

ELEANOR HOLLINGSWORTH (HOLLY) BUTTNER

Bryan School of Business and Economics
University of North Carolina at Greensboro
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Holly_Buttner@uncg.edu

CURRENT POSITION: Professor, Department of Management, UNCG. On phased retirement, 2017-20.

EDUCATION

Ph. D. (1986). University of North Carolina, Graduate School of Business Administration, Chapel Hill, North Carolina, Major: Organizational Behavior
Minors: Human Resources Management, Production/Technology

M.B.A. (1977). University of Pennsylvania, Wharton Graduate Division, Philadelphia, Pennsylvania, Major: Management

B.A. (1975). Hollins College, Hollins, Virginia, Major: Economics, Graduated with Honor

PROFESSIONAL LICENSURE

Personnel Decisions Inc. 360-Degree Feedback Instruments: Profiler, Management Skills Profile, Executive Success Profile, Individual Development Profile, Licensure.
Leadership Versatility Index (LVI) Licensure.
Campbell Interest and Skill Survey (CISS) Licensure.
Kirton Adaption-Innovation (KAI) Licensure.
Strength Deployment Indicator (SDI) Licensure.
Fundamental Interpersonal Relations Orientation (FIRO-B).
Myers-Briggs Type Indicator (MBTI) Licensure.

TEACHING EXPERIENCE

University of North Carolina at Greensboro - Professor, 1985-present; teaching in the undergraduate, MBA and executive development programs. Courses taught: Managerial Assessment & Development, Business Policy and Strategy, Diversity and Inclusion in Organizations, & Organizational Behavior.

Merrimack College, North Andover, MA - Assistant Professor of Management, 1979-82

Radford University, Radford, VA - Instructor of Management, 1977-79

ADMINISTRATIVE EXPERIENCE

Interim Chair, Department of Business Administration, UNCG, 2011

BOOKS AND BOOK CHAPTERS

Lowe, K. B. & Buttner, E. H. (2018). "Meta-Analytic Research in the Field of EDI: A Review of Some Current Findings and Identification of Opportunities for Future Research", published in Booyesen, A. E.(ed.), *Research Methods on Diversity Management, Equality and Inclusion at Work*, pp. 332-371.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2010). "And the Research Says: Facts versus Myths", in Anderson, R. and Billings-Harris, L.: *Trailblazers: How Top Business Leaders are Accelerating Results through Diversity and Inclusion*. (pp. 161-180). Hoboken, NJ: John Wiley & Sons.

Moore, D. P. and Buttner, E. H. (1997). *Women Entrepreneurs: Moving Beyond the Glass Ceiling*. Sage Publishing Co.

Moore, D., Buttner, E. H., and Rosen, B. (1991). "Career Advancement: The Entrepreneurial Alternative." In Sekaran, U. and Leong, J. (eds.) *Womanpower: Managing in Times of Demographic Turbulence*. California: Sage, 85-110.

PUBLISHED ARTICLES

Buttner, E. H. & Tullar, W. L. (2018). "A Representative Organizational Diversity Metric: A Dashboard Measure for Executive Action." *Equality, Diversity, and Inclusion: An International Journal*, 37(3), 219-232.

Buttner, E. H. & Lowe, K. B. (2017). "The Relationship between Pay Equity, Productivity, & Organizational Commitment for U. S. Professionals of Color." *Equality, Diversity, and Inclusion: An International Journal*, 36(1), 73-89.

Buttner, E. H. & Lowe, K. B. (2017). "Addressing Internal Stakeholders' Concerns: The Interactive Effect of Perceived Pay Equity and Diversity Climate on Turnover Intentions." *Journal of Business Ethics*, 143(3), 621-643.

Buttner, E. H. & Lowe, K. B. (2015). "Racial Awareness: Effects on Justice Perceptions and Trust in Management." *Equality, Diversity, and Inclusion: An International Journal*. 34(1), 2-20.

- Buttner, E. H. & Black, A. N. (2014). "Assessment of the Effectiveness of an Online Learning System in Improving Student Test Performance." *Journal of Education for Business*, 89(5), 248-256.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2012). "An Empirical Test of Diversity Climate Dimensionality and Relative Effects on Employee of Color Outcomes." *Journal of Business Ethics*, 110(3), 247-258.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2010). "Diversity Climate Impact on Employee of Color Outcomes: Does Justice Matter?" *Career Development International*, 15(3), 239-258.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2010). "The Impact of Diversity Promise Fulfillment on Professionals of Color Outcomes in the USA". *Journal of Business Ethic*, 91, 501-518.
- Buttner, E. H., Lowe, K. & Billings-Harris, L. (2009). "The Challenge of Increasing Minority-Group Professional Representation in the United States: Intriguing Findings." *International Journal of Human Resource Management*, 20(4), 771-789.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2007). "Impact of Leader Racial Attitude on Ratings of Causes and Solutions to the Minority Faculty Shortage." *Journal of Business Ethics*, 73(2), 129-144.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2006). "The Influence of Organizational Diversity Orientation and Leader Attitude on Diversity Activities." *Journal of Managerial Issues*, 18(3), 356-371.
- Buttner, E. H. (2005). "Diversity Climate in the Business School Classroom: Differing Faculty and Student Perceptions." *Journal of the Academy of Business Education*, 6(Spring), 26-34.
- Buttner, E. H. (2004). "How Do We 'Dis' Students? A Model of (Dis)Respectful Business Instructor Behavior." *Journal of Management Education*, 28(3), 319-334.
- Buttner, E. H. (2002). "High Performance Classrooms for Women? Applying a Relational Frame to Management/OB Courses". *Journal of Management Education*. 26(3), 274-290.
- Buttner, E. H. (2001). "Examining Female Entrepreneurs' Management Styles: An Analysis Using a Relational Frame. *Journal of Business Ethics*, 29, 253-269.
- Buttner, E. H., Gyskiewicz, N., and Hidore, S. (1999). "Relationship between Styles of Creativity and Managerial Skills Assessment." *British Journal of Management*, 10, 228-238.
- Buttner, E. H. and Moore, D. P. (1997). "Women's Organizational Exodus to Entrepreneurship:

Self-Reported Motivations and Correlates with Success.” *Journal of Small Business Management*, 35(1), 34-46.

Buttner, E. H. and McEnally, M. (1996). “The Interactive Effect of Applicant Gender, Influence Tactics, and Type of Job on Hiring Recommendations.” *Sex Roles*, 34(7/8), 581-92.

Shapiro, D., Buttner, E. H., and Barry, B. (1994). "Explanations: What Factors Enhance Their Perceived Adequacy?" *Organizational Behavior and Human Decision Processes*, 58(3), 346-368.

Buttner, E. H. (1993). "Female Entrepreneurs: How Far Have They Come?" *Business Horizons*. 36(2), 59-65.

Buttner, E. H. and Gryskiewicz, N. (1993). "Entrepreneurs' Problem-Solving Styles: An Empirical Study Using Kirton's Adaption-Innovation Theory." *Journal of Small Business Management*. 31(1), 22-31.

Gryskiewicz, N. and Buttner, E. H. (1992). "Testing the Robustness of the Phase Model of Burnout: An Entrepreneurial Sample." *Educational and Psychological Measurement*. 52(3), 747-751.

Buttner, E. H. (1992). "Entrepreneurial Stress: Is it Hazardous to Your Health?" *Journal of Managerial Issues*, 4(2), 223-240.

Buttner, E. H. and Rosen, B. (1992). "Rejection in the Loan Application Process: Male and Female Entrepreneurs' Reactions and Subsequent Intentions." *Journal of Small Business Management*, 30(1), 58-66.

Sullivan, S. and Buttner, E. H. (1991). "Changing More Than the Plumbing: Integrating Women in Management into the Management and Organizational Behavior Classes." *Journal of Management Education*, 16(1), 76-89.

Buttner, E. H. and Rosen, B. (1989). "Funding New Business Ventures: Are Decision Makers Biased Against Women?" *Journal of Business Venturing*, 4, 249-261.

Buttner, E. H. and Rosen, B. (1988). "Bank Loan Officers' Perceptions of the Characteristics of Men, Women and Successful Entrepreneurs." *Journal of Business Venturing*, 3, 249-258.

Buttner, E. H. & Rosen, B. (1987). “An Empirical Study of the Effect of Job Sextypes on Human Resource Strategies during a Labor Shortage.” *Sex Roles*, 17, 59-71.

ARTICLES REPRINTED IN SCHOLARLY VOLUMES

Buttner, E. H. and Rosen, B. (1989). "Funding New Business Ventures: Are Decision Makers

Biased against Women?" reprinted in *The International Library of Entrepreneurship Series, volume 2, Women and Entrepreneurship*, (2006). C. Brush, N. Carter, E. Gatewood, P. Greene, & M. Hart, eds. Northampton, MA: Edward Elgar Publishing, Inc. This article was originally published in *Journal of Business Venturing*, 4, 249-261.

PUBLISHED CASES

Rathburn, J. A. & Buttner, E. H. (2002). "Mentoring and the Lesbian Connection" in Clutterbuck, D. & Ragins, B. R. (eds.) *Mentoring and Diversity*. New York: Elsevier.

PAPERS PUBLISHED IN PROCEEDINGS

Memili, E., Fang, H., & Buttner, E. H. (2017). "Women Family Member Involvement in Corporate Governance: A Longitudinal Study of Publicly-Traded Family Firms". Paper presented at *USASBE 2017 Conference Proceedings*.

Memili, E., James, C., Fang, H., & Buttner, E. H. (2015). "A Global Analysis of the Impact of Family Business Failure, Allocentrism, and Minority Membership on Entrepreneurial Outcome Expectations." *USASBE Meeting Proceedings*. This paper was the **Runner-Up for the Best Paper Award** at the conference.

Buttner, E. H. & Lowe, K. B. (2014). "Relationship between Scholars' of Color Perceived Pay Equity, Productivity & Commitment." *Academy of Management Proceedings*.

Buttner, E. H. & Lowe, K. B. (2013). "Racial Awareness Effects on Justice Perceptions and Trust in Management." *Southern Management Association Proceedings*.

Buttner, E. H., Lowe, K., & Billings-Harris, L. (2008). "When Justice is Not Enough: The Impact of Diversity Promise Fulfillment on Minority Professionals' Outcomes." *Southern Management Association meeting Proceedings*. On CD-Rom.

Buttner, E. H., Lowe, K., & Billings-Harris, L. (2007). "The Challenge of Increasing Minority-Group Professional Representation: Intriguing Findings." Paper presented at the Southern Management Association meeting, Nashville, and published in the *Proceedings*. This paper won the **Best Paper Award** in the Social Issues Track. On CD-Rom.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2006). "The Challenge of Increasing Minority Faculty Representation in U.S. Business Schools: An Empirical Examination into What Matters Most (and It's Not What You Think)." *Academy of Management Best Papers Proceedings*, CD-Rom, Academy of Management, D1-D6.

Buttner, E. H., Lowe, K., & Billings-Harris, L. (2004). "The Impact of Leaders' Diversity Attitude and Organizational Diversity Priority on Extent of Diversity Activities in AACSB U. S.

Business Schools.” Southern Management Association meeting *Proceedings*. On CD-Rom.

Buttner, E. H. (2003). “Diversity Climate in the Business School Classroom: Differing Faculty and Student Perceptions.” Southern Management Association meeting *Proceedings*. On CD-Rom.

Buttner, E. H. (2001). “An Empirical Analysis of the Seven Principles of Good Practice in Undergraduate Business Education: What is Their Influence on Student Course Satisfaction?” Southern Management Association meetings, *Proceedings*. On CD-Rom.

Buttner, E. H. (1999). “A Report on Gender Differences in Business Initiation in the U. S.” International Conference on Entrepreneurship, Rennes France and published in the *Proceedings*. On CD-Rom.

Buttner, E. H., Gryskiewicz, N., and Hidore, S. (1998). “Relationship between Styles of Creativity and Managerial Skills Assessment.” In Havlovic, S., ed., *Academy of Management Best Papers*. Academy of Management meeting. On CD-ROM.

Buttner, E. H. and Moore, D. P. (1996). “How Do They Measure Success? Former Corporate Women Entrepreneurs’ Responses,” Southern Management Association meeting *Proceedings*. Awarded **Best Paper** in the Social Issues, Women in Management & Ethics Track.

Shapiro, D., Buttner, E. H., and Barry, B. (1991). "Explanations: When Are They Judged Adequate?" In Wall, J. and Jauch, L., eds. *Best Paper Proceedings*, Academy of Management meeting. This paper received the **Best Paper Award** for the Conflict Management Division of the Academy of Management.

Buttner, E. H., McEnally, M. and Grubby, C. (1991). "The Effect of Applicant Gender and Influence Tactics on Hiring Recommendations and Ratings of Personality." in Ray, D., ed., Southern Management Association *Proceedings*, 151-154.

McClelland, M. and Buttner, E. H. (1990). "A Longitudinal Study of Classroom Computer Stress." Paper presented at the Information Systems Educational Conference and published in the *Proceedings*, 165-170.

Buttner, E. H. and Rosen, B. (1988). "The Influence of Entrepreneurial Gender and Type of Business on Decisions to Provide Venture Capital." Southern Management Association meeting *Proceedings*.

PAPERS PRESENTED AT CONFERENCES

Fang, H. C., Memili, E. & Buttner, E. H. (2019). “Women Family Members in Family Business: Performance Implications.” Academy of Management meeting.

Liu, Y., Lei, L. & Buttner, E. H. (2018). "When Do Women on Boards Influence Organizational Performance? Exploring the Mechanism of Corporate Social Responsibility." Paper presented at the Southern Management Association meeting.

Memili, E. Fang, C. & Buttner, E. H. (2017). "Are Female Family Business Leaders More Effective in the Innovation Process? An Empirical Investigation of Gender Diversity in Family Firms." Paper presented at the USASBE meeting.

Lowe, K. B., Buttner, E. H. & Nami, S. (2016). "The Impact of Diversity Climate on Valued Organizational Outcomes: A Meta-Analytic Review." Presented at Southern Management Association meeting.

Tullar, W. E. & Buttner, E. H. (2016). "A One Number Diversity Metric: A Dashboard Number for Executive Action." Southern Management Association meeting.

Memili, E., James, C., Fang, H., & Buttner, E. H. (2015). "A Global Analysis of the Impact of Family Business Failure, Allocentrism, and Minority Membership on Entrepreneurial Outcome Expectations." *USASBE Meeting*

Buttner, E. H. (2014). "The Interactive Effect of Perceived Pay Equity & Diversity Climate on Turnover Intentions for U. S. Business Scholars of Color." Equality, Diversity & Inclusion Conference, Munich, Germany.

Buttner, E. H. & Lowe, K. B. (2014). "The Interactive Effect of Pay Equity & Diversity Climate on Turnover Intentions for Professionals of Color." Academy of Management Conference, Philadelphia, Pennsylvania.

Buttner, E. H. & Lowe, K. B. (2013). "The Interactive Effect of Pay Equity & Diversity Climate on Turnover Intentions for Professionals of Color." Academy of Management Meeting, Orlando, Florida.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2012). "The Influence of Diversity Climate and Psychological Contract Violation on Employee of Color Outcomes." Academy of Management Meeting, Boston, Massachusetts.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2012). "The Influence of Diversity Climate and Psychological Contract Violation on Employee of Color Outcomes." Academy of Management Meeting, Boston, Massachusetts.

Buttner, E. H. (2012). "The Role of Diversity Climate in Employee of Color Outcomes." Diversity Conference, George Mason University, Fairfax, Virginia.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2011). "The Effects of Racial Awareness and Ethnic Status on Ratings of Organizational Justice and Trust in Management: What Matters More?" Academy of Management Meeting, San Antonio, Texas.

Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2010). "The Effect of Dimensions of Diversity Climate on Employee of Color Outcomes: What's More Important?" Academy of Management Meeting, Montreal Canada.

Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2009). "The Role of Organizational Diversity Climate on Employee of Color Outcomes: Does Justice Matter?" Academy of Management meeting, Chicago, August.

Buttner, E. H., Lowe, K., & Billings-Harris, L. (2008). "An Assessment of the Effect of Diversity Promise Fulfillment on Minority Professionals' Outcomes." Academy of Management meeting, Anaheim, August.

Buttner, E. Holly, Lowe, K. B., & Billings-Harris, L. (2007, November). "The Challenge of Increasing Minority-Group Professional Representation: Intriguing Findings." Southern Management Association Meeting, Nashville, Tennessee.

Buttner, E.H., Lowe, K. B., & Billings-Harris, L. (2006, August). "The Challenge of Increasing Minority Faculty Representation in U.S. Business Schools: An Empirical Examination into What Matters Most (and It's Not What You Think)." Academy of Management Meeting, Atlanta, Georgia.

Buttner, E. H., Lowe, K., & Billings-Harris, L. (2005). "Impact of Leaders' Racial Attitudes on Ratings of Causes & Solutions to the Minority Faculty Shortage." Academy of Management meeting, Honolulu, HI. August.

Buttner, E. H. & Hershey, J. (2003, August). "A Gap Analysis of Diverse Perceptions of Diversity in Organizational Culture." Academy of Management meeting, Seattle.

Buttner, E. H. (2002). "How Do We 'Dis' Students? Female and Male Student Reports of Respectful and Disrespectful Instructor Behavior in the Undergraduate Business Classroom". Academy of Management meeting, Denver, August.

Buttner, E. H. (1999). "Examining Female Entrepreneurs' Management Styles: An Analysis Using A Relational Frame." Academy of Management meeting, Chicago, August 1999.

Moore, D. P. and Buttner, E. H. (1997). "An Exploratory Study of How Former Corporate Executives Develop Transfer and Use Entrepreneurial Networks." Academy of Management meeting, Boston, August.

Moore, D. P. and Buttner, E. H. (1996). "Careers in Transition: Long Range and Latent Intentions." Academy of Management meeting, Cincinnati, August.

Buttner, E. H. and Moore, D. P. (1994). "Women's Entrepreneurial Ventures: Dispatches from the Corporate Environment." Academy of Management meeting, Dallas, August.

Shapiro, D. & Buttner, E. H. (1988). "Adequate Explanations: What Are They and Do They Enhance Procedural Justice Under Severe Outcome Circumstances?" Academy of Management meeting, Anaheim, August.

Buttner, E. H. and McClelland, M. (1988). "Technology Change and User Stress." Southeast Decision Sciences Institute, Winston-Salem, North Carolina, February.

Buttner, E. H. & Rosen, B. (1986). "An Empirical Study of the Effect of Job Sixtypes on Human Resource Strategies during a Labor Shortage." Academy of Management meeting, Chicago, August.

Buttner, E. H. and Rosen, B. (1984). "The Influence of Job Title and Line-Staff Designation on Job Evaluation." American Institute of Decision Sciences and abstract published in the *Proceedings*.

RESEARCH IN PROGRESS

Liu, Y., Lei, L. & Buttner, E. H. "When do women on boards influence organizational performance? Exploring the mechanism of corporate social responsibility." Under revision for resubmission to *Journal of Business Research*.

Memili, E. Fang, C. & Buttner, E. H. "Are female family business leaders more effective in innovation process? An empirical investigation of gender diversity in family firms." In preparation for journal submission.

ACADEMIC HONORS AND GRANTS

Memili, E. & Buttner, E. H. "Are female family business leaders more effective in innovation process? An empirical investigation of gender diversity in family firms." Bryan School Deans Research Scholars Grant, \$3,000, UNCG, 2016.

Buttner, E. H., "The Interactive Effect of Pay Equity & Diversity Climate on Turnover Intentions for Professionals of Color." Department of Business Administration, \$3,600, UNCG, 2012.

Buttner, E. H., "Assessment of the Effectiveness of the Connect Learning System for Enhancing Student Test Performance." Department of Business Administration, \$1,400, UNCG, 2012.

Best Paper Award, Social Issues Track of the Southern Management Association meeting, 2007 for the paper, "The Challenge of Increasing Minority-Group Professional Representation: Intriguing Findings." With Kevin B. Lowe and Lenora Billings-Harris.

Bryan School Faculty Development Grant, for "A survey of diversity practices at AACSB business schools". \$1421, 2001-2008.

Bryan School Faculty Development Grant, for "An Empirical Analysis of the Seven Principles of Good Practice in Higher Education" \$1500, 1999-2000.

Woman of Distinction Award, UNCG, 1997.

Bryan School Faculty Development Grant, for "Research on Female Entrepreneurs' Management Style Using a Relational Frame". Amount of award: \$2500, 1997-8.

Best Paper Award, Social Issues, Women in Management & Ethics Track of the Southern Management Association meeting, 1997 for the paper, "How Do They Measure Success? Former Corporate Women Entrepreneurs' Responses," with Dorothy P. Moore.

Center for Entrepreneurial Studies, Stern School of Business, New York University, for an investigation of the incubator effect of large corporate environments on female managers and professionals exiting corporations to entrepreneurship. Amount of award: \$4,500, 1992-95.

Graduate Research Council Grant, University of North Carolina at Greensboro, for an extension of previous research on the interactive effect of applicant gender and influence tactic on managers' hiring recommendations. Amount of award: \$4,355, 1991-92.

Best Paper Award, Conflict Management Division of the Academy of Management, meeting, 1991, for the paper, "Explanations: What Factors Enhance Their Perceived Adequacy?" with D. Shapiro and B. Barry.

Center for Applied Research Grant, University of North Carolina at Greensboro, for an empirical study of entrepreneurial problem solving style. Amount of award \$2,000, 1990, with Nur Gryskiewicz.

Center for Applied Research Grant, University of North Carolina at Greensboro, for an empirical study of entrepreneurs' perceptions of the likelihood of receiving start-up capital and attributions concerning rejection decisions. Amount of award: \$2,000, 1989.

Graduate Research Council Grant, University of North Carolina at Greensboro, for an empirical study of the effect of applicant gender and influence tactic on marketing managers' hiring recommendations. Amount of award: \$1440, 1990, with Martha McEnally.

Graduate Research Council Grant, University of North Carolina at Greensboro, for an empirical

study of entrepreneurial stress. Amount of award: \$653, 1988-89.

Frank Hawkins Kenan Institute for Private Enterprise: Grant received for an empirical study entitled, "The Influence of Applicant Gender on Entrepreneurial Loan Decisions." 1988.
Amount of award: \$2000.

Graduate Research Council, University of North Carolina at Greensboro for same project.
Amount of award \$1000.

Summer research grants from The Bryan School of Business and Economics, 1986, 1987, and 1990.

University of North Carolina at Chapel Hill Graduate School of Business Grant, 1982.

Participant, Academy of Management Doctoral Student Consortium, Human Resources Division, 1984.

Elizabeth Kennedy Chance Award for Excellence in Economics, Hollins College, May 1975.

MEMBERSHIPS AND PROFESSIONAL ACTIVITIES

Member, Academy of Management.

Member, Southern Management Association.

Member, Advisory Board, Wake Forest University School of Medicine Leadership Development Program for Women.

Member, *Journal of Business Ethics* Editorial Review Board.

Ad Hoc Reviewer, *Academy of Management Journal*, *Journal of Business Ethics*, *Journal of Managerial Psychology*, *Journal of Organizational Psychology*, *Career Development International*, *Group Processes and Intergroup Relations Journal*, *Journal of Occupational & Organizational Psychology*, *Equity, Diversity & Inclusion: An International Journal*, *Journal of Occupational and Organizational Psychology*, *Journal of Business Venturing*, *Journal of Managerial Issues*, *Economic Development Quarterly*, *Gender in Management International*, *Journal of Small Business Management*, and *Sex Roles*.

Member, Southern Management Association, Social Issues Division, Best Paper Award Committee, 2015.

Member, Dorothy Harlow Outstanding Paper Review Committee, Gender & Diversity in Organizations Division, Academy of Management, 2013-4.

Reviewer for papers submitted to the Gender and Diversity in Organizations Division of the Academy of Management meeting, 1987-2005.

Reviewer for papers submitted to the U. S. Association for Small Business and Entrepreneurship annual meeting, 2000-2001.

Reviewer, International Fellowship applications, American Association of University Women, 2000-2001.

Invited Panelist, "Working with 'Others' – Collaborative Relationships in Diversity Research." Women in Management Division, Academy of Management meeting, Boston, 1997.

Chair, Dorothy Harlow Outstanding Paper Award Review Committee, Women in Management Division, Academy of Management, 1993-96.

Executive Committee Member, Women in Management Division, Academy of Management, 1990-92.

Chair, Review Process Committee, Women in Management Division, Academy of Management, 1991-92.

Trainer, Effective Supervisors Program, Bryan School of Business and Economics, UNCG, 1989-91.

Chair, Joint Session of Women in Management and Entrepreneurship Divisions, Academy of Management meetings, Miami, FL, August 1991; San Francisco, CA, 1990.

Invited Panelist for the Symposium: "Measuring the Characteristics of Successful Entrepreneurs", Southern Management Association meeting, Atlanta, November 1991.

Invited Panelist, United States Association for Small Business and Entrepreneurship (USASBE) meeting, Orlando, FL, October 1990; Columbus, OH, October 1989.

Invited Panelist, Women in Management Division of the Academy of Management Pre-Conference Workshop, in Washington, DC, August 1989.

Chair, Academy of Management, Women in Management Division Evaluation Committee, 1989-90 and member 1986-88.

UNIVERSITY SERVICE ACTIVITIES

Chair, Bryan School Committee on Promotion and Tenure, 2015-17, 2013-14.

Chair, Department of Management Committee on Promotion and Tenure, 2012-17.

Member, UNCG Promotion and Tenure Guidelines Committee, 2013-17.

Member, Department of Business Administration Promotion and Tenure Committee, 2001-17.

Member, Bryan School Committee on Promotion and Tenure, 2001-17

Member, Bryan School Committee on Research, 2015-17.

Member, UNCG Committee on Due process, 2015-17, 2011-3

Member BADM Annual Review Committee, 2001-17

Member, Department of Management Search Committee, 2016-17.

Member, Department of Management Department Head Search Committee, 2012-13

Member, Bryan School Mission and Vision Task Force, 2011

Bryan School Mission and Vision Planning Committee, 2011

Bryan School Strategic Planning Committee, 2010-11

Bryan School Executive Committee, 2011-12

Chair, UNCG Committee on Due Process, 2010-11

Member, Bryan School Dean Search Committee, 2010-11

Member, UNCG Chief Diversity Officer Search Committee, 2010-11

Chair, Department of Business Administration Search Committee for the Forsyth Medical Center Distinguished Professorship in Health Care Management, 2008-9.

Chair, Department of Business Administration Annual Review Committee, 2001-2009.

Member, Sally Cone Outstanding Scholarships Award Committee, Women's Studies, UNCG, 2000-2009.

Chair, Bryan School Promotion and Tenure Committee, 2006-7.

Chair, Department of Business Administration Promotion and Tenure Committee, 2006-7.

Chair, Department of Business Administration Search Committee for Health Care Management position, 2006-7.

Chair, Department of Business Administration Annual Review Committee, 2001-2007.

Member, Sally Cone Outstanding Scholarships Award Committee, Women's Studies, UNCG, 2000-2007.

Member, UNCG Career Services Review Committee, 2004-5.

Member, Bryan School Promotion and Tenure Committee, 2001-2005.

Member, Department of Business Administration, Promotion and Tenure Committee, 2001-2005.

Member, Bryan School Diversity Commission, 2001-5.

Member, Department of Business Administration Search Committee, 2002-3.

Co-chair, Bryan School of Business and Economics Diversity Commission, 2001-2.

Member SACs Review Committee, Administrative Policies and Procedures, UNCG, 2000-2003.

Chair, Bryan School of Business and Economics Faculty Development Committee, 2000-2001.

Member, Accounting Department Search Committee, 2000-2001.

Member, Department of Business Administration Task Force on Distance Learning, 2000-2001.

Chair, Business Policy & Strategy Search Committee, 1999-2000.

Member, Faculty Development Committee, Bryan School, 1999-2000.

Bryan School Representative, UNCG Institutional Review Board, 1995-2001.

Member, Information Technology Committee, Bryan School, 1999-2000.

Member, Women's Studies Linda Carlisle Research Excellence Grant Review Committee, 1999-2000.

Member, Travel Funds Committee, Department of Business Administration, 1998-99.

Member, Search Committee, Department of Clothing and Textiles, 1998-99.

Member, dissertation committees, School of Education, UNCG, 1993-99.

Chair, Race and Gender Scholarship Committee, Bryan School, 1991-94, 1996-97.

Member, Bryan School Faculty Development Grant Committee, Bryan School, 1997.

Moderator, Chancellor's Breakfast Series, UNCG, 1996-97.

Member, Hayes Distinguished Professor Search Committee, 1994-96.

Member, University Committee on Race and Gender Scholarship, 1990-94.

Chair, Search Committee for Faculty Positions in Business Policy, Department of Management & Marketing, 1992-93.

Member, Department Head Search Committee, Department of Management & Marketing, 1992-93.

Member, Bryan Distinguished Professor Search Committee, 1991-92.

Member, Salary and Benefits Committee, UNCG, 1989-92.

Member, MBA Self-Study Committee, 1991-92.

Member, MBA Curriculum Revision Committee, 1991-92.

Chair, Department of Management and Marketing Curriculum Committee, UNCG, 1989-90.

Member, Bryan School of Business and Economics Curriculum Committee, UNCG, 1989-90.

Member, Department of Management and Marketing Search Committee, UNCG, 1988-90.

Member, Faculty Development Committee, UNCG, 1987-88.

Member, Faculty Development Grant Evaluation Committee, UNCG, 1986-1987.

CONSULTING AND MANAGEMENT DEVELOPMENT

Member, Wake Forest University School of Medicine, Office of Women in Medicine and Science, 2016-2019.

Textbook reviewer for McGraw-Hill, Inc., Bridgepoint Education, Sage Publishing Co., and Prentice-Hall, Inc. 2019, 2018, 2015-16, 2004-12.

Trainer, Professional Management Development Program, Bryan School of Business and Economics, UNCG, 2003-7.

International Certificate Institute, Served as subject matter expert in development of the

competency-based comprehensive MBA exam, CMBA, 2002-3.

Trainer, Effective Supervisors Program, Volvo-GM Corp., 1991-2.

COMMUNITY SERVICE

President, Board of the Miller Park Circle Homeowners Association, 2018-20.

Member, Board of the Miller Park Circle Homeowners Association, 2017-18, 2007-2009.

REFERENCES

Professor Moses Acquah
Head, Department of Business Administration
Bryan School of Business and Economics
UNCG, P. O. Box 26125
Greensboro, NC 27402
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