

# Caroline P. D'Abate

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## EDUCATION

- 2002      Ph.D., **State University of New York at Albany**, Organizational Studies  
Dissertation: "All in a day's work: Nonwork engagement and the meanings behind personal business on the job"
- 1993      B.S., **Skidmore College**

## ACADEMIC EXPERIENCE

- 2010-present      **Associate Professor**, Skidmore College, Dept. of Management and Business  
Business and Organization Management (MB 107), Organizational Behavior (MB 224) and honors (MB224H), Human Resource Management (MB 358), Images of Work in Literature, the Arts, and Popular Culture (SSP 100), Visualizing Work (MB351C), Media and the Meaning of Work (MB351D), The Business of Food (SSP 100)
- Jan. 2015-  
May 2018      **Department Chair**, Skidmore College, Dept. of Management and Business  
(Served as Chair and Associate Chair in Spring 2015 term)
- 2010-2014      **Faculty Coordinator** of MB107, Skidmore College
- 2004-2010      **Assistant Professor**, Skidmore College, Dept. of Management and Business  
Courses: Business Organization and Management (MB 107), Fndtns. of Organizational Behavior (MB 224), Senior Thesis Seminar (MB 373), Human Resource Management (MB 358), Images of Work in Literature, the Arts, and Popular Culture (SSP 100)
- 2003-2004      **Visiting Assistant Professor**, Skidmore College, Dept. of Management and Business  
Courses: Business Organization and Management (MB 107), Fndtns. of Organizational Behavior (MB 224), Human Resource Management (MB 358)
- 1999-2000      **Lecturer**, Skidmore College, Dept. of Management and Business  
Courses: Business Organization and Management (BU 107), Fndtns. of Organizational Behavior (BU 224)
- 1996-2001      **Instructor and Assistant Instructor**, University at Albany, SUNY, School of Business  
Courses: Organizational Behavior & Management Skills (MBA level; BMGT 513), Behavioral Foundations of Management (BMGT 341), Human Resource Management (BMGT 430), Strategic Management (BMGT 481)

## PUBLICATIONS

Eddy, E., D'Abate, C., & Costello, M. (2019). The impact of enhanced teammate evaluations on important individual and team outcomes. *Journal of Educational and Developmental Psychology*, 9(2), 158-171.

- D'Abate, C., Eddy, E., Costello, M., & Gregory, P. (2018). A next step in student teamwork pedagogies: Teaching and supporting teamwork dynamics. *Journal on Excellence in College Teaching*, 29(2), 73-101.
- D'Abate, C., & Alpert, H. (2017). Storytelling in mentoring: An exploratory, qualitative study of facilitating learning in developmental interactions. *Sage Open*, 7(3), 1-14. <https://doi.org/10.1177/2158244017725554>
- Thurston, P.W., D'Abate, C.P., & Eddy, E.R. (2012). Mentoring as an HRD approach: Effects on employee attitudes and contributions independent of core self-evaluation. *Human Resource Development Quarterly*, 23(2), 139-165.
- D'Abate, C. (2010). Developmental interactions for business students: Do they make a difference? *Journal of Leadership and Organizational Studies*, 17(2), 143-155. (Special issue on the "Frontiers on Management and Organization Development")
- Eddy, E., D'Abate, C., & Thurston, P. W. (2010). Explaining engagement in personal activities on company time. *Personnel Review*, 39(5), 639-654. \*was forthcoming during tenure review
- D'Abate, C. P., Youndt, M., & Wenzel, K. E. (2009). Making the most of an internship: An empirical study of internship satisfaction. *Academy of Management Learning & Education*, 8(4), 527-539.
- D'Abate, C. (2009). Defining mentoring in the First-Year Experience: One institution's approach to clarifying the meaning of mentoring first-year students. *Journal of the First-Year Experience & Students in Transition*, 21(1), 65-91.
- D'Abate, C. P., & Eddy, E. R. (2008). Mentoring as a learning tool: Enhancing the effectiveness of an undergraduate business mentoring program. *Mentoring & Tutoring: Partnership in Learning*, 16(4), 363-378.
- D'Abate, C. P., & Eddy, E. R. (2007). Engaging in personal business on the job: Extending the presenteeism construct. *Human Resource Development Quarterly*, 18(3), 361-383.
- Prasad, P., D'Abate, C., & Prasad, A. (2007). Organizational challenges at the periphery: Career issues for the socially marginalized. In H. P. Gunz & M. A. Peiperl (Eds.), *Handbook of Career Studies*. Sage Publications.
- Eddy, E. R., D'Abate, C. P., Tannenbaum, S. I., Givens-Skeaton, S., & Robinson, G. (2006). Key characteristics of effective and ineffective developmental interactions. *Human Resource Development Quarterly*, 17(1), 59-84.
- D'Abate, C. (2005). Working hard or hardly working: A study of individuals engaging in personal business on the job. *Human Relations*, 58(8), 1009-1032.
- D'Abate, C., Eddy, E., & Tannenbaum, S. T. (2003). What's in a name? A literature-based approach to understanding mentoring, coaching, and other constructs that describe developmental interactions. *Human Resource Development Review*, 2(4), 360-384.

### **REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS**

- Eddy, E., & D'Abate, C. (2020, February). Teammate evaluations: Are faculty implementing research-based best practices? *Lilly Conference on Teaching for Active and Engaged Learning*, San Diego, CA.
- Eddy, E., & D'Abate, C. (2019, February). What are students thinking? Examining the usefulness of teammate evaluations. *Lilly Conference on Teaching for Active and Engaged Learning*, Anaheim, CA.
- Eddy, E.R., D'Abate, C.P., Gregory, P.L., & Costello, M. (2018, January). Using student teams in the classroom: How online versus paper-and-pencil teammate evaluations impact important team member outcomes. *Academic and Business Research Institute*, St. Augustine, FL.

- Eddy, E.R., D'Abate, C.P., Costello, M., & Gregory, P.L. (2016, February). Does Teaching Teamwork Matter? Exploring the Impact of Team Pedagogy in the Classroom. Proceedings of the 2016 *Lilly Conference on Evidence-Based Teaching and Learning [abstract]*, Newport Beach, CA, 50.
- D'Abate, C., & Eddy, E. (2015, February). Exploring student team pedagogies across the higher education curriculum. Proceedings of the 2015 *Lilly Conference on College and University Teaching and Learning [abstract]*, Newport Beach, CA, 37.
- D'Abate, C., Nazareth, R., & Chung, C. (2014, October). From companies to classrooms: Do teambuilding and feedback methods transfer? Proceedings of the 2014 *Institute of Behavioral and Applied Management*, Orlando, FL.
- D'Abate, C., (2012, August). Shifting the curriculum: Developing, implementing, and assessing a business writing requirement. *Academy of Management 2012 annual meeting*, Boston, MA.
- Thurston, P., D'Abate, C., & Eddy, E. (2011, January). The impact of mentoring on employee attitudes, competencies, and performance. *International Academy of Management and Business (IAMB) Conference Proceedings*, Orlando, FL.
- Alpert, H., & D'Abate, C. (2011, January). Exploring how stories facilitate learning in work-related mentoring interactions. *International Academy of Management and Business (IAMB) Conference Proceedings*, Orlando, FL.
- D'Abate, C. (2009, August). Developmental interactions for business students: Do they make a difference? *Academy of Management 2009 annual meeting*, Chicago, IL.
- Youndt, M., D'Abate, C. P., & Wenzel, K. E. (2008, August). Making the most of an internship: An empirical study of internship satisfaction (significantly revised and rewritten from 2006 SAM conference paper) [Abstract]. *Academy of Management Conference Proceedings*, Anaheim, CA, 21.
- D'Abate, C. P., & Eddy, E. R. (2007, August). Mentoring as a learning tool: Enhancing the effectiveness of an undergraduate business mentoring program [Abstract]. *Academy of Management Conference Proceedings*, Philadelphia, PA, 18.
- Eddy, E., D'Abate, C., & Thurston, P. W. (2007, August). On company time: An empirical examination of why people engage in personal business on the job [Abstract]. *Academy of Management Conference Proceedings*, Philadelphia, PA, 16-17.
- D'Abate, C. P., & Eddy, E. R. (2006, August). Engaging in personal business on the job: Extending the presenteeism construct [Abstract]. *Academy of Management Conference Proceedings*, Atlanta, GA, 16.
- Wenzel, K. E., D'Abate, C. P., & Youndt, M. (2006). Making the most of an internship: An empirical study of the antecedents of internship satisfaction among undergraduate business students. *Society for Advancement of Management (SAM) International Conference Proceedings*, Orlando, FL, 389-398.
- D'Abate, C. (2004, August). All in a day's work: Personal business on the job and the factors behind nonwork engagement [Abstract]. *Academy of Management Conference Proceedings*, New Orleans, LA, 67.
- Lorenzet, S.L., Seifert, C.F., & D'Abate, C.P. (2000). A proposed model of theory integration: Bridging the gap between influence and leadership theories [Abstract]. *Eastern Academy of Management Proceedings*, Danvers, MA.
- Korb, L.A., D'Abate, C.P., Agee, J.E., McDonald, R.A., & Kavanagh, M.J. (1999). Disabilities, disclosure, and termination: When failure to disclose a hidden disability results in discharge. *Eastern Academy of Management Proceedings*, Philadelphia, PA, 183-186.

Taber, T.D., & D'Abate, C.P. (1998). Organizational identity expressed through personal metaphors. *Southern Management Association Proceedings*, New Orleans, LA, 245-249.

**REFEREED CONFERENCE PRESENTATIONS**  
(no proceedings)

D'Abate, C. (2022, April). Learning from the masters: How MasterClass teaches more than just skills. National meeting of the *Popular Culture Association*.

Jones, E., & D'Abate, C. (2021, June). When work became entertainment: A content analysis of jobs, careers, and work in television programming. National meeting of the *Popular Culture Association*, Boston, MA.

\*research expanded from 2020 paper

D'Abate, C., & Jones, E. (2020, April). When work became entertainment: A content analysis of jobs, careers, and work in television programming. National meeting of the *Popular Culture Association*, Philadelphia, PA.

\*paper accepted and scheduled for presentation; conference cancelled due to Covid-19

Benneyan, H., Cerruti, J., D'Abate, C., Foley, M., & Maltzman, N. (2019, April). Misdiagnosed: When popular culture television depicts fictionalized realities of the medical profession. National meeting of the *Popular Culture Association*, Washington, DC.

\*authors listed alphabetically, not by contribution

D'Abate, C., Pion, S., & Drinkard, L. (2018, May). I can't believe Alex posted that! Team dynamics in an online environment (case and instructor's manual). Annual meeting of *The Case Association*, Providence, RI.

D'Abate, C., & McEvoy, M. (2017, October). What do you want to be when you grow up? A study of popular culture and careers. Annual conference of the Popular Culture/American Culture Association in the South, Savannah, GA.

D'Abate, C., Kaplan, E., Shepard, R., & Centenari, M. (2016, October). When work is prostitution: How popular culture depicts the meaning of work in film and television media. Annual conference of the *Northeast Popular/American Culture Association*, Keene, NH.

D'Abate, C., Bakar, E., Caccavale, M., Shepard, K., & Wojtkiewicz, M. (2016, October). Coaches on the field and on the screen: How popular culture media depicts team leadership. Annual conference of the *Northeast Popular/American Culture Association*, Keene, NH.

D'Abate, C. (2014, May). The Social Media Team. Annual meeting of the *Case Association*, Newport, RI.

D'Abate, C. (2008, June). First things first: Assessing mentoring in the first-year experience begins with an exploration of the meaning of mentoring. *The 21<sup>st</sup> International Conference on the First-Year Experience*, Dublin, Ireland.

D'Abate, C., & Eddy, E. (2003, April). What's in a name? Defining the constructs that describe mentoring and other developmental interactions. Annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.

Givens, S., Baetz, W., & D'Abate, C. (2003, April). Mentoring in industry: The top ten issues when building and supporting a mentoring program. Annual meeting of the *Society for Industrial and Organizational Psychology*, Orlando, FL.

**WORK IN PROGRESS**

D'Abate, C. (data analysis and conference prep). Famous mentors and their stories: How storytelling on MasterClass facilitates career-related learning.

D'Abate, C. (historical review and outlining). Images of work: A artistic analysis.

### OTHER RESEARCH ACTIVITIES

Invited article, "Stop Assigning Team Projects...Unless" with E. Eddy for *The Scholarly Teacher* ([www.scholarlyteacher.com](http://www.scholarlyteacher.com)), on using teams to teach across the higher education landscape, November 10, 2016.

Research presentation and continuing education workshop for *New England Society of Applied Psychologists* (NESAP) on "One plus one equals three: How mentoring, coaching, and other developmental interactions add up", June 2011.

Research presentation on "Mentoring and Employee Development" for State Farm Insurance with E. Eddy, September 2010

Participant, *Skidmore College's Celebration of Faculty Excellence*, sponsored by the Vice-President of Academic Affairs and the Skidmore Research Colloquium, May 2009.

Presentations to Skidmore College's *Business Advisory Council* on continuing research findings regarding department's mentoring program – April 2004, Dec. 2004, April 2005, April 2006, October 2007.

Presentation on "Establishing the Effectiveness of an Established Mentoring Program" with E. R. Eddy for *Siena College's School of Business Research Colloquium*, April 2005.

### RECOGNITION AND AWARDS

Recipient of the *2019 Outstanding Poster Award*, Lilly Conference on Teaching for Active and Engaged Learning – For poster titled "What are students thinking? Examining the usefulness of teammate evaluations."

Won *Best Reviewer Award* from CASE Association, Eastern Academy of Management, 2018.

Recipient of the *2016 Outstanding Poster Award*, Lilly Conference on College and University Teaching and Learning – For poster titled "Does teaching teamwork matter? Exploring the impact of team pedagogy in the classroom."

CLTL *Visual Literacy Grant* to support course development of MB351C (Visualizing Work) – Summer 2015

Recognized as *Outstanding Reviewer* by the Organizational Development and Careers Division, Western Academy of Management, 2014.

Article titled, "Mentoring as an HRD approach: Effects on employee attitudes and contributions independent of core self-evaluation" selected as topic of "From the Front Lines" piece titled "Mentoring as a source of organizational advantage" appearing Summer 2013 in *Leader-to-Leader* (an award-winning journal co-published by The Frances Hesselbein Leadership Institute & Jossey-Bass/Wiley: <http://www.leadertoleaderjournal.com/>)

Recipient of the 2012 *Richard A. Swanson Research Excellence Award* by the Academy of Human Resource Development (AHRD) – For article titled, "Mentoring as an HRD approach: Effects on employee attitudes and contributions independent of core self-evaluation" published in *Human Resource Development Quarterly*. See <http://www.skidmore.edu/news/notables/2013/0324-faculty-staff-achievements.php> or <http://www.ahrd.org/> for more information.

Article titled "Mentoring as an HRD approach: Effects on employee attitudes and contributions independent of core self-evaluation" selected as the featured article in *Human Resource Development Quarterly*, Volume 23(2), 2012.

Recipient of the 2011 *Best Applied Paper* award, International Academy of Management and Business (IAMB) – For paper titled “The impact of mentoring on employee attitudes, competencies, and performance.”

Recipient of the 2009 *Best Paper* award, Management Education and Development (MED) Division, Academy of Management – For paper titled “Developmental interactions for business students: Do they make a difference?”

Recipient of 2009 *Outstanding Reviewer* award by the Management Education Division, Academy of Management.

Recipient of the 2006 *Richard A. Swanson Research Excellence Award* by the Academy of Human Resource Development (AHRD) – For article titled, “Key characteristics of effective and ineffective developmental interactions” published in *Human Resource Development Quarterly*.

Most frequently cited article in journal – 2003 *Human Resource Development Review* article titled, “What’s in a name? A literature-based approach to understanding mentoring, coaching, and other constructs that describe developmental interactions” ranked as #1 most frequently cited article from January to June 2006 and continued to rank in top 6 most cited for four years. See <http://hrd.sagepub.com> for rankings.

### **PROFESSIONAL CONFERENCES/WORKSHOPS ATTENDED (for development, no presentations)**

MOBTC – Mid-Atlantic Organization Behavior Teaching Conference, April 2022

AACSB Workshop – Leading in the Academic Enterprise: Strategic Thinking and Creative Problem Solving – February 2017 (Tampa, FL)

MAACBA – Mid-Atlantic Association of Colleges of Business Administration (Business school leadership conference for deans and department chairs) – October 2015 (hosted by Iona College)

AACSB – Association to Advance Collegiate Schools of Business (Symposium on redesigning undergraduate business curricula to assist with our restructuring) – April 2013 (Tampa, FL)

At Skidmore –

- Sexual Harassment and Diversity training – 2019, 2022
- Remote Learning Pedagogy Sessions – Summer 2020
- Inclusive Hiring Workshops – 2017-18
- Sustainability in Business with CLTL and Office of Sustainability – April 2017
- Diversity workshop run by Sarah Willie-LeBreton (Swarthmore) and Susan Pliner (Hobart and William Smith Colleges) – December 2016
- CLTL workshop “SkillPath’s leadership skills for women department chairs” – May 2016
- Workshop for Mid-Career Faculty – September 2013
- Diversity Conversations in the Classroom workshop – March 2013
- CHAAS – Consortium on High Achievement and Success (Workshop on gender and racial bias in hiring practices) – September 2012
- Skidmore FIG – Academically Adrift – October 2011
- Inclusive Hiring Workshop – September 2011
- Bias Awareness and Stereotype Threat pedagogy session – Winter 2010
- Grants Workshop with Sponsored Research Office – October 2008

### **RELATED EXPERIENCE**

2000-2003 **The Group for Organizational Effectiveness, Inc., (gOE, Inc.)**, Albany, NY  
Conducted client-based research and consulting on areas of organizational effectiveness, organizational development, and human resource development

1996-2001 **University at Albany, SUNY**

2000-2001: Research Assistant to Dr. Gary Yukl, Professor of Management

1999-2000: Coordinator of Ph.D. Program's Professional Development Seminar  
 1997-1999: Research Assistant to Dr. Tom Taber, Professor of Management  
 1996-1997: Assistant to Dr. Richard Hall, Ph.D. Program Director, Professor of Sociology

**1994 McGraw-Hill Publishing**

Drove sales and marketing for a territory of 16 institutions

**SERVICE ACTIVITIES**

SERVICE TO PROFESSION

Session Chair, National meeting of the *Popular Culture Association* – June 2021  
 Session Chair, National meeting of the *Popular Culture Association* – April 2020 \*conference cancelled due to Covid-19  
 Reviewer, CASE Association annual meeting – January 2018  
 Article Editor, *Sage Open* – March 2015, November 2015, September 2016, March 2017  
 Editorial Board, *Sage Open* – 2015-present  
 Journal Reviewer, *The International Journal of Human Resource Management* – April 2016  
 Journal Reviewer, *Social Behavior and Personality* – January 2016  
 External Reviewer for promotion case at another institution – July 2015  
 Journal Reviewer, *Nordic Journal of Working Life Studies* – 2015  
 Journal Reviewer, *Personnel Review* – 2014  
 Reviewer, *Western Academy of Management Annual Meeting* – 2014  
 Journal Reviewer, *Swiss Journal of Psychology* – 2012  
 Journal Reviewer, *International Journal of Human Resource Management* – 2012  
 External Reviewer for tenure case at another institution – September 2011  
 Journal Reviewer, *European Journal of Work and Organizational Psychology* – 2011  
 Journal Reviewer, *Personnel Review* – 2010  
 Reviewer, *Academy of Management Annual Meeting* – 2005, 2007, 2008, 2009  
 Reviewer, *Eastern Academy of Management Annual Meeting* – 2006  
 Journal Reviewer, *Human Relations* – 2005, 2006, 2007  
 Journal Reviewer, *Human Resource Development Review* – 2004, 2005, 2007, 2008  
 Journal Reviewer, *Sociological Forum* – 2001  
 Session Chair, *Eastern Academy of Management Annual Meeting* – 2000

COLLEGE SERVICE

Committee Work

- Chair, Athletic Council – Fall 2018
- Member, Athletic Council (elected Spring 2016, opted into the new governance system two cycles ahead of required cohort) – Fall 2016-Spring 2019
- Member, Search Committee for College's HR Director (CHRO) – Fall 2018
- Member, CEPP (one semester replacement) – Fall 2013
- Chair, ACOP-Advisory Committee on Off-Campus Programs (CEPP subcommittee) – Fall 2013
- Member, Curriculum Committee (one year replacement) – 2012-2013
- Willing to serve: Curriculum Committee (not elected) – Spring 2012
- Chair, Master of Arts in Liberal Studies committee (MALS) – 2011-2012
- Member, Master of Arts in Liberal Studies committee (MALS) –2009-2011
- Member, IRB (Institutional Review Board) – 2006-2009
- Willing to serve: Board of Appeals (not appointed) – May 2005
- Willing to serve: Honors Council (not elected) – Feb. 2005

Miscellaneous College Service

- Panelist, Careers Related to Psychology, Psi Chi's Skidmore Psychology Student Network – Spring 2022
- Internal referee/evaluator, tenure case in Dance Department – Fall 2020
- Fellow, Teaching Support Network (funded by Mellon Foundation grant) – Fall 2019
- Participant, American Studies tenure-track candidate research talks – 2019

- Skidmore Cares Team Leader for collections for Saratoga County community and foodbanks – 2016, 2017, 2018
- Center for Entrepreneurship and Creative Action working group – Summer-Fall 2016
- SGA Executive Committee Workshop (on team dynamics in committee work) – Aug. 2016
- Idea Lab working group and meetings (Innovation space for CIS) –2015-16
- Selection Committee, Skidmore's Summer Funded Internship Awards – Spring 2015
- Workshop on science vision statement for Science Working Group – March 2010
- MBD rep at Academic Staff teaching evaluation workshop – December 2010
- Skidmore Cares Cheerleader assisting in collections for Saratoga County foodbanks – 2009
- Roundtable Discussion Leader at Skidmore's Community Leaders Breakfast, topic: "Coaching and Mentoring in the Workplace" – April 2009
- Focus group on faculty development needs at different career stages – October 2008
- Summer Advisor/First-Year Advisor – Fall 2004, Fall 2006, Summer 2007, Fall 2008
- SGA Executive Committee Retreat & Leadership Training – Aug. 2007
- Focus group on UWW/MALS for the Special Programs Study Group – April 2007
- Focus group on engaging recent graduates for the Office of Advancement – March 2007
- Member, Advisory Board, Greenberg Child Care Center (GCCC) – 2006-2008

#### First-Year Experience Work

- Panelist, Teaching in the FYE: Panel on incoming student preparedness – May 2016
- FYE learning assessment (assessed college-level learning outcomes in student writing) – 2009-2010
- Member, Living-Learning Community working group – (to cultivate a richer living-learning community in the FYE) – 2008-2009
- Assessment Coordinator for the FYE (led study on faculty & peer mentoring aspects of FYE, funded by Andrew W. Mellon Foundation grant to the FYE) – 2006-2007
- Member, FYE Assessment Team (consulted on additional FYE assessment projects such as impact of the FYE on staffing and writing in FYE, also funded by the FYE Mellon grant) – 2006-2007

#### NSF Advance grant writing and consulting, 2007-10

- Co-author of NSF Advance grant (with Kate Berheide, Alice Dean, Holley Hodgins, Mark Hofmann, Muriel Poston, Monica Raveret-Richter, Bill Tomlinson). Awarded \$500,000 joint grant between Skidmore College and Union College to fund cross-institutional programs (i.e., bias awareness, faculty development, mentoring) for advancement and participation of women in STEM disciplines.

#### DEPARTMENT SERVICE

- Non-tenure track teaching evaluation per MBD Personnel Policy – Fall 2022
- Member, Committee on Gen Ed Requirements in MB – Fall 2019-Spring 2020
- Department Chair – Jan. 2015 to May 2018 (served as Chair and Associate Chair – Spring 2015)
- Chair, Search Committee for tenure-track Management position – Summer-Winter 2017/18
- Chair, Search Committee for tenure-track Accounting position – June-July 2017 (Turned it over to another search chair in late July following launch)
- Search Committee for endowed Harder Chair in Business Administration – AY2016-17
- Chair, Search Committee for non-tenure-track Accounting position – Winter/Spring 2017
- Chair, MB department's Self Study/Academic Program Review – AY2016-17
- Faculty Advisor, Skidmore's Women in Business (WIB) club – 2015-2018  
See <https://www.facebook.com/SkidmoreWIB>
- Chair, MB's SEE-Beyond Selection Committee – Spring 2015, Spring 2016, Spring 2017, Spring 2018
- Skidmore Business Ambassadors (directed MB majors to teach and mentor elementary school children on basic business skills for civic engagement in the MB major) – Spring 2016  
See <http://www.skidmore.edu/news/2016/0705-biz-ambass.php>
- Panelist, Transformative Leadership panel discussion (WIB club event) – December 2015
- ExploreMore panel for Academic Advising on MB major – Spring 2015
- Chair, Committee on Department Restructuring – 2011-2014
- Member, Committee on Department Restructuring – 2010-2011



- Faculty Coordinator, MB107 program – 2010-2014
- Member, ad hoc committee to form MB Department External Advisory Board – Fall 2013
- Search Committee for tenure-track Marketing position – Summer 2013
- Search Committee for Administrative Assistant to MBD – Summer 2013
- Search Committee for tenure-track Management position – 2012
- Department Coordinator for Assessment of Writing Requirement in MB107 – 2010-2012
- Member, Committee on Writing Requirement - Developed writing-related learning objectives and rubric for assessing writing in the discipline – Summer 2009, 2010, revised WR Spring 2013
- Member, Departmental Honors Committee – Fall 2004-Spring 2008
- Member, Committee on Students and Alumni, for AACSB accreditation process – 2007-2008
- Member, Committee on Students and Alumni, for Academic Program Review – 2003-2004
- Admissions Open House/Accepted Candidates Day – Fall 2003, Spring 2004, Fall 2004, Fall 2007, Spring 2009, Spring 2010, Summer 2011, Summer 2015, Summer 2016, Summer 2017

### SERVICE-ORIENTED CURRICULAR WORK

Engaged in 15 collaborative research/senior thesis projects – 2005-2020

Supervised 34 internships for students majoring in MB, AS, PY, AM, EN, EC/FS, PS, AH, HI – 2007-2020

Taught 17 Independent Studies in MB for students majoring in MB, AR, PY, DA/MB, AN, GO, PS – 2006-2020

Guest Lectures Outside of MB

- Scribner Seminar on “Creativity” – November 2014
- FYE Peer Mentors Orientation on mentoring research – August 2006
- Honors Forum HF101 Colloquium on “Time” and work/life balance” – Nov. 2004, Nov. 2005, Dec. 2006
- FYE Peer Mentors Seminar ID201 on the mentoring role – Oct. 2005
- Reunion Mini-College Class on “Are employees ‘overworked’ and in a ‘time bind’” – June 2005
- New Student Orientation in an Engaging Ideas session – Fall 2004

MALS (Skidmore’s Master of Arts in Liberal Studies program)

- Master’s thesis evaluator – 2012, 2013
- MALS advisor – 2007-2009
- Independent Study Instructor in “Management and Design” – Summer 2009
- Independent Study Instructor in “Organizational Management, Strategy, & Workplace Design” – Fall 2007

UWW (Skidmore’s University Without Walls program)

- Final project advisor and/or evaluator – 2000, 2005, 2006, 2007
- Independent Study Instructor in “Organizational Behavior” – Spring 2004, 2000

### OTHER ACTIVITIES

- SPAC Action Council volunteer at “Vivienne Anderson Event”, Tour guide at National Museum of Dance for Boys/Girls Club of Greater Capital Region – July 2019
- Source for *Forbes Magazine* article on social entrepreneurship and business education in liberal arts colleges – July 2015 <http://www.forbes.com/pictures/fjlj45gdkf/7-skidmore-college/>
- Source for *Times Union* article on reverse mentoring – June 2015 <http://blog.timesunion.com/womenatwork/the-rise-of-reverse-mentoring-in-the-capital-region/5642/>
- Featured in WNYT-TV news report on cell phone use by college students, discussing how faculty address the issue of cell phone interruptions in class – November 2011 <http://cliftonpark.wnyt.com/news/news/91522-survey-says-college-students-addicted-their-cell-phones>
- Resume Writing Workshops for local high school Girl Scout troops – 2018
- Website Communications Manager, NCH IEA team (Interscholastic Equestrian Association) – 2015-2019
- Assistant Leader and Communications Coordinator, for two area Girl Scout troops – 2013-2019
- Captain/Co-Captain, USTA tennis league team – 2012-2016
- Invited Guest Coach with Skidmore Athletics: Women’s Basketball – November 2011; Field Hockey – Fall 2006
- Caroline Street School PTSO Committee Chair, Square One Art – 2009-2010
- After School Enrichment Program, ballet teacher, Caroline Street School