

Kristine M. Kuhn, Ph.D.

Department of Management, Information Systems, & Entrepreneurship
Carson College of Business
Washington State University
Pullman, Washington 99164-4743
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EDUCATION

University of Illinois at Urbana-Champaign

Ph.D. Industrial/Organizational Psychology, minor in Quantitative Methods, 1997
Dissertation: *Interpreting Uncertainty: Ambiguity Effects in the Evaluation of Risk Information*
Chair: Janet A. Sniezek Research Director: David V. Budescu
M.A. Organizational Psychology, 1994

University of Iowa, Iowa City

B.S. Economics and Psychology, with a minor in French, 1991
With highest distinction and with honors

EXPERIENCE

Washington State University, Pullman

Associate Professor with tenure: 2005-present
Assistant Professor: 1999-2005

Primary teaching areas: human resource management and organizational behavior
Primary research interests include behavioral decision making, personnel selection, freelance workers, social factors in entrepreneurial decision making, and compensation risk

Princeton University, New Jersey

Postdoctoral Research Associate 1997-1999

Woodrow Wilson School of Public and International Affairs **RAND Corporation,**
Santa Monica California

Graduate Intern Consultant, Summers 1994 and 1995

REFEREED JOURNAL PUBLICATIONS *indicates student co-author

- Kuhn, K. M., *Galloway, T. L., & Collins-Williams, M. (in press). Near, far, and online: Assessing where small business owners seek peer advice. *Journal of Small Business and Enterprise Development*
- Kuhn, K. M. (in press). The rise of the ‘gig economy’ and implications for understanding work and workers. *Industrial & Organizational Psychology: Perspectives on Science and Practice*.
- Kuhn, K. M. (2015). Selecting the good vs. rejecting the bad: Regulatory focus effects on staffing decision making. *Human Resource Management, 54*, 131-150. (*Financial Times* journal)
- Kuhn, K. M. & *Galloway, T. L. (2015). With a little help from my competitors: Peer networking among artisan entrepreneurs. *Entrepreneurship Theory & Practice, 39*, 571-600. (*Financial Times* journal)
- Johnson, T. R., & Kuhn, K. M. (2015). Simulation-based Bayesian inference for latent traits of item response models. *Behavior Research Methods, 47*, 1309-1327.
- Kuhn, K. M. (2013). What we overlook: Background checks and their implications for discrimination. *Industrial & Organizational Psychology: Perspectives on Science and Practice, 6*, 419-423.
- Kuhn, K. M., Johnson, T. R., & *Miller, D. R. (2013). Applicant desirability influences reactions to discovered résumé embellishments. *International Journal of Selection and Assessment, 21*, 111-120.
- Johnson, T. R., & Kuhn, K. M. (2013). Bayesian Thurstonian models for ranking data using JAGS: Applications to the analysis of personnel preferences. *Behavior Research Methods, 45*, 857- 872.
- Kuhn, K. M. (2012). The controversy over credit checks in selection: Using public discourse to gain insight into divergent beliefs, concerns, and experiences. *Journal of Management Inquiry, 21*, 331-347.
- Joshi, K. D. & Kuhn, K. M. (2011). What determines interest in an IS career? An application of the Theory of Reasoned Action. *Communications of the Association for Information Systems, 29*, Article 8.

REFEREED JOURNAL PUBLICATIONS, continued

- Kuhn, K. M. (2010). Can managers be trained to make better decisions? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 434-437.
- Joshi, K. D., Kuhn, K. M., & Niederman, F. (2010). Excellence in IT consulting: Integrating multiple stakeholders' perceptions of top performers. *IEEE Transactions on Engineering Management*, 57, 589-606.
- Kuhn, K. M. (2009). Compensation as a signal of organizational culture: The effects of advertising individual or collective incentives. *International Journal of Human Resource Management*, 20, 1630-1644. (2007 *Financial Times Journal*)
- Kuhn, K. M. & Joshi, K. D. (2009). Reported and revealed importance of job attributes to aspiring information technology professionals: A policy-capturing study of gender differences. *The DATA BASE for Advances in Information Systems*, 40, 40-60.
- *Nielsen, M. L., & Kuhn, K. M. (2009). Late payments and leery applicants: Credit checks as a selection test. *Employee Responsibilities and Rights Journal*, 21, 115-130.
Cited in Aamodt testimony to EEOC on credit checks in screening, Oct. 2010
- Kuhn, K. M., & *Nielsen, M. L. (2008). Understanding applicant reactions to credit checks: Uncertainty, information effects, and individual differences. *International Journal of Selection and Assessment*, 16, 307-320.
- Joshi, K. D., & Kuhn, K. M. (2007). What it takes to succeed in information technology consulting: Exploring the gender typing of critical attributes. *Information Technology and People*, 20, 400-424.
- Kuhn, K. M. & *Yockey, M. (2003). Variable pay as a risky choice: Determinants of the relative attractiveness of incentive plans. *Organizational Behavior and Human Decision Processes*, 90, 323-341. (*Financial Times journal*)
- Budescu, D. V., Kuhn, K. M., & Kramer, K. M., & Johnson, T. R. (2002). Modeling certainty equivalents for imprecise gambles. *Organizational Behavior and Human Decision Processes*, 88, 748-768. (*Financial Times journal*)

REFEREED JOURNAL PUBLICATIONS, continued

- Budescu, D. V., Kuhn, K. M., & Kramer, K. M. (2001). Beyond Ellsberg's paradox: Modeling the effects of vagueness in risky decision making. *Revue d'Economie Politique*, 111, 7-28.
- Kuhn, K. M. (2000). Message format and audience values: Interactive effects of uncertainty information and environmental attitudes on perceived risk. *Journal of Environmental Psychology*, 20, 41-51.
- Radhakrishnan, P., Kuhn, K. M., & Gelfand, M. J. (2000). The role of allocentrism in perceptions and reactions to congruity. *International Journal of Intercultural Relations*, 24, 725-740.
- Kuhn, K. M., Budescu, D. V., Hershey, J. R., Kramer, K. M., & Rantilla, A. K. (1999). Attribute tradeoffs in low probability/high consequence risks: The joint effects of dimension preference and vagueness. *Risk, Decision, and Policy*, 4, 31-46.
- Kuhn, K. M. (1997). Communicating uncertainty: Framing effects on responses to vague probabilities. *Organizational Behavior and Human Decision Processes*, 71, 55-83. (*Financial Times* journal)
- Kuhn, K. M., & Budescu, D. V. (1996). The relative importance of probabilities, outcomes and vagueness in hazard risk decisions. *Organizational Behavior and Human Decision Processes*, 68, 301-317. (*Financial Times* journal)
- Kuhn, K. M., & Snizek, J. A. (1996). Confidence and uncertainty in judgmental forecasting: Differential effects of scenario presentation. *Journal of Behavioral Decision Making*, 9, 231-247.

RESEARCH BOOK CHAPTERS

- Kuhn, K. M. (2017). Judgment and decision making process: Heuristics, biases, and contextual influences. In S. Rogelberg et al. (Eds.) *Encyclopedia of Industrial and Organizational Psychology*, 2nd ed. Sage Publications. (1st edition, 2006)
- Kuhn, K. M. (2013). Judgments about pay. Chapter 9 in S. Highhouse, R. S. Dalal, & E. Salas (Eds.) *Judgment and Decision Making at Work*. SIOP (Society for Industrial & Organizational Psychology) Organizational Frontiers series: Routledge Academic.

RESEARCH BOOK CHAPTERS, cont.

Kuhn, K. M., & Joshi, K. D. (2006). What women IT professionals want from their work. In Eileen M. Trauth (Ed.), *Encyclopedia of Gender and Technology*. Idea Group Publishing. 1210-1216.

Gelfand, M., Kuhn, K. M., & Radhakrishnan, P. (1996). The effect of value differences on social interaction processes and job outcomes: Implications for managing diversity. In M. Ruderman, M. Hughes-James, and S. E. Jackson (Eds.) *Selected Research on Work Team Diversity*. Greensboro, NC: Center for Creative Leadership/APA.

REFEREED CONFERENCE PROCEEDINGS

Joshi, K. D., Kuhn, K. M., & Niederman, F. (2007). Multiple stakeholders' perceptions of the critical attributes of a top performer: Examining the effects of congruency. In M. Sumner (ed.) *Proceedings of the ACM SIGCPR (Association for Computing Machinery: Special Interest Group for Computer Personnel Research) conference*, 128-133.

Joshi, K. D., & Kuhn, K. M. (2005). Examining the masculinity and femininity of critical attributes perceived necessary for success in IT. In M. Gallivan (ed.) *Proceedings of the ACM SIGCPR Conference on Computer Personnel Research*, 32-35.

Joshi, K. D., *Schmidt, N., & Kuhn, K. M. (2003). Is the Information Systems profession gendered? Characterization of IS professionals and IS careers. In Eileen Trauth (Ed.) *Proceedings of the ACM SIGCPR Conference on Computer Personnel Research*, 1-9.

Joshi, K. D., & Kuhn, K. M. (2001). Gender differences in IS career choices: The role of attitudes and social norms in attraction to the IS profession. In M. Serva (Ed.) *Proceedings of the ACM SIGCPR Conference on Computer Personnel Research*, 121-124.

MANUSCRIPTS UNDER REVIEW AND IN PROGRESS

Kuhn, K. M., & *Maleki, A. A workforce of micro-entrepreneurs: Managing service providers on online platforms. Revision requested, *Academy of Management Perspectives*.

Kuhn, K. M. Independent and vulnerable: The role of trust in freelancer decision making. Under review, *Academy of Management Discoveries*

MANUSCRIPTS UNDER REVIEW AND IN PROGRESS

Kuhn, K. M. Contingent effects of background checks on evaluations of job applicants.

*Galloway, T. L., Kuhn, K. M., & Collins-Williams, M. Competitors as advisors: How cooperative environments impact advice sharing among small business entrepreneurs.

Kuhn, K. M., *Galloway, T. L. & Collins-Williams, M. The best, not the rest: Differences in men and women business owners' relationships with their most valued advisor.

Sanusi, E.* & K. M. Kuhn. Emotions after business failure: The role of mixed emotions on opportunity evaluation and exploitation

Kuhn, K. M. Is the check in the mail: Delay discounting and confidence in payment.

RESEARCH GRANTS

Principal Investigator, Adverse Impact Reduction Research Initiative and Action (AIRRIA) *Regulatory focus and the impact of background checks*. Society for Industrial and Organizational Psychology. 2015. (\$2000) 2016.

Co-Principal Investigator, National Science Foundation (Information Technology Workforce Program). *What does it take to succeed in information technology? A multi-level analysis of stakeholders' perceptions of critical attributes and the effects of stereotype fit*. PI Kshiti Joshi (\$315,000), 2002-2005

Principal Investigator, National Science Foundation (Information Technology Workforce Program). *Women and information systems: Modeling the impact of values, beliefs, and attitudes on career choices*. With Co-PI Kshiti Joshi (\$65,000), 2000-2002

Principal Investigator, National Institute of Mental Health, B/START grant: *Behavioral health coverage and choices among employer-sponsored health plans*. (\$35,000), 2000-2001

Center for Human Resource Management, Chicago. *Value congruity and organizational outcomes*, with M. Gelfand, P. Radhakrishnan, & H. Triandis. (\$6,000), 1992

RESEARCH GRANTS

Not funded

Principal Investigator, Society for Human Resource Management. *Skills tests and the selection of contract workers. 2015*

Co-Principal Investigator, National Science Foundation (PI Shane Brown) *WIDER: Building the foundation for institutional reform in science, mathematics, and engineering education at Washington State University, 2012*

Co-Principal Investigator, National Institutes of Health (PI Michelle Wiest) *Behavioral Economics for Nudging the Implementation of Comparative Effectiveness Research: Behavioral Nudges in Nursing, 2010*

CONFERENCE PRESENTATIONS

Kuhn, K. M., & *Maleki, A. (2015). *A workforce of micro-entrepreneurs: Online labor platforms in the sharing economy*. Academy of Management Conference, Vancouver, August.

Kuhn, K. M., *Galloway, T. L. & Collins-Williams, M. (2015). *The best, not the rest: Differences in men and women business owners' relationships with their most valued advisor*. Babson College Entrepreneurship Conference, Wellesley, Massachusetts, June.

Kuhn, K. M., *Galloway, T. L., & Collins-Williams, M. (2014). *Local, distant, and online: Where entrepreneurs seek peer advice and why*. Babson College Entrepreneurship Conference, London, Ontario.

*Galloway, T. L., Kuhn, K. M., & Collins-Williams, M. (2014). *Competitors as advisors: How cooperative environments impact trust and knowledge among small business entrepreneurs*. Babson College Entrepreneurship Conference, London, Ontario.

Bonaccio, S., Dalal, R., Highhouse, S., Kuhn, K., Ordóñez, L., & Slaughter, J. (2012). *The judgment and decision-making perspective on core I-O psychology topics*. Panel at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego.

Kuhn, K. M., & *Galloway, T. L. (2011). *Advice in an online community of artisan entrepreneurs*. Poster presented at the Society for Judgment and Decision Making, Seattle.

CONFERENCE PRESENTATIONS, cont.

- Kuhn, K. M., Johnson, T. R., & *Miller, D. R. (2010). *Motivated reasoning and the impact of a discovered résumé embellishment*. Academy of Management, Montréal.
- Joshi, K. D., Kuhn, K. M., & Niederman, F. (2007). *Multiple stakeholders' perceptions of the critical attributes of a top performer: Examining the effects of congruency*. ACM SIGMIS (Association for Computing Machinery Special Interest Group for Computing Personnel Research) conference, St. Louis, 2007.
- Kuhn, K. M. (2006). *Advertising individual or shared rewards affects organizational culture perceptions and attractions*. Academy of Management, Atlanta.
- *Yockey, M., & Kuhn, K. M. (2006). *Effects of incentive pay information on interpretations of organizational attributes and attraction*. Academy of Management, Atlanta.
- Joshi, K. & Kuhn, K. M. (2005). *Examining the masculinity and femininity of critical attributes perceived necessary for success in IT*. ACM SIGCPR (Association for Computing Machinery Special Interest Group for Computing Personnel Research) meeting, Atlanta 2005.
- Kuhn, K. M., & Johnson, T. R. (2004). *The effects of risk, performance basis, and response method on preferences for compensation plans*. Poster presented at the meeting of the Society for Judgment and Decision Making, Minneapolis, 2004.
- Joshi, K. D., *Schmidt, N., & Kuhn, K. M. (2003). *Is the Information Systems profession gendered? Characterization of IS professionals and IS careers*. ACM SIGCPR, Philadelphia, 2003.
- Kuhn, K. M. & Joshi, K. D. (2001). *Women and information systems: Modeling the impact of values, attitudes and attributes on career choices*. National Science Foundation IT Workforce Research Conference, Boulder, CO, October 2001.
- Kuhn, K. M. (2001). *Variable pay as a risky choice: Determinants of the relative attractiveness of incentive plans*. Academy of Management meetings, Washington, D. C.
- Kuhn, K. M. (2001). *Choices among health plans: Effects of coverage levels and risk perceptions*. Academy of Management meetings, Washington.
- Joshi, K. D., & Kuhn, K. M. (2001). *Gender differences in information systems as a career choice: Examining the role of attitudes and social norms*. ACM SIGCPR (Association for Computing Machinery Special Interest Group for Computing Personnel Research): The IT Personnel Crisis, San Diego, April, 2001.

CONFERENCE PRESENTATIONS, cont.

- Kuhn, K. M., Spurlock, D., & Sniezek, J. A. (1998). *Social influence under uncertainty: Effects of evaluating typical and extreme advice on confidence*. Paper presented at the Society of Judgment and Decision Making, Dallas, November 1998.
- Budescu, D. V., Kuhn, K. M., & Kramer, K. M. (1998). *Modeling the effects of vagueness in risky decisions*. Invited lecture at the 4th Annual French Meeting of Experimental Economics, Paris, May 1998.
- Kuhn, K. M. & Budescu, D. V. (1997). *Reversals of preference for vagueness in risky decision making*. Poster presented at the meeting of the Society for Judgment and Decision Making, Philadelphia, 1997.
- Kuhn, K. M., Budescu, D. V., Rantilla, A., Hershey, J., & Kramer, K. (1996). *Tradeoffs in risk attributes: The joint effects of dimension preference and vagueness*. Poster presented at the meeting of the Society for Judgment and Decision Making, Chicago, 1996.
- Kuhn, K. M., & Budescu, D. V. (1995). *The relative importance of probabilities, outcomes, and vagueness on decisions about hazard risk*. Seminar on Risk, Uncertainty, and Choice, University College London, June 1995.
- Sniezek, J. A., & Kuhn, K. M. (1995). *Multiple scenarios and reasoning about the future*. International Symposium on Forecasting, Toronto, June 1995.
- Kuhn, K. M., Spurlock, D., & Sniezek, J. A. (1995). *Confidence in forecasts: Agreeing and disagreeing with typical and extreme advice*. Poster presented at the Midwestern Psychological Association, Chicago, May 1995.
- Gelfand, M. J., Kuhn, K. M., & Radhakrishnan, P. (1994). *The effects of value differences in interpersonal interactions and job outcomes: Implications for managing diversity*. Work Team Dynamics and Productivity in the Context of Diversity conference, Center for Creative Leadership, Greensboro, North Carolina, October 1994.
- Kuhn, K. M. (1994). *Confidence and uncertainty in forecasting: The effects of scenario presentation*. Poster presented at the meeting of the Society for Judgment and Decision Making, St. Louis, November 1994.
- Sniezek, J. A., Kuhn, K. M., & Spurlock, D. (1994). *Advice, scenario generation, and confidence in long-range judgmental forecasting*. Poster presented at the meeting of the Society for Judgment and Decision Making, St. Louis, November 1994.

CONFERENCE PRESENTATIONS, cont.

Gelfand, M., Radhakrishnan, P., Kuhn, K. M., & Triandis, H. (1994). *A conceptual model of the effects of value congruity*. International Congress of Applied Psychology, Madrid, Spain, July 1994.

Radhakrishnan, P., Kuhn, K. M., & Gelfand, M. (1994). *Workplace diversity: Its effects on value congruity*. International Congress of Applied Psychology, Madrid, Spain.

Kuhn, K. M., Lopes, L. L., & Levin, I. P. (1991). *Reflection of risk preferences and scale of magnitude*. Psychonomic Society, San Francisco, November 1991.

Chapman, D. P., Levin, I. P., & Kuhn, K. M. (1991). *Information integration in AIDS treatment decisions*. Midwestern Psychological Association, Chicago, May 1991.

TECHNICAL REPORTS

Dewar, J., Isaacson, J., & Kuhn, K. M. (1995). *Army planning for the 21st century*. Project memorandum 466-A. Santa Monica, CA: RAND Corporation.

Snizek, J. A., Kuhn, K. M., & Spurlock, D. (1994). *The Decision Guide for Environmental Risk Management: Description and user's guide*. Report prepared for USA-CERL (U. S. Army Construction and Engineering Research Laboratories).

Gelfand, M., Kuhn, K. M., Radhakrishnan, P., & Triandis, H. (1994). *Organizational climate survey feedback report*. Confidential technical report

TEACHING EXPERIENCE

College of Business, Washington State University, Pullman

MGMT 599 *Seminar in Organizational Behavior*
Advanced topics for doctoral students

MGTOP 598 *Research and Professional Development*
One-credit team-taught course for professional development of doctoral students

MGTOP 599 *Seminar in Human Resource Management*
Advanced topics for doctoral students
(Also taught as independent readings)

TEACHING EXPERIENCE, cont.

College of Business, Washington State University, Pullman

MGMT 450 Personnel and Human Resource Management

Policy and practice in human resource utilization, selecting, training, motivating, evaluating, and compensating employees; labor relations; EEO legislation

MGMT 455 [M] Staffing

Developed and taught online version of this course. Methods of forecasting, planning, recruitment, selection; analysis of psychometric properties of tests; techniques for assessing reliability and validity.

MGMTOP 401 Leadership Skills for Managers

Leadership, motivation, team building, group dynamics, interpersonal and group conflict, and job design.

MGMT 301 Principles of Management and Organizations

Large lecture course on principles of management and administration aimed at improving effectiveness of all types of organizations

Department of Psychology, University of Illinois at Urbana- Champaign

PSYCH 245 Industrial and Organizational Psychology

PSYCH 332 *Research Methods*, teaching assistant supervising lab sections for student research projects

HONORS AND AWARDS

AIRIAA Award, Society for Industrial and Organizational Psychology 2016

WSU College of Business Dean's Excellence Award, 2010, 2012, 2013, 2014, 2015

WSU College of Business Summer Research Grant, 2012, 2013, 2014, 2015

WSU College of Business Teaching Innovation Grant, 2005

WSU College of Business and Economics Outstanding Faculty Scholarship/Research Award, 2001

De Finetti Postgraduate Paper Competition of the European Association for Decision Making, second prize, 1997

University of Illinois List of Teachers Rated As Excellent by Their Students, 1995

National Science Foundation Graduate Fellowship Honorable Mention, 1992

University of Illinois Fellowship in Psychology, 1991-1992
Sanxay Prize, awarded to University of Iowa senior in liberal art for promise in
graduate study, 1991
University of Iowa Presidential Scholar, 1987-1991
Phi Beta Kappa, 1991 National Merit Scholar, 1987-1991

THESIS COMMITTEES

Ph.D. Chair

Edwin Sansui (2015- present) - entrepreneurship

Mark Yockey 2002-2006 (Placement: University of South Dakota) - OB

Marsha Nielsen 2006-2008 (n.c.)

(Note: From 2006 - 2013 department restricted doctoral education to strategy/ entrepreneurship)

Ph.D. Committee member

Management

Nara Jeong 2014-present

Zafrin Rahman, 2014-present

Nari Kim, 2014-present

Amir Maleki 2015-present

Tera Galloway 2009-2013

Dustin Smith 2009-2013

Aditya Simha 2006-2009

Information Systems

Stoney Brooks 2012-2013

Interdisciplinary

James Vaux 2010-2014

Undergraduate honors

Advisor

Ryan O'Dell, 2003-2004

Evaluator

Casey Hamlett, 2011

Liam Corcoran, 2011

PROFESSIONAL SERVICE

Editorial Board of *Organizational Behavior and Human Decision Processes* 2004-2013

National Science Foundation, reviewer for the Decision, Risk, & Management Science Program, 2010

National Science Foundation, reviewer for the Law & Social Sciences Program, 2007

Israel Science Foundation, reviewer for decision research program 2004, 2005

National Science Foundation, grant evaluation panelist for the Information Technology Workforce program, Washington, D. C., June 2001

U.S. Department of Health and Human Services, reviewer for funded research on risk communication, 2001

Ad Hoc Referee

Journal of Management

Human Resource Management

Journal of Management Inquiry

Organizational Behavior and Human Decision Processes

Business Ethics Quarterly

Journal of Behavioral Decision Making

Journal of Business Ethics

Journal of Small Business Management

Information Systems Journal

Industrial Relations

Risk Analysis

Communications of the AIS

International Journal of Hospitality Management

Journal of Experimental Psychology: Applied

International Journal of Forecasting

Journal of Environmental Psychology

IEEE Technology & Society

British Journal of Psychology

Small Group Research

Academy of Management national meetings

Americas Conference on Information Systems

Professional societies

Academy of Management

Society for Industrial and Organizational Psychology

Society for Judgment and Decision Making

WASHINGTON STATE UNIVERSITY SERVICE
University

University Grade Appeals Board, 2015-present

Provost's Task Force on reviews, member 2014

Faculty Affairs Committee, member 2011 – 2014

Faculty Senator for College of Business 2010 - 2013

WSU Foundation Advisory Board, member 2003 - 2005

College- and Career-Readiness Standards Initiative participant 2010

Workshops conducted

WSU Administrative Professional Advisory Council, January 2012

Training seminar: *Negotiating workplace conflict*

College of Agriculture, Human, and Natural Resource Sciences Ambassadors,

May 2011 *Workplace negotiations and career success*

WSU Managing in Cougar Country staff development conference, August 2010

Keynote speaker: *Managing with integrity*

College of Business

Chair, CB Undergraduate Programs & Policy Committee, 2012-present

CB Journal Rankings Task Force, member 2012-2016

Carson College Strategic Planning Committee 2014-2015

CB Undergraduate Programs & Policy Committee, member 2010-2012

CB Graduate Programs & Policy Committee, member 2009

Business, Society, and Ethics pillar working group, 2008

Business Case Competition, judge 2008

Strategic Marketing Task Force, member 2004-2005

Department

Internship credit support, 2015-present

Course equivalencies approval 2015-present

Faculty Advisor, Human Resource Management Club 2015-2016

Strategy management faculty search committee, member 2013-2014

OB management faculty search committee, member 2013-2014

Chair, clinical management faculty search committee, 2013

Chair of Cleary Scholarship Committee 2003 - present

WSU-Vancouver faculty search committee, member 2006- 2007

Strategy faculty search committee, member 2005 - 2006

Strategy faculty search committee, member 2003 - 2004

OB/HR faculty search committee, member 2000

Visiting Management Lecturer search committee, member 2000

Representative for CB information fair, 2008

Cleary Scholarship Committee, member 2000 - 2003

Jeld-Wen Scholarship Committee, member 2004

Distance Learning Program, supervising mentor 2002