

Regina F. Bento, Ph.D.

University of Baltimore
Department of Management and International Business
(410) 837-5073
Email: rbento@ubalt.edu

Education

Ph.D., Sloan School of Management, MIT, 1990.

Major: Management

M.S., Federal University of Rio de Janeiro, 1979.

Major: Management

M.D., Federal University of Rio de Janeiro, 1977.

Major: Psychiatry

Professional Positions

Academic - Faculty

Professor of Management, Merrick School of Business, University of Baltimore. (2002 - Present).

Visiting Professor, Sloan School of Management, MIT. (2007).

Associate Professor, Merrick School of Business, University of Baltimore. (1996 - 2002).

Assistant Professor, Merrick School of Business, University of Baltimore. (1991 - 1996).

Assistant Professor, Graduate School of Management, University of California Riverside. (1989 - 1991).

Assistant Professor, Graduate School of Management (COPPEAD), Federal University of Rio de Janeiro, Brazil. (1980 - 1983).

Visiting Associate Professor, Sloan School of Management, M.I.T.. (1999).

Academic - Administrative/Other

Associate Director, C. Roland Christensen Center for Teaching and Learning, Harvard Business School. (2006 - 2009).

Director, Institute of Business Administration, Graduate School of Management (COPPEAD), Federal University of Rio de Janeiro, Brazil. (1980 - 1983).

Coordinator, MBA Program, Graduate School of Management (COPPEAD), Federal University of Rio de Janeiro, Brazil. (1980 - 1983).

Professional Memberships

Harvard Business School Alumni Club of Baltimore (Present).

MIT Alumni Club (Present).

Organizational Behavior Teaching Society (Present).

Academy of Management (2008).

Awards and Honors

Nominated for Best Empirical Paper published in 2010. DSJIE - Decision Sciences Journal of Empirical Education. (2011).

Nominated for Board of Governors, Academy of Management. Academy of Management. (2010).

Quality Matters Certification for MGMT600. Quality Matters. (2010).

Keynote Speaker: Values-Driven Leadership. Wheeling Jesuit University. (2010).

Chair-Elect, Academy of Management PTC. Academy of Management. (2009).

Distinguished Paper Award. Decision Sciences Institute. (2007).

Nominated for Best Applied Paper Award. Academy of Management. (2007).

Nominated for Carolyn Dexter Award. Careers division of the Academy of Management. (2007).

Academy of Management Diversity Award. Management Education and Development Division. (2004).

Academy of Management Strategic Innovation Award ("Virtual Camp" Research Incubator Project). Academy of Management. (2002).

Research Award. Hoffberger Center for Professional Ethics, University of Baltimore. (2002).

Teaching Excellence. AACSB's BizEd Magazine. (2002).

Dean James Teaching Award. Merrick School of Business, University of Baltimore. (2001).

Research Award. Hoffberger Center for Professional Ethics, University of Baltimore. (2001).
The Spirit of Excellence Award. Alumni Association, University of Baltimore. (2001).
Yale Gordon Distinguished Professor. University of Baltimore. (2001).
Ethics in Teaching Award. Hoffberger Center for Professional Ethics, University of Baltimore. (2000).

RESEARCH

Intellectual Contributions

Books

Bento, R. F. (2006). The Compleat Academic: A Career Guide. *Academy of Management Learning and Education*. 5(1), 125-127.

Book Chapters

Bento, R. F. (2012). I'm Tired, Let's Swim Back. *Palgrave McMillan*. 111-114.

Bento, R. F., & A. E. (2010). Learning Leadership in Practice. *Routledge*.

Bento, R. F. (2005). Beyond Words Visual Metaphors and Dialogue in Management Education and Development. *Septem*. 73-84.

Bento, R. F., & Antonacopoulou, E. (2004). Method of 'Learning Leadership': Taught and Experiential. *Routledge*. 88-102.

Bento, R. F., & Schuster, C. (2003). Participation: The Online Challenge. *Idea Group Publishing*. 156-164.

Aggarwal, A. K., & Bento, R. F. (2002). Web-Based Education. *Idea Group Publishing*. reprint.

Aggarwal, A. K., & Bento, R. F. (2000). Web-Based Education. *Idea Group Publishing*. 2-16.

Refereed Journal Articles

Bento, A. M., & Bento, R. F. (Forthcoming). How fast are Enterprise Resource Planning (ERP) Systems moving to the Cloud?. *Oxford Journal: An International Journal Of Business & Economics*.

Bento, A. M., Bento, R. F., & White, L. F. (2014). Strategic performance management systems: impact on business results. *Journal of Computer Information Systems*. 54(3), 25-33.

Bento, A. M., & Bento, R. F. (2014). Access to the Cloud and Mobile Computing Technologies. *Journal of Management Systems*. 24(1), 23-37.

Bento, A. M., Bento, R. F., White, L. F., & Bento, A. (2014). Strategic Information Systems and Business Outcomes. *International Journal of Human Capital and Information Technology Professionals*. 5(1), 15-25.

Bento, A. M., Bento, R. F., & White, L. F. (2013). Validating Cause-and-Effect Relationships in the Balanced Scorecard. *Academy of Accounting and Financial Studies Journal*. 17(3), 45-55.

Bento, R. F., White, L. F., & Zacur, S. R. (2012). The Stigma of Obesity and Discrimination in Performance Appraisal: A Theoretical Model. *International Journal of Human Resource Management*. v.23 n.15(<http://www.tandfonline.com/doi/abs/10.1080/09585192.2011.637073>), 3196-3224.

Bento, R. F., A. J., & H. A. (2011). Post-MBA Industry Shifts: An investigation of career, educational, and demographic factors. *Career Development International*. 16(6), 592-615.

Bento, A. M., & Bento, R. F. (2011). Cloud Computing: A New Phase in Information Technology Management. *Journal of Information Technology Management*. XXII(1), 39-46.

White, L. F., & Bento, R. F. (2010). Quality Measures that Matter. *Issues in Informing Science and Information Technology*. 7. 061-072.

Bento, R. F., Arbaugh, J., & Hwang, A. (2010). Does the MBA experience support diversity? Demographic effects on MBA Program Satisfaction.. *Decision Sciences: Journal of Innovative Education*. 8(2), 391-415.

Bento, R. F., & Rennie, N. (2009). Visual Metaphors: A New Language for Discovery and Dialogue. *Transformative Dialogues*. 2(3), 1-12.

Bento, A. M., & Bento, R. F. (2006). Factors Affecting The Outcomes of Performance Management Systems. *Journal of Information Technology Management*. 17(2), 23-32.

Brownstein, B. P., Bento, R. F., Kemery, E. R., & Zacur, S. R. (2005). A Taxonomy of Participation in Online Courses. *Journal of College Teaching and Learning*. 2(12), 79-86.

Brownstein, B. P., Bento, R. F., Zacur, S. R., & Schuster, C. (2005). Fostering Online Student Participation. *Journal of College Teaching and Learning*. 2(7), 31-37.

Brownstein, B. P., Bento, R. F., & Zacur, S. R. (2005). Leadership: Three Approaches to Learning. *Journal of College Teaching and Learning*. 2(6), 63-74.

Bento, R. F., Schiff, A., Castaldi, R., & Davis, P. (2005). Simon's Department Stores Ltd.: Taking Unauthorized Purchase Discounts and Anticipation. *Journal of Applied Case Research*. 6(1), 42-46.

Bento, R. F., & Bento, A. M. (2004). Empirical Test of a Hacking Model: An Exploratory Study. *Communications of the AIS*. 14. 678-690.

Bento, R. F., & Bento, A. M. (2004). The Use of Causal Analysis Techniques in Information Systems Research: A Methodological Note. *Journal of Information Technology Management*. 15(3-4), 44-51.

Bento, R. F., & Bento, A. M. (2000). Using the Web to Extend and Support Classroom Learning. *College Student Journal*. 34(4), 603-608.

Bento, R. F. (2000). The Little Inn at the Crossroads: A Spiritual Approach to the Design of a Leadership Course. *Journal of Management Education*. 24(5), 650-661.

Bento, R. F., & Schiff, A. (2000). The Use of Financial and Non-Financial Information for Evaluating Performance: An Attributional Perspective. *Journal of Applied Business Research*. 16(4), 47-62.

Conference Proceedings

Bento, A. M., & Bento, R. F. (2014). How fast are Enterprise Resource Planning (ERP) Systems moving to the Cloud?. *2014 Cambridge Business & Economics Conference*.

Bento, R. F. (2014). The Three Encounters. *SC'MOI - Standing Conference for Management and Organizational Inquiry*.

Bento, A. M., Bento, R. F., White, L. F., & Bento, A. F. (2013). A Study of Strategic Performance Measurement Systems: Characteristics and Outcomes. *CISTI'2013 - 8ª Conferência Ibérica de Sistemas e Tecnologias de Informação*.

Bento, R. F. (2013). Concerning Lupe: A Latina's Performance Appraisal in One Act, One Vote, One Debrief. *Eastern Academy of Management*.

Bento, A. M., Bento, R. F., & White, L. F. (2012). Validating Cause-and-Effect Relationships in the Balanced Scorecard. *2012 Cambridge Business & Economics Conference (CBEC)*.

Bento, A. M., & Bento, R. F. (2011). Access to the Cloud and Mobile Computing Technologies. *Proceedings of the ISOneWorld 2011 Conference*.

Bento, R. F., A. E., & R. D. (2010). Idea Generation and Use. *EGOS - European Group for Organizational Studies*.

Bento, R. F., A. E., & R. D. (2010). PTC-Gnosis Project: Impact of Learning and Knowing. *Academy of Management*.

Bento, A. M., Bento, R. F., & White, L. F. (2010). The Business Impact of Strategic Performance Measurement Systems: Organizational, System, and Information Technology Factors.. *Proceedings of the International Federation of Scholarly Associations of Management*.

Bento, R. F., A. E., & R. D. (2010). PTC-Gnosis Project. *OLKC - Organizational Learning and Knowledge Conference*.

Bento, R. F., & White, L. F. (2010). Overweight Stigma and Incentive Pay. *Oxford Business and Economics Conference*.

Bento, A. M., & Bento, R. F. (2010). Cloud Computing: IT Change or Management Revolution. *Oxford Business Economics Conference*.

Bento, R. F., & . (2010). Learning Law in Cyberspace: The Harvard Experience. *INTED - International Association for Technology, Education and Development*.

Bento, A. M., & Bento, R. F. (2006). Factors Affecting the Outcomes of Performance Management Systems. *Proceedings, 2006 Americas Conference on Information Systems*.

Bento, A. M., & Bento, R. F. (2004). Empirical Test of a Hacking Framework. *Proceedings, 2004 Association of Information Systems Americas Conference*.

Bento, R. F. (2000). Side Effects: Ethical Issues in Online Pharmacies. *Proceedings of the International Conference Promoting Business Ethics. II.* 433.

Working Paper

Lingelbach, D., & Bento, R. F. (Present). Resource Modesty and Innovation: The Business School That Jumped Over the Moon. *Journal of Management Inquiry.*

Written Case

Bento, R. F., & Willis, E. (2010). Professor Rosen - A, B, C, D. *Harvard Business School.*

Bento, R. F., & Willis, E. (2010). Have a Great Class Tomorrow. *Harvard Business School.*

Bento, R. F., & Willis, E. (2010). How am I doing?. *Harvard Business School.*

Presentations

Bento, R. F., Mertins, L., & White, L. F. "Do sustainability measures matter in managerial appraisal and rewards?," Merrick School of Business, (2014).

Bento, R. F., & White, L. F. "Profit is not enough: How to Incorporate CSR in your scorecard," Institute of Management Accountants, Minneapolis, MN. (2014).

Bento, R. F. Hoffberger Center for Professional Ethics, Baltimore Mayor's Office. (2011).

Lingelbach, D., & Bento, R. F. "Resource Scarcity and Innovation: The Business School That Jumped Over The Moon," McMaster University, Burlington, Ontario, Canada. (2011).

Bento, R. F. "Attention Must Be Paid: Extraordinary Leadership by Ordinary People," San Antonio, Texas. (2011).

Bento, R. F., & Cullen, P. "Redesigning the MBA Curriculum," San Antonio, Texas. (2011).

Bento, R. F. "The Knowing-Doing Gap," Johns Hopkins Medical School, (2011).

Guy, A., Henderson, L., Swaim, R., & Bento, R. F. "Mayor's Ethics Seminar," Mayor's Office - City of Baltimore, City Hall - Baltimore. (2010).

Bento, R. F. "Mindfulness Meditation in the Workplace and Classroom," Montreal. (2010).

Bento, R. F. "The Impact of Learning and Knowing on Idea Generation and Use," Montreal. (2010).

Bento, R. F. "When Relevance is also Rigor," Montreal. (2010).

Bento, R. F. "A Global Agenda for Strategic Organizational Learning in Turbulent Times," European Group and Organization Studies, Lisbon, Portugal. (2010).

Bento, R. F., & White, L. F. "Quality Measures that Matter," Informing Science Institute, Italy. (2010).

Bento, R. F. "Values-Driven Leadership," Wheeling Jesuit University, (2010).

Bento, R. F. UB International Services, (2010).

Bento, R. F. "The Impact of Learning and Knowing on Idea Generation and Use," Academy of Management, Manchester, U.K.. (2010).

Bento, R. F., E. W., & K. M. "Learning from Teaching Evaluations: The Harvard Business School Experience," Academy of Management, Chicago. (2009).

Bento, R. F. "Case Method at Harvard Business School," Harvard / LASPAU, Cambridge, MA. (2009).

Bento, R. F., Arbaugh, J., & Hwang, A. "Does the MBA Experience Support Diversity? Regional and Demographic Differences," Decision Sciences Institute, Phoenix, AZ. (2007).

Bento, R. F., Arbaugh, J., & Hwang, A. "An Exploratory Study of Regional Effects on MBA Student Career Preparation," Academy of Management, Philadelphia, PA. (2007).

Bento, R. F., & Antonacopoulou, E. "Bringing Practice Back into Our Scholarship," Academy of Management, Philadelphia, PA. (2007).

Bento, R. F., & Wankel, C. "Management e-Media Networking," Academy of Management, Philadelphia, PA. (2007).

Bento, R. F., & Greenberg, E. "Unleashing Creativity in the Classroom: Failure is not a Dirty Word," Malibu, CA. (2007).

Bento, R. F., Arbaugh, J., & Hwang, A. "MBA Experience and Diversity: A Study of Ethnicity, Region, Gender and Age on Characteristics of MBA Program Satisfaction," Graduate Management Admissions Council, St. Petersburg, FL. (2007).

Bento, R. F. Harvard University, (2006).

Bento, R. F., & Wankel, C. "Management e-Media Networking," Academy of Management, Atlanta, GA. (2006).

Bento, R. F., Baruch, Y., Metcalfe, B., Fielden, S., Williams, C., & Altman, Y. "Managing Global Diversity," Academy of Management, Atlanta, GA. (2006).

Bento, R. F. MIT, (2006).

Bento, R. F., & Greenberg, E. "Teaching and Learning with the Tiger in the Forest of the Night: Suffering, Joy and the Development of Human Potential," Rochester, NY. (2006).

Bento, R. F., Baker, S., & Martinak, M. L. Philadelphia. (2006).

Bento, R. F. Leadership and The Changing Face of Original Life, Annual International Conference, The Association of Employment Practices and Principles, Baltimore, Maryland. (2005).

Bento, R. F., Klenke, K., & Markow, F. "Spirituality in Organizations: Empirical And Conceptual Perspectives," Washington, DC. (2005).

Bento, R. F., Sleeth, R., Ferris, W., Marx, R., Mazen, M., Meisel, S., & Weiner, J. "Aiming for X and Learning from Y: Legitimizing Teachable Moments in Unintended Classroom Consequences," Scanton, PA. (2005).

Bento, R. F. "Unintentional Subtle Discrimination in the Workplace: How it Works, How to Tell it's Happening, and What to Do About it," Hoffberger Center for Professional Ethics, University of Baltimore, (2005).

Zacur, S. R., Bento, R. F., Brownstein, B. P., & . "Developing EQ in Leadership and OB Courses," OBTC, Philadelphia, PA. (2005).

Bento, R. F., & Wankel, C. "Management e-Media Networking," Academy of Management, New Orleans. (2004).

Bento, R. F., Fitzgibbons, D., Pragman, C., Bardoel, E., & Steingard, D. "The Use of 'Affluenza' in the Management Classroom," Academy of Management, New Orleans. (2004).

Bento, R. F., Blood, M., Tung, R., & Bailey, J. "AACSB International and the Academy of Management: Opportunities and Obstacles for Creating Actionable Knowledge," Academy of Management, New Orleans. (2004).

Bento, R. F., Sleeth, R., Ferris, W., Mazen, M., Meisel, S., & Weiner, J. "You Can't Always Get What You Want: Capturing and Taming Unintended Course Consequences," Redlands, CA. (2004).

Bento, R. F. "Designing Bridges: High Tech, High Touch Online Leadership Learning Experiences," Rutgers University, Camden, New Jersey. (2004).

Bento, R. F., Arbaugh, B., Crocitto, M., & Fornaciari, C. "Technology and New Educational Experience," Academy of Management, Seattle, WA. (2003).

Bento, R. F., & Wankel, C. "Management e-Media Networking," Academy of Management, Seattle, WA. (2003).

Bento, R. F., Antonacopoulou, E., Bartunek, J., Boal, K., Fleming, J., Lenway, S., & Watson, C. "Democracy in the Academy: Promoting Positive Professional Practice," Academy of Management, Seattle, WA. (2003).

Bento, R. F. "The Balancing Act: Career, Family and Community," Academy of Management, Seattle, WA. (2003).

Bento, R. F. "Speaking in Pictures: The Use of Visual Metaphors," (2003).

Bento, R. F., Hill, H., & Hill, R. "Storytelling as Art: Oral Histories and Theater of the Soul," (2003).

Kemery, E. R., Bento, R. F., Herron, L., & Randolph, A. "Student's Perceptions and Learning: A Multi-Faculty Study of Web and Classroom Instruction," Eastern Academy of Management, (2003).

Bento, R. F., & Baker, S. "Follow the Leader? Trying to Shape Ethical Footprints, While Examining Our Own," (2003).

Bento, R. F. University of Maryland College Park, (2002).

Bento, R. F. Values Driven Leadership, Bank Directors Forum, State of Maryland Dept. of Labor, Licensing and Regulation, Division of Financial Regulation, Cambridge, Maryland. (2002).

Bento, R. F. "Unintentional Subtle Discrimination in the Workplace: How it Works, How to Tell it's Happening and What to Do About it," University System of Maryland, Baltimore. (2002).

Bento, R. F. "Management e-Media Networking," Academy of Management, Denver, Colorado. (2002).

Bento, R. F., Antonacopoulou, E., Cameron, K., & Fuller, S. "The Energy of Positive Professional Practice: Examples of a Working Net," Academy of Management, Denver CO. (2002).

Bento, R. F. "E-Commerce and Your Business," American Physical Therapy Association, (2002).

Bento, R. F. "Leading from Within," Hoffberger Center for Professional Ethics and Leadership, University of Baltimore, Baltimore. (2002).

Bento, R. F. "Leading from Within," Howard Community College, (2002).

Bento, R. F. "Women Sustaining the American Spirit," Maryland Motor Vehicle Administration, (2002).

Bento, R. F. "Our Personal Responses to September 11th: Safety, Uncertainty and Values," Hoffberger Center and the Center for Student Involvement, University of Baltimore, (2001).

Bento, R. F., Thompson, K., Cameron, K., & Steers, R. "Designing and Delivering Courses in Organizational Behavior: Ensuring Relevance, Student Engagement and Superior Learning," Academy of Management, Washington, DC. (2001).

Bento, R. F., & Marcic, D. "Composing a Career: A Spiritual Approach to Teaching Career Management," Academy of Management, Washington, DC. (2001).

Bento, R. F., & Nilsson, W. "Gateways to the Mind: Visual Metaphors in Management Development," Academy of Management, Washington, DC. (2001).

Bento, R. F., Biberman, G., & King, S. "Sharing Success Experiences in Teaching Spirituality in a Business Classroom," Academy of Management, Washington, DC. (2001).

Bento, R. F. "A Match Made in Heaven? A Dialogue about OBTS/MED Collaboration," Harrisonburg, VA. (2001).

Bento, R. F. "Leading from Within," Maryland Women's Network, (2001).

Bento, R. F. "Multicultural Issues in Employment," Career Center, University of Baltimore, (2001).

Bento, R. F. "Ethical Issues in Online Pharmacies," Hoffberger Center for Professional Ethics, University of Baltimore, (2001).

Contracts, Grants and Sponsored Research

Grants

White, Lourdes Ferreira(Co-Principal), Bento, Regina F.(Co-Principal), Sponsored by Merrick School Summer Reach Teaching Award, \$1000. (2013).

White, Lourdes Ferreira(Co-Principal), Bento, Regina F.(Co-Principal), "Information Overload in Performance Management" Sponsored by Merrick School Summer Reach Research Award, \$3000. (2013).

White, Lourdes Ferreira(Co-Principal), Bento, Alberto M.(Co-Principal), Bento, Regina F.(Co-Principal), "Summer Reach Award" Sponsored by Merrick School and Jacob France Institute, \$5000. (2010).

Bento, Regina F., "Summer Research Grant" Sponsored by Merrick School of Business, The University of Baltimore, (2005).

Bento, Regina F., "Summer Research Grant" Sponsored by Merrick School of Business, The University of Baltimore, (2004).

Bento, Regina F., "Research Grant" Sponsored by Hoffberger Center for Professional Ethics, The University of Baltimore, (2001).

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Bento, Regina F., Antonacopoulou Elena, Rousseau Denise, "The Impact of Learning and Knowing on Idea Generation and Use" Sponsored by Academy of Management and Gnosis, Private, (2009 - 2012).

Bento, Regina F., Arbaugh, J.B. , Hwang, A. , "Research Grant to Study Management Education" Sponsored by Graduate Management Admissions Council, (2007).

Bento, Regina F., Arbaugh, J.B. , Hwang, A. , "Research Grant to Study Management Education" Sponsored by Graduate Management Admissions Council, (2006).

Intellectual Contributions in Submission

Bento, R. F., White, L. Ferreira, & Mertins, L. Do sustainability measures matter in managerial appraisal and rewards?. Journal of Management Accounting Research.

Bento, R. F., Bowes-Sperry, L. , Goulet, L. , Mazen, M. , Meisel, S. , Peters, T. , Tromley, C. , & . How Many Professors Does It Take To Change a Light Bulb?An Exploration of Humor in the Classroom. .

Bento, R. F., & Sushil, B. Laughter is the Best Teacher: An Exploration of Laughter in. Academy of Management.

Research in Progress

"Cloud Computing" (On-Going)

"Sustainability and Enterprise Performance Management: Are we on overload yet?" (On-Going)

Our study examines the relationship between the use of sustainability measures and information overload in performance management. Using an experimental design, we test whether individual characteristics, the use of the balanced scorecard and strategy maps influence decision making quality under situations of cognitive overload. The Institute of Management Accountants accepted our experiment for data collection at the Research Lab during the IMA Annual conference in June 2014.

"The Impact of Learning and Knowing on Idea Generation and Use"

1 of 3 people leading International project sponsored by Academy of Management and Gnosis, bringing together over 100 leading scholars from all over the world, including several past presidents of the Academy.

SERVICE

Department Service

Committee Member, Management and Marketing Research Committee.

Committee Member, Management - Teaching Committee. (September 2009 - June 2010).

College Service

Committee Member, MGMT600 Course Revision.

Faculty Advisor, Beta Gamma Sigma. (September 2010 - Present).

Committee Member, Strategic Planning. (September 2010 - Present).

Committee Member, Teaching Committee. (September 2010 - May 2011).

Program Organizer, Rethinking the MBA - Harvard Prof. David Garvin. (2011).

Seminar organizer - UB/ Harvard Prof. Chris Dede, Transforming Education for the 21st Century - Prof. Chris Dede. (2010).

Committee Member, Scholarship Continuous Improvement Committee, Merrick School of Business. (2005 - 2006).

Committee Member, Graduate Curriculum Committee, Merrick School of Business. (2003 - 2005).
Committee Member, Executive Committee, MSB Faculty Senate, Merrick School of Business. (2003).
Committee Member, Enrollment Committee, Merrick School of Business. (2002).
Committee Member, E-Commerce Committee. (2001).
Nominating Committee, MSB Faculty Senate, Merrick School of Business. (2001).
Committee Member, Awards Committee. (2000 - 2001).
Committee Member, Executive Committee, MSB Faculty Senate, Merrick School of Business. (2000).
Faculty Mentor, Merrick School of Business. (2000).

University Service

Committee Member, Ass. VP, Human Resources.
Committee Member, Center for Excellence in Learning and Teaching.
Committee Member, MS Degree in Research.
Committee Member, UB - Sloan Work Group - Faculty Work Life and Personnel Initiatives.
Committee Member, University of Baltimore Center for International and Comparative Law.
Senior Fellow, University of Baltimore Hoffberger Center for Professional Ethics.
Senior Assistant to the Provost for Academic Planning, Provost Office - UB21 Initiative. (February 2011 - Present).
Committee Member, Carnegie Course Redesign Award - IDIS 302 Ethics. (November 2010 - Present).
Faculty Advisor, UB Chapter of Beta Gamma Sigma Honor Society. (September 2009 - Present).
Senior Fellow, University of Baltimore Hoffberger Center for Professional Ethics. (2001 - Present).
Workshop Organizer, CELT Teaching Workshop. (2011).
Program Organizer, Rethinking the MBA - Harvard Prof. David Garvin. (2010).
Program Organizer, Transforming Education for the 21st Century - Harvard Prof. Chris Dede. (2010).
Guest Speaker, International Services Office. (2010).
Alternate, University of Baltimore Faculty Senate. (2000 - 2003).
Committee Member, University of Baltimore Presidential Search Committee. (2001 - 2002).
Presenter, Family Matters, Career Center Workshop. (2001).
Committee Member, UB Web Teaching Policy Committee. (2001).
Committee Member, University of Baltimore Provost Council. (2000 - 2001).
Task Force Member, USM Chancellor's Faculty Task Force for Diversity. (2000 - 2001).
Committee Member, Web Initiatives in Teaching Committee. (2000 - 2001).
Presenter, Family Matters, African-American Student Roundtables. (2000).
Committee Member, Search Committee - Head of Media Services. (2000).
Volunteer, University of Baltimore President Turner's Bow Tie Ball. (2000).

Professional Service

Officer, President/Elect/Past, Academy of Management - PTC Committee (Academy-Wide).
Reviewer, Journal Article, Academy of Management Journal.
Editorial Review Board Member, Academy of Management Learning and Education.
Officer, President/Elect/Past, Academy of Management.
External Reviewer, Endowed Chair, University of Wisconsin Oshkosh.
Member, Executive Development Programs, American Association of Physical Therapists.
Member, Executive Development Programs, Legg Mason.
Member, Executive Development Programs, Life Bridge Group - Sinai Hospital, Northwest Hospital, Levindale.
Member, Executive Development Programs, Millenium Corporation.
Member, Executive Development Programs, Monitor.
Member, Executive Development Programs, Motor Vehicle Administration, State of Maryland.
Member, Executive Development Programs, Sheppard and Enoch Pratt Health System.
Member, Executive Development Projects, The Institute of Business Administration, Federal University of Rio De Janeiro.
External Reviewer, External Review Team, Bucknell.

Reviewer, Journal Article, Group and Organization Management.

Reviewer, Book, Harper Collins.

Officer, Other Officer, Harvard Business School Alumni Club of Baltimore.

Reviewer, Book, Information Age Press.

Reviewer, Journal Article, Journal of Business Ethics.

Reviewer, Journal Article, Journal of End User Computing.

Reviewer, Journal Article, Journal of Information Technology Management.

Editorial Review Board Member, Journal of Management Education.

Reviewer, Book, McGraw-Hill.

Editorial Review Board Member, Organization Management Journal.

Reviewer, Journal Article, Organization Management Journal.

Reviewer, Book, Prentice-Hall.

Reviewer, Journal Article, Sex Roles.

External Reviewer, Tenure and Promotion, Pace University.

External Reviewer, Tenure and Promotion, University of Massachusetts.

External Reviewer, Tenure and Promotion, University of Redlands.

Officer, Other Officer, Academy of Management. (April 2011 - Present).

Member, Beta Gamma Sigma. (September 2010 - Present).

Member, MIT Educational Council. (June 2010 - Present).

Editorial Review Board Member, Journal of Management Education. (2007 - Present).

Institutional Liaison, Eastern Academy of Management. (2004 - Present).

Editorial Review Board Member, Organization Management Journal. (2003 - Present).

Editorial Review Board Member, Academy of Management Learning and Education. (2002 - Present).

Editor, Associate Editor, Sex Roles. (2002 - Present).

Committee Member, Executive Committee, Management Education and Development Division, Academy of Management. (1999 - Present).

Chairperson, Web Policy and Webmaster, Management Education and Development Division, Academy of Management. (1999 - Present).

Officer, Other Officer, Harvard Business School - Christensen Center. (2006 - 2009).

Committee Member, Harvard University - Faculty Development. (2006 - 2009).

Immediate Past Division Chair, Management Education and Development Division, Academy of Management. (2004 - 2005).

OB-1, the Keeper of the Flame, Organizational Behavior Teaching Society. (2003 - 2005).

Editorial Review Board Member, Management Learning. (2002 - 2005).

Editor, Associate Editor, Academy of Management Learning and Education. (2004).

Division Chair, Management Education and Development Division, Academy of Management. (2003 - 2004).

Co-Vice-President, Local Arrangements, Eastern Academy of Management. (2003).

Co-Vice President, Eastern Academy of Management. (2002 - 2003).

Division Chair-Elect, Management Education and Development Division, Academy of Management. (2002 - 2003).

Committee Member, Program Committee, Eastern Academy of Management. (2001 - 2003).

Track Chair, 2002 EAM, New Haven (Technology Track), Eastern Academy of Management. (2002).

Session Chair, Management Education and Development Division, Academy of Management. (2002).

Program Chair, Scholarly Program, Management Education and Development Division, Academy of Management. (2001 - 2002).

Chairperson, Professional Development Workshops, Management Education and Development Division, Academy of Management. (2000 - 2001).

Featured Speaker, Challenges of the Pharmacy Profession in the New Millennium. (2000).

Featured Speaker, Monthly Meeting of the Professional Women's Association, University of Maryland College Park. (2000).

Public Service

Guest Speaker, Mayor's Office, City of Baltimore. (2010).

Committee Member, Multi-Hazard Plan Committee. (2000 - 2001).

Volunteer, Pro-Bono Training and Organizational Development, Baltimore Care Givers. (2000).

Consulting

The Institute of Business Administration, Federal University of Rio De Janeiro,

Development Activities

Conference Attendance, "Learning - Masie Center for Technology,"

Conference Attendance, "Organizational Behavior Teaching Conference,"

Faculty Fellowship, "Associate Director, Christensen Center for Teaching and Learning," Harvard Business School.

Seminar, "Annual Teaching Colloquium," Harvard Business School.

Seminar, "Monthly Faculty Teaching Seminars," Harvard Business School.

Workshop, "Quarterly Teaching Workshops," Harvard Business School.

Conference Attendance, "Courage and Renewal: The Courage to Teach," Parker Palmer's Courage and Renewal Institute. (2010 - Present).

Conference Attendance, "OBTS Webcast Series," Organizational Behavior Teaching Society. (2010 - Present).

Seminar, "Beta Gamma Sigma Webinar Series," Beta Gamma Sigma. (2010 - Present).

Conference Attendance, "International Mindfulness Conference for Clinicians, Researchers and Educators," U. of Massachusetts Medical School. (2009 - Present).

Conference Attendance, "Academy of Management," (August 2010 - August 2010).

Conference Attendance, "EGOS," European Group for Organization Studies. (July 2010 - July 2010).

Conference Attendance, "Oxford Business and Economics Conference," (June 2010 - June 2010).

"OLKC Conference," Organizational Learning, Knowledge and Capabilities. (June 2010 - June 2010).

Conference Attendance, "The MBA Under Siege: Reimagining Management Education," Fordham University, Aspen Institute CBE, United Nations PRME, The HUMANISTIC MANAGEMENT NETWORK. (2010).

Seminar, "Rethinking the MBA," UB / Harvard Prof. David Garvin. (2010).

"Cloud Computing," Cloud Computing Expo. (April 2010 - April 2010).

Seminar, "Making OB More Engaging," Mc-Graw Hill / James Colquitt. (2010).

Seminar, "Transforming Education for the 21st Century," UB/ Harvard Prof. Chris Dede. (2010).

Seminar, "Social Media," MIT. (2010).

Workshop, "CONNECT Management Instructor Workshop," Mc-Graw Hill. (2010).

Conference Attendance, "Urban Child Symposium," UB School of Law. (2010).

Conference Attendance, "Mid-Atlantic Organizational Behavior Teaching Conference," Mid-Atlantic OBTC. (March 2010 - March 2010).

Conference Attendance, "Faculty Roles in High Impact Practices," AAC&U - Association of American Colleges & Universities. (March 2010 - March 2010).

Seminar, "Cross-Cultural Mediation," University of Baltimore. (2010).

Seminar, "Beta Gamma Sigma Chapter Advisor Seminar," Beta Gamma Sigma. (2010).

Conference Attendance, "Cloud Computing," (December 2009 - December 2009).

Workshop, "MBSR - 8-week Mindfulness Program," U. of Massachusetts Medical School. (March 2009 - May 2009).