology (SIOP) Conference, 2009.
- **Ad Hoc Reviewer**, Organizational Behavior Teaching Conference (OBTC), 2009.
- Anderson School of Management Budget Review Subcommittee, 2009.
- **Invited Reviewer,** Special issue of *Journal of Management Development* on Managerial Competency Development in Europe, 2008.
- **Ad Hoc Reviewer**, Academy of Management Conference, OB, MED Divisions, 2008.
- **Ad Hoc Reviewer**, Organizational Behavior Teaching Conference (OBTC), 2008.
- **Boston University Link Day**, 2008.
- **Invited Reviewer,** Sage *Handbook of Managerial Learning, Education, and Development* edited by Steve Armstrong and Cynthia Fukami, 2007.
- **Invited Reviewer,** *Mastering Self-Leadership: Empowering yourself for personal excellence* by Christopher P. Neck & Charles C. Manz (Pearson Prentice Hall), 2007.
- **Invited Reviewer,** Special issue of *Journal of Management Development* on Managerial Competency Development, 2007.
- **Ad Hoc Reviewer**, Academy of Management Conference, OB Division, 2007.
- **Ad Hoc Reviewer**, Society of Industrial and Organizational Psychology Conference (SIOP), 2007.
- **Ad Hoc Reviewer,** Academy of Management Conference, OMT Division, 2004.
- **Ad Hoc Reviewer, symposium discussant, and symposium chair**: Institute of Behavioral and Applied Management Annual Meeting, 2003.

E. UNIVERSITY SERVICE – COLLEGE, DIVISON/DEPARTMENTAL, AND GROUP

- **Faculty Director, Arthur M. Blank School of Entrepreneurial Leadership,** 2020-present.

- **Honors Council Member,** Babson College, 2015-2018; 2023-2024
- **Member, North Star Council,** 2023
- **Member,** Collaborative on Academic Careers in Higher Education (COACHE) faculty survey committee, 2018-present.
- **Member,** Babson Executive Education Advisory Committee, Babson College, 2018-present.
- **Co-Faculty Director FME Course** (Babson's signature undergraduate course: Foundations of Management & Entrepreneurship), Babson College, 2018-2021.
- **Advisory Board Member,** Babson College, *Institute for Family Entrepreneurship*, 2015-present.
- **Sabbatical Host,** Joan M. Batista Foguet, professor and director of the Leadership Development Research Centre, ESADE University.
- **Faculty Mentor**, Babson College Leadership Club, 2016-2018.
- **Course Faculty Director,** Babson College**:** Managing Talent: Yours and Others (Full-time MBA Required Course), 2015-2018.
- **Member,** Anderson School of Management (University of New Mexico) Graduate Curriculum Committee, 2013-2014.
- **Member**, Anderson School of Management Policy and Planning Committee, 2012-2013.
- **Anderson School of Management Internship Concentration Advisor – Organizational Leadership**, 2011-2014.
- **Member**, Anderson School of Management (University of New Mexico) Information Technology Committee, 2010-2012.
- **Member**, Anderson School of Management (University of New Mexico) Financial Budget Review Subcommittee. 2009, 2013.
- **Member**, Department of Organizational Studies (University of New Mexico) Teaching Evaluation Criteria Committee, 2009.
- **Department of Organizational Behavior DBA Admissions Committee**. 2007-2008 (Boston University).
- **Ph.D. Admissions Committee Member**, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, 2001, 2003.
- **Ph.D. Admissions Committee Interviewer**, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, 2001-2003.

F. COLLEGE/UNIVERSITY SERVICE – FACULTY ADVISING

- **Honor Thesis Advisor,** Jennifer Lo (2017-2018), *Humanizing the Social Robot for the Home: An Investigation on Artificial Intelligence and Human Empathy.*
- **PhD Dissertation Committee Member**, Melissa Beach (The University of New Mexico, Organization, Information, and Learning Sciences). 2013-2014.
- **PhD Dissertation Committee Member**, Mary Cooley (The University of New Mexico, Organization, Information, and Learning Sciences). Defended May 2014.
- **Doctorate of Organizational Behavior Committee Member (External Reviewer),** Ellen Van Oosten (Case Western University, Cleveland, OH). Defended April 2013.
- **Doctorate of Management Dissertation Committee Member (External Reviewer),** Nicholas Spezza (Case Western University, Cleveland, OH), 2011-2013.
- **PhD Dissertation Committee Member (External Reviewer),** Denise Alison Jackson (The University of Western Australia; Dissertation Title: *Profiling industry-required non-technical competencies in university business graduates*). Completed 2011.
- **PhD Dissertation Committee Member (External Reviewer),** Randy J. Byrnes (doctoral student of Human & Organizational Systems at the Fielding Graduate University;

Dissertation Title: *The Inevitable exit: A narrative identity study of CEO/Owners' departing their company*). Completed 2010.

- **Dissertation Committee Member,** Lynne Richer (doctoral student at Boston University's School of Education in the Human Resource Education program), 2007-2008.

G. PROFESSIONAL AFFILIATIONS / CERTIFICATIONS

Member, Consortium for Learning Innovation, convened by McKinsey & Company, 2017-present.
Member, Academy of Management, 2002-Present.
Divisions: Organizational Behavior and Management Education & Development.
Member, American Psychological Association, 2004-Present.
Member, Management & Organizational Behavior Teaching Society, 2008-presnt.
Member, Society for Industrial and Organizational Psychology, 2004-present.
Member, Consortium for Research on Emotional Intelligence in Organizations, 2006-2012; Core member 2012-present.
Certified Executive Coach, HayGroup: *Emotional and Social Competence Inventory* (*ESCI*), 2002-Present.