

August 2018

Ray Jones, Ph.D.

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POSITIONS HELD

Clinical Associate Professor of Business Administration: University of Pittsburgh,
Katz School of Business, 2014-Present

Clinical Assistant Professor of Business Administration: University of Pittsburgh,
Katz School of Business, 2003-2014

Associate Director of the David Berg Center for Ethics and Leadership: University
of Pittsburgh, Pitt Business, 2017-2020

Coordinator of Certificate Program in Leadership and Ethics: University of
Pittsburgh, College of Business Administration, 2002-Present

Visiting Assistant Professor of Business Environment, Ethics and Public Policy:
University of Pittsburgh, Katz School of Business, 2001-2002

Full Time Lecturer of Business Environment, Ethics and Public Policy: University
of Pittsburgh, Katz School of Business, 2000-2001

Instructor: University of Pittsburgh, Katz School of Business, 1996-2000

EDUCATION

Doctor of Philosophy: University of Pittsburgh, Katz Graduate School of Business,
Major: Business Environment, Ethics and Public Policy, Minor: Behavioral
Science, 2001

Dissertation: "Multiple Roles Yet a Distinctive Identity: A Study of Stakeholder Relationship Management in African-American and Hispanic Market Segments."

Master of Public Administration: University of Pittsburgh, Graduate School of Public and International Affairs, Major: Public Management, Minor: Management Information Systems, 1992

Bachelor of Arts: Purdue University, Double Major: American History and Political Science, 1990

RESEARCH AND PUBLICATIONS

Peer-Reviewed Journal Articles

Takeda, Margaret, Helms, Marilyn, & Jones, Ray. (forthcoming). Bureaucracy Meets Catastrophe: Global Innovations from Two Decades of Research. Japan Studies Review.

Jones, Ray, Murrell, Audrey J., & Petrie, Jennifer. (2018). Measuring Impact While Making a Difference: A Financial Literacy Service-Learning Project as Participatory Action Research. Journal of Service-Learning in Higher Education.

Takeda, Margaret, Jones, Ray, & Helms, Marilyn. (2017). Promoting Sensemaking in Volatile Environments: Developing Resilience in Disaster Management. Journal of Human Behavior in the Social Environment. 27:8, 791-805.

Jones, Ray, Murrell, Audrey J., & Smith, Elizabeth. (2013). An Offer We Can Refuse?: Corporate Social Responsibility and the Environmental Impact of Marcellus Shale Drilling. Journal of Organizational Behavior Education.

Helms, Marilyn M., Jones, Ray, & Takeda, Molly. (2008). Learning from Hurricane Katrina: Complexity and Urgency in the Holistic Model (Research Note). Japan Studies Review, 107-124.

Takeda, Margaret, Helms, Marilyn, & Jones, Ray. (2007). Learning from Kobe: Complexity and Urgency in the Holistic Management Model. Japan Studies Review, 11.

Jones, Ray & Murrell, Audrey J. (2001). Signaling Positive Corporate Social Performance: An Event Study of Family-Friendly Firms. Business and Society, 40(1): 59-78.

- Masters, Marick & Jones, Ray. (1999). The Hard and Soft Sides of Union Political Money. Journal of Labor Research, 20 (3): 297-327.
- Jones, Ray, Murrell, Audrey J. & Jackson, Jennifer. (1999). Pretty Versus Powerful in the Sports Pages: Print Media Coverage of U.S. Women's Gold Medal Winning Teams. Journal of Sport and Social Issues, 23(2): 183-192.
- Jones, Ray. (1998). How Oskar Schindler Saved His Workers: The Pursuit of Social Objectives by Owner Managers. American Journal of Economics and Sociology, 57(1): 3-26.
- Murrell, Audrey J. & Jones, Ray. (1996). Assessing Affirmative Action: Past, Present and Future. Journal of Social Issues, 52(4): 77-92.
- Wood, Donna J. & Jones, Raymond E. (1995). Stakeholder Mismatching: A Theoretical Problem in Empirical Research in Corporate Social Performance. International Journal of Organizational Analysis, 3(3): 229-267.

Scholarly Book Chapters

- Murrell, Audrey J., Jones, Ray & Petrie, Jennifer. (forthcoming). Uncovering the Hidden Face of Affinity Fraud: Race-Based Predatory Bias, Social Identity, and the Need for Inclusive Leadership. Race, Work and Leadership in the 21st Century, (Eds.) Laura Morgan Roberts, Anthony J. Mayo, and David A. Thomas. Cambridge, MA: Harvard Business Publishing.
- Murrell, Audrey J. & Jones, Raymond (2007). Diversity Across the Curriculum: Teaching the Business Case for Diversity. In Jerome Branche, John Mullenix & Ellen R. Cohn (Eds.), Diversity Across the Curriculum: A Guide for Faculty in Higher Education. Bolton, MA: Anker Publishing Company.
- Wood, Donna J. & Jones, Raymond E. (1998). Stakeholder Mismatching: A Theoretical Problem in Empirical Research on Corporate Social Performance. In Max B.E. Clarkson (Ed.), Stakeholders and the Corporation: Classic and Contemporary Readings.
- Wood, Donna J. & Jones, Raymond E. (1996). Research in Corporate Social Performance: What Have We Learned? In Dwight Burlingame & Dennis A. Young (Eds.), Corporate Philanthropy at the Crossroads. Bloomington, IN: Indiana University Press.

Conference Proceedings

- Murrell, Audrey J., Jones, Ray & Rawat, Anushri. (2009). Responses to Ethical Rule Violations among Female Athletic Administrators: A Relational Model. In Proceedings of the Southern Management Association Meeting.
- Zagenczyk, Thomas J., Murrell, Audrey J. & Jones, Ray. (2001). A Stakeholder Analysis of Affirmative Action in America's Top Athletic and Academic Universities. In Duane Windsor (Ed.), Proceedings of the Twelfth Annual Meeting of the International Association for Business and Society.
- Jones, Ray, Needy, Kim L., Slevin, Dennis P., Cleland, David C. & Creehan, Kevin. (2001). Developing a Stakeholder Focus in Board Governance: A Study of Boards of Directors and Economic Development in Pittsburgh. In Duane Windsor (Ed.), Proceedings of the Twelfth Annual Meeting of the International Association for Business and Society.
- Murrell, Audrey, J., Jones, Ray & Zagenczyk, Thomas J. (2001). Unpacking the Contact Hypothesis Through Stakeholder Salience. In Duane Windsor (Ed.), Proceedings of the Twelfth Annual Meeting of the International Association for Business and Society.
- Needy, Kim L., Cleland, David I., Slevin, Dennis P., Nachtmann, Heather & Jones, Ray. (2000). A Data Collection Strategy for the Study of Successful Enterprise Governance. In 2000 American Society for Engineering Management Proceedings.
- Jones, Ray. (2000). Affirmative Action and Firm Performance: A Relationship Development Approach. In Duane Windsor (Ed.), Proceedings of the Eleventh Annual Meeting of the International Association for Business and Society.
- Jones, Ray & Zagenczyk, Tom. (2000). Why Did Your Priest Steal Your Money?: Toward the Study of Psychological Dimensions of Stakeholder Relationships. In Duane Windsor (Ed.), Proceedings of the Eleventh Annual Meeting of the International Association for Business and Society.
- Jones, Ray. (1998). The Tiny Carrot: An Analysis of the Federal Sentencing Guidelines for Organizations. In Kathleen Rehbein (Ed.), Proceedings of the Ninth Annual Meeting of the International Association for Business and Society.
- Masters, Marick & Jones, Ray. (1998). Union Political Action After the 1996 Elections: A More Central and Visible Role. In John Delaney (Ed.), Proceedings of the 50th Annual Meeting of the Industrial Relations Research Association.

- Jones, Ray & Rowley, Timothy. (1997). Ebbets Field and the Emergence of Social Trust: Social Capital Networks in Business and Society. In Kathleen Rehbein (Ed.), Proceedings of the Eighth Annual Meeting of the International Association for Business and Society.
- Gerde, Virginia & Jones, Ray. (1997). Learning Disabilities and the Distribution of Business Resources: A Strategy for Integrating Organizational Justice into Business and Society Inquiry. In Kathleen Rehbein (Ed.), Proceedings of the Eighth Annual Meeting of the International Association for Business and Society.
- Jones, Ray. (1997). Reframing Milasincic and Heinz: Affirmative Obligations and Business and Society Inquiry. In Kathleen Rehbein (Ed.), Proceedings of the Eighth Annual Meeting of the International Association for Business and Society.
- Haack, Margaret & Jones, Ray. (1996). Lessons from Kobe: The Management of Diversity in the Holistic Model. Association of Japanese Business Studies Conference: Best Papers Proceedings.
- Jones, Ray. (1996). Perpetrators in the Marketplace: A Review of Empirical Research in Corporate Crime. In Elizabeth Cooper (Ed.), Proceedings of the Thirty-Third Annual Meeting of the Eastern Academy of Management.
- Jones, Ray. (1996). Choosing Moral Duty over Self Preservation: An Analysis of Disobedience in Business and Society. In Kathleen Rehbein (Ed.), Proceedings of the Seventh Annual Meeting of the International Association for Business and Society.
- Caldwell, Craig & Jones, Ray. (1996). Reconciling the Irreconcilable Difference: Issues of Level in Business and Society Research. In Kathleen Rehbein (Ed.), Proceedings of the Seventh Annual Meeting of the International Association for Business and Society.
- Jones, Ray. (1995). Universal Principles over Societal Expectations: Oskar Schindler and Alfred Krupp as Owner-Managers. In Denis Collins (Ed.), Proceedings of the Sixth Annual Meeting of the International Association for Business and Society.
- Jones, Ray. (1994). A Theory of Firm Philanthropy: The Philanthropic Capacity of the Firm. In Steven Wartick & Denis Collins (Eds.), Proceedings of the Fifth Annual Meeting of the International Association for Business and Society.

Other Scholarly Papers Presented

Jones, Ray, Murrell, Audrey J., & Petrie, Jennifer. Measuring Impact While Making a Difference: A Financial Literacy Service Learning Project as Participatory Action Research. Presented at the Association for Business Simulation and Experiential Learning (ABSEL) Conference, Seattle, WA, March 2018. (Presentation by Jennifer Petrie).

Murrell, Audrey J., Sharma, Jasneet & Jones, Ray. The Food Abundance Index: Bridging the Gap in Understanding and Measuring Food Security. Paper Presented at the Annual Meeting of the Eastern Academy of Management, Boston, MA, 2011.

Murrell, Audrey J., Sharma, Jasneet & Jones, Ray. Food Security as a Matter of Social Justice: Introducing the Food Abundance Index. Paper Presented at the Annual Meeting of the Academy of Management, Social Issues in Management Division, San Antonio, TX, August 2011.

Murrell, Audrey J. & Jones, Ray. Effective Project Management and Service Learning in Management Education. Paper Presented at the Third Annual Service-Learning Symposium and Showcase Event, Pittsburgh, PA, March 2010. (Presentation by Audrey Murrell).

Murrell, Audrey J. & Jones, Ray. Examining Responses to Ethical Rule Violations: A Relational Perspective. Paper Presented at the Southern Management Association Conference, Asheville, SC, 2009. (Presentation by Audrey Murrell).

Olivas-Lujan, Miguel R., Zagenczyk, Tom, Jones, Ray & Murrell, Audrey J. Going for the Gold: Culture, Gender and Olympic Medal Performance. Paper Presented at the Convention of the Society for the Psychological Study of Social Issues, Minneapolis, MN, June 2000. (Presentation by Miguel Olivas-Lujan)

Jones, Ray. Providing Opportunities While Pursuing Market Share: EEO Compliance in the Radio Broadcast Industry. Paper Accepted for Presentation at the Annual Meeting of the Academy of Management, Gender and Diversity in Organizations Division, Chicago, IL, August 1999.

Jackson, Jennifer, Murrell, Audrey J. & Jones, Ray. Pretty Versus Powerful. Paper Presented at the Convention of the Society for the Psychological Study of Social Issues, Ann Arbor, MI, June 1998. (Presentation by Jennifer Jackson)

- Jones, Ray. How Oskar Schindler Saved His Workers: The Pursuit of Social Objectives by Owner-Managers. Paper Presented at the Annual Meeting of the Academy of Management, Social Issues in Management Division, Boston, MA, 1997.
- Jones, Ray. The Exclusion of Ordinary People from Society: Business, AIDS and Ostracism. Paper Presented at the Annual Meeting of the Academy of Management, Social Issues in Management Division and Human Resource Management Division, Cincinnati, OH, August 1996.
- Murrell, Audrey J. & Jones, Ray. The Paradox of Affirmative Action: An Experimental Manipulation of Outgroup Deservingness. Paper Presented at the Annual Meeting of the Academy of Management, Organizational Behavior Division and Human Resource Management Division, Cincinnati, OH, August 1996. (Presentation by Audrey Murrell)
- Jones, Ray. Refusing to Follow Along: Benevolent Disobedience in Business and Society. Paper Presented at the Third Biennial International Conference on Advances in Management, Business, Society, Ethics and Values Track, Newton, MA, June 1996.
- Haack, Margaret & Jones, Ray. Holes in the Holistic Management Approach: An Analysis of the Kobe Disaster. Paper Presented at the Third Biennial International Conference on Advances in Management, Human Resource Management Track, Newton, MA, June 1996. (Presentation by Margaret Haack)
- Jones, Ray & Murrell, Audrey J. Family-Friendly Labels and Firm Performance: An Event Study. Paper Presented at the Convention of the Society for the Psychological Study of Social Issues, Ann Arbor, MI, June 1996.
- Murrell, Audrey J. & Jones, Ray. The Paradox of Affirmative Action: An Experimental Manipulation of Outgroup Deservingness. Paper Presented at the Convention of the Society for the Psychological Study of Social Issues, Ann Arbor, MI, June 1996.
- Wood, Donna J. & Jones, Raymond E. What Has Empirical Research on Corporate Social Performance Told Us? Paper Presented at Corporate Philanthropy: A Time of Challenge and Opportunity, Case Western Reserve University, Cleveland, OH, April 1994. (Presentation by Donna Wood)
- Jones, Raymond E. Firm Philanthropy in the International Arena: Problems and Definitions. Paper Presented at the RMD Conference on Causal Modeling, Purdue University, West Lafayette, IN, March 1994.

Notable Citations

Malcolm Gladwell cited my 1998 American Journal of Economics and Sociology article (“How Oskar Schindler Saved His Workers”) in a book review published in the March 28, 2011 edition of The New Yorker

TEACHING

Curriculum Design Recognition

Audrey J. Murrell and Ray Jones were invited to present at the AACSB’s *Redesigning Undergraduate Curriculum Symposium* on the curriculum design and best practices associated with the Certificate Program in Leadership and Ethics at College of Business Administration at the University of Pittsburgh, April 22-23, 2013

Teaching Awards and Recognition

University of Pittsburgh – Chancellor’s Distinguished Teaching Award – 2018.

Named as the Abhishek S. Mehta Faculty Fellow by the University of Pittsburgh – Katz School of Business, 2012-Present

Profiled in the *Pittsburgh Business Times* in “Pitt Professor Teaches Socially Responsible Investing Through Area Renovation Projects.” – December 30, 2011

Profiled in *Business Week* (On-Line Edition) as a “Favorite Professor” – September 2006

Voted Best Professor in *The Pitt News* “The Best of 2002 Readers Poll,” “The Best of 2003 Readers Poll,” “The Best of 2004 Readers Poll,” “The Best of 2005 Readers Poll,” “The Best of 2006 Readers Poll,” “The Best of 2012 Readers Poll,” “The Best of 2014 Readers Poll,” “The Best of 2016 Readers Poll,” “The Best of 2017 Readers Poll,” “The Best of 2018 Readers Poll”

Won Pitt Business Student Impact Award from the University of Pittsburgh’s College of Business Administration’s 2017 Graduating Class

Voted Teacher of the Year by the University of Pittsburgh’s College of Business Administration’s Spring 2002, Spring 2003, and Spring 2004 Graduating Classes

Voted as Outstanding Teacher by the University of Pittsburgh's College of Business Administration's Spring 2000, Spring 2001, Spring 2005, Spring 2006, Spring 2007 and Spring 2011 Graduating Classes

University of Pittsburgh Student Government Board Faculty Honor Roll, 2002, 2003, 2004

Nominated by Former Student for Who's Who Among America's Teachers, 2000, 2005, 2006.

Nominated and Inducted by Former Students for Honorary Membership into the Delta Sigma Pi Business Fraternity - University of Pittsburgh Chapter, Fall 1999

Won The Doctoral Teaching Award for Undergraduate Level Teaching from the University of Pittsburgh's Katz School of Business - Doctoral Program, 1997

Nominated by Former Student for Honorary Membership for a Distinguished Teacher for the University of Pittsburgh's Phi Eta Sigma Honor Society, Spring 1997

Programs Developed

Worked with faculty and staff in the University of Pittsburgh's College of Business Administration to design and implement a Certificate Program in Leadership and Ethics for undergraduate business students. 20-30 students per year go through the program in a cohort.

Teaching Experience

University of Pittsburgh – Katz School of Business, 2006 – Present

Business Ethics

Executive MBA Course in Business Ethics for the Pittsburgh EMBA Program
Fall 2009

Organizational Behavior and Managerial Effectiveness

Graduate Level Course in Organizational Behavior in the Katz full-time MBA Program
Fall 2006, Summer 2007, Fall 2007, Summer 2008, Fall 2008

University of Pittsburgh - College of Business Administration, 1996 – Present

Human Resource Management

Senior Level Course on Strategic Human Resource Management
Spring 2003, Spring 2004

Honors Seminar in Ethics and Leadership in Organizations

University Honors College Seminar on Ethics and Leadership
Spring 2003, Spring 2004, Spring 2005, Spring 2006, Spring 2007, Spring 2008, Spring 2009

Ethics and the Business Environment

Sophomore Level Course on Business and Society and Business Ethics
Fall 1996, Fall 1999, Fall 2000, Spring 2001, Spring 2002, Fall 2002, Fall 2003, Spring 2004, Spring 2005, Spring 2006, Spring 2007, Spring 2008, Spring 2009, Spring 2010, Spring 2011, Spring 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018

Board Governance and Management

Senior/Graduate Level Course on Corporate and Non-Profit Boards of Directors, Team-taught with Kim LaScola Needy, Ph.D. and co-listed in the School of Engineering
Spring 2002, Spring 2004, Fall 2007

Men and Women at Work

Senior Level Course on Gender and Diversity in Management
Fall 2001, Fall 2002, Fall 2003, Fall 2004, Fall 2005, Fall 2006, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2013, Fall 2014

Organizational Behavior

Sophomore Level Course on Individual and Group Behavior in Organizations
Spring and Summer 1999, Spring 2000, Fall 2001, Spring 2002, Spring 2003,
Fall 2004, Fall 2005, Spring 2009, Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall
2013, Spring 2014, Fall 2014, Fall 2015, Fall 2016, Fall 2017

Ethical Leadership Fundamentals

Sophomore Level Seminar on Ethics and Leadership in Organizations,
Required in the Certificate Program in Leadership and Ethics
Fall 2004, Fall 2005, Fall 2006, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall
2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017

Service Learning in Organizations

Sophomore Level Course on Servant Leadership and Service Projects,
Team-taught with Audrey J. Murrell and is required in the Certificate Program in
Leadership and Ethics
Spring 2005, Spring 2006, Spring 2007, Spring 2008, Spring 2009, Spring 2010,
Spring 2011, Spring 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016,
Spring 2017, Spring 2018

Leadership in the Social Environment

Junior Level Course on Corporate Social Responsibility and Leadership
Team-taught with Audrey J. Murrell and is required in the Certificate Program in
Leadership and Ethics
Fall 2007, Fall 2008, Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2015, Fall
2016

Report Writing

Senior Level Writing Intensive Course for Professional Settings
Fall 1998

Career Exploration Internship

One-On-One Advising for Students in Their Initial Internship Experiences
Fall 1998, Spring 2014 - Present

Functional Internship

One-On-One Work on Student Projects for Students in Internships in Finance,
Human Resources, International Management and Marketing
1998 – Present

Environmental Influences on Business (Business Policy and Ethics)

Senior Level Writing Intensive Course on Making Reasoned Arguments on a
Wide Range of Business and Society Issues
Spring 1996 and Spring 1997

Written Professional Communication

Senior Level Course on Communication in the Workplace
Fall 1996

International Teaching Experience

University of Pittsburgh – College of Business Administration

Managing in Complex Environments – Plus Three: Augsburg, Germany

Freshman Level Course to Introduce Undergraduate Business and Engineering Students to Study Abroad, co-listed in the School of Engineering
May 2009, May 2010, May 2011

University of Pittsburgh – College of Business Administration

Service Learning in Organizations: UPMC-ISMETT in Palermo, Sicily

Designed and led a team of CBA and Engineering students to develop a preliminary energy management plan for this UPMC hospital in Palermo
Spring 2011

ESIGELEC (School of Engineering), Rouen, France

Organizational Behaviour

Graduate Level Course on Organizational Behavior for International Masters students studying Information Systems, taught on-site in Rouen, France
December 2005, May 2007 (on-line), May 2008, May 2009 (on-line)

Carnegie Mellon University – School of Computer Science

Korea Program - Management and Business Ethics

Two sessions on Management and Business Ethics for a Small Group of Executives from Korean Utility Companies, taught in Pittsburgh
January 2009

University of Pittsburgh – GSPIA

Nigeria Program - Leadership, Ethics and Corporate Governance

Session on Governance and Ethics for two dozen Nigerian officials and executives, taught in Pittsburgh
May 2008, May 2009

University of Pittsburgh – College of Business Administration

Managing in Complex Environments – Plus Three: Rouen, France
Freshman Level Course to Introduce Undergraduate Business and Engineering
Students to Study Abroad, co-listed in the School of Engineering
May 2005

PROFESSIONAL DEVELOPMENT AND COMMUNITY SERVICE

University Service

**Faculty Advisor – Academy of Sports Marketing, University of Pittsburgh –
Department of Athletics**

Serve as advisor to seven undergraduate business students who are planning and implementing marketing plans for the Department's Olympic Sports (Men's Soccer, Women's Soccer, Gymnastics, Swimming and Diving, Wrestling, Baseball and Softball)
2000 - Present

**Committee Member – Provost's Advisory Committee for the Admission of
Student Athletes**

Serve on Provost David DeJong's committee which reviews and votes on University of Pittsburgh student-athlete admission cases.
2014 - 2017

**Committee Member – University Senate Admission and Student Affairs
Committee**

Serve on a Faculty Senate committee to address admission and student affairs issues and concerns across the University
2016

**Committee Member – Provost's Advisory Committee for Undergraduate
Programs – University of Pittsburgh, Office of the Provost**

Serve on the faculty committee which reviews and approves new undergraduate programs for the entire university system
2008 – 2014

Committee Member – University Senate Student Affairs Committee

Serve on a committee that meets monthly with Vice Provost Kathy Humphrey to address student issues and concerns across the University
2011-2015, Chair (2013 - 2015)

Advisory Board Member – The Pitt News, University of Pittsburgh

Serve on the oversight committee for the University's student-run newspaper, which has an operating budget of more than \$500,000

2010 - 2014

Faculty Residence Hall Mentor – University of Pittsburgh, Office of Residence Life

Serve as a faculty mentor to a freshman floor as part of a program designed to enhance freshmen retention

2008 - 2016

Executive Committee Member – Phi Beta Kappa Chapter, University of Pittsburgh

Serve on an executive committee that plans and facilitates the university's chapter of the Phi Beta Kappa national honor society

2004 – 2008, President (2006 - 2008)

Committee Member – University Senate Admissions and Financial Aid Subcommittee, University of Pittsburgh

Serve on a committee that meets monthly to address university-wide admissions and financial aid policies and issues

2006 – 2009, Co-Chair (2007 - 2008)

Advisory Board Member - University of Pittsburgh Emerging Leader Program

Serve on an advisory board that reviews the goals and structure of the University's freshman leadership program

2003 – 2006

Service to the Katz School of Business

Committee Member – Undergraduate Programs and Policies Committee – College of Business Administration

Serve on a committee that determines policies and curriculum oversight for the undergraduate College of Business Administration

2007 – 2009, 2010 - Present

Committee Member – Faculty Search Committees – Katz School of Business

Serve on faculty search committees in a range of areas to help recruit and select new faculty for positions in the Katz School

2010 - Present

Co-Chair (with Jocelyn Carlin) – Pitt Business Community Engagement Center Committee – University of Pittsburgh – Pitt Business

Serve with a small group of Pitt Business faculty who develop Pitt Business activities in programs for the University of Pittsburgh's Community Engagement Centers in the Homewood and Hill District neighborhoods of Pittsburgh
2017 - Present

Faculty Advisor – Delta Sigma Pi Professional Business Fraternity Chapter, University of Pittsburgh – College of Business Administration

Serve as advisor to a chapter with a steady-state of 50-60 members, who pursue professional development, fellowship and civic engagement
1999 – Present

Advisory Committee Member – David Berg Center for Ethics and Leadership

Serve on an advisory committee for a research center in the Katz School that focuses on scholarship and teaching in leadership and ethics
2003 - Present

Committee Member – International Business Center – Katz School of Business

Serve on an advisory committee for a research center in the Katz School that focuses on research, teaching outreach related to international business
2008 – 2010

Committee Member – MBA Admissions and Financial Aid Advisory and Recommendations Committee – Katz School of Business

Serve on a committee that provides oversight and advice for MBA admissions and program issues in the Katz School
2007 - 2008

International Professional Development Activities

Business Panel at Ecole de Commerce International (IFI) in Rouen, France

Traveled to France to serve as a judge of French students business presentations
Spring 2004, Spring 2005

Course Development in Service Learning in China

Traveled to China (Shanghai, Nanjing and Beijing) to develop a course proposal on economic development organizations in China
Summer 2002

Experiencing the Holocaust through Service Learning

Traveled to Holocaust-related sites throughout Germany and Poland (Oswiecim) with a group of undergraduate students as part of a course on the History of the Holocaust
Summer 2002

Business and the Holocaust Research Trip

Traveled to Holocaust-related sites throughout Austria and Poland to develop a course presentation on the role of business in the Holocaust
Summer 1995

Service Activities

Genetic Genealogy – Course Instructor/Facilitator

University of Pittsburgh Osher Living Learning Institute (OLLI), Western Pennsylvania Department – Carnegie Library of Pittsburgh, North Hills Genealogists
Teach a 10 hour course on genetic genealogy and coordinate a genetic genealogy special interest group
2017 - Present

Softball – Avid Player, Organizer and Team Sponsor

Numerous teams and leagues throughout the City of Pittsburgh
2003 - Present

Basketball Coach - Youth Basketball Program

Teach basketball fundamentals and coach in interscholastic games
Blessed Trinity Academy (formerly St. Mary's-Glenshaw)
1985 - Present

Project Coordinator - Pittsburgh Cares Volunteer Projects

Coordinate volunteer events for young professionals
Pittsburgh Cares, Pittsburgh, PA
1999 – 2004

Camp Counselor – Camp Chihopi (Transplant Camp)

Supervise campers who had organ transplants during a weekend summer camp
Children's Hospital of Pittsburgh
1999 – 2006

Child Life Assistant - Volunteer Program

Assist child life specialists in maintaining patient morale during long stays
Children's Hospital of Pittsburgh
1999 - 2001

Children's Advocate - Childrens Center

Counseled children who were victims of domestic violence
Greater Pittsburgh Women's Center and Shelter, Pittsburgh, PA
1998 - 2000

Adult Director - 49th Annual Youth Leadership Development Center

Provided supervision and guidance for youth-run leadership development
program
American Red Cross Southwestern Pennsylvania Chapter
Summer 1998