

Susana Velez-Castrillon
Associate Professor of Management
Richards College of Business – University of West Georgia
Roy Richards Sr. Hall - Room 252
svelez@westga.edu Phone: 678-839-4847

EDUCATION

- Ph.D. C.T. Bauer School of Business - University of Houston November 2012
Major: Strategic Management
Minor: Research Method and Statistics
Dissertation: The Strategic Fit between Board of Directors Characteristics and the External Environment, and its Effect on Firm Reputation
- M.Phil. BioScience Enterprise - University of Cambridge, UK November 2004
(Distinction) *Thesis:* The Impact of Ethical Investment on the Future of Life Science Businesses in the UK
- B.Sc. (Hons) Biology - Pontifical Javeriana University, Colombia November 2000

RESEARCH

Peer-reviewed Book Chapter

Vera, D., Tabesh, P., Velez-Castrillon, S., Werner, S., & Kachra, A. (2023). Improvisational decision making: Context, antecedents, and outcomes. In M. Pina e Cunha, D. Vera, A. C. M. Abrantes, & A. Miner (Eds.), *The Routledge Companion to Improvisation in Organizations* (No. 1). (pp. 144-163) Routledge.

Peer-reviewed Articles

- Green, K.M., Velez-Castrillon, S., Upson, J., Mallari, A.E., Dean, J.A., Dempsey, C. (2019). An Analysis of the Higher Education System in France and Recommendations to India. *International Journal of Innovative Science and Research Technology*, Special Issue - (MMK: ACE): 180-210
- Morris, J., Bradshaw, K., Baldizon, H., Velez-Castrillon, S. (2019). Our Personal Landfill: Driving Sustainable Waste Management in the Modern University. *Business Education Innovation Journal*, 11(2): 212-218

- Velez-Castrillon, S., White, S., Brown, E. (2018). Human Resources Development: A Proposal for Engagement in Sustainability. *Quarterly Review of Business Disciplines*, 5(3): 183-198
- Green, K., Upson, J., Velez-Castrillon, S. (2017). Building Students' International Perspective Using Business Startups. *Business Education Innovation Journal*, 9(1): 67-76
- Velez-Castrillon, S., Angert, C. 2016. Engendering a SheEO: Individual and Organizational Antecedents to the Appointment of a Female CEO. *Quarterly Review of Business Disciplines*, 3(1), 19-37
- Vera, D., Nemanich, L., Vélez-Castrillón, S., & Werner, S. (2016). Knowledge-Based and Contextual Factors Associated with R&D Teams' Improvisation Capability. *Journal of Management*, 42(7), 1874–1903
- Sweet, K. & Velez-Castrillon, S. 2015. Teaching Geopolitical Risk in Business Strategy: An Opportunity for Critical Skill Development. *Journal of Strategic Management Education*, 11: 45-60
- Velez-Castrillon, S. & Angert, C. 2015. How Sony Got its Groove Back: A Case Study in Turnaround Management. *Business Education Innovation Journal*, 7(2):144-154
- Velez-Castrillon, S. 2014. Socially Responsible Investment Rating Standards: Who Rates the Raters? *Journal of International Business Disciplines*, 9 (2): 1-18
- Velez-Castrillon, S. 2014. Psychological Predictors of Attitudes towards Women Managers. *Review of Social Studies, Law, and Psychology*, 8 (2): 117-126
- Elkins, T.J. & Velez-Castrillon, S. 2008. Victims' and Observers' Perceptions of Sexual Harassment: Implications for Employers' Legal Risk in North America. *International Journal of Human Resource Management*, 19: 1435–1454
- Tomatsu, S., Gutierrez, M. A., Ishimaru, T., Peña, O.M., Montaña, A.M., Maeda, H., Velez-Castrillon, S., Nishioka, T., Fachel, A.A., & Cooper, A. 2005. Heparan Sulfate Levels in Mucopolysaccharidoses and Mucopolipidoses. *Journal of Inherited Metabolic Disease*. 28 (5): 743-757
- Velez-Castrillon, S., Camargo, J., Correa, P. & Anaya, J. 2004. Bases Moleculares de la Familia de la Interleuquina-1. *Revista Colombiana de Reumatología*, 11 (1): 11-39
- Tomatsu, S., Okamura, K., Taketani, T., Orii, K.O., Nishioka, T., Gutierrez, M.A., Velez-Castrillon, S., Fachel, A.A., Grubb, J., Cooper, A. 2004. Development and Testing of New Screening Method for Keratan Sulfate in Mucopolysaccharidosis IVA. *Pediatric Research*. 55 (4): 592-597

Tomatsu, S., Orii, K., O; Fleming, R., Holden, C., Waheed, A., Britton, R. S., Gutierrez, M.A., Velez-Castrillon, S., Bacon, B.R. & Sly, W. S. 2003. Contribution of the H63D Mutation in HFE to Murine Hereditary Hemochromatosis. *Proceedings of the National Academy of Sciences*, 100 (26): 15788-15793

Conference Proceedings

Velez-Castrillon, S. (2023). *Teaching life cycle analysis: education of future organizational sponsors* (pp 22). Proceedings of the 2023 International Academy of Business Disciplines 34th Annual Conference.

Fernandez, S., White, S.D., & Velez-Castrillon, S. (2022). *How to Manage Sustainable Entities* (pp 17-18). Proceedings of the 2022 International Academy of Business Disciplines 33rd Annual Conference.

Nevil, A., Thomas, A., & Velez-Castrillon, S. (2021). *Should Freedom of Speech Be Accepted Universally?* (pp 55). Proceedings of the 2021 International Academy of Business Disciplines 32nd Annual Conference.

Velez-Castrillon, S. (2019). *Ethnic Supermarkets as Oasis in Food Deserts: What are the Barriers to Access?* (pp 21). Proceedings of the 2019 International Academy of Business Disciplines 29th Annual Conference.

Brown, E., White, S., Velez-Castrillon, S. (2018). *Human Resources Development: A Proposal for Engagement in Sustainability* (pp 24). Proceedings of the 2018 International Academy of Business Disciplines 29th Annual Conference.

Morris, J., Bradshaw, K., Baldizon, H., Velez-Castrillon, S. (2018). *Our Personal Landfill: Driving Sustainable Waste Management in the Modern University* (pp 36). Proceedings of the 2018 International Academy of Business Disciplines 29th Annual Conference.

McDermott, T., & Velez-Castrillon, S. (2017). *Labels: Are They Fooling Us?* In 4th International Conference on CSR, Sustainability, Ethics & Governance Book of Abstracts (p 37). Perth, Western Australia.

Velez-Castrillon, S. (2017). *Food Labels and Role Play as a Tool to Teach Stakeholder Negotiations* (pp 21). Proceedings of the 2017 International Academy of Business Disciplines 29th Annual Conference.

Brown, E., White, S., Velez-Castrillon, S. (2016). *Human Resources Development: A Proposal for Engagement in Sustainability* (vol. 5, pp 13). Milan: Working Papers Series on Social Responsibility, Ethics, and Sustainable Business.

Velez-Castrillon, S., Pathak, S., Werner, S. (2016). Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know. *Academy of Management Proceedings*

Fox, K., McDermott, T., Velez-Castrillon, S. (2016). Labeling Schemes: What Do They Really Mean? (pp 28) *Proceedings of the 28th Annual Conference of the International Academy of Business Disciplines*.

Velez-Castrillon, S., Angert, C. (2016). Women in the Upper Echelons: Individual and Organizational Antecedents of the Appointment of a Female CEO. *Proceedings of the 28th Annual Conference of the International Academy of Business Disciplines*. (pp 51)

Velez-Castrillon, S. (2014). Socially Responsible Investment Rating Standards: Who Rates the Raters? *Proceedings of the 26th Annual Conference of the International Academy of Business Disciplines*. (pp. 17)

Other Media

Velez-Castrillon, S. (2016) Interview with John S Kiernan. [Ask the Experts: Improving Corporate Social Responsibility Efforts](#). *WalletHub*.

Other Publications

Velez-Castrillon, S. 2009. *Banco Bilbao Vizcaya Argentaria*. In C. Wankel (Ed.). *Encyclopedia of Business in Today's World*. Thousand Oak, CA: Sage Publications. p. 105-106

Velez-Castrillon, S. 2009. *Telefonica*. In C. Wankel (Ed.). *Encyclopedia of Business in Today's World*. Thousand Oak, CA: Sage Publications. p. 1564-1566

Camargo, J.F., Correa, P.A., Velez-Castrillon, S., Anaya, J.M. 2004. *Citoquinas en Artritis Reumatoide*. En L.A. Ramírez & J.M. Anaya (Eds.) *Artritis reumatoide*. Segunda edición. Medellín: Editora Médica Colombiana. p. 53-80

Presentations

Velez-Castrillon, S. (2023). Teaching life cycle analysis: education of future organizational sponsors. *International Academy of Business Disciplines 34th Annual Conference*. New Orleans, LA, March 30, 2023

Fernandez, S., White, S.D., & Velez-Castrillon, S. (2022). How to Manage Sustainable Entities. *International Academy of Business Disciplines 33rd Annual Conference*. Virtual Conference. Apr 7, 2022

- Velez-Castrillon, S., Fan, Y.; Salaiz; A., Tabesh; P., Upson, J. Successful Careers Outside Research-Intensive Universities. *2021 Meeting of the Southern Management Association. New Orleans, LA - Nov 4, 2021*
- Tabesh, P., Vera, D., Velez-Castrillon, S., & Kachra, A. Improvisational Decision Making: Context, Antecedents and Outcomes. *Strategic Management Society 41st Annual Conference. Virtual Conference. September 19, 2021*
- Nevil, A., Thomas, A., & Velez-Castrillon, S. Should Freedom of Speech Be Accepted Universally? *International Academy of Business Disciplines 32nd Annual Conference. Virtual Conference. March 26, 2021*
- Velez-Castrillon, S., Fan, Y., Knapp, J., Salaiz, A., Tabesh, P., Breidbthal, A., & Upson, J. (2020, October 20). Successful Careers Outside Research-Intensive Universities. In *2020 Southern Management Association Meeting*. Southern Management Association.
- Velez-Castrillon, S., Nevil, A., & Thomas, A. (2020, April 30). Should freedom of speech be accepted universally? In *International Academy of Business Disciplines (IABD) Annual Conference*. International Academy of Business Disciplines. (Canceled due to Covid-19_
- Velez-Castrillon, S., Geiger, A., Hypolite, L., & Duelfer, P. (2019, June 25). Adventure or Adversity? Working as an Expat in the U.S. and Abroad. In *Professional Development Series. World Affairs Council of Atlanta*.
- Velez-Castrillon, S., Dycus, A., Gerhardt, H. Campus as a Learning Laboratory for Teaching Sustainability. *Innovations in Pedagogy Conference, Center for Teaching and Learning, University of West Georgia, Carrollton, GA - May 14, 2019*
- Irby-Shasanmi, A., Gaquere-Parker, A., Gordon, S., McIvor, M., Velez-Castrillon, S., Wentz, E. Small Teaching, Big Gains. *Innovations in Pedagogy Conference, Center for Teaching and Learning, University of West Georgia, Carrollton, GA - May 14, 2019*
- Velez-Castrillon, S. Ethnic Supermarkets as Oasis in Food Deserts: What are the Barriers to Access? *International Academy of Business Disciplines (IABD) 31st Annual Conference, Jacksonville, FL - April, 2019*
- Spee, J., Barnes, K. J., Bryant, T. A., Ceulemans, K., Dilyard, J., Erzurumlu, S., Gerde, V., Harris, H., Hanson, S., Hatipoglu, B., Jentges, E., Meuer, J., Marriott, N. Marriott, P., Phillips, A., Parkes, C., Soderstrom, S. B., Semeijn, J., Sen, S., Velez-Castrillon, S. Challenges and Rewards of Teaching Sustainability across the Management Curriculum. *2018 Academy of Management (AoM) Teaching and Learning Conference, Chicago, IL – August 2018*

- Le, H., Atewologun, D., Palmer, C., Anderson, D., Briner, R. B., Doldor, E., Kedharnath, U., Zubac, A., Quental, C. Velez-Castrillon, S. Promoting Inclusion and Wellbeing of AOM Members: Perspectives of International Members. *2018 Academy of Management (AoM) Conference, Chicago, IL – August 2018*
- Atewologun, D., Velez-Castrillon, S., Kedharnath, U. Improving Lives through International Dialogue Across the Academy" *2018 Academy of Management (AoM) Conference, Chicago, IL – August 2018*
- Velez-Castrillon, S., Tabesh, P. Board Games in the Classroom: Acquire. *45th Annual Management and Organizational Behavior Teaching Society (MOBTS) Conference, Conway, SC – July 2018*
- Morris, J., Baldizon, H., Velez-Castrillon, S. Our Personal Landfill: Driving Sustainable Waste Management in the Modern University. *International Academy of Business Disciplines (IABD) 30th Annual Conference, San Francisco, CA - April 2018*
- White, S., Velez-Castrillon, S. Human Resources Development: A Proposal for Engagement in Sustainability. *International Academy of Business Disciplines (IABD) 30th Annual Conference, San Francisco, CA - April 2018*
- Velez-Castrillon, S., Kedharnath, U., Atewologun, D. Exploring the Interface: Continuing International Dialogue Across the Academy. *2017 Academy of Management (AoM) Conference, Atlanta, GA - August 5, 2017*
- McDermott, T., Velez-Castrillon, S. Labels: Are they fooling us? *4th International CSR, Sustainability, Ethics and Governance Conference, Global Corporate Governance Institute, Perth, Australia - July 27, 2017*
- Velez-Castrillon, S. Food Labels and Role Play as a Tool to Teach Stakeholder Negotiations. *International Academy of Business Disciplines (IABD) 29th Annual Conference, New Orleans. LA - April, 2017*
- Brown, E., White, S., Velez-Castrillon, S. Human Resources Development: A Proposal for Engagement in Sustainability. *5th International Conference on Social Responsibility, Ethics, and Sustainable Business, Bocconi University, Milan, Italy -October 2016*
- Velez-Castrillon, S., Vera, D, Pathak, S., & Werner, S Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know, *Academy of Management Conference, Anaheim, CA - August 2016*
- Kedharnath, U., Velez-Castrillon, S. & Atewologun, D. Continuing the Dialogue: Making Meaningful Cross-Border Connections across the Academy, *Academy of Management Conference, Anaheim, CA - August 2016*

- Fox, K., McDermott, T. & Velez-Castrillon, S. Labeling Schemes: What Do They Really Mean? *International Academy of Business Disciplines (IABD) 28th Annual Conference, Las Vegas, NV - April 2016*
- Velez-Castrillon, S. & Angert, C. Women in the Upper Echelons: How do Female CEOs Influence Top Management Teams. *International Academy of Business Disciplines (IABD) 28th Annual Conference, Las Vegas, NV - April 2016.* (Winner of the Best Overall Paper Award)
- Velez-Castrillon, S., Vera, D, Pathak, S., & Werner, S. Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know. *Strategic Management Conference, Denver, CO - October 2015*
- Atewologun, D., Kedharnath, U. & Velez-Castrillon, S. Opening AOM Governance to Create International Dialogue, *Academy of Management Conference, Vancouver, Canada - August 2015*
- Toubiana. M., Turchick-Hakak, L., Basir, N., Clair, J., DeCelles, K., Greenberg, D., Jennings, J., Nishee, L., Rogers, K., Ruebottom, T., Livne-Tarandach, R. & Velez-Castrillon, S. What Do We Need to Succeed? Navigating an Academic Career as PhD Moms. *Academy of Management Conference, Vancouver, Canada - August 2015*
- Velez-Castrillon, S., Pathak, S., Vera, D. & Werner, S. Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know. *Southern Management Association 2014 Meeting, Savannah, GA - November 2014*
- Toubiana. M., Turchick-Hakak, L., Nishii, L.H., Clair, J.A., Zietsma, C.E., Rogers, K.M., Greenberg, D., Ladge, J.J., Ruebottom, T., Velez-Castrillon, S. Beyond Balance: Managing Prescribed Role Identities in Motherhood and Academia. *Academy of Management Conference, Philadelphia, PA - August 2014*
- Velez-Castrillon, S. & Goodson, C. (Ingram Library) Alternative/Affordable Textbooks Promote Student Success. *Innovations in Pedagogy Conference, University of West Georgia, April 2014*
- Velez-Castrillon S "Socially Responsible Investment Rating Standards: Who Rates the Raters?" *International Academy of Business Disciplines (IABD) 26th Annual Conference, San Diego, CA - April 2014*
- Velez-Castrillon, S. Psychological Predictors of Attitudes towards Women Managers. *ISIS – Key West International Multidisciplinary Academic Conference, Key West, FL - March 2014*
- Velez-Castrillon S & Pathak, S. Parenting, PhD'ing and Academic Careers. Caucus presentation. *Academy of Management Conference, Orlando, FL - August 2013*

McCrary, B., Smith, M., & Velez-Castrillon, S. “To Move or Not To Move: That Is the Question”.
North America Case Research Association (NACRA), Quincy, MA – September 2012

Velez-Castrillon, S., Pathak, S., & Vera, D. The Strategic Fit between Board of Directors
Characteristics and the External Environment, and its Effect on Firm Reputation. *Southern
Management Association, Savannah, GA - November 2011*

Velez-Castrillon, S. Women in the Upper Echelons: How Do Female CEOs Influence the Top
Management Teams? Part of the symposium “Success Factors and Barriers for Women
Leaders: Evidence from North America, Asia and Europe.” Winner of the 2010 Emerald Best
International Symposium Award, International Theme Committee. *Academy of Management
Conference, Montreal - August 2010*

Rude, Dale E., Angert C., Park, J. H., Sebastijanovic, M., Velez-Castrillon, S. Our Favorite Teaching
“Tricks” and Techniques. *18th Annual Southwestern Business Administration Teaching
Conference, Houston. TX 2010*

Velez-Castrillon, S., Vera, D.M., & Kachra, A. An Examination of the Effect of Improvisational
Decision Making in Top Management Teams on Performance. *Strategic Management Society
Conference, Washington D.C., October 2009*

Velez-Castrillon, S. & Pathak, S. Why Do They Serve? A Typology of Director Motives. *Academy of
Management Conference, Chicago, August 2009*

Velez-Castrillon, S., & Zahn, W. Could the Best Offense Be a Good Bankruptcy? A Study of
Bankruptcy’s Effect in the Airline Industry. *Academy of Management Conference, Anaheim,
August 2008*

Velez-Castrillon, S., Vera, D.M., & Kachra, A. An Improvisational Model of Strategic Decision
Making. *Academy of Management Conference, Anaheim, August 2008*

Tomatsu, S., Okamura, K., Maeda, H., Taketani, T., Velez-Castrillon, S., Gutierrez, M.A., Orii, K.,
Isogai, K., Sly, W. & Orii, T. Diagnostic Strategy for Mucopolysaccharidoses and
Mucopolidosis. *Annual Meeting of the American Society of Human-Genetics, Los Angeles,
November 2003*

Other Research in Progress:

Nevil, A., Thomas, A., & Velez-Castrillon, S. *Should Freedom of Speech Be Accepted Universally?*
Target Journal: *Journal of Teaching International Business* (ABDC Score: C)

Velez-Castrillon, S. Teaching life cycle analysis: education of future organizational sponsors. Target Journal: Management Teaching Review (ABDC Score: C)

Velez-Castrillon, S., Tabesh, P. Board Games in the Classroom: Acquire. Target Journal: Journal of Education for Business (ABDC Score: C)

Fernandez, S., White, S.D., & Velez-Castrillon, S. How to Manage Sustainable Entities. Target Journal: Quarterly Review of Business Disciplines

Velez-Castrillon, S. *Ethnic Supermarkets as Oasis in Food Deserts: What are the Barriers to Access?* Target Journal: Journal of International Business Disciplines

Velez-Castrillon, S. *Food Labels and Role Play as a Tool to Teach Stakeholder Negotiations.* Target Journal: Quarterly Review of Business Disciplines

Velez-Castrillon, S., Pathak, S., & Vera, D. Why Do They Serve? A Typology of Director Motives. Target Journal: *Academy of Management Review*

Conference Session Chair

CSR: Macroeconomic Crises, Natural Disasters, and Industry Environment, *Academy of Management Conference, Anaheim, California - August 2015*

The Origins of Competition, Vancouver, Canada, Basic or Discovery Scholarship *Academy of Management Conference, Anaheim, California - August 2015*

PROFESSIONAL DEVELOPMENT

UWG Institute for Faculty Excellence, How Can I Create a Meaningful Service-Learning Project for my Online Class? Carrollton, GA (Mar 2023)

UWG Institute for Faculty Excellence, What Can Engagement in Games Teach Me About Engagement in My Courses? Carrollton, GA (Mar 2023)

UWG Institute for Faculty Excellence, Communicating with Students, Carrollton, GA (Feb 2023)

UWG Institute for Faculty Excellence, What is RSI? Carrollton, GA (Feb 2023)

Quality Matters (QM) Independent Designing Your Online Course (DYOC), (Mar 2023)

Quality Matters (QM) Designing Your Online Course (Virtual) (DYOC) (Mar 2023)

Collaborative Institutional Training Initiative (CITI Program) Social & Behavioral Research - Basic/Refresher (Nov 2022)

Safeguarding God's Children Training, Online (Nov 2022)

WMBA Workshop, Savannah, GA (2022)

WMBA Workshop, Jekyll Island, GA (2017)

UWG Safe Zone, Carrollton, GA (2017)

Safeguarding God's Children, Saint Margaret's Episcopal Church, Carrollton, GA. (2017)

U. Lab: Transforming Business, Society, and Self, MITx, Online Learning Initiative of MIT Through edX. (2015)

Applying the QM Rubric (APPQMR), University of West Georgia, Carrollton, GA. (2015)

Giving Voice to Values, Nomadic Learning, (Fall 2015)

Designing Your Online Course (DYOC), Quality Matters Workshop, University of West Georgia, Carrollton, Georgia. (2014)

Scholarship of Teaching and Learning Group, Center for Teaching and Learning, University of West Georgia, Carrollton, Georgia. (2014)

Teaching Naked, Center for Teaching and Learning, University of West Georgia, Carrollton, Georgia. (2014)

Organizational Behavior Teaching Society (OBTS) Teaching Bootcamp, Organizational Behavior Teaching Society, Savannah, Georgia. (2011)

Participant-Centered Learning Seminar, Harvard Business Publishing, Atlanta, Georgia. (2011)

TEACHING

**2011-
Present** **University of West Georgia, Associate Professor of Management**

MGNT 4660 Strategic Management
Eight Honors Conversions

MGNT 4686 Management Internship

MGNT 4682 Independent Study in Global Business

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| MGNT 3625 | Social Corporate Responsibility 15 Honors Conversions |
| MGNT 3600 | Management |
| XIDS 2002 | News Literacy (Birds Aren't Real) |
| MGNT 6683 | Research in Business - MBA Independent Study in Business Sustainability |
| WMBA 6110 | Business Strategic Management |
| Summer 2016 | Visiting MBA –Taught two sessions on Sustainability and Social Enterprise to MBA students from Universidad Catolica de la Santisima Concepcion |

2008-2010

University of Houston, Graduate Research Assistant

MANA 4397 Management of Technology and Innovation (3 sections)

MANA 3335 Introduction to Organizational Behavior and Management (2 sections)

2009

University of Houston, Graduate Teaching Assistant

Teaching assistant for the MBA Strategic Management Course (1 section)

SERVICE

Department

Member, Promotion and Tenure Committee, Department of Management. Fall 2019.

Member, Climate and Diversity Ad-Hoc Committee. Fall 2018

Member, Search Committee for Operations Management Position. Fall 2018

Member, Work-Balance Ad-Hoc Committee. Fall 2016

Representative, Preview Day. April 10, 2016

Non-Voting Member. Promotion and Tenure Committee, Department of Management. 2015.

Representative, Preview Day. March 30, 2014

Representative, Preview Day. Jan 29, 2012

Member, MIS Lecturer Search Committee. Summer, 2013

College

RCOB Book Drive for Books for Africa, May – Aug 2021

Member of the RCOB Dean Search Committee Spring 2021

Member, Strategic Planning Committee. August 2019 - Present.

Faculty Panelist, Undergraduate Research Lunch + Learn October 10, 2019

Team Sponsor, Team India (2016-2019)

RCOB Promotion and Tenure Committee, Chairperson. 2018.

Big Night, Richards College of Business, Faculty Team Sponsor. (2017, 2018).

Student Organizations

Chapter President, Phi Kappa Phi Honor Society. (August 2011 - Present).

Faculty Advisor Morse Code Club. (August 2022 – Present)

University of West Georgia

Member, Faculty Senate Diversity and Internationalization Committee. August 2022-Present

Member, Honors College Advisory Committee. September 2018 – December 2022.

Board Member - Past President. American Association of University Professors (AAUP). July 2019 – Present.

Senator, UWG Faculty Senator. 2013-2019

Member, Institutional Policy Committee 2018-2019

Member, Executive Committee of the Faculty Senate Aug 2015 -Dec 2015; 2018-2019

President. American Association of University Professors (AAUP). 2018 – 2019.

Vice-President. American Association of University Professors (AAUP). 2017 – 2018.

Chairperson of Rules Committee, UWG Faculty Senate. 2018-2019.

Member of Rules Committee, UWG Faculty Senate. 2016-2017.

Co-Organizer. Recyclemania & Dumpster Audit. 2017-2018.

Co-Sponsor Fair Trade Coffee Tasting. UWG Center for Diversity and Inclusion. 2013-2016

Presenter, UWG Latino Program Preview Day 2016. April 2016.

Chairperson of Academic Policies Committee, UWG Faculty Senate. 2015 – 2016.
Member, “Best of the West” celebration organizing committee. 2015-2016
Member, UWG Calendar Subcommittee, Spring – Summer 2015
Member, UWG Barriers Team, Spring 2015
Member Academic Policies Committee, UWG Faculty Senate. 2013 – 2015.
Co-organizer. Dirty Car Art, Environmental Awareness Week. 2014
Juror, UWG Big Night Best Poster Award. April 15, 2014.
Member, University Social Club organizing committee, 2012-2014.
Member, Minor in Latin American Studies Planning Committee, Fall 2012
Panelist. Hispanic Heritage Month Panel, University of West Georgia, Panelist. October 26, 2012.
Member, “Themed Years” Ad-hoc Committee, Fall 2012
Non-tenured member, Department of Management Promotion Committee, Fall 2011.

Professional

Board Member At-large representative public or private institutions, Georgia chapter of the AAUP
Member, Academy of Management. Summer 2020 - Present
Reviewer, Academy of Management Learning and Education Journal 2012, 2019
Reviewer, 53rd Hawaii International Conference on System Science 2019
Reviewer, Journal of Management Inquiry 2017
Reviewer, Academy of Management Annual Conference. 2013, 2014, 2015, 2017. Primary divisions:
BPS, SIM, and GDO divisions
Reviewer, The Leadership Quarterly. 2012 - 2016.
Reviewer, Innovation: Organization & Management, 2016
Reviewer, Southern Management Association. 2011, 2014, 2017.
Volunteer, Diversity, Inclusion & Theme Committee, Academy of Management (AOM),2014.
Reviewer, Industrial Marketing and Purchasing Group (IMP) conference “Managing Sustainability
in Global Networks - Special Track,” 2013

Public/Community

Community Representative, Carrollton Upper Elementary School Governance Team (SGT), Fall
2023- Present

Board Secretary, Cultivating You, Inc. May 2023 – Present.

Vice-chair, Carrollton Junior High School Governance Team (SGT), Fall 2022-Spring 2023

Board Member, Keep Carroll Beautiful. (July 2020 – Present)

Trustee, West Georgia Regional Library. August 2020-August 2022

Board Member, Cultivating You. (March 2021 – Present)

Hispanic Families Liaison and Manager of the Facebook page “CES PTVO en Español” Carrollton Elementary Parent Teacher Volunteer Organization. August 2019 – August 2022.

Member, Children's Ministry Committee, St. Margaret's Episcopal Church. (August 2017 - Present).

Marketing and Communications Committee, St. Margaret's Episcopal Church, (January 2020 - Present).

Sunday School Teacher, St. Margaret's Episcopal Church. (August 2017 - Present).

AWARDS AND HONORS

Annual Faculty Service Award, Richards College of Business, 2013-2014, 2018-2019, 2022-2023

Annual Faculty Student Research Award, Richards College of Business, 2015-2016, 2016-2017, 2018-2019

Beta Gamma Sigma, 2019, Inducted to Beta Gamma Sigma

Annual Teaching Award, Richards College of Business, 2016-2017

Nominated to the Best of the West for the Value of Caring, 2016.

Nominated to AOM Annual Meeting Best Paper, 2016, Academy of Management, for the paper “Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know”

Interpretive Challenge, Interpretive Simulations. (August 2016). Includes one \$1,000 scholarship for a student or group of students in my Fall 2016 MGNT4660 classes

International Ambassador Award, UWG’s International Student Admissions and Programs. 2016

Best Overall Paper, International Academy of Business Disciplines. March 31, 2016

Citation as Faculty Coordinator. Selected by the team who represented the RCOB at the 23rd International Economic Convention in Mumbai, India, 2015

Annual Faculty Research Award, Richards College of Business, 2014-2015

Dean’s Award for Academic Excellence. C.T. Bauer College of Business, 2012

Winner of the 2010 Emerald Best International Symposium Award, International Theme Committee. Academy of Management Conference, 2010

Doctoral Student Award for Excellence in Teaching. C.T. Bauer College of Business, Department of Management, 2010

Doctoral Student Award for Excellence in Research. C.T. Bauer College of Business, Department of Management, 2009

Best Reviewer Award – Business Policy and Strategy (BPS) Division Academy of Management Conference 2010

Best Reviewer Award – Gender and Diversity in Organizations (GDO) Division Academy of Management Conference 2008 and 2009

Invited participant and Travel Grant recipient *Fondazione IRI (Italy)* “V Summer School in Management Studies: Managing Organizational Learning and Change”, July 2008

Homerton College- University of Cambridge UK. Dissertation Bursary, May 2004

Colombian Institute for the Advancement of Science. Young Scientist Fellowship, 2003

Grants and Fellowships

Small Research Grant. University of Houston, 2009-2010

Graduate Assistant Tuition Fellowship. C.T. Bauer College of Business, 2006-2010

Homerton College- University of Cambridge UK. Travel Award. April 2004

Cambridge Overseas Trust (UK) Bursary, 2003

WORK EXPERIENCE

- Nov 2004 – Aug-2006** **BeckPharma Ltd –London UK. *Project Manager.*** Liaised with three biotechnology and medical devices institutes in Cuba and Finland, and created dossiers of products from these companies for regulatory approval in Europe. Worked with European companies interested in partnering for further development and commercialization of these products
- Jul 2004- Aug 2006** **The Round Table Partnership – *Consultant.*** Consultant for the project “Investment in Life Science Companies – Scottish Sector Review,” on behalf of Scottish Enterprise
- Nov 2003- Jul 2004,** **i10 - *Resource Analyst.*** In charge of identifying laboratory equipment available at the University of Cambridge, determining patterns of usage and proposing schedules and pricing for the use of this equipment by start-up companies
- Jan-** **Corporation for Biological Investigation (CIB) - *Research Assistant.***

- Sept 2003** ***Laboratory of Molecular Biology and Immunogenetics.*** Led a collaborative research project on autoimmune diseases, including several Colombian medical institutions and more than 2,000 patients
- Jun-
Dec 2002** ***St. Louis University School of Medicine. Research Fellow. Department of Biochemistry.*** Coordinated an international project involving 11 institutions in 7 different countries on the diagnosis of Lysosomal Storage Diseases
- Nov 2000-
Jun 2002** ***Corantioquia. Biologist. Program “Biodiversity for Development.”***
Created a database of threatened flora from central Colombia and led the formation of the Regional Network of Research on Biodiversity.

AFFILIATIONS

The Honor Society of Phi Kappa Phi
Beta Gamma Sigma
Academy of Management
Southern Management Association
Fellow Cambridge Overseas Society.