

MICHAEL A. ABEBE

Department of Management
Robert C. Vackar College of Business & Entrepreneurship
The University of Texas Rio Grande Valley
Edinburg, TX, 78539-2999
Phone: 956-665-5225
E-Mail: michael.abebe@utrgv.edu

EDUCATION

Ph.D. Southern Illinois University Carbondale, Carbondale, IL
Major: Organization Studies (Strategic Management)

M.B.A. Eastern Illinois University, Charleston, IL
Concentration: Management

B.A. Jimma University, Jimma, Ethiopia
Major: Business Management

AWARDS & HONORS

- Vackar College of Business & Entrepreneurship Research Excellence Award, May 2022
- Doctoral Faculty Excellence Award, Department of Management, UTRGV
- Best Paper Proceeding, 2020 Academy of Management Annual Meeting
- 2019 Outstanding Reviewer, Africa Journal of Management
- Best Paper Proceeding, 2019 Academy of Management Annual Meeting
- Best Paper Award, Social Issues Track, 2018 Southern Management Association Annual Meeting
- Best Paper Award, Social Issues Track, 2017 Southern Management Association Annual Meeting
- 2017 Outstanding Reviewer, Journal of Strategy and Management
- 2013 University of Texas System Regents' Outstanding Teaching Award Recipient
- Best Paper Proceeding, 2013 Academy of Management Annual Meeting
- 2012 College of Business Faculty Teaching Excellence Award, UTPA

ACADEMIC POSITIONS

Associate Dean for Faculty and Research (September 2022-Present)

Vackar College of Business & Entrepreneurship
The University of Texas Rio Grande Valley

Professor of Management (September 2020-Present)

Department of Management
Vackar College of Business & Entrepreneurship
The University of Texas Rio Grande Valley

PhD Program Director (September 2015-August 2018)

Vackar College of Business & Entrepreneurship
The University of Texas Rio Grande Valley

Visiting Professor, School of Commerce (2017-2018)

Addis Ababa University, Ethiopia

Associate Professor of Management (with Tenure) (September 2015-August 2020)

Department of Management
Vackar College of Business & Entrepreneurship
The University of Texas Rio Grande Valley

Associate Professor of Management (with Tenure) (September 2014-August 2015)

Department of Management
College of Business Administration
The University of Texas-Pan American

Assistant Professor of Management, (August 2008- August 2014)

Department of Management
College of Business Administration
The University of Texas-Pan American

COURSES TAUGHT

- Strategic Management (Undergraduate Capstone, Face-to-Face & Online)
- Business & Society (Undergraduate)
- Managing Organizational Change & Innovation (MBA Elective)
- Seminar on Organization Theory (Doctoral Seminar)
- Seminar on Strategic Management (Doctoral Seminar)

RESEARCH INTERESTS

Corporate governance, Turnarounds/strategic change, Organizational misconduct, Social entrepreneurship

SELECTED RESEARCH GRANTS

- Summer Research Grant, Vackar College of Business & Entrepreneurship, \$5,000.00
May 2022 - December 2022
- UTRGV Faculty Seed Research Grant, \$5000, May-August 2022

REFEREED JOURNAL PUBLICATIONS (* Indicates current or former student)

1. **Abebe, M.** & Acharya*, K. (2022). "Founder CEOs and Corporate Environmental Violations: Evidence from S&P 1500 Firms", *Business Strategy and the Environment*, 31(3), 1204–1219.
2. Abebe, M., Getachew, Y. & Kimakwa, S. (2022). "Entrepreneurs' Ethnic and Political Identity Alignment as Determinants of Access to Government Support in Africa: A Conceptual Framework", *Entrepreneurship Theory & Practice* (46)2, 449-476.
3. **Abebe, M.**, Tangpong, C. & Ndofor, H. (In-Press). "Hitting the 'Reset Button': The Role of Digital Reorientation in Successful Turnarounds", *Long Range Planning*.
4. **Abebe, M.** & Dadanlar*, H. (2021). "From tokens to key players: The influence of board gender and racial diversity on corporate discrimination lawsuits", *Human Relations* (74)4, 527-555
5. Clauss, T., **Abebe, M.**, Tangpong, C. & Hock, M. (2021). "Strategic Agility, Business Model Innovation and Firm Performance: An empirical investigation". *IEEE Transactions on Engineering Management*, (68)3, 767-784
6. **Abebe, M.**, Li, P., Acharya*, K. & Daspit, J. (2020). "The Founder CEO: A Review of Current Insights and Directions for Future Research", *Corporate Governance: An International Review*, 28(6), 406-436.
7. Dadanlar*, H. & **Abebe, M.** (2020), "Female CEO Leadership and the Likelihood of Corporate Diversity Misconduct: Empirical Evidence from S&P 500 Firms" *Journal of Business Research*, (118), 398-405
8. **Abebe, M.**, Kimakwa*, S. & Redd*, T. (2020), "Toward a Typology of Social Entrepreneurs: The interplay between passionate activism and entrepreneurial expertise", *Journal of Small Business & Enterprise Development*, 27(4), 509-530
9. Cha*, W., **Abebe, M.** & Dadanlar*, H. (2018), "The effect of CEO civic engagement on corporate social and environmental performance", *Social Responsibility Journal*, 15(8), 1054-1070
10. **Abebe, M.**, & Tangpong, C. (2018), "Founder-CEOs and corporate turnaround among declining firms"- *Corporate Governance: An International Review*, 26(1), 45-57
11. **Abebe, M.** & Alvarado*, D. (2018), "Blessing in disguise? Social and institutional determinants of entrepreneurial intentions following involuntary job loss", *Journal of Small Business Management*, 56(4), 555–572

12. **Abebe, M.** & Cha*, W. (2018), “The effect of firm strategic orientation on corporate philanthropic engagement”- *Management Decision*, 56(3), 515-533
13. Myint*, P. & **Abebe, M.** (2018), “Board characteristics and the likelihood of business model adoption: Evidence from the smart home market”- *International Journal of Innovation Management*, 22(1), 1-28
14. Sariol*, A. & **Abebe, M.** (2017), “The influence of CEO power on explorative and exploitative organizational innovation”, *Journal of Business Research*, 73, 38-45
15. Yarbrough*, E., **Abebe, M.**, & Dadanlar*, H. (2017), “Board political experience and firm internationalization strategy: A resource dependence perspective”, *Journal of Strategy and Management*, 10(4), 401-416
16. **Abebe, M.** & Welbourne, J. (2016) “The influence of alternative coping strategies on entrepreneurial intentions following involuntary job loss”, *Journal of Developmental Entrepreneurship*, 20(4), 1-22
17. Cha*, W., **Abebe, M.** (2016) “Board of directors and industry determinants of corporate philanthropy”, *Leadership and Organization Development Journal*, 37(5), 672-688
18. Tangpong, C., **Abebe, M.** & Li, Z. (2015) "A Temporal approach to retrenchment and successful turnaround in declining firms: An empirical investigation", *Journal of Management Studies*, 52(5), 647-677
19. Hurt*, K., **Abebe, M.** (2015), “The Effect of Conflict Type and Organizational Crisis on Strategic Decision Effectiveness: An Empirical Investigation" *Journal of Leadership & Organization Studies*, 22(3), 340-354
20. **Abebe, M.** & Angriawan, A. (2014) “Organizational and competitive influences of exploratory and exploitative activities in small and medium-sized enterprises (SMEs)”- *Journal of Business Research*, 67, 339-345
21. **Abebe, M.** (2014) “Electronic commerce adoption, entrepreneurial orientation and small- and medium-sized enterprise (SME) performance”-*Journal of Small Business and Enterprise Development*, 21(1), 100-116
22. **Abebe, M.**, & Alvarado*, D. (2013). “Founder-CEO status and firm performance: An exploratory study of alternative perspectives”- *Journal of Strategy and Management*, 6(4), 343-357
23. **Abebe, M.**, Gangadharan*, A. & Sutanonpaiboon, J. (2013). “Perceived social support and social status as drivers of entrepreneurial career intentions: A comparative study”- *Journal of Entrepreneurship Education*, 17, 63-83
24. **Abebe, M.** (2012). “Social and institutional predictors of entrepreneurial career intentions: Evidence from Hispanic adults in the U.S.”, *Journal of Enterprising Culture*, 20(1), 1-24

25. **Abebe, M.** & Angriawan, A. & Ruth, D. (2012). "Founder-CEOs, external board appointments and the likelihood of corporate turnaround in declining firms", *Journal of Leadership & Organizational Studies*, 19(3), 273-283
26. **Abebe, M.** (2012). "Executive attention patterns, environmental dynamism and corporate turnaround performance", *Leadership and Organization Development Journal*, 33(7), 684-701.
27. **Abebe, M.**, Angriawan, A. & Liu, Y.* (2011). "CEO power and organizational turnaround in declining firms: Does environment play a role?", *Journal of Leadership & Organizational Studies*, 18(2), 260-273
28. Angriawan, A. & **Abebe, M.** (2011) "Chief executive background characteristics and environmental scanning emphasis: An empirical investigation", *Journal of Business Strategies*, 28(1), 75-96
29. **Abebe, M.**, & Angriawan, A. (2011) "The internationalisation of small and medium-sized enterprises (SMEs): A Multi-Level Integrative Framework". *International Journal of Entrepreneurship and Innovation Management*, 13(3/4), 377-397
30. **Abebe, M.**, Angriawan, A. & Tran*, H. (2010). "Chief executive external network ties and environmental scanning activities: An empirical examination" *Strategic Management Review*, 4(1), 30-43
31. **Abebe, M.** (2010). "Top team composition and corporate turnaround under environmental stability and turbulence". *Leadership and Organization Development Journal*, 31(3), 196-212
32. **Abebe, M.** (2009). "Leadership characteristics of declining firms attempting turnaround: an empirical examination". *Journal of Strategy and Management*, 2(3), 201-216
33. Elmuti, D., Minnis, W. & **Abebe, M.** (2008). "Longitudinal assessment of an integrated industrial supply chain", *Supply Chain Management: An International Journal*, 13(2), 151-159
34. Elmuti, D., **Abebe, M.** and Nicolosi, M. (2005), "An overview of strategic alliances between universities and corporations", *Journal of Workplace Learning*, 17(1/2), 115-129.

REFEREED BOOK CHAPTERS

- Redd*, T., **Abebe, M.**, Wu, S. (2016). Entrepreneurial Network Composition and the venture creation process: An empirical investigation. In A. Fayolle, Jack, S. Lamine, W. and Chabaud, D. (eds.), *Entrepreneurial Process and Social Networks A Dynamic Perspective*. Cheltenham: Edward Elgar Publishing.
- **Abebe, M.** & Alvarado*, D. (2015), A Glass Half Full? The Role of Entrepreneur Alternative Issue Interpretations on Firm Growth Intentions, in Andrew C. Corbett, Jerome A. Katz, Alexander McKelvie (ed.) *Entrepreneurial Growth: Individual, Firm, and Region (Advances in Entrepreneurship, Firm Emergence and Growth*, Volume 17) Emerald Group Publishing Limited, pp. 27 – 61

MANUSCRIPTS UNDER REVIEW

- “The Role of Indigenous Community Institutions in Entrepreneurs’ Resource Acquisition in Africa”- (With Yamlaksira Getachew and Alexander Glosenbergs)- **Revising to Resubmit** at *Strategic Entrepreneurship Journal*
- “It’s Time to Speak Up! Investor Reaction to CEO Sociopolitical Activism”- Revising to Resubmit- (With Keshab Acharya and Mark Kroll)-Under 2nd review at *Journal of Business Ethics*
- “Busy Boards and Organizational Misconduct” (With Carla Jones & Keshab Acharya)- **Revising to Resubmit** at the *Journal of Management Studies*
- “The Executive Bully Pulpit: Drivers of CEO Sociopolitical Activism in the Wake of Global Social Movements” (With Keshab Acharya)- Under review to *Corporate Governance: An International Review*
- “The Effect of Employees’ CSR Engagement on Work Outcomes: Empirical Evidence from East Africa” (With Saleamlak Mola)- Under review to *Africa Journal of Management*

WORKING PAPERS AND RESEARCH IN PROGRESS

- “Walking the Talk: CEO Verbal Activism and Progressive Firm Actions”- (With Keshab Acharya & Mark Kroll) to be submitted to *Strategic Management Journal*
- “CEO Military Experience as a Double-Edged Sword”- (With Guadalupe Solano) to be submitted to *Leadership Quarterly*
- “Antecedents and Strategic Consequences of Entrepreneurial Resilience” (With Jennifer Welbourne)
- “Social Entrepreneur Ambidextrous Orientation and Venture Performance” (With Sarah Kimakwa)- to be submitted to *Small Business Economics*
- Co-Editor, A Research Handbook on Corporate Turnaround Strategies, Edward Elgar Publishers, UK.

CONFERENCE PRESENTATIONS & PROCEEDINGS (* Indicates current or former student)

1. Kimakwa*, S., **Abebe, M.**, “When Passion Meets Expertise: The Effect of Social Entrepreneur Ambidextrous Orientation on Venture Performance”, **Annual Meeting of the Academy of Management**, Seattle, WA August 5-9, 2022
2. **Abebe, M.**, Dadanlar*, H., & Solano*, G. “Minority-CEOs and Organizational Misconduct: Empirical Evidence from S&P 500 Firms”, **Annual Meeting of Southern Management Association**, New Orleans, LA, November 2-6, 2021
3. Solano, G.*, S., **Abebe, M.** “Ex-Military CEOs and Portfolio Restructuring Strategies: An Empirical Investigation”, **Annual Meeting of the Academy of Management**, (Virtual) July 29-August 4, 2021

4. Acharya*, K., **Abebe, M.**, "Executive and Organizational Determinants of CEO Sociopolitical Activism" **Annual Meeting of the Academy of Management**, (Virtual) July 29-August 4, 2021
5. **Abebe, M.**, Acharya*, K., & Kimakwa*, S. "Does Founder CEO Leadership Discourage Corporate Misconduct? An Empirical Examination", **Annual Meeting of Southern Management Association**, St. Pete Beach, FL, October 20-24, 2020
6. **Abebe, M.**, Jones, C., & Acharya*, K. "Busy Directors and The Occurrence of Corporate Environmental Misconduct", **Annual Meeting of the Academy of Management**, August 2020
****Selected For Best Paper Proceeding****
7. Acharya*, K., **Abebe, M.**, Kroll, M., "The influence of CEO political outspokenness on stock market reaction and firm performance" **Annual Meeting of the Academy of Management**, Boston, Massachusetts, August 9-13, 2019 ****Selected For Best Paper Proceeding****
8. **Abebe, M.**, & Ahmed*, T. "CEO rhetorical communication strategies following large-scale data breaches", **Annual Meeting of the Academy of Management**, Boston, Massachusetts, August 9-13, 2019
9. Kimakwa*, S., **Abebe, M.**, Redd*, T. "The interplay between passionate activism and entrepreneurial expertise among social entrepreneurs", **2019 Babson College Entrepreneurship Research Conference (BCERC)**, Babson Park, MA, USA, June 5-8, 2019
10. Acharya*, K., **Abebe, M.**, Kroll, M., "Wearing their thoughts on their sleeves: nature and consequences of CEO outspokenness" **Annual Meeting of Southern Management Association**, Lexington, KY, November 6-10, 2018 ****Selected For Best Doctoral Student Paper In Social Issues Track****
11. Cha*, W., **Abebe, M.**, Dadanlar*, H., "The effect of CEO civic engagement on corporate social and environmental performance" **Annual Meeting of Southern Management Association**, Lexington, KY, November 6-10, 2018
12. Kimakwa*, S., **Abebe, M.**, Redd*, T. "(Disgruntled) Social warriors: Toward a typology of women social entrepreneurs", **Annual Meeting of the Academy of Management**, Chicago, IL August 10-14, 2018
13. **Abebe, M.**, Kimakwa*, S. & Redd*, T. "Social network ties as drivers of entrepreneurial ventures in Sub-Saharan Africa: Substitutes or complements?" **4th Biennial Conference of the Africa Academy of Management (AFAM)**, Addis Ababa, Ethiopia, January 3-6, 2018
14. Tekleab, A., **Abebe, M.**, Lado, A. & Reid, I. "A multi-level perspective on leadership in the African context: Past research and future direction" **4th Biennial Conference of the Africa Academy of Management (AFAM)**, Addis Ababa, Ethiopia, January 3-6, 2018
15. Dadanlar*, H., & **Abebe, M.** "From tokens to key players: Board gender diversity and corporate discrimination lawsuits", **Annual Meeting of Southern Management Association**, St. Petersburg Beach, FL October 24-28, 2017 ****Selected For Best Doctoral Student Paper In Social Issues Track****

16. Dadanlar*, H., & **Abebe, M.** “Female leadership in the upper echelons and corporate diversity misconduct”, **Annual Meeting of the Academy of Management**, Atlanta, GA August 4-8, 2017
17. Kroll, M., **Abebe, M.** & Dadanlar*, H. “What are the odds? Stakeholder and institutional challenges of achieving sustainable growth”, **Annual Meeting of the Academy of Management**, Atlanta, GA August 4-8, 2017
18. Sariol*, A., & **Abebe, M.** ““The Effect of CEO power on organizational innovation: An empirical investigation, **Annual Meeting of the Academy of Management**, Anaheim, CA, August 5-9, 2016
19. Simpson*, J., & **Abebe, M.** ““Large corporate lawsuits, market reaction and ex-post boardroom adjustments”, **Annual Meeting of the Academy of Management**, Anaheim, CA, August 5-9, 2016
20. Dadanlar*, H., **Abebe, M.**, Yarbrough*, E., "The effect of media coverage and board composition on female CEO appointment," **Annual Meeting of Southern Management Association**, Charlotte, NC, October 27-29, 2016
21. **Abebe, M.** & Cha*, W. 2015. “The influence of corporate strategic profile on philanthropic engagement: An empirical analysis”, **Annual Meeting of the Academy of Management**, Vancouver, British Columbia, Canada, August 7-11, 2015
22. **Abebe, M.**& Simpson*, J. 2015. “Board composition and crisis management effectiveness: The case of corporate data breaches”, **Annual Meeting of the Academy of Management**, Vancouver, British Columbia, Canada, August 7-11, 2015
23. Myint*, P. & **Abebe, M.** 2015. “Board characteristics and the likelihood of business model adoption: Evidence from the smart home market”, **Annual Meeting of Southern Management Association**, St. Pete Beach, Florida, October 27-31, 2015
24. **Abebe, M.**& Alvarado*, A. 2015. “The Influence of Social and Institutional Climate on Self-Employment Intentions Following Involuntary Job Loss”, **Annual Meeting of Southern Management Association**, St. Pete Beach, Florida, October 27-31, 2015
25. **Abebe, M.** & Myint*, P. 2014. “CEO characteristics and corporate turnaround performance under environmental stability/turbulence”, **Annual Meeting of the Decision Sciences Institute (DSI)**, Tampa, FL, November 22-25, 2014
26. **Abebe, M.** & Welbourne, J. 2014. “The influence of alternative coping strategies on entrepreneurial intentions following involuntary job loss”, **Annual Meeting of Southern Management Association**, Savannah, Georgia, November 12-15, 2014
27. Cha*, W. & **Abebe, M.** 2014. “Board of directors and industry determinants of corporate philanthropy: An empirical investigation”, **Annual Meeting of Southern Management Association**, Savannah, Georgia, November 12-15, 2014
28. Hurt*, K. & **Abebe, M.** 2014. “The effect of conflict type and organizational crisis on strategic decision effectiveness: An empirical investigation”, **Annual Meeting of Southern Management Association**, Savannah, Georgia, November 12-15, 2014

29. Tangpong, C., **Abebe, M.** & Li, Z. “A temporal approach to successful turnaround in declining firms”, **Annual Meeting of the Academy of Management**, Lake Buena Vista (Orlando), FL, August 9 – 13, 2013 ****Selected For Best Paper Proceeding****
30. **Abebe, M.** & Tangpong, C. “Assets or liabilities? The role of founder-CEOs in successful turnaround in declining firms”, **Annual Meeting of the Academy of Management**, Lake Buena Vista (Orlando), FL, August 9-13, 2013
31. Cha, W.* & **Abebe, M.** 2013. "Founder-CEOs and corporate social performance: A process model," **Annual Meeting of the Decision Sciences Institute (DSI)**, Baltimore, MD, November 16-19, 2013
32. Cho, Y. S.* & **Abebe, M.**, 2013. "Strategic choices among founder and non-founder CEOs: An empirical investigation," **Annual Meeting of the Decision Sciences Institute (DSI)**, Baltimore, MD, November 16-19, 2013
33. **Abebe, M.** & Chun, W*. "Endangered species? Disruptive change and organizational adaptation in the U.S. newspaper industry", **Annual Meeting of the Decision Sciences Institute (DSI)**, San Francisco, CA, November 17-20, 2012
34. Chakraborty, S.* & **Abebe, M.** "When is external legitimacy less important? The case of U.S. online higher education industry", **Annual Meeting of the Decision Sciences Institute (DSI)**, San Francisco, CA, November 17-20, 2012
35. **Abebe, M.**, Gangadharan, A.* & Sutanonpaiboon, J. “Social and institutional antecedents of entrepreneurial career intention: A comparative analysis”, **Annual Meeting of the Decision Sciences Institute (DSI)**, Boston, MA, November 19-22, 2011
36. **Abebe, M.** & Angriawan, A. “Founder-CEO status and firm performance: A test of alternative theoretical perspectives”, **Annual Meeting of Midwest Academy of Management**, Omaha, Nebraska, October 20-22, 2011
37. **Abebe, M.** & Angriawan, A. “Managerial and competitive predictors of exploration and exploitation activities in small and medium-sized enterprises (SMEs)”, **Annual Meeting of the Academy of Management**, Montreal, Canada, August 6-10, 2010
38. **Abebe, M.** & Liu, Y.* “Executive attention patterns, environmental dynamism and corporate turnaround performance” **Annual Meeting of the Decision Sciences Institute (DSI)**, San Diego, CA, November 20-23, 2010
39. **Abebe, M.** “Taking Charge: The effect of CEO power on corporate turnaround performance in declining firms” **Annual Meeting of the Academy of Management**, Chicago, IL, August 7-11, 2009
40. Angriawan, A., **Abebe, M.** & Ang, T. “R&D intensity and firm performance: The moderating role of the proportion of outside directors”, **Annual Meeting of the Decision Sciences Institute (DSI)**, New Orleans, LA, November 14-17, 2009

41. **Abebe, M.** & Angriawan, A. “The effect of top management team (TMT) composition on corporate turnaround performance under environmental stability and turbulence”, **Annual Meeting of the Decision Sciences Institute (DSI)**, November 14-17, 2009, New Orleans, LA
****Distinguished Paper, Strategy & Policy Track*****
42. Tadisina, S., **Abebe, M.** & Wang, D. “Customer satisfaction and loyalty effects of service recovery in online environments”, **POMS Annual Meeting**, Orlando, FL, May 1-4, 2009
43. **Abebe, M.** & Michalisin, M. “The Effect of TMT Characteristics on the Choice of Turnaround Strategies: An Upper Echelons Perspective”, **Annual Meeting of Decision Sciences Institute (DSI)**, Phoenix, AZ, November 17-20, 2007
44. Angriawan, A. & **Abebe, M.** “An Exploratory Study of the relationships between environmental scanning and individual differences” **Annual Meeting of Decision Sciences Institute (DSI)**, Phoenix, AZ, November 17-20, 2007
45. Wood, M. & **Abebe, M.** “The effects of perceived task environment uncertainties on buyer-supplier relationships and operational performance: A supply chain perspective” **Annual Meeting of Midwest Academy of Management**, Kansas City, MO, October 4-6, 2007
46. **Abebe, M.** & Wang, D. “The effect of electronic service recovery activities on consumer satisfaction, loyalty and positive word-of-mouth in a business-to-consumer (B2C) environment” **Annual Meeting of the Academy of Management**, Philadelphia, PA, August 3-8, 2007
47. Angriawan, A. & **Abebe, M.** “Toward a social system perspective of strategy” **Annual Meeting of Southwest Academy of Management (SWAM)**, San Diego, CA, March 13-17, 2007
48. **Abebe, M.** & Angriawan, A. “Toward an integrated framework of internationalization strategy adoption in SMEs” **Annual Meeting of Southwest Academy of Management (SWAM)**, San Diego, CA, March 13-17, 2007
49. **Abebe, M.** “The big five personality traits and entrepreneurial decision-making styles: an empirical examination”, **Annual Meeting of the Decision Sciences Institute (DSI)**, San Antonio, TX, November 18-21, 2006.

PROFESSIONAL SERVICE ACTIVITIES

- Board Member, Southern Management Association (2020-2023)
- Associate Editor, Corporate Governance: An International Review (CGIR) (August 2022-Present)
- Editorial Board Member, Corporate Governance: An International Review (CGIR) (2019-2022)
- Special Issue Guest Co-Editor, Africa Journal of Management (2020)
- Editorial Board Member, Journal of Business Research (2019-Present)
- Editorial Board Member, Leadership and Organization Development Journal (2019-Present)
- Editorial Board Member, Africa Journal of Management (2018-Present)

- Strategy Track Co-Chair, 2018 Annual Meeting of Southern Management Association
- Ad Hoc Reviewer, Entrepreneurship Theory and Practice (ET&P)
- Ad Hoc Reviewer, Journal of Management Studies (JMS)
- Ad Hoc Reviewer, Journal of Management
- Ad Hoc Reviewer, Journal of Small Business Management (JSBM)
- Ad Hoc Reviewer, Journal of Business Venturing (JBV)
- Ad Hoc Reviewer, Journal of Business Research (JBR)
- Ad Hoc Reviewer, Human Relations
- Reviewer, Annual Meeting of the Academy of Management, (2009-2017)
- Reviewer, Southern Management Association Annual Meetings, 2016, 2017
- Reviewer, Strategic Management Society Annual Conference, 2010, 2011
- Session Chair, Annual Meeting of the Academy of Management, Chicago, IL, August, 2009

SUPERVISED DOCTORAL DISSERTATIONS [UTRGV]

- Dissertation Committee Chair (Guadalupe Solano)-January 2022-Present
“CEO Expressed Humility and Organizational Misconduct”
- Dissertation Committee Chair (Sarah Kimakwa)-September 2018-2021
“Antecedents and Consequences of Ambidextrous Orientation among Social Entrepreneurs”
- Dissertation Committee Chair (Keshab Acharya)-September 2018-August 2020
“Three Essays on CEO Activism and Firm Performance”
- Dissertation Committee Chair (Hazel Dadanlar) -September 2017-2021
“Hawkish or Dovish: The Effect of Female CEO Leadership on Strategic Conformity, Organizational Innovation and Strategic Change”
- Dissertation Committee Co-Chair (Joseph Simpson)-September 2017-August 2019
“Antecedents and Outcomes of Leader Security Orientation”
- Dissertation Committee Member (Deborah Ashley)- -September 2017-May 2019
School of Rehabilitation Services & Counseling
“Vocational Rehabilitation Counselors’ Experiences, Beliefs, and Readiness to help People with Disabilities become Self-Employed”
- Dissertation Committee Chair (Ana Sariol)-September 2014-August 2016
“Conquerors or Cost-Cutters? The Influence of CEO Power on Corporate Restructuring and Aggressive Strategic Behavior”

- Dissertation Committee Chair (Wonsuk Cha)-September 2014-August 2017
“The Effect of CEO Background Characteristics on Corporate Philanthropy and Firm Diversification Profile”
- Dissertation Committee Chair (David A. Alvarado)-September 2013-August 2017
“To Grow or Not To Grow: Socio-Cognitive Determinants of Small Firm Growth and Threshold Mentality”
- Dissertation Committee Co-Chair (Yuleinys Castillo)-September 2013-August 2014
“Factors Influencing Business Start-Up Decisions Among People with Disabilities”
- Dissertation Committee Member (Kevin Hurt) -September 2008-August 2013
“Assessing the Impact of Conflict-Type on Decision-Effectiveness in Top Management Teams: The Moderating Effect of Attributions, Emotions, Conflict-Handling Behavior, and the Environment”
- Dissertation Committee Member (Tammi C. Redd)-September 2010-August 2012
“The influence of venture creation stage on the relationship between environmental context and social network orientation among U.S. minority groups”
- Dissertation Committee Member (Ashwini Gangadharan)-September 2012-August 2014
"Can I Smile with Spirit? Towards a Process Model associating Workplace Spirituality and Emotional Labor"
- Dissertation Committee Member (Subhajit Chakraborty)-September 2012-July 2015
“An Empirical Assessment of Patient Healthcare Quality”
- Dissertation Committee Member (Muratcan Erkul)-September 2017-December 2017
"The Role of Sustainable Supply Chain Management Implementation in Firm's Innovation Process"
- Dissertation Committee Member (Tibebe Assefa)-September 2010-July 2012
“The Impact of Financial and Trade Openness on Economic Growth, Risk and Stock Return: The Case of Africa”

UNIVERSITY SERVICE ACTIVITIES

- Provost Search Committee (September 2022-Present)
- Chair, Faculty Hearing Tribunal (January 2022)
- Member, Faculty Success & Diversity Council (April 2021-May 2022)
- Chair, Faculty Development Council, (September, 2019-August 2022)
- Member, University Graduate Committee (Spring 2016-August 2018)
- Member, University Admission Committee, UTPA (2010-2013)
- Member, External Awards Committee (2010-2013)

COLLEGE SERVICE ACTIVITIES

- Chair, VCOBE Strategic Planning Committee (2020-2021)
- Member, VCOBE Envisioning (Undergraduate Curriculum) Committee
- Member, VCOBE Dean Search Committee
- Member, VCOBE Strategic Planning Committee
- Member, VCOBE By-Laws Committee
- Chair, PhD Committee, College of Business Administration, UTPA, (September 2013-May 2015)
- Member, PHDACC Committee, College of Business Administration, UTPA
- Member, College of Business Administration (COBA) Academic Appeals Committee

DEPARTMENT SERVICE ACTIVITIES

- Member, Department of Management Merit/Annual Review Committee
- Member, Department of Management Tenure & Promotion Committee
- Library Liaison, Department of Management
- Coordinator, Department of Management Brown Bag Research Seminar

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Africa Academy of Management (AFAM)