

## VITA

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## EDUCATION

Ph.D. Business Administration, The State University of New York at Buffalo  
February, 2011.  
Major Field: Organizational Behavior and Human Resources  
Minor Field: Communication  
B.S. The State University of New York at Buffalo, February 2003  
Specialized Major: Organizational Behavior

## RESEARCH

### PUBLICATIONS (BY YEAR)

- Bentley, J. R., Treadway, D. C., Williams, L. V., Shaughnessy, B. A., Yang, J. (2017). The tough get going: Moderating effect of employee political skill on the link between perceptions of a victimizing work environment and job performance. *Frontiers in Psychology*. Doi: <https://doi.org/10.3389/fpsyg.2017.00850>.
- Treadway, D. C., Campion, E. D., & Williams, L. V. (2017). Sensitivity and adaptability in the face of powerlessness: The roles of political will and political skill within the experience of powerlessness and its impact on stress-related outcomes. In *Power, Politics, and Political Skill in Job Stress* (pp. 81-103). Emerald Publishing Limited.
- Treadway, D. C., Yang, J., Bentley, J. R., Williams, L. V., & Reeves, M. (2017). The impact of follower narcissism and LMX perceptions on feeling envied and job performance. *The International Journal of Human Resource Management*, 1-22. DOI: <http://www.tandfonline.com/doi/full/10.1080/09585192.2017.1288151>
- Mislin, A., Williams, L. V., & Shaughnessy, B. (2015). Motivating trust: Can mood and incentives increase interpersonal trust? *Journal of Behavioral and Experimental Economics*, 58, 11-19. doi: <http://www.sciencedirect.com/science/article/pii/S2214804315000749>
- Williams, L. V. & Mayer, S. F. (2015). "Puzzle vision": An experiential exercise on the importance of organizational vision. *Journal of Business Cases and Applications*, 13. DOI: <http://www.aabri.com/manuscripts/152196.pdf>
- Treadway, D. C., Bentley, J. R., Williams, L. V., & Wallace, A. (2014). The skill to lead: The role of political skill in leadership dynamics. In D. V. Day (Ed.), *The Oxford handbook of leadership and organizations*. Oxford University Press, New York.
- Treadway, D. C., Breland, J. W., Williams, L. A., Yang, J., & Williams, L. (2012). Political skill, relational control, and the self in relational leadership processes. In M. Uhl-Bien, R. Marion, & R. A. Noe (Eds.), *Leadership Horizons Series*. Charlotte, NC: Information Age Publishing.
- Shaughnessy, B. A., Treadway, D. C., Breland, J. W., Williams, L. V., & Brouer, R.L. (2011). Influence and promotability: The importance of female political skill. *Journal of Managerial Psychology*, 26(7), 584 – 603.
- Treadway, D. C., Breland, J. W., Williams, L. M., Cho, J., Yang, J., & Ferris, G. (2011). Social influence and interpersonal power in organizations: The roles of performance and political skill in two

studies. *Journal of Management*, doi:  
<http://jom.sagepub.com/content/early/2011/06/16/0149206311410887>

Williams, L. V., Cho, J., & Boisner, A. D. (2007). From Lippert-Johanson Incorporated to Fenway Waste Management: Catherine's career trajectory takes an unexpected turn. In S. L. McShane and M.A. Von Glinow, *Organizational Behavior: Emerging Realities for the Workplace Revolution*. New York: McGraw-Hill/Irwin.

#### **MANUSCRIPTS UNDER REVIEW**

Bentley, J. R., Treadway, D. C., Seitz, S. R., Williams, L. V. Follower narcissism as a boundary condition for the impact of leader-member exchange on follower performance improvement. Under review at *Journal of Business and Psychology*.

#### **MANUSCRIPTS IN PROCESS**

Bhattacharyay, R., & Williams, L.V. Conceptualizing vulnerability in entrepreneurial social networks. [Manuscript in preparation]. Target journal: *Organization Science*.

Principe, K., & Williams, L.V., & Rensel, A. "The times they are a-changin'": Using the full range model of leadership to guide hospital transformation. [Manuscript in preparation].

Williams, L. V. The fox guarding the henhouse: Refocusing Human Resource Management beyond the role of business partner. [Manuscript in preparation]. Department of Management, College of Business Administration, Niagara University.

#### **CONFERENCE PRESENTATIONS (REFEREED; BY YEAR)**

Fisher-Thompson, D., Goacher, R., Kot, P., Teresa, C., & Williams, L. V. (2017). How common are implicit gender biases among college students?" Paper presented at the *29th APS Annual Convention*, May 25-28, 2017, Boston, MA.

Williams, L. V., & Aquino, C. (2016). Employees' responses to a perceived negative management event. Paper accepted for presentation at the *23rd Annual International Vincentian Business Ethics Conference*, Buffalo, NY.

Treadway, D. C., Wallace, A., Bentley, J. R., Seitz, S. R., Stepina, L.P., & Williams, L. M. (2013). A multi-study investigation of the impact of LMX on follower narcissism-outcomes relationships. Paper presented at the *Annual Meeting of the Southern Management Association*, New Orleans, LA.

Mislin, A., Shaughnessy, B., & Williams, L. (2013). Gender differences in motivating trust between strangers. In S. Braun, (Chair), *Understanding and overcoming obstacles to women in leadership*. Paper presented at a Symposium conducted at the *2013 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology*, Münster, Germany.

Lewandowski, J., Aquino, C., & Williams, L. (2012). Individual differences in applications of ethics. Paper presented at the *19th International Conference Promoting Business Ethics*, Buffalo, NY.

Bentley, J. Treadway, D. C., Williams, L. V., Shaughnessy, B. A., & Yang, J. (2011). Thriving in the face of oppression: The moderating effect of political skill on the perceived victimization-performance relationship, a three-study constructive replication. Paper presented at the *Annual Meeting of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.

Treadway, D. C., Breland, J. W., Williams, L. V., Yang, J., & Shaughnessy, B. A. (2011). Interactive effects of narcissism and political skill on network positioning. Paper presented at *Annual Meeting of the Society for Industrial and Organizational Psychology*, Chicago, Illinois.

Williams, L. V., Bentley, J. R., Shaughnessy, B. A., & Treadway, D. C. (2010). Trust and the company we keep: Perceptions of victimization in the workplace and the moderating effect of narcissism on trust and performance. Paper presented at the *Annual Meeting of the Southern Management Association*, St. Petersburg, Florida.

- Coen, C. A., Choi, K., & Williams, L. V. (2010.) If I stay there will be trouble: When social support increases turnover. Paper presented at the *Annual Meeting of the Academy of Management*, Montreal, Canada.
- Mislin, A. & Williams, L. (2008). Understanding trust: bridging the divide between rational-choice and psychological approaches. Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, California.
- Boisnier, A. & Williams, L. V. (2007). Taboo questions about diversity: What do management students really want to know? Paper presented at the *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Mislin, A., & Williams, L. (2007). Do happy people trust more regardless of expected gains? Accepted for presentation at the *European Institute for Advanced Studies in Management (EIASM) 4th Annual Conference on Trust in Organizations*, Amsterdam, The Netherlands.
- Randeree, E., & Williams, L. V. (2007). Trust in a wired world. Paper presented at the *Annual Meeting of the Academy of Health*, Orlando, FL.
- Williams, L. V. (2006). An empirical examination of cultural intelligence as a mechanism of intercultural trust. Paper presented at the *Annual Meeting of the Academy of Management*, Atlanta, GA.
- Williams, L. V., & Ferrin, D.L. (2006). Influences of institutions, social systems, and societal culture on the development of interpersonal trust. Paper presented at the *26<sup>th</sup> International Congress of Applied Psychology*, Athens, Greece.
- Williams, L. V. (2005). Cultural Intelligence as a mechanism of interpersonal trust in an intercultural context. Paper presented at the *Annual Meeting of the Academy of International Business*, Quebec City, Canada.
- Williams, L. V., & Ferrin, D.L. (2005). Influences of institutions, social systems, and societal culture on the development of interpersonal trust. Paper presented at the *Annual Meeting of the Academy of International Business, Journal of International Business Paper Development Workshop*, Quebec City, Canada.
- Cho, J., & Williams, L. V. (2004). A three-stage model of transformational/transactional leadership. Paper presented at the *Conference on Cross-Cultural Leadership and Management*, Seoul, South Korea.
- Williams, L. V., & Ferrin, D. L. (2004). Influences of institutions, social systems, and societal culture on the development of interpersonal trust. Paper presented at the *Annual Meeting of the Academy of International Business*, Stockholm, Sweden.

#### **INVITED AND OTHER PRESENTATIONS (BY YEAR)**

- Williams, L. V. (2022, May 19). *Difficult conversations*. New York State Association of Clerks of County Legislative Boards. 69th Annual Training School and Conference, Ellicottville, NY.
- Williams, L. V. & Kester-Phillips, D. (2022, May 19). *Stress*. New York State Association of Clerks of County Legislative Boards. 69th Annual Training School and Conference, Ellicottville, NY.
- Williams, L. V. (2021, May, various). *Foundations of successful teams*. Niagara University, Niagara University, NY. Corporate training.
- Williams, L. V. (2021, Mar. 29). General education curriculum overview and proposal. Presentation for M. Alegre's MGT 160 section.
- Hermann, N. & Williams, L. V. (2019, various). *Women's Leadership Institute book talk*. Women's Leadership Institute, Trocaire College, Buffalo, NY. Facilitator.
- Borgognoni, M. & Williams, L. V. (2019, May 6). *Community of the workplace: Project report*. Niagara University Spring Community Meeting, Niagara University, Niagara University, NY.
- Borgognoni, M. & Williams, L. V. (2019, Dec. 18). *Community of the workplace: Building a better workplace*. Niagara University Fall Community Meeting, Niagara University, Niagara University, NY.
- Williams, L. V. & Aquino, C. (2019, Nov. 6). *Toxicity in the workplace*. Buffalo Niagara Human Resource Association, Buffalo, NY. Guest speaker.

- Williams, L. V. (2019, Sept. 10). Welcome to a career... in human resource management. Presentation for MGT 160 section.
- Amati, Funke, Hulbert, Smith, Wilkes, & Williams. (2018, Mar. 14). *Balancing the cost and quality of academics*. Academic Leadership Institute, Daemen College, Buffalo, NY.
- Kester-Phillips, D. & Williams, L. V. (2018, Apr. 18). *Work-life balance*. BN360 Skills for Success. Guest speakers.
- Kester-Phillips, D. & Williams, L. V. (2018, June 5). *Work-life balance*. Evergreen. Corporate training.
- Williams, L. V. (2018, Oct. 17) *Women's Leadership Institute orientation*. Women's Leadership Institute, Buffalo, NY. Facilitator.
- Williams, L. V. (2017, Apr. 11). General education curriculum overview. Presentation for M. Alegre's MGT 465 section.
- Williams, L. V. (2017, various). *Business writing: Polishing your performance appraisals*. M&T Bank, Buffalo, NY. Corporate training.
- Williams, L. V. (2016, various). *Business writing: Old & new*. M&T Bank, Buffalo, NY. Corporate training.
- Burt, I. & Williams, L. V. (2016, Apr. 21). *Understanding identity in the workplace*. Buffalo Niagara Partnership BN360, Skills for Success.
- Williams, L. V. (2016, Apr. 15). *Student-Community partnership: A discussion to take us to the next level*. Fostering Racial and Social Justice Conference, Niagara University. Invited Speaker.
- Williams, L. V. (2014, May 20). *Alternative compensation models: Career ladders*. Niagara University Invited Speaker, Vietnamese Government Employees.
- Williams, L. V. (2013, Nov. 4). *Leading through change*. Niagara University, Invited speaker, Vietnamese Government Human Resource Managers.

## **TEACHING**

### **COURSES TAUGHT**

- People in Organizations (MBA)
- Organizational Development (MBA)
- Industrial and Labor Relations (MBA)
- Strategic Human Resource Management (MBA)
- Business Policy and Strategy (Undergraduate)
- Human Resource Management (Undergraduate)
- Conflict Management and Negotiation (Undergraduate)
- Organizational Behavior (Undergraduate)
- Leadership and Teamwork (Undergraduate)
- Employment Law (Undergraduate)
- Niagara University Beginnings (freshman orientation)

### **STUDENT THESIS/PROJECT ADVISOR**

- Committee member, Undergraduate marketing student team, National Grocers Association Student Case Study Competition, Stepherson's Superlo Grocery, 2018-2019.
- Dissertation Committee Member, Mulder, S. 2015-2017. *Applications of the modern social contract: Congregational health in Unitarian Universalist Churches*. Doctoral Program in Leadership and Policy.
- University Honors Thesis Committee Chair, Bourret, K. 2017. *International business*.
- University Honors Thesis Committee Chair, Ruszkowski, K. 2016-2017. *Winter tourism in Niagara Falls*. Management Department.
- Independent Study Advisor, Herndon, R. 2017. *Distrust and stress in the workplace*.
- Departmental Honors Thesis Committee Member, Federspiel, M. 2013-2014. *The student loan crisis: Shaping our nation one block at a time*. Finance Department.

Departmental Honors Thesis Committee Member, Lewandowski, J. 2012-2013. Individual differences in applications of ethics. Accounting Department.  
Master's Thesis Advisor, Kuhn, J. 2011, Human Resources Management. Graduate College of Business.  
Departmental Honors Thesis Committee Member, Curry, S. 2011. Accounting for human resources: How should we account for the value of employees in a knowledge economy? Accounting Department.

## **TEACHING DEVELOPMENT**

Niagara University Office of Instructional Support. (2023, Jan 11 online). ChatGPT. Niagara University, NY.  
Niagara University Office of Diversity, Equity, and Inclusion. (2022, Sep 30 online). Dr. Jaye Goosby Smith. Niagara University, NY.  
Niagara University College Committee on Teaching and Learning. (2022, Aug 4). *College Committee on Teaching and Learning Summer Retreat*, Niagara University, NY.  
Schotter, A. (2022, Apr. 20 online). *The future of case teaching in an online and hybrid world*. Ivey School of Business, Western University, Canada.  
Lederman, D. (2022). *Why teaching is harder than you think*. *Inside Higher Ed Academic Minute*. Accessed 4/4/22. <https://www.insidehighered.com/audio/2022/04/04/why-teaching-harder-you-think>  
Honorlock & University of Florida. (2022, Mar. 31 online). *How to create authentic online assessments that promote academic integrity*.  
Rossi, R. (2021, Feb. 24). Meeting: feedback on syllabi and Canvas opportunities. Niagara University, NY.  
Harvard Business Publishing Education. (2021, Apr. 22 online). *Teaching reducing cognitive load: Focusing on what matters most*.  
Niagara University College Committee on Teaching and Learning. (2020, virtual). *College Committee on Teaching and Learning Conference*, Niagara University, NY.  
Niagara University Instructional Support. (2020). *Creating appointments for advisement*. Niagara University, NY.  
Niagara University Instructional Support. (2020). *Zoom*. Niagara University, NY.  
Boyatzis, R. (2019, Nov. 21 online). *The science of effective coaching*. Academy of Management, Management Education and Development.  
National Resource Center for the First-year Experience and Students in Transition. (2019, Feb. 16-19). *Conference of the first-year experience*. Las Vegas, NV.  
Niagara University College Committee on Teaching and Learning. (2018, Jan. 9). *College Committee on Teaching and Learning Conference*, Niagara University, NY.  
Niagara University College Committee on Teaching and Learning. (2016, Jan. 12). *College Committee on Teaching and Learning Conference*, Niagara University, NY.

## **AWARDS, RECOGNITION, AND RELATED FUNDING**

### **AWARDS**

Service of the Year, Niagara University College of Business Administration, 2021  
Researcher of the Year, Niagara University College of Business Administration, 2015  
Outstanding Reviewer Award, Academy of Management Organizational Behavior Division, 2013  
Ph.D. Student Researcher of the Year Award, The State University of New York at Buffalo School of Management, Department of Organization and Human Resources, 2009, 2010  
Ph.D. Student Teacher of the Year Award, The State University of New York at Buffalo School of Management, Department of Organization and Human Resources, 2009

### **RECOGNITION / PROFESSIONAL DEVELOPMENT**

#### **RECOGNITION**

Vincentian Mission Certificate Program, Niagara University, 2019-2021  
Service of the Year, nominee, Niagara University College of Business Administration, 2015, 2017, 2020

Academic Leadership Institute, Graduate, Class of 2018  
Leadership Niagara, Graduate, Class of 2017

#### PROFESSIONAL DEVELOPMENT

Society for Human Resource Management. (2022, Aug). *SHRM People Manager Qualification*.  
Society for Human Resource Management. (2022, May 3 online). *Overcoming toxic workplaces through building an ethical and compliant culture*.  
Dirks, K. (2022, Apr. 28 online). *The trajectory of trust*. Center for Trust Studies Distinguished Speaker Series.  
Buffalo Niagara Partnership. (2022, Mar. 23 online). *2022 CEOs Speak*.  
Negotiation Skills Training Certificate. (2018), Federal Mediation and Conciliation Service  
Niagara University Book Club on Higher Education. (2016, various). *Higher Education in America* by Derek Bok.

#### GRANTS, FUNDING, AND SCHOLARSHIPS

Niagara University Lay Teachers Association. (2018). Negotiation training, Federal Mediation and Conciliation Service. Niagara University Research Council. (2012). Williams, L. V. Decision Making in Different Contexts. \$3000  
The State University of New York at Buffalo School of Management Faculty Research Funding. (2010). Treadway, D. C., Williams, L. V., Yang, J & Bentley, J. Dirty jobs, dirty work, and dirty deeds: A five-study research agenda addressing the impact of organizational, relational, and general self-esteem on turnover and performance in stigmatized professions. \$9000  
The State University of New York at Buffalo School of Management Faculty Research Funding. (2008). Mislin, A., and Williams, L. V. Can Positive Emotions Solve Social Dilemmas? \$4200  
Alutto Research Award. (2008). Williams, L. V. A Model of Interpersonal Trust from an Individual Differences Perspective: The Effects of Cognition, Affect, and Behavior. \$1000  
The State University of New York at Buffalo School of Management Faculty Research Funding. (2007). Mislin, A., and Williams, L. V. Let there be trust: The effects of anticipated returns on willingness to trust. \$4500  
Alutto Research Award. (2006). Williams, L. V. A Model of Interpersonal Trust from an Individual Differences Perspective: The Effects of Cognition, Behavior, and Expectations. \$1000  
The State University of New York at Buffalo, Graduate Student Employee Union, Professional Development Funds. (2005). Williams, L. V. Cultural intelligence as a mechanism of intercultural trust. \$1000  
The State University of New York at Buffalo, Graduate Student Association. (2004). Williams, L. V., & Ferrin, D. L. Influences of institutions, social systems, and societal culture on the development of interpersonal trust. \$1000  
The State University of New York at Buffalo Research Assistantship, Ph. D. Program in Business Administration. (2008, 2007)

#### PROFESSIONAL, INSTITUTIONAL, AND COMMUNITY SERVICE

##### PROFESSIONAL SERVICE

AAUP webinar attendance, various dates  
Cognella, Inc., book reviewer, 2019  
Women's Leadership Institute, Steering Committee member, August 2018-2019  
Human Relations, reviewer, 2016  
Frontiers in Organizational Psychology, Review Editor, 2017  
Annual Meeting of the Academy of Management, Reviewer, 2003-2016  
Annual Meeting of the Southern Management Association, Reviewer, 2008, 2010, 2015  
Business Research Consortium Journal of Business, Reviewer (ad hoc), 2012, 2014

Annual Meeting of the Society of Industrial Organizational Psychology, Reviewer, 2012-2013  
Sage Publications, Textbook Reviewer (ad hoc), 2013  
Information Systems Frontiers, Reviewer (ad hoc), 2012  
Administrator, 2003-2010, State University of New York at Buffalo, Department of Organization and  
Human Resources Subject Pool Administrator  
Academy of Management Annual Meeting, Coordinator- Interactive Paper Sessions, 2008  
Annual Meeting of the Academy of International Business, Reviewer, 2004-2007  
Women in the Academy of International Business (elected term), Student Member-at-large, 2005-2007

## **NIAGARA UNIVERSITY AND THE COLLEGE OF BUSINESS ADMINISTRATION**

### **NIAGARA UNIVERSITY**

General Education Committee, Co-Chair, 2014-present  
Inclusive Excellence Education and Scholarship Subcommittee, member, 2023-present  
Inclusive Excellence Culture Subcommittee, member, 2022-present  
Faculty Sabbatical Committee, member, 2022  
General Education Global Awareness Subcommittee, Chair, 2019-present  
General Education First-year Seminar Subcommittee, member, 2019-present  
Human Resources / Legal Restart Committee, member, 2020-2021 term  
Policy and Procedures Review Committee, Co-chair, 2020-2021 term  
Niagara University, Forward Niagara Committee, 2020-2021 term  
Niagara University Lay Teachers' Association, President, 2019-2021 term  
NU Beginnings Instructor, 2011, 2014-2017, 2019-2021  
NU Beginnings Freshman Experience, Co-coordinator, 2018-2020  
Community of the Workplace Culture Initiative, Co-chair, 2018-2020  
Niagara University Lay Teachers' Association, Interim Vice President, 2019  
New faculty orientation, presenter, 2018, 2019  
Diversity Committee, 2017-2019 term  
Research Council, grant reviewer, 2010, 2012, 2015, 2018  
Center for Race, Equality, & Mission, panel member, 2017  
Ingram Micro panel, lead organizer, 2016, 2017  
Niagara University Lay Teachers' Association, Collective Bargaining Negotiation Team, 2016-2019  
Academic Integrity Board, 2011-2017  
Scholarship Competition, volunteer, 2012-2013, 2016-2017  
Niagara University, Niagara Global Tourism Institute, Workforce Development Subcommittee, 2015-  
2016  
Search Committee (Director of Human Resources), 2014  
General Education Committee, Vice Chair, 2013-2014  
Capital Committee, 2012-2013  
Niagara University Ph.D. Program, Guest Lecturer, 2012-2013  
Day of Service, 2011-2012  
Reading Reviewer, 2010

### **COLLEGE OF BUSINESS ADMINISTRATION AND MANAGEMENT DEPARTMENT**

Director of Student Engagement, 2022-present  
Mission, Research and Development Committee, 2016-2018, 2022-present  
Curriculum Committee, 2019-2020, 2021-2022  
Graduate Studies Committee, 2020-2021  
Faculty Search Committees/participation, 2011-2012, 2015, 2017, 2019, 2020, 2021  
International Vincentian Business Ethics Conference, online session chair, 10/23/2020  
Ostapenko Center, event co-coordinator, 2019-2020  
Chinese faculty winter day camp, speaker, 2019

Graduate Studies Task Force, 2018-2019  
New Student Registration (Care), 2011-2019  
MBA Alumni Group, faculty liaison, 2018-2019  
Student recruiting events, 2017, 2019  
Faculty Advisor, Society of Human Resource Management Student Chapter, 2012-2015, 2018-19, 2020-2021  
Chinese student summer day camp, presenter, 2018  
Mission, Research and Development Committee, 2016-2018  
Online MBA Committee, 2016-2018  
Rally in Gally, 2014, 2016 - 2018, chaired organizing committee  
Ad hoc Web-page Committee, Chair, 2016-2017  
Communication, Marketing and Outreach Committee, 2013-2016  
Adjunct Faculty Mentor, 2013-2016  
Faculty Advisor, Business Club Council, 2014-2016  
Faculty Search Committee Chair/Co-Chair, 2011-2012, 2014-2017  
MGT 120 Retreat, volunteer, 2011, 2012, 2014, 2015  
College Leadership Committee, 2012-2013  
Curriculum Committee Chair, 2011-2013  
Web Page Review Committee, 2011  
Curriculum Committee, 2010

### **COMMUNITY SERVICE**

Heart Love and Soul, meal volunteer, 2019-2020 (covid-impacted)  
Rock the Block, volunteer, 2019  
Community Missions of Niagara Frontier, benefit organizer, 2017  
St. George's Soup Kitchen, 2015-2016, 2017  
Family Help Center, Board of Directors, 2014-2017  
Family Help Center, Nominations Committee Chair, 2014-2017  
Family Help Center, Fundraising Committee, 2014-2017  
Family Help Center, Governance Committee, 2015-2017  
Family Help Center, Executive Director Search Committee Chair, 2016  
Graycliff Conservancy, volunteer, 2013-2015

### **PROFESSIONAL AFFILIATIONS**

Academy of Management  
Buffalo Niagara Human Resource Association  
Management & Organizational Behavior Teaching Society  
Society for Human Resource Management  
Beta Gamma Sigma

### **EMPLOYMENT HISTORY**

2016 – Present Associate Professor of Management, Niagara University, College of Business Administration  
2010 – 2016 Assistant Professor of Management, Niagara University, College of Business Administration  
2004 – 2010 Instructor, School of Management, The State University of New York at Buffalo  
2004 – 2010 Subject Pool Administrator, Department of Organization and Human Resources, School of Management, The State University of New York at Buffalo  
2003 – 2007 Graduate Courses Teaching Assistant, School of Management, The State University of New York at Buffalo  
1986 – 2003 Accounting and Tax Services, Self-Employed  
1991 – 1998 Office Manager, Buffalo Engine Components, Inc.