**John W. Upson**

# Richards College of Business, University of West Georgia, Carrollton, GA 30118-3030

# Email: [jupson@westga.edu](mailto:jupson@westga.edu)

**Academic Employment**

**Associate Dean of Faculty, Academic Programs, and Administration** 2018-Present

Richards College of Business

University of West Georgia, Carrollton, GA

**Professor of Management** 2018-Present

Richards College of Business

University of West Georgia, Carrollton, GA

**Associate Professor of Management** 2013-2018

Richards College of Business

University of West Georgia, Carrollton, GA

**Assistant Professor of Management** 2008-2013

Richards College of Business

University of West Georgia, Carrollton, GA

**Professional Employment**

**Tech Data Corporation**, Clearwater, FL 1993-2003

* Manager eBusiness Sales, 2001-2003
* Outsourcing Services Manager, 2000-2001
* Sales Rep, Business Analyst, Territory Manager, 1993-2000

**International Committee of the Red Cross**, Kenya/Somalia 1992

Sea Vessel Distribution Manager

**U.S. Peace Corps**, Kenya 1990-1991

Volunteer

**Education**

**Doctor of Philosophy** April 2008

Florida State University, Tallahassee, FL

Area: Strategic Management

Support: Organizational Behavior

**Master of Business Administration**  May 2002

Florida State University, Tallahassee, FL

**Bachelor of Science**  May 1990

University of Florida, Gainesville, FL

Major: Finance

**RESEARCH INTERESTS**

Competitive dynamics, international management, entrepreneurship, and performance

**Refereed Publications**

Upson, J. W., Ndemo, B., Lobo, R., Fadil, N., & Green, K. M. 2023. The effect of national culture on SME competitive dynamics. *Journal of Global Entrepreneurship Research*, 13(1), 22.

Riviere, M. & Upson, J. W. 2023. Orientation vs. action: SME responses to customers and competitors. International *Journal of Entrepreneurship and Innovation*.

Upson, J. W. & Bergiel, E. 2023. Virtual study abroad: Is there life after the pandemic? *Journal of International Education in Business*, 16(1) 37-55.

Upson, J. W., & Green, K. M. 2020. Boxing or golfing: a view of small business competition. *Journal of Small Business & Entrepreneurship*, 35(5): 477-500.

Green, K. M., Upson, J. W., & Velez-Castrillon, S. 2017. Building students’ international perspective using business startups. *Business Education Innovation Journal*, 9(1): 67-76.

Upson, J. W., Sanchez, M. S., & Smith, W. J. 2017. Competitive dynamics of market entry: Scale and survival. *Management and Economics Review*, 2(1):118-132.

Upson, J. W., & Green, K. M. 2017. Dragons, goliaths, and cowboys: A view of small business competition. *Organizational Dynamics*, 46: 171-181.

Upson, J. W., Damaraju, N. L., Anderson, J. R., & Barney, J. B. 2017. Strategic networks of discovery and creation entrepreneurs. *European Management Journal*, 35(2): 198-210.

Bueno-Merino, P., Grandval, S., Upson, J. W., & Vergnaud, S. 2014. Organizational slack and the capability lifecycle: The case of related diversification in a technological SME. *International Journal of Entrepreneurship and Innovation*, 15(4): 239-250.

Bergiel, E. B., Bergiel, B. J., & Upson, J. W. 2012. Revisiting Hofstede's dimensions: Examining the cultural convergence of the United States and Japan. *American Journal of Management*, 12(1): 69-79.

Butler, F. C., Martin, J. A., Perryman, A. A., & Upson, J. W. 2012. Examining the dimensionality, reliability, and construct validity of firm financial performance. *Strategic Management Review*, 6(1): 57-74.

Upson, J. W., Ketchen, D. J., Connelly, B. L., & Ranft, A. L. 2012. Competitor analysis and foothold moves. *Academy of Management Journal*. 55(1): 93-110.

Upson, J. W. 2011 Just trust me: Moderators of the trust - behavior relationship and effects on performance. *Journal of International Business Disciplines*, 6(1): 13-26.

Anderson, J. R., Bergiel, E., Prince, B., & Upson, J. 2010. Advice seeking and small firm strategy. *International Journal of the Academic Business World*, 4(1): 1-8.

Upson, J. W. & Ranft, A. L. 2010. When strategies collide: Divergent strategies within competitive triads. *Business Horizons*, 53: 49-57.

Upson, J. W. 2010. The double-edged sword of trust in supply chain relationships: Cooperation and opportunism. *Business Research Yearbook: Global Business Perspectives*, 17(1): 325-331.

Upson, J. W., & Anderson, J. R. 2009. Global supply chain motivation and integration in emerging markets. *Business Research Yearbook: Global Business Perspectives*, 16(1): 355-361.

Upson, J. W., Ketchen, D. J., & Ireland, R. D. 2007. Managing employee stress: A key to the effectiveness of strategic supply chain management. *Organizational Dynamics*, 36: 78-92.

Ketchen, D. J., Combs, J. G., & Upson, J. W. 2006. Why does franchising help restaurant chain performance? *Cornell Hotel and Restaurant Administration Quarterly*, 47: 14-27.

**WORK IN PROGRESS**

Upson, J. W., Ndemo, B., Lobo, R., Fadil, N., & Green, K. M. The effects of national culture on competitive dynamics (revise and resubmit at *Journal of Small Business and Enterprise Development*)

Upson, J. W. & Green, K. M. Competitive dynamics of small business

**PROCEEDINGS AND CONFERENCE PRESENTATIONS**

Velez-Castrillon, S., Fan, YA. Salaiz, A., Tabesh, P., Upson, J. 2021. Successful Careers Outside Research-Intensive Universities. Professional Development Session at the *Southern Management Association Annual Meeting*, New Orleans, LA.

Bergiel, E., Bergiel, B., Gainey, T., & Upson, J. 2021. Study abroad in a virtual world. *Academy of Business Research Winter Conference* (online).

Upson, J. W., Fadil, N., Ndemo, B., Lobo, R., & Green, K. M. 2020. Competitive dynamics and national culture. *Southern Management Association Annual Meeting*, St. Petersburg, FL (online).

Velez-Castrillon, S., Fan, Y., Knapp, J., Salaiz, A., Tabesh, P., Breidenthal, A., Upson, J. & Kedharnath, U. 2020. Successful Careers Outside Research-Intensive Universities. Professional Development Session at the *Southern Management Association Annual Meeting*, St. Petersburg, FL (online).

Doyle, M., Council, M. & Upson, J. W. 2019. It’s not only about the money: Paths to study abroad access. *Association of American Colleges and Universities*, San Antonio, TX.

Green, K. M. & Upson, J. W., 2018. Patterns and Shifts in Strategic Momentum. *Southern Management Association Annual Meeting*, Lexington, KY.

Upson, J. W., & Green, K. M. 2017. Competitive dynamics of small business. *Southern Management Association Annual Meeting*, St. Petersburg, FL.

Upson, J. W., Sanchez, M. S., & Smith, W. J. 2014. Understanding market entry through resources and competitive conditions. *34th Strategic Management Society Annual International Conference*, Madrid, Spain.

Upson, J.W., Damaraju, N. L., Anderson, J. R., & Barney, J. B. 2014. Strategic networks of discovery and creation entrepreneurs. *Entrepreneurship Research Exemplars Conference*, Denver, CO.

Upson, J. W., & Sanchez, M. S. 2013. When smaller is better: Multimarket contact and entry aggression. Paper presented at the *73rd Annual Meeting of the Academy of Management*, Orlando, FL.

Upson, J. W., Damaraju, N. L., Anderson, J. R., & Barney, J.B. 2012. Advice networks of discovery and creation entrepreneurs. 3*2nd Strategic Management Society Annual International Conference*, Prague, Czech Republic.

Upson, J. W., & Sanchez, M. S. 2012. Multimarket contact and entry aggression. *Academy of Business Research*, New Orleans, LA. (Best paper award)

Bergiel, E. B., Bergiel, B. J., & Upson, J. W. 2012. Revisiting Hofstede’s cultural dimensions: Examining the cultural convergence of the United States and Japan. *Southwest Academy of Management*, New Orleans, LA.

Wood, J., Rabern, C., & Upson, J. 2011. Revisiting Hofstede’s dimensions: The evolving cultures of the United States and Japan. *International Academy of Business Disciplines*, New Orleans, LA.

Upson, J. W., Damaraju, N. L., & Anderson, J. R., 2011. Aligning for success: Advice networks and entrepreneurial orientation. *Strategy Seminar Series*, India School of Business, Hyderabad, India.

Upson, J. W., Damaraju, N. L., & Anderson, J. R., 2011. Aligning for success: Advice networks and entrepreneurial discovery and creation opportunities, *Entrepreneurship Research Exemplar Conference*. Fischer College of Business: The Ohio State University.

Upson, J. W. 2010. The double-edged sword of trust in supply chain relationships: Cooperation and Opportunism. *International Academy of Business Disciplines*, Las Vegas, NV.

Upson, J. W., & Bergiel, E. B. 2009. Trust, behavior, and firm performance in supply chains. Paper presented at the annual *Southern Management Association Meeting*, Asheville, NC.

Anderson, J. R., Bergiel, E., Prince, B, & Upson, J. 2009. Advice seeking and small firm strategy. Paper presented at the *Academic Business World International Conference*, Nashville, TN. (Best paper award)

Upson, J. W. 2009. Global supply chain motivation and integration in emerging markets. Paper presented at the *International Academy of Business Disciplines,* St Louis, MO.

Holcomb, J. W., Upson, J. W., T. R., Webb, Sexton, J. 2008. Corporate venturing and sequential market entry: An empirical test of the decision to exercise footholds. Paper presented at the *Strategic Management Society Annual International Conference*, Cologne, Germany.

Holcomb, T. R., Upson, J. W., Webb, J. W. 2008. Corporate venturing and the decision to exercise foothold investments: A real options perspective. Paper presented at the 2008 *Babson College Entrepreneurship Research Conference*, University of North Carolina at Chapel Hill.

Upson, J. W., Ranft, A. L., & Ketchen, D. J. 2008. Why do firm’s exercise foothold options?: Explanations from multipoint competition and real options theory. Paper presented at the *Atlanta Competitive Advantage Conference* (*ACAC),* Emory University, Atlanta, GA.

Upson, J. W. 2006. Multipoint competition: The dynamics of triads. Paper presented at the annual *Southern Management Association Meeting*, Clearwater, FL.

Butler, F. C., Martin, J. A., Perryman, A. A., Upson, J. W., & Combs, J. G. 2006. Examining the dimensionality, reliability, and construct validity of firm financial performance. Paper presented at the annual *Southern Management Association Meeting*, Clearwater, FL.

Upson, J. W. 2006. Supply chain glitches: A synthesis of the relational view and swift even flow theory. Paper presented at the *Academy of Management,* Atlanta, GA.

**INVITED PRESENTATIONS**

Upson, J. W. & Green, K. G. 2019. The Competitive Dynamics of Small Business. Paper presented at the EM Normandie Business School’s Entrepreneurial Axis Meeting in Paris, France, June 6, 2019.

Upson, J. W. Creating proprietary data sets and Working with international colleagues. Presented at the EM Normandie Business School’s Entrepreneurial Axis Meeting in Paris, France, June 6, 2019.

Upson, J. W. & Green, K. G. 2017. Dragons, goliaths, and cowboys: A view of small business competition. Paper presented at RCOB Faculty Research Friday.

**PROFESSIONAL PRESENTATIONS**

Upson, J. W. 2011. Building the tower exercise. Presented at Tools in the Changing Classroom faculty training session, University of West Georgia.

Upson, J. W. 2010. Review of research. Presented at UWG - ESCEM Faculty Research Exchange, Tours, France.

Upson, J. W. & Zachary, M. -K. 2010. Review of RCOB management research. Presented at UWG - ESCEM Faculty Research Exchange, Tours, France.

**Student-Directed REsearch**

Faculty sponsor, 27th International Economics Convention, Mumbai, India, 2019.

Student research paper: *Growth and transformation through higher education.*

Awards: 1st Innovative solution, 2nd Presentation, 3rd Overall

Faculty sponsor, 26th International Economics Convention, Mumbai, India, 2018.

Student research paper: *The French tax system and the ease of doing business:* *Relevance to India.*

Awards: 1st Presentation, 1st Q&A, 3rd Overall

Faculty sponsor, 25th International Economics Convention, Mumbai, India, 2017.

Student research paper: *Demonetization: A monetary policy.*

Awards: 3rd Overall

Faculty sponsor, student research project, *Small business competition*, Glen Major, poster session at UWG Undergraduate Research Conference, 2017.

Faculty sponsor, 24th International Economics Convention, Mumbai, India, 2016.

Student research paper: *Global risk in Israel.*

Awards: Most Innovative Solution, 2nd Presentation, and 3rd Overall

Faculty sponsor to student presentation, RCOB Research Night. *The impact of CSR initiatives on human development in Germany*. Third place award, 2016.

Faculty sponsor, 23rd International Economics Convention, Mumbai, India, 2015.

Student research paper: *Corporate social responsibility - Lesson from abroad: Germany.*

Awards: Most Innovative Solution, 1st Presentation, 1st Paper, and 1st Overall

Faculty chaperone, 22nd International Economics Convention, Mumbai, India, 2014.

Student research paper: *Political systems and economic development: Russia*

Faculty sponsor, student research presentation, UWG Board of Trustees, RCOB Board of Advisors and

Rotary Club, 2014

Faculty chaperone, 21st International Economics Convention, Mumbai, India, 2013.

Student research paper: *Emerging economies of world: China*

Awards: Most Innovative Solution, 1st Presentation, 1st Paper, 1st Q&A, 1st Coordination among team members, and 1st Overall

Faculty sponsor, student research presentation, UWG Board of Trustees, RCOB Board of Visitors and Kiwanis Club, 2013.

Faculty chaperone, 20th International Economics Convention, Mumbai, India, 2012.

Student research paper: *India, the next superpower: A dream or a reality?*

*international relations and defense*

Awards: 3rd place paper, 3rd place overall

Faculty sponsor, student research presentation, Board of Visitors, 2012.

Faculty chaperone, 19th International Economics Convention, Mumbai, India, 2011.

Student research paper: *From commonwealth to common wealth: Indo-Nigerian economic cooperation*

Faculty sponsor, student research project, RCOB Research Night, 2010, 2012-2014.

**COURSES TAUGHT**

***International Management***

The course is intended to help students gain a better understanding of successful international management practices. Topics include the nature of international competition, cultural and other core differences across countries as well as financial, environmental, socio-cultural, political, and economic forces on management theory and the practices of multinational enterprises.

University of West Georgia, 2020-2021 (2 undergrad sections (1 online))

University of West Georgia, 2019-2020 (2 undergrad sections (1 online))

University of West Georgia, 2018-2019 (3 undergrad sections (1 online))

University of West Georgia, 2017-2018 (5 undergrad sections (1 online))

University of West Georgia, 2016-2017 (5 undergrad sections (1 online))

University of West Georgia, 2015-2016 (5 undergrad sections (1 online))

University of West Georgia, 2014-2015 (5 undergrad sections (1 online))

University of West Georgia, 2013-2014 (5 undergrad sections)

University of West Georgia, 2012-2013 (5 undergrad sections)

University of West Georgia, 2011-2012 (5 undergrad sections)

University of West Georgia, 2010-2011 (4 undergrad sections)

University of West Georgia, 2009-2010 (2 undergrad sections)

University of West Georgia, 2008-2009 (2 undergrad sections)

**Strategic Management and Business Policy**

This “capstone” course explores how managers plan, implement, and evaluate functional, business, and corporate level strategies. The course’s overall purpose is to equip these future managers with the requisite tools to ensure their firm’s survival and prosperity.

University of West Georgia, 2020-2021 (4 undergrad sections (2 online))

University of West Georgia, 2019-2020 (4 undergrad sections (2 online))

University of West Georgia, 2018-2019 (2 undergrad sections)

University of West Georgia, 2017-2018 (1 undergrad section)

University of West Georgia, 2014-2015 (1 undergrad section)

University of West Georgia, 2013-2014 (1 undergrad section)

University of West Georgia, 2012-2013 (1 undergrad sections)

University of West Georgia, 2011-2012 (2 undergrad sections)

University of West Georgia, 2010-2011 (5 undergrad sections)

University of West Georgia, 2009-2010 (5 undergrad sections)

University of West Georgia, 2008-2009 (5 undergrad sections)

University of West Georgia, 2007-2008 (1 undergrad section)

Florida State University, 2004-2008 (9 undergrad sections)

**Strategic, Ethical, and Global Management**

This MBA “capstone” course addresses the total enterprise at the executive level by exploring the decisions and actions that result in the formulation and implementation of strategies that achieve the mission and goals of the enterprise with special consideration of the effects of globalization, ethics, and corporate accountability.

University of West Georgia, 2020-2021 (2 graduate sections (1 online))

University of West Georgia, 2019-2020 (2 graduate sections (1 online))

University of West Georgia, 2018-2019 (2 graduate sections)

University of West Georgia, 2017-2018 (2 graduate sections)

University of West Georgia, 2016-2017 (2 graduate sections)

University of West Georgia, 2015-2016 (2 graduate sections)

University of West Georgia, 2014-2015 (2 graduate sections)

University of West Georgia, 2013-2014 (2 graduate sections)

University of West Georgia, 2012-2013 (1 graduate section)

University of West Georgia, 2011-2012 (1 graduate section)

University of West Georgia, 2010-2011 (1 graduate section)

**Guest Lectures**

Ecole de Commerce et de Management à Paris (EMLV), March 2023, “The Role of Culture in International Business,” presented as two mini-courses as part of EMLV’s International Week.

Birla College, Mumbai India, December 2019, “International Management,” two undergraduate classes.

Birla College, Mumbai India, December 2016, “International Management,” three undergraduate classes.

**First-Year Experience: Lessons in Travel**

This first-semester freshmen course explores how managing a travel plan and interacting with foreign societies, can give students a unique perspective and important skills that will benefit their careers domestically or internationally. It establishes links between travel, students’ majors, and careers. Students explore the benefits of experiencing unfamiliar environments. The course also serves to introduce students to UWG life and academics.

University of West Georgia, 2020-2021 (1 undergrad section)

University of West Georgia, 2019-2020 (1 undergrad section)

**Market Research in Big Data Era**

This course helps students make data-driven decisions by considering a firm’s ability to collect, analyze, and act on data and use it as an important source of competitive advantage. Topics include the benefits of an analytics-based approach to decision-making and analytics practices in organizations. Advanced research methods are introduced as well as data-driven approaches to such marketing topics as product development, pricing, and customer value. The focus is on the application of these methods to real-world problems.

Lanzhou University School of Management (China) 2020 (1 graduate section, online)

Lanzhou University School of Management (China) 2018 (1 graduate section)

**Study Abroad Lead Instructor** (graduate and undergrad combined)

Vietnam, University of West Georgia, 2019

South Africa, University of West Georgia, 2018

Italy, University of West Georgia, 2017

China, University of West Georgia, 2016

Panama, University of West Georgia, 2013

Barcelona, University of West Georgia, 2012

**Study Abroad Faculty Chaperone** (graduate and undergrad combined)

Italy, University of West Georgia, 2022

Dubai, University of West Georgia, 2015

Dublin, University of West Georgia, 2014

Prague, University of West Georgia, 2011

Japan, University of West Georgia, 2010

**Student Exchange**

Designed student exchange program for UWG students to attend Birla College, India, December 2019

Designed student exchange program for UWG students to attend Birla College, India, December 2016

**Faculty Exchange**

Served as visiting faculty member to Birla College in Mumbai India, December 2019

Hosted visiting faculty member Dr. Mahadeo Yadav from Birla College, Mumbai, India, April 2018

Served as visiting faculty member to Birla College in Mumbai India, December 2016

Hosted visiting faculty member Dr. Radhika Lobo from Birla College, Mumbai, India, April 2016

**GRANT ACTIVITY**

Student Research Assistant Program Grant, 2016-17, $900

Robert J. Stone Endowment for Entrepreneurial Studies Grant, 2016, $1,000

RCOB Research Scholar Award, 2012-2013, $5,000

Student Research Assistant Program Grant, 2011-2012, $2,000

Robert J. Stone Endowment for Entrepreneurial Studies Grant, 2010, $1,000

Robert J. Stone Endowment for Entrepreneurial Studies Grant, 2009, $1,000

**HONORS AND AWARDS**

*Ecole de Management de Normandie, France*

2017-Present, Board Member, Scientific Advisory Committee

*University of West Georgia*

2018-2019 Richards College of Business Excellence in Service Award

2018 Best of the West award, Cross-Divisional category

2018 Best of the West award, Values category

2017-2018 Richards College of Business Excellence in Research Award

2015-2016 Richards College of Business Excellence in Service Award

2013-2014 Beta Gamma Sigma Faculty of the Year

2013-2014 Richards College of Business Excellence in Teaching Award

2011-2012 Beta Gamma Sigma Faculty of the Year

2012-2013 Richards College of Business Excellence in Services Award

2010-2011 Richards College of Business Excellence in Teaching Award

*Florida State University*

2007 Outstanding Teaching Assistant Award nominee, Florida State University

2006-07 College of Business Doctoral Teaching Award, Florida State University

*Tech Data Corporation*

2003 Exceptional Achievement Award

2003 Person of the Quarter

2002 Exceptional Achievement Award

2001 Circle of Excellence

1998 Services Salesperson of the Year

**PROFESSIONAL Service**

*Ad Hoc Reviewer Activity*

Academy of Entrepreneurship Journal 2018-2019

Academy of Management Perspectives, 2019-2020

African Journal of Business Management, 2012

Entrepreneurship Theory and Practice, 2010

European Business Review, 2023

Journal of Business Logistics, 2013

Journal of Business Research, 2013

Journal of Family Business Management, 2014, 2018, 2020

Journal of International Education in Business, 2022-23

Journal of Management Studies, 2015

Journal of Management, 2011-2017, 2020, 2021

Journal of Managerial Issues, 2013-2014, 2019-2021

Journal of Strategy and Management, 2012

Journal of Supply Chain Management, 2016

Organizational Research Methods, 2010

Strategic Entrepreneurship Journal, 2014

Strategic Organization, 2014-16, 2020-22

Transportation Research E: Logistics and Transportation Review, 2009-2010

*Conference Reviewer Activity*

Academy of Management Annual Meetings, 2006-2022

Southern Management Association Annual Meeting, 2006-Present

Best Paper, Org Theory track, Southern Management Association Meeting, 2020

Best Doctoral Paper, Org Theory track, Southern Management Association Meeting, 2020

Best Paper, Org Theory track, Southern Management Association Meeting, 2014

Strategic Management Society Annual International Conference, 2014

*Other Reviewer Activity*

Reviewer for Ketchen & Short textbook: Mastering Strategic Management, 2011

*Conference Service*

Academy of Management

Session Chair and Discussant, Academy of Management Annual Meeting, 2017

Session Chair, Academy of Management Annual Meeting, 2012

Discussant, Academy of Management Annual Meeting, 2009

Southern Management Association

Online facilitator (chair) Southern Management Association Annual Meeting, 2020

Session Chair, Southern Management Association Meeting, 2011, 2012

Discussant, Southern Management Association Meetings, 2006-2009, 2011

Other

Session Chair, International Academy of Business Disciplines Meeting, 2009

**Institutional Service**

*University*

Faculty Development Committee for changes to promotion & tenure, 2021-2022

College representative to the International Services and Programs Steering Committee 2013-2022

Faulty panel member for "Mind the Gap: Finding Purpose in International Service" session, 2020

Developed student internship with local firm Sportsplex Health and Athletic Club, 2016

Faculty Development Workshop speaker for “Working with International Students in the Classroom” session, 2016

Aviation Club Faculty Advisor, 2008-2010

International Fee Committee, 2011-2012

eTuitions Funds Review Committee, 2009-2010

Faculty Member, Freshman Orientation Session, 2009

*College*

Strategic Planning Committee, 2011-2022

Chair Strategic Planning Committee’s Sub-Committee for International Programs, 2011-2022

International Select Assessment Committee, 2009-present

Future Faculty Lunch Panel Member, 2008, 2014, 2021

UWG Strategic Planning Process focus group, 2020

Post-Tenure Review Committee, 2020-2021

Tenure & Promotions Committee, 2013, 2015(chair), 2016, 2019

ESCEM (student exchange) Appeals Committee, 2015-2017

UWG Internationalization Task Force, 2015-2016

Faculty chaperone to students attending TIE (The Indus Entrepreneurs) meeting, 2015

Student Government Association Elections Representative, 2009-2012

Freshman orientation representative, 2009-2010

Judge, Students in Free Enterprise (SIFE) competition, 2009

Preview Day RCOB Representative, 2008

*Department*

Reviewer, Assurances of Learning – International Management course 2012-present

Reviewer, Assurances of Learning – MBA Strategic Management course 2012-present

Tenure & Promotions Committee, 2008, 2013, 2015, 2016, 2019, 2020, 2021

Budget Advisory Committee, 2020

Chair, Faculty Search Committee - Strategy/Entrepreneurship, 2019

Chair, Committee on Climate, 2018-2019

Faculty Search Committee - Operations Management tenure track 2018

Reviewer, Assurances of Learning – Strategic Management course 2012-2015

Student mentor, 2010-2013

Faculty mentor, 2011-2012

Faculty Advisor - Management Club, 2009-2012

Chair, Faculty Search Committee - Strategic Management, 2010-2011

Lecturer Search Committee - Management, 2010

Faculty Search Committee - Strategic Management, 2008

**PROFESSIONAL DEVELOPMENT**

AACSB ICAM Conference, Spring 2023

AACSB ICAM Conference, Spring 2022

AACSB Seminar for New Associate Deans, 2022

Faculty Development in International Business training program, University of South Carolina, 2013

First Impressions and Lasting Impressions: How to Make it Stick, faculty training by Dirk Mateer, 2013

At-Risk for University and College Faculty, identifying student in need of psychological assistance, 2012

Teaching Tools and the Changing Classroom training sessions, University of West Georgia, 2010-2011

UWG - ESCEM Faculty Research Exchange, Tours, France, 2010

Internet Security Training, University of West Georgia, 2009

New Faculty Consortium, Annual Meeting of the Academy of Management, 2009

Professional Development Certificate of Microsoft Office 2007, 2008

Wimba Training, University of West Georgia, 2008

WebCT Training, University of West Georgia, 2008

Doctoral Consortium, Annual Meeting of the Academy of Management, 2007

Teaching Workshop, Florida State University, 2004

**Professional affiliations**

Academy of Management, 2005 - 2022

Southern Management Association, 2005 - present

Strategic Management Society, 2008 - 2018

International Academy of Business Disciplines, 2009 – 2010