Jeffrey B. Lovelace

Associate Professor, Department of Management
University of Georgia - Terry College of Business
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Education

08/2014-05/2017	Ph.D.	The Pennsylvania State University, University Park Major: Industrial-Organizational Psychology Minor: Business Administration
08/2009-05/2011	M.S.	The Pennsylvania State University, University Park Major: Industrial Organizational Psychology
06/1998-06/2002	B.S.	United States Military Academy (USMA), West Point, NY, Major: American Politics

Academic Appointments

06/2026-present: Associate Professor, University of Georgia - Terry College of Business
08/2023-05/2026: Associate Professor, University of Virginia - McIntire School of Commerce
07/2020-present: International Research Fellow, Oxford University Centre for Corporate Reputation
08/2017-07/2023: Assistant Professor, University of Virginia - McIntire School of Commerce
01/2013-07/2014: Assistant Professor, United States Military Academy at West Point
06/2011-12/2012: Instructor, United States Military Academy at West Point

Research Activities

Refereed Publications:

Oliver, A. & **Lovelace, J. B.** (In Press, 2026). Breaking the Silence: Developing an Organizational Mental Health Capability. *Academy of Management Review*.

Ghasemaghaei, M., Neville, F., & **Lovelace, J. B.** (In Press, 2026). Building Support: How Outsider CEO Reputation and Framing Impact Middle Management Acceptance of Strategic Change. *Organization Studies.*

Neville, F., Rizzi, A. G., & **Lovelace, J. B.** (In Press, 2026). A CEO-driven process model of firm responsiveness to secondary stakeholder demands. *Journal of Management.*

Hunter, S. T., **Lovelace, J. B.,** Neely, B. H., & Allen, J. B. (2024). Multiple pathways to effective leadership: A revision and extension of the CIP leadership framework. *Organizational Psychology Review,* 15(1), 3-27.

Steele, L. M., & **Lovelace, J. B.** (2023). Organizational underdog narratives: The cultivation and consequences of a collective underdog identity. *Academy of Management Review*, *48*(1), 32-56.

- *Media*– Forbes, AOM Insights, AMR Origins Interview

Lovelace, J. B., Bundy, J., Pollock, T. G. & Hambrick, D. C., (2022). The push and pull of attaining

CEO celebrity: A media routines perspective. *Academy of Management Journal*, 65(4), 1169-1191.

- *Media–* LSE Blog, AOM Insights

Neely, B., **Lovelace, J. B.**, Cowen, A., & Hiller, N. (2020). Meta-critiques of upper echelons theory: Verdicts and recommendations for future research. *Journal of Management*, 46(6), 1029-1062.

- *Best Review Paper – Journal of Management 2025*
- *Media- McIntire Highlight*

Lovelace, J. B., Neely, B. H., Allen, J., & Hunter, S. T. (2019). Charismatic, ideological, & pragmatic (CIP) leadership: A critical review and agenda for future research. *The Leadership Quarterly,* 30(1), 96-110.

Lovelace, J. B., Bundy, J., Hambrick, D. C., & Pollock, T. G. (2018). The shackles of CEO celebrity: Sociocognitive and behavioral role constraints on "star" leaders. *Academy of Management Review, 43(3),* 419-444.

- *Media–* AOM Insights, AOM Insights Interview, ASU Now, UTK News

Hambrick, D. C. & **Lovelace, J. B.** (2018). The role of executive symbolism in advancing new strategic themes in organizations: A social influence perspective. *Academy of Management Review, 43(1),* 110-131.

Olivola, C. Y., Eubanks, D. L., & **Lovelace, J. B.** (2014). The many (distinctive) faces of leadership: Inferring leadership domain from facial appearance. *The Leadership Quarterly,* 25 (5), 817-834.

- *Media–* The Financial Times, APS News

Lovelace, J. B., & Hunter, S. T. (2013). Charismatic, ideological, and pragmatic leader's influence on subordinate creative performance along the creative process. *Creativity Research Journal,* 25(1), 59-74.

Gill, P., Horgan, J., & **Lovelace, J.** (2011). Improvised explosive device: The problem of definition. *Studies in Conflict & Terrorism, 34(9)*, 732-748.

Invited Articles:

Cushenbery, L., & **Lovelace, J. B.** (2011). Industrial−Organizational Psychology's contribution to the fight against terrorism. *The Industrial-Organizational Psychologist, 49,* 55-59.

Books & Book Chapters:

Lovelace, J. B., & Oliver, A. (2026). The foundations of firm and CEO celebrity. In R. Younger & A. Zavyalova (Eds.), *The Oxford Handbook of Organisational Social Evaluations* (pp. 283-300). *Oxford University Press.*

Hunter, S. T., & **Lovelace, J. B.** (2022). *There is more than one way to lead: The CIP theory of leadership*. New York, NY: Cambridge University Press.

Hunter, S. T., & **Lovelace, J. B.** (Eds.). (2020). *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success.* New York, NY: Routledge.

Allen, J., **Lovelace, J. B.,** Hunter, S. T., & Neely, B. H. (2020). History and overview of the CIP theory. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 22-47). New York, NY: Routledge.

Hunter, S. T., & **Lovelace, J. B.** (2020). Conclusions: What we love now and where the CIP theory can still take us. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 284-292). New York, NY: Routledge.

Hunter, S. T., & **Lovelace, J. B.** (2020). Revisiting and extending the CIP theory of leadership. In S. T. Hunter & J. B. Lovelace (Eds.), *Extending the charismatic, pragmatic, and ideological approach to leadership: Multiple pathways to success* (pp. 254-283). New York, NY: Routledge.

Lovelace, J. B., Hunter, S. T., & Neely, B. H. (2020). Quantifying CIP leadership styles: The development of a new measure. In S. T. Hunter & J. B. Lovelace (Eds.), *Multiple pathways to success: Extending the charismatic, pragmatic, and ideological approach to leadership* (pp. 78-115). New York, NY: Routledge.

McKay, A. S., **Lovelace, J. B.,** & Howard, M. C. (2018). The heart of innovation: Antecedents and consequences of creative self-efficacy in organizations. In R. Reiter-Palmon & J. C. Kaufman (Eds.), *Individual creativity in organizations* (223-244). San Diego, CA: Academic Press.

Lovelace, J. B., Neely, B. H., Jayne, B. S., & Hunter, S. T. (2017). All roads lead to Rome: Navigating the creative process using the CIP model of leadership. In M. Mumford & S. Hemlin (eds.), *Handbook of Research on Leadership and Creativity* (316-319). Northampton, MA: Edward Elgar Publishing.

Lindsay, D., Watola, D., & **Lovelace, J. B.** (2016). Negative leadership in the military context: Implications for leader development. In D. Watola (ed.), *Leader Development: International Perspectives (15-42).* Winnipeg, Canada: Canadian Defence Academy Press.

Hunter, S. T., Gutworth, M., & **Lovelace, J. B.** (2016). Originality. In S. G. Rogelberg (Ed.) *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.).

Kolditz, T. A. & **Lovelace, J. B.** (2015). Interdisciplinary insights into personal security: An integration. In P. J. Carroll, R. M. Arkin, & A. L. Wichman (eds.), *The Handbook of Personal Security* (365-374). New York, NY: Taylor & Francis.

Conference Presentations:

Murphy, A. M., Song, R., & **Lovelace, J. B.,** (2026, August). Beyond the Monolith: A Theory of CEO Celebrity and Infamy in Polarized Media Landscapes. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Murphy, A. M., Song, R., & **Lovelace, J. B.,** (2026, August). Beyond the Monolith: A Theory of CEO Celebrity and Infamy in Polarized Media Landscapes. Paper presented at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Lovelace, J. B., Oliver, A., & Eppard, E. M. (2025, October). Organizational Trauma: A Conceptual Framework for Understanding Deep-Seated Disruptions. Paper presented at the 45th Strategic Management Society Annual Meeting, San Francisco, CA.

Lashley, K., **Lovelace, J. B.,** & Hudson, B. (2025, July). Media Dynamics, Polarization, and Sanction Severity in Organizational Stigma. Paper presented at the 85th Academy of Management Annual Meeting, Copenhagen, DK.

Lovelace, J. B., Oliver, A., & Eppard, E. M. (2025, July). Organizational Trauma: A Conceptual Framework for Understanding Deep-Seated Disruptions. Paper presented at the 85th Academy of Management Annual Meeting, Copenhagen, DK.

Iqbal, F., Graffin, S., & **Lovelace, J. B.** (2024, October). Minding the gap: Stakeholder-event resonance and heterogeneity in organizational impression management. Paper presented at the 44th Annual Conference for the Strategic Management Society, Istanbul, TU.

Ghasemaghaei, M., Neville, F., & **Lovelace, J. B.** (2024, August). Building support: How new CEO reputation and framing impact middle management acceptance of strategic change. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B., Graf-Vlachy, L., Zhang, S., & Jahanshahi, A. A. (2024, June). The power of valuing the team: Top management team values, behavioral integration, and firm strategic flexibility. Paper presented at the 13th EIASM workshop on top management teams and business strategy research, Passau, GE.

Lashley, K., **Lovelace, J. B.** & Hudson, B. (2023, October) Stigma contests: Unraveling the nuance of the organizational stigmatization process. Paper presented at the 43rd Strategic Management Society Annual Conference, Toronto, CA.

- *Nominated for SMS Conference Best Paper.*

Oliver, A. & **Lovelace, J. B.** (2023, August). A mentally healthy organization: An intangible socio-psychological asset for firms. Paper presented at the 83rd Academy of Management Annual Meeting, Boston, MA.

Ghasemaghaei, M., Neville, F., & **Lovelace, J. B.** (2023, August). Advancing new strategic initiatives: The CEO and middle management social influence process. Paper presented at the 83rd Academy of Management Annual Meeting, Boston, MA.

Lovelace, J. B., Bundy, J., Pollock, T. & Hambrick, D. C. (2023, March). Exploring Variance in the Arc of CEO celebrity. Invited project presented at the Strategic Leadership Idea Development Event (SLIDE) conference, Gainesville, FL.

Lovelace, J. B., Graf-Vlachy, L., Zhang, S., & Jahanshahi, A. A. (2022, September). Top management team basic values, behavioral integration, and firm strategic flexibility. Paper presented at the 42nd Strategic Management Society Annual Conference, London, UK.

Oliver, A., & **Lovelace, J . B.** (2022, September). Firm-level mental health: An intangible socio-psychological asset for firms. Paper presented at the 42nd Strategic Management Society Annual Conference, London, UK.

Oliver, A., & **Lovelace, J . B.** (2022, August). Firm-level mental health: An intangible socio-psychological asset for firms. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Ghasemaghaei, M., Neville, F., & **Lovelace, J. B.** (2021, September). CEO Substance, style, and getting middle manager buy-in to big data. Paper presented at the 41st Strategic Management Society Annual Conference, Toronto - Virtual Conference.

Lovelace, J. B., Medeiros, K., & Griffith, J. (2021, April). Intrapersonal Identity Incongruence: Unpacking the Blackbox of Women's Leadership Development. Paper presented at the 36th Annual Society for Industrial/Organizational Psychology Conference, New Orleans – Virtual Conference.

Lovelace, J. B., Bundy, J., Pollock, T. & Hambrick, D. C. (2019, August). The push and pull of attaining CEO celebrity. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (2019, March). The social CEO: Conceptualizing CEOs' use of social media. Paper presented at SMS Special Conference, Las Vegas, NV.

Lovelace, J. B., Bundy, J., & Pollock, T. (2019, March). The push and pull of obtaining CEO celebrity. Paper presented at SMS Special Conference, Las Vegas, NV.

Lovelace, J. B., Bundy, J., Pollock, T. G. & Hambrick, D. C., (2018, September). The push and pull of obtaining CEO celebrity. Paper presented at the 38th Annual Conference for the Strategic Management Society, Paris, FR.

- *Best Paper – Strategic Leadership and Governance Interest Group*
- *Nominated for SMS Conference Best Paper.*

Neely, B. H., **Lovelace, J. B.,** Kundro, T., England, S. & Hunter, S. T. (2018, April). Playing experience and NFL head coaching success: An action learning perspective. Paper poster presented at the 33rd Annual Society for Industrial/Organizational Psychology Conference, Chicago, IL.

Lovelace, J. B., Neely, B. H., & Hunter, S. T. (Co-Chairs) (2017, April). Expanding the conceptual foundation of the CIP model of leadership. Paper presented at the 32nd Annual Society for Industrial/Organizational Psychology Conference, Orlando, FL.

Lovelace, J. B., Bundy, J., Hambrick, D. C., & Pollock, T.G. (2016, August). The types that bind: How star CEOs' socio-cognitive and behavioral constraints affect firm performance. Paper presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (2016, August). The role of executive symbolism in facilitating member reactions to new strategic themes. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, CA.

Lovelace, J. B., Bundy, J., & Hambrick, D. C. (2016, August). The shackles of CEO celebrity: A type-based theory. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, CA.

Lovelace, J. B., Neely, B. H., & Hunter, S. T. (2016, April). Advancing the CIP model of leadership: A scale development effort. Paper poster presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim, CA.

Neely, B. H., **Lovelace, J. B.,** & Hunter, S. T. (2016, April). Creative climate measurement: A multilevel scaling approach. Paper poster presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim, CA.

Cushenbery, L., **Lovelace, J. B.,** & Hunter, S. T. (2015, April). Are jerks more original? Disagreeableness and creative idea expression. Paper presented at the 28th Annual Society for Industrial/Organizational Psychology Conference, Philadelphia, PA.

Lovelace, J. B., Hetrick, A. L., Medeiros, K., & Hunter, S. T. (2012, April). Leaders influencing creative performance throughout the creative process. Paper poster presented at the 25th Annual Society for Industrial/Organizational Psychology Conference, San Diego, CA.

Conference Symposia & Workshops:

Gamache, D. & **Lovelace, J. B.** (Co-Organizers) (2026, August). Didn't See That Coming: The Unintended Effects of Social Evaluations. Session presented at the Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (Panelist) (2026, Aug). CEO Celebrity in a Polarized Environment. Symposium conducted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Lovelace, J. B. (Panelist) (2026, Aug). Testing Causal Mechanisms of the Decision-Making Process in Corporate Governance. PDW to be conducted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Lovelace, J. B. (Mentor) (2026, Aug). For the love of leadership, Leadership Doctoral Student Consortium. PDW to be conducted at the 86th Academy of Management Annual Meeting, Philadelphia, PA.

Lovelace, J. B. & Pathak, S. (Co-Organizers) (2025, October). *Strategic Leadership and Social Evaluations: Navigating Organizational Perceptions in a Complex World*. Panel discussion for the Strategic Leadership & Governance Interest Group. Panel discussion at the 45th Annual Conference for the Strategic Management Society, San Francisco, CA.

Lovelace, J. B. (Mentor) (2025, October). Paper development workshop for the Strategic Leadership & Governance Interest Group. PDW conducted at the 45th Annual Conference for the Strategic Management Society, San Francisco, CA.

Lovelace, J. B. (Mentor) (2025, August). Professional development workshop for junior scholars. PDW Workshop at the 2025 Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (Mentor) (2025, July). For the love of leadership, Leadership Doctoral Student Consortium. PDW conducted at the 85th Academy of Management Annual Meeting, Copenhagen, DK.

Lovelace, J. B. (Mentor) (2024, October). Paper development workshop for Strategic Leadership & Governance Interest Group. PDW conducted at the 44th Annual Conference for the Strategic Management Society, Istanbul, TU.

Lovelace, J. B. (Mentor) (2024, August). Professional development workshop for junior scholars. PDW Workshop at the 2024 Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (Mentor) (2023, August). Professional development workshop for junior scholars. PDW Workshop at the 2023 Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Lovelace, J. B. (Panelist) (2023, August). For the love of leadership, Leadership Doctoral Student Consortium. PDW presented at the 83rd Academy of Management Annual Meeting, Boston, MA.

Zavyalova, A. & **Lovelace, J. B.,** (Co-Chairs) (2023, August). Categories, stigma, and divisive issues: The role of social evaluations in a dynamic world. Panel symposium presented at the 83rd Academy of Management Annual Meeting, Boston, MA.

Lovelace, J. B. (Mentor) (2022, August). Professional development workshop for junior scholars. PDW at the 2022 Annual Symposium at Oxford University Centre for Corporate Reputation Oxford, UK.

Steele, L. M., & **Lovelace, J. B.** (Co-Chairs) (2021, August). Challenges and triumphs in overcoming adversity: Taking stock and looking forward. Panel symposium presented at the 81st Academy of Management Annual Meeting, Virtual Conference.

Walters, K. N., Hunter, S. T., & **Lovelace, J. B.** (Co-Chairs) (2021, April). What's New with the CIP Model of Leadership? Novel Advancements and Applications. Panel symposium presented at the 36th Annual Society for Industrial/Organizational Psychology Conference, Virtual Conference.

Zavyalova, A. & **Lovelace, J. B.,** (Co-Chairs) (2020, August). Reputation, Status, Legitimacy, and Celebrity: Research challenges and opportunities. Panel symposium presented at the 80th Academy of Management Annual Meeting, Virtual Conference.

- Finalist for Best Symposium in the MOC Division

Lovelace, J. B. (Mentor) (2019, August). Professional development workshop for junior scholars. PDW Workshop at the 2019 Annual Symposium at Oxford University Centre for Corporate Reputation, Oxford, UK.

Dwivedi, P. **Lovelace, J. B.,** & Gee, I. (Co-Chairs) (2019, August). What's in the black box? A dialogue between micro and macro scholars of the psychological processes of organizational leaders. Panel symposium presented at the 79th Academy of Management Annual Meeting, Boston, MA.

Lovelace, J. B. (Panelist) (2018, August). Celebrity in strategic management and organizational studies. Panel symposium presented at the 78th Academy of Management Annual Meeting, Chicago.

Dwivedi, P. **Lovelace, J. B.,** & Zyung, J. D. (Co-Chairs) (2017, August). Micro-processes in the Upper Echelons: A dialogue between Micro-Scholars and Macro-Scholars. Professional Development Workshop at the 77th Academy of Management Annual Meeting, Atlanta, GA.

Lovelace, J. B. & Jayne, B. (Co-Chairs) (2017, April). Meeting the challenges of leadership development across contexts. Panel symposium presented at the 32nd Annual Society for Industrial/Organizational Psychology Conference, Orlando, FL.

Lovelace, J. B. (Panelist) (2016, April). Pro-bon-I/O: Putting I/O psychology to work for non-profits. Alternative session presented at the 31st Annual Society for Industrial/Organizational Psychology Conference, Anaheim, CA.

Lovelace, J. B. (Chair) (2013, April). Destructive leadership: A holistic view for minimizing its toxic influence. Panel symposium presentation at the 26th Annual Society for Industrial/Organizational Psychology Conference, Houston, TX.

Invited Presentations:

Lovelace, J. B. (2025, April). The power of valuing the team: Top management team values, behavioral integration, and firm strategic flexibility. Invited presentation at the University of Tennessee - Knoxville, Strategy, Entrepreneurship, and Organizations Department, Knoxville, TN.

Lovelace, J. B. (2024, September). Unlocking organizational potential: Developing an Organizational Mental Health Capability. Invited presentation at Auburn University, Department of Management and Entrepreneurship, Auburn, AL.

Lovelace, J. B. (2023, October). The power of valuing the team: Top management team values, behavioral integration, and firm strategic flexibility. Invited presentation at the University of Michigan, Strategy Department, Ann Arbor, MI.

Lovelace, J. B. (2022, October). Social influence and the advancement of new strategic initiatives. Invited presentation at the University of Virginia, Department of Psychology, Charlottesville, VA.

Lovelace, J. B. (2022, October). Examining the social influence process between CEOs and middle managers when advancing new strategic initiatives. Invited presentation at Exeter University, Exeter Centre of Leadership, Virtual.

Lovelace, J. B. (2021, October). An underdog example of theory writing. Invited presentation at Virginia Commonwealth University School of Business, Virtual.

Lovelace, J. B. (2020, December). A practical discussion on theory writing and managing the review process. Invited presentation and facilitation of paper development workshop at the University of Passau School of Business, Economics, and Information Systems, Virtual.

Lovelace, J. B. (2018, April). The myth of the yellow brick road: The many avenues of effective leadership. Invited presentation at Florida International University College of Business, Miami, FL.

Professional Activities & Academic Service:

Recognitions & Awards:

2025: Best Review Paper – Journal of Management 2025
2025: Best Reviewer Award – Academy of Management Review
2024: Poets & Quants – 2024 Top 50 Best Undergraduate Professors [Link]
2024: Distinguished Scholar Award – UVA Office of Engagement
2024: Best Reviewer SMS - Strategic Leadership and Governance Interest Group
2024: Best Reviewer – Journal of Management
2023: Outstanding Reviewer for the Division – AOM Strategic Management Division
2023: Nominated for SMS Conference Best Paper at SMS Annual Conference
2022: Recipient of the Network of Leadership Scholars Rising Star Award
2021: Student Veterans of America Chapter Advisor of the Year Finalist
2020: Named International Research Fellow for the Oxford Centre for Corporate Reputation
2020: Finalist for Best Symposium in the MOC Division at AOM Annual Conference
2018: Best Paper SMS - Strategic Leadership and Governance Interest Group
2018: Nominated for SMS Conference Best Paper at SMS Annual Conference

Peer Reviewing & Leadership Activities:

2025-present: Representative at Large, *Strategic Leadership & Governance Interest Group - SMS*
2023-present: Editorial Review Board, *Academy of Management Review*
2023-present: Editorial Review Board, *Journal of Management*
2023-present: Ad Hoc Reviewer, *Journal of Applied Psychology*
2022-present: Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*
2021-present: Ad Hoc Reviewer, *Organization Science*
2021-2023: Ad Hoc Reviewer, *Academy of Management Review*
2020-present: Ad Hoc Reviewer, *Journal of Management Studies*
2020: Ad Hoc Reviewer, *American Psychologist*
2019-present: Ad Hoc Reviewer, *Academy of Management Journal*
2019-2023: Ad Hoc Reviewer, *Journal of Management*
2018-present: Ad Hoc Reviewer, *Strategic Management Journal*
2013: Ad Hoc Reviewer, *Journal of Leadership and Organizational Studies*

Conference Reviewing Activities:

2021-present: Strategic Management Society Annual Conference
2018: Strategic Management Society Special Conference on Strategic Leadership Las Vegas
2016-present: Academy of Management Annual Meeting
2016-2020: Society for Industrial and Organizational Psychology Annual Conference

Teaching Experience:

University of Virginia – McIntire School of Commerce:
8/2021-present: Organizational Behavior (M.S. Management of Information Technology)
1/2020-present: Leadership Across the Disciplines
1/2018-present: Strategic Leadership
8/2018-12/2018: Strategic Leadership (M.S. Global Commerce)
8/2017-12/2017: Cross-Cultural Management & Communications (M.S. Global Commerce)

The Pennsylvania State University:
1/2017-5/2017: Research Methods Lab
5/2016-6/2016: Introduction to Psychology

United States Military Academy at West Point:
8/2011-5/2014: Leadership
1/2013-5/2014: Social Psychology

Teaching Certifications:

1/2018: Course Design Institute - University of Virginia Center for Teaching Excellence.
5/2013: Master Teacher Certification - United States Military Academy Center for Faculty Excellence.

Student Advising:

06/2024 & 6/2025: UVA & Warrior Scholar Project Week-Long Bootcamp – Business School Advisor
09/2023-05/2025: Tan Kim, University of Tennessee – Knoxville, Dissertation Committee Member
09/2020-12/2021: Kayla Walters, Pennsylvania State University, Dissertation Committee Member
01/2019-04/2019: Hannah Noah, University of Virginia, 4th Year Capstone Project Mentor

University, School, & Department Service:

05/2025-present: Promotion and Tenure Case Committee Chair
12/2024-5/2025: McIntire Dean Search Committee Member
7/2021-4/2022: McIntire Business Minor Taskforce Member
7/2021-12/2021: Faculty Search Committee Member
9/2020-12/2020: McIntire Post Doc Committee Member
7/2020-5/2023: University Veterans Working Group Member
7/2020-5/2022: Management Area Internal Research Chat Organizer
7/2019-5/2023: Student Veterans of America UVA Chapter Academic Advisor
3/2019-present: McIntire Leadership Minor Admission Committee Member
9/2018-present: Director of the McIntire Leadership Minor
7/2018-12/2018: Faculty Search Committee Member

Applied Experience:

6/2002-8/2014: *United States Army Officer:*

- Service in the U.S. Army includes two combat deployments to Iraq from 08/2003 to 03/2004 and from 01/2007 to 03/2008.

- Served in multiple leadership positions with increasing levels of responsibility throughout military career, achieving the rank of Major.
- Held leadership positions, including Company Commander, Battalion Intelligence Officer, Battalion Administrative Officer, Company Executive Officer, and Platoon Leader.
- Led multiple organizations, facilitated cross-functional operations, supplied products to meet inter-organizational needs, created in-depth training plans, and managed organizational administrative requirements.

Professional Affiliations:

2018-present: Strategic Management Society, Academic Member
2015-present: Academy of Management, Academic Member
2010-present: Society for Industrial & Organizational Psychology, Associate Member
2003-present: Association of the United States Army, Life Member
2003-present: 82nd Airborne Division Association, Life Member