

Susana Velez-Castrillon
Assistant Professor of Management
Richards College of Business – University of West Georgia
1601 Maple St. Carrollton, GA 30118
svelez@westga.edu Phone: 678-839-4847

EDUCATION

- Ph.D. C.T. Bauer School of Business - University of Houston 2006/2012
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) *Dissertation:* 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 INTERESTS

Corporate Reputation
Team composition and dynamics in Top Management Teams
Improvisation in strategic decision making
Management of technology and innovation

PUBLICATIONS

Peer-reviewed articles

Nemanich, L., Vera, D., Velez-Castrillon, S. & Werner, S. R&D Teams' Improvisation Capability: Internal, External, and Contextual Antecedents. Accepted at *Journal of Management*.

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.

Other publications

Velez-Castrillon, S. 2009. *Banco Santander Central Hispano Group*. In C. Wankel (Ed.). Encyclopedia of Business in Today's World. Thousand Oak, CA: Sage Publications. p: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

OTHER RESEARCH COMPLETED OR IN PROGRESS

Velez-Castrillon, S., Pathak, S., Vera, D. & Werner, S. The Strategic Fit between Board of Directors Characteristics and the External Environment, and its Effect on Firm Reputation. Target: Journal of Management

Velez-Castrillon S. Socially Responsible Investment Rating Standards: Who Rates the Raters? Target: Quarterly Review of Business Disciplines.

Velez-Castrillon, S. Psychological Predictors of Attitudes towards Women Managers. Target: Academy for Advancement of Business Research

Velez-Castrillon, S., & Zahn, W. Could the Best Offense Be a Good Bankruptcy? A Study of Bankruptcy's Effect in the Airline Industry. Target: Strategic Management Journal.

Kachra, A., Vera, D. & Velez-Castrillon, S. "Improvisational decision making and firm performance." Target: Organization Science.

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

PRESENTATIONS

Toubiana, M., Turchick, L., 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. "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. *Eighteenth 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 29th Annual International Conference, Washington, 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.*

TEACHING

**2011-
Present** **University of West Georgia**
 MGMT 4660 – Strategic Management
 MGMT 3625 – Social Corporate Responsibility
 MGNT 3600 – Introduction to Management

- 2008-2010** **University of Houston**
 Management of Technology and Innovation (Spring 2010, Fall 2009, Spring 2009)
 MANA 3335 - Introduction to Organizational Behavior and Management (Fall 2010, Fall 2008)
- 2009** **University of Houston**
 Teaching assistant for the MBA Strategic Management Course (Spring 2009)

SERVICE

I. Service to the Department of Management

- Representative to the Faculty Senate. Summer 2012-Present
- MIS Lecturer Search Committee. Summer 2013
- Departmental Promotion Committee. 2011-2012
- Guest speaker in Mary-Kathryn Zachary's "Managing Cultural Differences" course
- Represented Management Department in Preview Day. Spring 2012
- Represented Management Department in BB&T Lecture. Spring 2012, Fall 2013
- Represented Management Department in Honors Convocation. Spring 2012, Spring 2013

II. Service to the Richards College of Business

- Faculty sponsor for student research project, RCOB Big Night. 2012
- Attended breakfast with Ms. Jessica Jackley, BB&T lecturer. Fall 2013

III. Service to the University of West Georgia

- Phi Kappa Phi Honor Society, UWG Chapter President. Fall 2011-Present
- Member "University Social Club" organizing committee, Summer 2012 –Present
- Panelist in UWG's Hispanic Heritage Month panel. Fall 2012
- Presentation about "Fair Trade Coffee" to UWG faculty and staff. Fall 2012
- Member "Themed Years" Ad-hoc Committee, Fall 2012
- Member "Minor in Latin American Studies" planning committee, Fall 2012

IV. Service to the Community

- Mentor and panelist Carrollton High School Latino Mentoring program

AWARDS AND HONORS

- *Annual Faculty Service Award*, Richards College of Business, 2013-2014
- *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.

PROFESSIONAL SERVICES

Reviewer The Leadership Quarterly, 2010 - Present
 Academy of Management Annual Conference (Primary divisions: BPS, OMT, and GDO divisions). 2008 - Present.
 Academy of Management Learning and Education, 2008-2013
 IMP 2013 Conference “Managing Sustainability in Global Networks - Special Track”.
 Southern Management Association Conference, 2011
 Management Learning, 2008

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- **i10 - *Resource Analyst***. In charge of identifying laboratory equipment available at

- Jul 2004** the University of Cambridge, determining patterns of usage, and proposing schedules and pricing for the use of this equipment by start-up companies.
- Jan-
Sept 2003** **Corporation for Biological Investigation (CIB) - *Research Assistant.***
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.
- Academy of Management.
- Strategic Management Society.
- North America Case Research Association.
- Fellow Cambridge Overseas Society.