**GAYLE BAUGH**

**ADDRESS:**

Department of Business Administration

College of Business

University of West Florida

11000 University Parkway

Pensacola, FL 32514-5752

(850) 474-2206

E-mail: gbaugh@uwf.edu

**EDUCATION**:

Ph.D., College of Business Administration

University of Cincinnati, June 1992

Major: Organizational Behavior

Minor: Research Methodology

Dissertation Title: Interpersonal influences

in a project organization: A role set analysis

M.B.A., Management, University of Cincinnati

B.A., Psychology, Michigan State University, Magna cum Laude

**ACADEMIC EXPERIENCE:**

August 2002 to present. Associate Professor of Management, Department of Management & MIS, University of West Florida. Responsible for teaching Organizational Behavior, Human Resources Management, and other behavioral courses, as well as Operations Management and Quantitative Methods for Business.

August 1992 to July 2002. Assistant Professor of Management, Department of Management & MIS, University of West Florida. Responsible for teaching Organizational Behavior and other behavioral and quantitative courses.

August 1989 to August 1992. Instructor of Management, Department of Management & MIS, University of West Florida. Responsible for teaching Organizational Behavior and other behavioral and quantitative courses.

September 1983 to August 1989. Assistant Professor of Management. Economics & Business Department, Russell Sage College, Troy, New York. Taught a variety of graduate and undergraduate courses, including Organizational Behavior, Organizational Theory, and Statistics.

Summer, 1982. Graduate Research Assistant, National Science Foundation Grant. "A Study to Identify Generic Project Classes and to Explore Their Implications for Policy Analysis and Management in Industrial R&D." N. Baker and S. Green, Co-Principal Investigators, University of Cincinnati. Responsible for supervising scale construction and statistical analyses.

Spring and Summer, 1982. Lecturer in Management, Evening College, University of Cincinnati. Full responsibility (including textbook selection, course coverage and student evaluation) for undergraduate Cases in Personnel course.

Spring, 1982. Graduate Assistant, Behavioral Sciences Laboratory, University of Cincinnati. Consultant to undergraduate and graduate students and faculty on questionnaire design, research design, sampling, statistical analysis, use of computerized statistical packages (e.g., SPSS, BMD, SAS, COMPUSTAT), and interpretation of statistical results.

Fall, 1979 to Winter, 1981. Graduate Teaching Assistant, Department of Management, University of Cincinnati. Full responsibility for one section per quarter of undergraduate course in Organizational Behavior.

**REFERRED PUBLICATIONS:**

Baugh, S. G., & Maynard-Patrick, S. (under review). Can dyadic mentoring benefit organizations? *Career Development International*.

Rich, L. L., Baugh, S. G., & Batchelor, J. H. (2022). Consistency of personal and organizational values when viewed through the lens of regulatory focus theory. *International Journal of Business*.

Maynard-Patrick, S., & Baugh, S. G. (2019). The role of felt obligation to mentor in mentor performance: An exploratory study of generalized reciprocity in mentoring. *Career Development International*, *24*, 619-635.

Tsai, F.-S., Baugh, S. G., Fang, S.-C., & Lin, J. L. (2014). Contingent contingency: Knowledge heterogeneity and new product development performance revisited. *Asia Pacific Journal of Management*, *31*, 149-169.

Williams, J. A. S., Pepper, S., & Baugh, G. (2012). Retrospective cohort study of factors impacting client attendance in physical rehabilitation clinics. *Journal of Rehabilitation Studies*, *36*, 5-6.

Baugh, S. G., & Fagenson-Eland, E. A. (2005). Boundaryless mentoring: An exploratory study of the functions provided by internal versus external organizational mentors. *Journal of Applied Social Psychology*, *35*, 939-955.

Fagenson-Eland, E. A., Baugh, S. G., & Lankau, M. (2005). Seeing eye to eye: A dyadic investigation of the effect of relational demography on perceptions of mentoring activities. *Career Development International*, 10, 460-477.

van Emmerik, I.J.H., Baugh, S. G., & Euwema, M. C. (2005). Who wants to be a mentor? An examination of attitudinal, instrumental, and social motivational components.  *Career Development International*, *10*, 310-324.

Fagenson-Eland, E. A., & Baugh, S. G. (2001). Personality predictors of protégé mentoring history. *Journal of Applied Social Psychology*, *31*, 2502-2519.

Baugh, S. G., & Scandura, T. A. (1999). The effect of multiple mentors on protégé attitudes toward the work setting. *Journal of Social Behavior and Personality*, *14*, 503-521.

Baugh, S. G., & Page, D. (1998). A field investigation of gender-based differences in perceptions of sexual harassment. *Journal of Social Behavior and Personality*, *13*, 451-464.

Baugh, S. G., & Graen, G. B. (1997). Effects of team gender and racial composition on perceptions of team performance in cross-functional teams. *Group & Organization Management*, *22*, 366-383.

Baugh, S. G. (1997). On the persistence of sexual harassment in the workplace. *Journal of Business Ethics*, *16*, 899-908.

Baugh, S. G., Lankau, M. J., & Scandura, T. A. (1996). An investigation into the effects of protégé gender on responses to mentoring. *Journal of Vocational Behavior*, *49*, 309-323. {NOTE: order of authorship is alphabetical}

Baugh, S. G., & Roberts, R. M. (1994). Professional and organizational commitment among engineers: Conflicting or Complementing? *IEEE Transactions on Engineering Management*, *41*, 108-114.

Baugh, G., & Weinstein, R. W. (1993). Business administration. In *Student handbook: College and university edition*. Nashville, TN: The Southwestern Company, pp. 314-363.

Baugh, S. G., & Parry, L. E. (1991). The relationship between physical attractiveness and grade point average among college women. *Journal of Social Behavior and Personality*, *6*, 219-228.

**EDITORIALLY REVIEWED PUBLICATIONS:**

Baugh, S. G. (2009). Book review: Stevens, J. P. Intermediate statistics: A modern approach (3rd ed.). Mahwah, NJ: Lawrence Erlbaum. *Organizational Research Methods*, *12*, 205-207.

Baugh, G. (2008). The Southwest Academy of Management: In search of diversity research. *Equal Opportunities International*, *27*, 401-404.

Baugh, G. (2007). The Southern Management Association looks at gender and diversity. *Equal Opportunities International*, *26*, 250-255.

**BOOKS (EDITED):**

Baugh, S. G., & Sullivan, S. E. (2016). *Research in careers, vol. 3: Striving for balance*. Charlotte, NC: Information Age.

Baugh, S. G., & Sullivan, S. E. (2015). *Research in careers, vol. 2: Searching for authenticity*. Charlotte, NC: Information Age.

Baugh, S. G., & Sullivan, S. E. (2009). *Research in careers, vol. 1: Maintaining focus, energy, and options over the career*. Charlotte, NC: Information Age.

**BOOK CHAPTERS:**

Baugh, S. G. (2022). Majority and minority influence. In G. R. Goethals, S. T. Allison, & G. J. Sorensen (Eds.), *Sage Encyclopedia of Leadership Studies*.

Baugh, S. G. (2021). Mentoring through the years: A brief review. In R. Griffin (Ed.), *Oxford Encyclopedia of Business and Management*.

Purohit, Y. S., Simmers, C. A., Sullivan, S. E., & Baugh, S. G. (2016). Do organizational efforts to help employees achieve balance matter? An empirical study of organizational support initiatives on worker attitudes. In S. G. Baugh & S. E. Sullivan (Eds.), *Research in careers, vol. 3: Striving for balance*. Charlotte, NC: Information Age.

Sullivan, S. E., & Baugh, S. G. (2015). Authenticity and career reputations: A critical examination and recommendations for future research (pp. 111-132). In S. G. Baugh & S. E. Sullivan (Eds.), *Research in careers, vol. 2: Searching for authenticity*. Charlotte, NC: Information Age.

Baugh, S. G., Sullivan, S. E., & Carraher, S. C. (2013). Global careers in the United States. In C. Reis & Y. Baruch (Eds.), *Careers without borders* (pp. 297-322). New York: Routledge.

Baugh, S. G., & Sullivan, S. E. (2009). Developmental relationships and the new workplace realities. In *Research in careers, vol. 1: Maintaining focus, energy, and options over the career* (pp. 27-50). Charlotte, NC: Information Age.

Baugh, S. G., & Fagenson-Eland, E. A. (2007). Formal mentoring programs: A “poor cousin” to informal relationships? In B. R. Ragins and K. E. Kram (Eds.), *Handbook of mentoring: Theory, research, and practice* (pp. 249-272). Thousand Oaks, CA: Sage Publications.

Baugh, S. G., Hunt, J. G., & Scandura, T. A. (2006). Reviewing by the numbers: Evaluating quantitative research. In Y. Baruch, S. E. Sullivan, & H. N. Schepmyer (Eds), *Winning reviews: A guide for evaluating scholarly writing*, London: Palgrave. {NOTE: order of authorship is alphabetical]

Baugh, S. G. (2004). Majority and minority influence. In G. R. Goethals, G. J. Sorenson, & J. M. Burns (Eds.), *Encyclopedia of leadership* (Vol. 2) (pp. 934-939). Thousand Oaks, CA: Sage.

Fagenson-Eland, E. A., & Baugh, G. (2000). Career path, networking and mentoring. In D. M. Smith (Ed.), *Women at work: Leadership for the next century* (1st edition) (pp. 145-161). Upper Saddle River, NJ: Prentice-Hall.

**PROCEEDINGS:**

Baugh, S. G., & Maynard-Patrick, S. (2024). Dual commitments among firefighters. *Proceedings of the Southwest Academy of Management*.

Baugh, S. G. (2018). Developmental networks and expatriate adjustment. *Proceedings of the Southwest Academy of Management*, 20-28.

Baugh, S. G. (2018). To the (not so bitter) end: Termination or re-defining of leader-member exchange relationships. *Proceedings of the Australia and New Zealand Academy of Management.*

Goldstein, G., Lawlor, K. B., Baugh, S. G., Batchelor, J. H., & Brode, M. (2016). Enhancing effectiveness in curriculum: Necessary changes. *Developments in Business Simulation and Experiential Learning*, *43*, 296-299.

Baugh, S. G. (2015). The role of leader-member exchange in the expatriation process. *Proceedings of the Eastern Academy of Management – International*, Lima, Peru.

Tsai, F.-S., Fang, S.-C., Lin, J., & Baugh, S. G. (2011). What do you know? Knowledge heterogeneity and team performance in an Asian economy. *Proceedings of the Southwest Academy of Management*, 301-311

Baugh, S. G., & Sullivan, S. E. (2010). Maintaining authenticity across multiple career contexts: A model of the creation and development of career reputations. *Proceedings of the Southwest Academy of Management*.

Baugh, S. G., & Sullivan, S. E. (2009). Is it mentoring or a developmental relationship? Does it matter? *Proceedings of the Southwest Academy of Management*, 125-134.

Baugh, S. G. (2008). Sequential and multiple simultaneous mentoring relationships: Is more really better? *Proceedings of the Southwest Academy of Management*. (received the Distinguished Paper Award)

Baugh, S. G., & Fagenson-Eland, E. A. (2006). The effect of mentoring on self-esteem and stress: An exploratory study of mentors and protégés. In E. Christensen (Ed.), *Proceedings of the Eastern Academy of Management*, on CD.

Baugh, S. G., & Scandura, T. A. (2002). A comparison of job and organizational attitudes between protégés with intra- and extra-organizational mentors. D. Domke-Damonte (Ed.), *Proceedings of the Southwest Academy of Management*.

Baugh, S. G., Crocittio, M., Mainiero, L., Moore, D. P., Sullivan, S. E., & Tu, H. S. (2001). Career metamorphosis: Surviving and flourishing in the digital age. *Proceedings of the Eastern Academy of Management*.

Baugh, S. G., & Fagenson-Eland, E. A. (2000). Different is not always better: A comparison of mentoring functions among intra- and extra-organizational mentors. *Proceedings of the Southern Management Association*.

Baugh, S. G. (1999). Transformational leadership and leader member exchange: Overlapping constructs? *Proceedings of the Southern Management Association*.

Gunar, O., Sullivan, S. E., & Baugh, S. G. (1999). Effects of self-managing work teams as an organizational development intervention: A literature review. *Best Paper Proceedings of the Academy of Management.*

Baugh, S. G., & Roberts, R. M. (1999). Gender differences in intention to leave the firm and intention to leave the profession among accountants: Some preliminary results. In N. M. Bodensteiner (Ed.), *Proceedings of the Southwest Academy of Management*, 70-75.

Baugh, S. G., & Scandura, T. A. (1998). Gender differences in reports of transformational and transactional leader behaviors. In S. Barr (Ed.), *Proceedings of the Southern Management Association*, 321-325.

Baugh, S. G., & Scandura, T. A. (1997). Employer responsiveness and work-nonwork conflict among male and female executives. In M. Schnake (Ed.), *Proceedings of the Southern Management Association*.

Baugh, S. G., Page, D., & Smith, K. (1997). Effects of gender and self-esteem on perceptions of sexual harassment. In C. Boyd (Ed.), *Proceedings of the Southwest Academy of Management*, 230-235.

Baugh, S. G., Graen, G. B., & Page, D. (1993). Effects of team gender and racial composition on perception of team performance in cross-functional teams. In M. Schnake (Ed.), *Proceedings of the Southern Management Association*, 77-81.

Baugh, S. G., & Aaron, N. (1992). The effects of tenure as a moderator of the organizational assimilation process. In M. Schnake (Ed.), *Proceedings of the Southern Management Association,* 247-250.

Page, D., Baugh, G., Coleman, L., & Winn, J. (1992). Differences that make a difference: Perceiving sexual harassment. *Proceedings of the Association of Management*, *10*, 78-83

Roberts, R. M., & Baugh, S. G. (1992). Relationships of attitudinal and exchange commitment to job satisfaction and job performance ratings. In K. A. Vaverek (Ed.), *Proceedings of the Southwest Academy of Management*, 217-221.

Baugh, S. G., & Roberts, R. M. (1996). The effects of professional commitment on attitudinal responses among engineers in a bureaucratic organization. In C. Boyd (Ed.), *Proceedings of the Southwest Academy of Management*, 221-225.

Baugh, S. G., & Roberts, R. M. (1991). Conflict or complementarity between professional and organizational commitment among engineers? In D. M. Ray and M. Schnake (Eds.), *Proceedings of the Southern Management Association*, 237-239.

Page, D., Williams, K., & Baugh, S. G. (1991). Sexual harassment: In the eye of the beholder. In D. M. Ray and M. Schnake (Eds.), *Proceedings of the Southern Management Association*, 196-201.

Baugh, S. G., & Roberts, R. M. (1991). Professional and organizational commitment among engineers. *Proceedings of the XI International Conference on Manufacturing Research*, Hefei, Anhui, China.

Baugh, S. G. (1990). Gender influences on organizational commitment. In D. M. Ray (Ed.), *Proceedings of the Southern Management Association*, 204-206.

Page, D., Roberts, R. M., & Baugh, G. (1995). Through the Looking Glass, Inc.: Superior-subordinate personality type and the leniency effect. In J.D. Overby and A.L. Patz, (Eds.) *Developments in Business Simulation and Experiential Exercises*, *22*, 110-115.

Scandura, T. A., Lankau, M. J., & Baugh, S. G. (1994). Career and work attitudes of ? protégés versus non-protégés: Do protégé and mentor gender make a difference? In M. Schnake (Ed.), *Proceedings of the Southern Management Association*, 483-488.

Baugh, G. (1989). An evaluation of a public sector management development program. In D. L. Stone and E. F. Stone, (Eds.), *Proceedings of the Midwest Academy of Management*, 134-138.

Baugh, G., Verderber, K. S., & Green, S. G. (1984). Sources of information, role definition, and organizational outcomes. In J. A. Pearce and R. B. Robinson (Eds.), *Proceedings of the Midwest Academy of Management*.

**PRESENTATIONS**:

Baugh, S. G., & Crocitto, M. M. (2023, May). *Student mentoring programs*. Paper presented at the annual meeting of the Eastern Academy of Management, Philadelphia, PA.

Baugh, S. G. (2023, March). *Mentoring and developmental networks: Can research in one area inform the other?* Paper presented at the annual meeting of the Southwest Academy of Management, Houston, TX.

Baugh, S. G., & Maynard-Patrick, S. (2022, June). *Can organizations benefit from a supportive mentoring climate?* Paper presented at the bi-annual meeting of the Eastern Academy of Management – International, Lyon, France.

Baugh, S. G. (2022, May). *Virtual mentoring: The new necessity?* Paper presented at the annual meeting of the Eastern Academy of Management, Portland, ME.

Baugh, S. G. (2021, November). *Some unanswered questions about mentoring*. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Baugh, S. G. (2021, October). *Who said that? Majority and minority influence and team leadership*. Paper presented at the annual meeting of the Midwest Academy of Management, Davenport, IA.

Baugh, S. G., & Maynard-Patrick, S. (2020, June). *Organizational benefits of dyadic mentoring*. Paper presented at the annual meeting of the Eastern Academy of Management, virtual meeting.

Baugh, S. G. (2020, March). *The elusive relationship between leader-member exchange quality and gender*. Paper presented at the annual meeting of the Southwest Academy of Management, San Antonio, TX.

Rich., L. L., Batchelor, J. H., & Baugh, S. G. (2020, March). *Expanding person-organization fit: Considering personal values through a regulatory focus perspective*. Paper presented at the annual meeting of the Southwest Academy of Management, San Antonio, TX.

Crocitto, M. M., & Baugh, S. G. (2019, June). *Promoting global teaching and research collaborations*. Workshop presented at the bi-annual meeting of the Eastern Academy of Management – International, Dubrovnik, Croatia.

Maynard-Patrick, S., & Baugh, S. G. (2018, November). *Generalized reciprocity in mentoring: Felt obligation to mentor*. Paper presented at the annual meeting of the Southern Management Association, Lexington, KY.

Baugh, S. G. (2016, March). *Electronic mentoring: A fad or a valuable option?* Paper presented at the annual meeting of the Southwest Academy of Management, Oklahoma City, OK.

Baugh, S. G. (2014, November). Mentoring and its discontents. In S. Maynard-Patrick (Chair), New directions in mentoring. Symposium presented at the annual meeting of the Southern Management Association, Savannah, GA.

Baugh, S. G. (2012, August). Effective reviewing. Presentation at the Professional Development Workshops at the annual meeting of the Academy of Management, Boston, MA.

Baugh, S. G. (2010, April). Defining mentoring: Is it distinguishable? In W. Gentry (Chair), New theoretical and research perspectives on workplace mentoring. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Baugh, S. G, & Sullivan, S. E. (2008, October). Developmental relationships and the boundaryless careerists: A new perspective on mentoring. Paper presented at the meeting of the Southern Management Association, St. Pete Beach, FL.

Baugh, S. G. (2007, June). Formal programs for expatriate development: A multiple relationships perspective. Presentation at the meeting of the Eastern Academy of Management – International. Amsterdam, the Netherlands.

Baugh, S. G., & Fagenson-Eland, E. A. (2006, October). Formal mentoring: A review of research and an agenda for the future. Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Baugh, S. G., Scandura, T. A., & Pellegrini, E. (2002, August). Effects of the mentor’s position on the protégé’s perceptions of mentoring and attitudinal responses. Paper presented at the annual meeting of the Academy of Management, Denver.

Fagenson-Eland, E. A., Lankau, M. J., & Baugh, S. G. (2002, August). A dyadic investigation of perceptions of mentoring and the influence of relational demography. Paper presented at the annual meeting of the Academy of Management, Denver.

Fagenson-Eland, E. A., & Baugh, S. G. (2000, August). Protégé personality as a predictor of mentoring experience. Paper presented at the meeting of the Academy of Management, Toronto, Canada.

Baugh, S. G. (1999, August). Women and mentoring: A research agenda to promote a pluralistic work environment. In S. C. de Janasz (Chair), Mentoring in a pluralistic environment: Issues, challenges, and new directions. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Baugh, S. G., & Scandura, T. A. (1996, August). Is more really better? The effect of multiple mentors on protégé attitudes toward the work setting. Paper presented at the meeting of the Academy of Management, Cincinnati, OH.

Baugh, S. G. (1995, August). Career issues in family-owned businesses. In N. F. Krueger (Chair), New directions in family business research: A research roundtable. Symposium conducted at the meeting of the Academy of Management, Vancouver, Canada.

Baugh, S. G. (1994, November). New directions in leader-member exchange (LMX) theory. In C.A. Schriesheim (Chair), New Directions in Leader-Member Exchange Theory and Research. Symposium conducted at the meeting of the Southern Management Association, New Orleans, LA.

Page, D., & Baugh, S.G. (1994, August). Gender gaps in perceptions of sexual harassment: A field exploration. Paper presented at the meeting of the Academy of Management, Dallas, TX.

Baugh, G. (1990, September). Issues in self-managing teams of professionals. Symposium presentation at the International Conference on Self-Managed Work Teams, September, Denton, Texas.

Baugh, G. (1987, April). Dyadic processes of management development. Symposium presentation, Midwest Academy of Management, Bloomington, Indiana.

**RESEARCH IN PROGRESS**

Manuscript on mentoring and organizational effectiveness, nearing submission

Revision for publication of paper on majority and minority effects on teams, revisions beginning

Review of the leader-member exchange (LMX) literature; review of LMX in expatriate settings as a separate component

**GRANTS:**

Summer research grant, College of Business, University of West Florida, $4,000, 1996

Human Resource Planning Society, research grant, $4,734, 1991.

Summer Research Position, University of West Florida, 1991

Research and Creative Activities Grant, University of West Florida, $1,345, 1990

Summer Grant, Russell Sage College, $1,800, 1998 (with L. E. Parry).

**CONSULTING:**

Fall 2013 to present. Occasional work as a facilitator for visitors to the U.S. through the International Visitors Leadership Program. Managed locally by Citizen Diplomacy.

Summer 1991. Product Support Division, NADEP, Naval Air Station, Pensacola, Florida. Investigated organizational climate and job factors inhibiting job performance.

Winter 1988 to Winter 1989. Governor’s Office of Employee Relations, Albany, New York. Conducted an evaluation of a management development program developed by the Kennedy School of Government, Harvard University, and offered by the Governor’s Office of Employee Relations.

Fall 1984. Hudson Valley Girl Scout Council, Delmar, New York. Worked with a small group of internal representatives and other external consultants to re-write the Council’s personnel policies for paid staff.

Summer and Fall 1980. Jewish Hospital, Cincinnati, Ohio. Held major responsibility for design, collection, and analysis of attitude survey data with Dr. Stephen Green of the University of Cincinnati.

Summer and Fall, 1977. Office of Substance Abuse Services, Lansing, Michigan. Reviewed the published literature on primary prevention of substance abuse and made recommendations for areas of activity for the Office of Substance Abuse Services.

**PROFESSIONAL MEMBERSHIPS:**

Member, Academy of Management

Member, Southern Management Association

Member, Southwest Academy of Management

**LEADERSHIP ROLES IN PROFESSIONAL ORGANIZATIONS**

Chair, Academy of Management Ad Hoc Ethics Appeals Committee, Fall 2015. Reviewed appeal regarding a charge of violation of ethics as presented by a member of the organization with regard to a submission to the annual conference in 2014.

Member, Academy of Management Board of Governors, August 2012 to August 2015

 Member, Professional Impact Strategic Group

 Member, Ethics Committee

Board Member, Gender & Diversity in Organizations Division, Academy of Management, 2011-2013

Track Chair, Human Resources Track, Southwest Academy of Management, 2010 and 2011

Secretary, Careers Division, 2008-2010

President, Southwest Academy of Management, 2007 (after progressing through the positions of Program Chair Elect, Program Chair, and President Elect)

Division Chair, Gender and Diversity in Organizations Division, Academy of Management, 2003 (after progressing through the positions of Program Chair, Division Chair Elect, Division Chair, and Immediate Past President)

Board member, Careers Division, Academy of Management, 2004-2006 and 1997-2000

Track chair, Southwest Academy of Management, Careers/Gender & Diversity in Organizations/Management, Spirituality, & Religion, 2003

Speaker, Professional Development Workshop, Gender and Diversity in Organizations Division, Academy of Management, 2002

Board member, Southwest Academy of Management, 2001-2004

Board of Governors, Southern Management Association, 2000-2003

Track chair, Southern Management Association, Social Issues/Diversity/Public Sector, 2001

Professional Development Workshop Co-Chair, Careers Division, Academy of Management, 2000 (with Shawn Carraher)

Board member, Gender and Diversity in Organizations Division, Academy of Management, 1997-2000

Track chair, Southwest Academy of Management, Leadership/Diversity/Culture/ Communication Issues, 2000

Track chair, Southwest Academy of Management, Gender/Social/Legal/Ethical/Diversity Issues, 1999

Track chair, Southern Management Association, Human Resources/Careers/Management History, 1994

Secretary, Careers Division, Academy of Management, 1993-1996

Chair, Southern Management Association Network Breakfast (formerly the Women’s Network Breakfast), 1993-present

Co-Chair of the First Careers Caucus, Southern Management Association, 1993

**PROFESSIONAL ACTIVITIES, Committee Memberships:**

Best Applied Paper Award Committee, Careers Division of the Academy of Management, 2015

Best Paper Award Committee, Careers Division of the Academy of Management, 2013

Michael J. Driver Best Careers Paper in the Regions Committee, Careers Division of the Academy of Management, 2011

Outstanding Practitioner-Oriented Publication Committee, Organizational Behavior Division of the Academy of Management, 2011

Best Paper Committee, Careers Division, 2009, 2010

Hughes Outstanding Scholar Committee, Careers Division, Academy of Management 2006-2008

Membership Committee Co-Chair, Careers Division, Academy of Management, 2006-present

Outstanding Sustained Service Award Committee, Southern Management Association, 2003

Outstanding Sustained Service Proposal Committee, Southern Management Association, 2002

Nominating Committee, Gender and Diversity in Organizations Division, Academy of Management, 2001

Chair of Sage Scholar and Service Award Committee, Gender & Diversity in Organizations Division, Academy of Management, 1999 & 2000.

Social Activities Committee, Organized “Fun Facts About GDO Members Contest,” Gender and Diversity in Organizations Division, Academy of Management, 1999

Member, Mentoring and Networking Event Committee, Southern Management Association, 1996 & 1995

Career Forum Associate Editor, Careers Division, Academy of Management, 1993-present

**EDITORIAL BOARD MEMBERSHIPS AND REVIEWING**

Editor, *Group & Organization Management*, 2012-2014

Associate Editor, *Group & Organization Management*, 2008-2011.

Editor, *Research in Careers* series, Information Age Publishing, 2008-2015

Editorial Board Member, *Journal of Vocational Behavior*, 2022-present

Editorial Board Member, *Human Resource Management*, 2020-present

Editorial Board Member, *Journal of Managerial Psychology*, 2001-2004, 2008-present

Editorial Board Member, *Career Development International*, 2006-present

Editorial Board Member, *Journal of Business and Psychology*, 2004-2008

Editorial Board Member, *Journal of Management*, 2003-2008

Ad hoc reviewer, *Academy of Management Review*, *Journal of Applied Social Psychology*, *Journal of Organizational Behavior*, *Organizational Science*, *Sex Roles*

Review annually for Academy of Management (several divisions), Eastern Academy of Management (2020 to present) Southern Management Association, and Southwest Academy of Management

Quantitative verifier for Operations Management textbook, Prentice-Hall, 2002

**HONORS/AWARDS:**

Best Reviewer Awards from the Careers Division, the Gender and Diversity in Organizations Division, and the Organizational Behavior Division of the Academy of Management; Southern Management Association; Southwest Academy of Management, Eastern Academy of Management, Midwest Academy of Management

Outstanding Reviewer, *Career Development International*, 2020

Outstanding Reviewer, *Journal of Managerial Psychology*, 2020

Distinguished Educator Award, Southwest Academy of Management, 2012

Sage Service Award, Gender & Diversity in Organizations Division of the Academy of Management, 2007

E. W. Hopkins Faculty Development Award, College of Business, 2000 and 2006

Dyson Award for Research, 1997, 1999 and 2006; awarded annually by the College of Business at the University of West Florida

Gabor Award for Excellence, Faculty, University of West Florida, 2002

Best Chapter Advisor, national award, Delta Sigma Pi professional business fraternity, 2000

Best Chapter Advisor, regional award, Delta Sigma Pi professional business fraternity, 1999 and 2001

Representative to the 1982 Academy of Management OB Doctoral Consortium, New York, New York

Best Graduate Student Paper: Midwest Academy of Management, Chicago, 1981