

ANGELA M. PASSARELLI

Department of Management & Marketing
College of Charleston
PassarelliAM@cofc.edu

ACADEMIC APPOINTMENTS

College of Charleston, School of Business, Charleston, SC	
Associate Professor of Management	2021-present
Assistant Professor of Management	2010-2014
Institute of Coaching, McLean/Harvard Medical School, Boston, MA	
Director of Research	2021-present
Case Western Reserve University, Weatherhead School of Management, Cleveland, OH	
Research Fellow, Coaching Research Laboratory	2014-present

EDUCATION

Ph.D., Organizational Behavior	2014
Case Western Reserve University, Cleveland, OH	
M.S., Student Affairs Administration in Higher Education	2004
Texas A&M University, College Station, TX	
B.S., Psychology (major) / General Business (minor)	2001
James Madison University, Harrisonburg, VA	

RESEARCH INTERESTS

I study leadership and leader development with a specific focus on how coaching relationships support learning and behavior change throughout one's career. A hallmark of my work in this area is the use of neuroscience to explore implicit dynamics related to emotion, motivation, and self-regulation in coaching and mentoring interactions.

ACADEMIC HONORS & AWARDS

Best Symposium, Management Education Division (MED), Academy of Management meeting	2019
Distinguished Research Award, School of Business, College of Charleston	2017
Best Symposium (MED) & Showcase Symposium, Academy of Management meeting	2017
Best Symposium (MED), Academy of Management meeting	2016
SIOP Graduate Student Scholarship (dissertation proposal award)	2013
Best Paper, Management Education Division, Academy of Management meeting	2013

1 st Runner up, Best Poster Award, Harvard Coaching in Leadership & Healthcare conference	2013
Harnisch Scholar, Institute of Coaching, Harvard Medical School	2012
Best Paper (MED), Academy of Management meeting	2010

JOURNAL ARTICLES

- Passarelli, A.M., Moore, S.V., & Van Oosten, E.B.** (in press). How leaders and their coaches describe outcomes of coaching for intentional change. *Consulting Psychology Journal: Practice and Research*.
- Passarelli, A.M.** (2020). The appreciative team huddle: Real-time, best-self feedback in student teams. *Management Teaching Review*. <https://doi.org/10.1177/2379298120923983>
- Jack, A., Rochford, R., Friedman, J., Passarelli, A.M., & Boyatzis, R.E.** (2019). Pitfalls in organizational neuroscience: A critical review and suggestions for future research. *Organizational Research Methods*, 22(1), 421-458. doi: 10.1177/1094428117708857.
- Taylor, S., Passarelli, A.M., & Van Oosten, E.B.** (2019). Leadership coach effectiveness as fostering self-determined sustained change. *The Leadership Quarterly*, 30(6), 101313. doi.org/10.1016/j.leaqua.2019.101313
- Passarelli, A.M., Boyatzis, R.E. & Wei, H.** (2018). Assessing leader development: Lessons from a historical review of MBA outcomes. *Journal of Management Education*. 42(1), 55-79. doi:10.1177/1052562917730105.
- Passarelli, A.M.** (2015). Vision-based coaching: Optimizing resources for leader development. *Frontiers in Psychology*. 6:412. doi: 10.3389/fpsyg.2015.00412.
- Passarelli, A.** (2015). Organizational neuroscience. In *Oxford Bibliographies in Management*. R. Griffin (Ed.) New York: Oxford University Press.
- Kolb, A., Kolb, D., Passarelli, A., & Sharma, G.** (2014). On becoming an experiential educator: The educator role profile. *Simulation & Gaming*, 45(2), 204-234.
- Passarelli, A.M.** (2014). Harnessing the power of a massive open online course (MOOC): Inspiring leadership through emotional intelligence. *Academy of Management Learning & Education*, 13(2), 298-300.
- Kenworthy, A.L., Passarelli, A.M., & Van Oosten, E.** (2014). Introduction: Coaching and positive emotions – Exploring a collection of resources in the health and wellness domain. *Academy of Management Learning & Education*, 13(2), 290-292.
- Jack, A., Boyatzis, R., Khawaja, M., Passarelli, A. & Leckie, R.** (2013). Visioning in the brain: an fMRI study of inspirational coaching and mentoring. *Social Neuroscience*, 8(4), 369-384.
- Boyatzis, R.E., Passarelli, A.M., Koenig, K., Lowe, M., Mathew, B., Stoller, J.K., & Phillips, M.** (2012). Examination of the neural substrates activated in memories of experiences with resonant and dissonant leaders. *The Leadership Quarterly*, 23(2), 259-272.

- Passarelli, A.M.,** Hall, E., & Anderson, M. (2010). A strengths-based approach to outdoor and adventure education: Possibilities for personal growth. *Journal of Experiential Education*, 33(2), 120-135.
- Hopkins, M.M., O'Neil, D.A., **Passarelli, A.M.,** & Bilimoria, D. (2008). Women's leadership development: Strategic practices for women and organizations. *Consulting Psychology Journal: Practice and Research*, 60(4), 348-365.

EDITED BOOK CHAPTERS

- Passarelli, A.M.** & Kolb, D.A. (2021). The learning way – Learning from experience as the path to lifelong learning and development. In M. London (Ed.), *Oxford Handbook of Lifelong Learning* (revised 2nd ed; pp. 97-130). New York: Oxford University Press.
- Passarelli, A.M.,** Van Oosten, E.B., & Eckert, M.A. (2017). Neuroscience in coaching research and practice. In T. Bachkirova, G. Spence, & D. Drake (Eds.), *The Sage Handbook of Coaching*. (pp. 610-626). London: SAGE.
- Shaver, K., Schjoedt, L., **Passarelli, A.,** & Reeck, C. (2017). The cognitive neuroscience of entrepreneurial risk: conceptual and methodological challenges. In M.J. Day, M.C. Boardman, & N. Krueger, (Eds.), *Handbook of Research Methodologies and Design in Neuro-entrepreneurship*. (pp. 207-240). Northampton, MA: Edward Elgar.
- Boyatzis, R.E., **Passarelli, A.M.,** & Wei, H. (2014). Developing emotional, social, and cognitive competencies in MBA programs: A twenty-five year perspective. In R.E. Riggio & S.J. Tan (Eds.), *Leader Interpersonal and Influence Skills* (pp. 311-330). New York: Routledge.
- Passarelli, A.M.** & Kolb, D.A. (2011). The learning way – Learning from experience as the path to lifelong learning and development. In M. London (Ed.), *Oxford Handbook of Lifelong Learning* (pp. 70-90). New York: Oxford University Press.
- Boyatzis, R.E., Lingham, T. & **Passarelli, A.M.** (2010). Inspiring the development of emotional, social, and cognitive intelligence competencies in managers. In M. Rothstein & R. Burke (Eds.), *Self-Management and Leadership Development*. (pp. 62-90). Northampton, MA: Edward Elgar, Ltd.

REFEREED CONFERENCE PROCEEDINGS

- Passarelli, A.M.,** Trinh, M.P., Van Oosten, E.B., & Varley, A.M. (2020). Can You Hear Me Now? The Influence of Perceived Media Richness on Executive Coaching Relationships. <https://doi.org/10.5465/AMBPP.2020.155>. In Guclu Atinc (Ed.), **Proceedings of the Eightieth Annual Meeting of the Academy of Management**.
- Boyatzis, R.E., **Passarelli, A.M.,** & Wei, H. (2013). A study of developing emotional, social, and cognitive competencies in 16 cohorts of an MBA program. *In Academy of Management Annual Meeting Proceedings*. **Best Paper, MED Division**.
- Passarelli, A.M.** & Van Oosten, E. (2011). Helping students discover personal possibilities: Establishing a vision. In *Organizational Behavior Teaching Conference Proceedings*. Teaching Society for Management Educators.

Boyatzis, R.E., Jack, A.I, Khawaja, M., Cesaro, R.L., & **Passarelli, A.** (2010). Coaching with compassion: An fMRI study of coaching to the positive or negative emotional attractor. In L. Toombs (Ed.), *Academy of Management Annual Meeting Proceedings*. **Best Paper, MED Division.**

Passarelli, A.M. (2009). A strengths-based approach to personal growth in the classroom. In *Organizational Behavior Teaching Conference Proceedings*. Teaching Society for Management Educators.

UNDER REVIEW

Passarelli, A.M., Trinh, M.P., Van Oosten, E.B. & Varley, A. (under 2nd round review). *High-tech or high-touch? How perceived media richness explains the effects of communication channel on leadership coaching outcomes*

WORKS IN PROGRESS

Fixing the broken rung – The case for coaching women through the transition to working motherhood.
With S. Trefalt. (status: manuscript in preparation).

Seeing the big picture: An fMRI study of real and ideal self narratives in coaching. With Jack, A.I. & Boyatzis, R.E. (status: manuscript in preparation).

Competencies of physician coaches: A Delphi study. With G. Gazelle, R. Kramer, M. Moore, & R. Subhiyah (status: data collection).

CONFERENCE PRESENTATIONS

Passarelli, A.M., Trinh, M.P., Van Oosten, E.B., & Varley, M.A. (2020). Paper presented at Academy of Management Conference, Vancouver, Canada.
*selected as a **best paper by the MED Division** to be published in *Academy of Management Annual Meeting Proceedings*.

Passarelli, A.M., Moore, S., & Van Oosten, E.B. (2019). *Qualitative accounts of executive coaching outcomes*. Paper presented in symposium “Desired Outcomes in Coaching: Coaching for ‘Sticky’ Intentional Change” (M.Smith & E.Van Oosten, organizers). Academy of Management Meeting, Boston, MA. **Best Symposium Award, MED Division.**

Trefalt, S. & **Passarelli, A.M.** (2019). *Coaching for career decisions during impending motherhood*. Paper presented in symposium “Coaching Across the Career: Recognizing the Importance of Context in Coaching” (M.Smith & E.Van Oosten, organizers). Academy of Management Meeting, Boston, MA.

Taylor, S.N., **Passarelli, A.M.**, & Van Oosten, E.B. (2019). *Leadership coach effectiveness as fostering self-determined, sustained change*. Poster presented at the Society for Industrial and Organizational Psychology conference, Washington DC.

- Passarelli, A.M.,** Trinh, M.P., & Van Oosten, E.B. (2018). *Executive coaching outcomes*. Paper presented at Positive Relationships at Work Research Meeting, George Mason University, Fairfax, VA.
- Passarelli, A.M.** (2018). *In the mind's eye: The power of an inspiring vision*. Midwest Regional Coaching Conference - Science Track, International Coach Federation, Pittsburgh, PA.
- Passarelli, A.M.,** Van Oosten, E.B., Varley, A., & Trinh, M.P. (2017). *Effect of coaching modality on coaching effectiveness*. Paper presented in symposium "High-tech or High-touch? Developmental Relationships in the Digital Age" (Passarelli, co-organizer). Academy of Management Meeting, Atlanta, GA. **Showcase Symposium, Best Symposium Award, MED Division.**
- Passarelli, A.M.** (2017). *The Appreciative Team Huddle*. Presented in K.Gibson & J.Kanov (organizers) *Teaching Positive Relationships at Work* Professional Development Workshop, Academy of Management Meeting, Atlanta, GA.
- Blair, C.A., & **Passarelli, A.** (2017). *To affinity and beyond: Using diagramming as management educators*. Teaching exercise presented at OBTC Teaching Conference for Management Educators, Providence, RI.
- Passarelli, A.M.,** Van Oosten, E.B., & Varley, A. (2017). *When high-tech meets high-touch: Exploring how communication modalities affect coaching*. Poster presented at the Positive Organizational Scholarship Research Conference, Ann Arbor, MI.
- Passarelli, A.M.** (2017). *The effect of vision-based versus performance-based coaching interactions on coachee development*. Paper presented in symposium "Vision-based Coaching for Intentional Change: Insights from Research" (Passarelli, co-organizer). Society for Industrial-Organizational Psychology, Orlando FL.
- Van Oosten, E. & **Passarelli, A.M.** (2016). *Coach effectiveness: An integration of competence, relationship, and process factors*. Paper presented in symposium "New Frontiers in Coaching Research" (Passarelli, co-organizer). Academy of Management Meeting, Anaheim, CA. **Best Symposium Award, MED Division.**
- Kim, D. **Passarelli, A.M.,** & Wang, W. (2016). *Difference in local political ideology and its impact on mergers and acquisitions*. World Finance Conference, NY, New York.
- Van Oosten, E.V. & **Passarelli, A.M.** (2015). *Coaching as an underutilized resource for leader development of emotional competence*. Midwest Academy of Management Meeting, Columbus, OH.
- Passarelli, A.M.** (2015, organizer). *Organizational neuroscience: A discussion among interdisciplinary scholars*. Academy of Management Meeting, Vancouver, Canada. **Showcase Symposium, MOC Division.**
- Passarelli, A.M.** (2015). *How neuroscience can inform our understanding of ethical leadership*. Academy of Management Meeting, Vancouver, Canada.
- Passarelli, A.M.** (2015). *The effects of contrasting coaching interactions on clients' developmental resources*. Positive Organizational Scholarship Research Conference, Orlando, FL.

- Passarelli, A.M.** (2015). *Positive coaching interactions foster goal-related behavior*. Positive Organizational Scholarship Research Conference, Orlando, FL.
- Passarelli, A.M.**, Abou Zeki, D., Boyatzis, R.E., Dawson, A.J., & Jack, A.I. (2015). *Emotional attractor contagion affects attentional processes in coaching dyads*. Society for Industrial-Organizational Psychology, Philadelphia, PA.
- Passarelli, A.M.**, Abou Zeki, D., Boyatzis, R.E., Dawson, A.J., & Jack, A.I. (2014). *Widespread neural overlap of visual attention and self-regulatory focus: Implications for Leader Coaching*. Academy of Management Meeting, Philadelphia, PA.
- Passarelli, A.M.**, Abou Zeki, D., Boyatzis, R.E., Dawson, A.J., & Jack, A.I. (2013). *Coaching with compassion helps you see the big picture: fMRI reveals neural overlap between different styles of coaching and visual attention*. Poster presented at Coaching in Leadership and Healthcare conference, Harvard Medical School. Boston, MA., **1st Runner Up, Best Poster Award**.
- Passarelli, A.M.** (2013). *The heart of the matter: Cardiovascular measures in organizational research*. Academy of Management Meeting, Orlando, FL. (Symposium organizer, presenter).
- Passarelli, A.M.** & Van Oosten, E. (2013). *Conversations that inspire: Coaching and positive emotions*. Academy of Management Meeting, Orlando, FL. (Symposium organizer). **Best Symposium Award, MED Division**.
- Boyatzis, R.E. & **Passarelli, A.M.** (2013). *Conversations that inspire: An overview of research on Intentional Change Theory*. International Coach Federation Research Community of Practice, January meeting.
- Passarelli, A.M.**, Sharma, G., & Van Oosten, E. (2012). *Learning about learning: Advances in the Kolb Learning Style Inventory (KLSI 4.0)*. Professional Development Workshop, Academy of Management Meeting, Boston, MA.
- Passarelli, A.M.** (2011). *The teaching role profile: A role-based approach to implementing experiential learning in management education*. Academy of Management Meeting, San Antonio, TX.
- Cesaro, R.L., Boyatzis, R.E., Khawaja, M., **Passarelli, A.**, Barry, K.P., Begany, K. & Jack, A.I. (2009) *Neural correlates of inspirational mentoring*. Poster presented at the Society for Neuroscience Annual Meeting, Chicago, IL.
- Haber, P. & **Passarelli, A.M.** (2007). *Comprehensive student leadership programs: A model and program spotlights*. Association of College Personnel Administrators & NASPA Student Affairs Administrators in Higher Education, Joint National Conference, Orlando, FL. **Sponsored Program**.
- Passarelli, A.M.** & Waters, R. (2006). *Crossing the tracks by looking back: Learning from reflection*. Roundtable, International Leadership Association International Conference, Chicago, IL.
- Passarelli, A.M.** & Waters, R. (2005). *Student leadership development: Connecting knowledge with experience*. Association of College Personnel Administrators National Conference, Washington D.C.
- Durham, S. & **Passarelli, A.M.** (2004). *Is the Whole Truly Greater Than the Sum of its Parts?* Roundtable, International Leadership Association International Conference, Washington D.C.

INVITED TALKS

- Passarelli, A.M. (2021, August). *Neurobiological Mechanisms of Coaching*. Future of Coaching Convening, International Coaching Federation Thought Leadership Institute.
- Passarelli, A.M. (2021, August). *Finding Research to Support Your Work*. Fellow Discussion Group – Invited session, Institute of Coaching, McLean/Harvard Medical School, Boston, MA.
- Passarelli, A.M. (2021, February). *Cultivating Relationships that Advance Your Career*. Trainee Seminar Series, Medical University of South Carolina.
- Passarelli, A.M. (2021, January). *High-tech or High-touch? Behind the Scenes of Coaching Outcomes Research*. 17th Annual Coaching and Mentoring Research Conference, Oxford Brookes University, UK.
- Passarelli, A.M. (2020, November). *How Vision Acts as a Lever for Change*. International Coach Federation (ICF) – Pittsburgh, PA Chapter.
- Passarelli, A.M. (2020, July). *Remote Work & Leading Virtual Teams: Tips, Tools, & Resources*. Advancement, Recruitment & Retention of Women Scientists (ARROWS) workshop, Medical University of South Carolina.
- Passarelli, A.M. (2019, November). *How to Use Vision as a Lever for Change*. Bridging Science to Best Practice Webinar Series, Harvard Institute of Coaching Professional Association.
- Passarelli, A.M. & Gazelle, G. (2019, October). *Leading with Vision: Applying Neuroscience Research to Coaching Practice*. Coaching in Leadership and Healthcare Conference – Invited research-practice session, Harvard Institute of Coaching, Boston, MA.
- Passarelli, A.M. (2019, July). *Vision as a lever for change*. International Coach Federation (ICF) – Houston, TX Chapter.
- Passarelli, A.M. (2018, October). *Qualitative Accounts of Executive Coaching Outcomes*. Executive Education Coach Development Day (virtual), Case Western Reserve University. Cleveland, OH.
- Passarelli, A.M. (2018, September). *Inspiring Change Through Vision: Mind-body Correlates*. Coaching in Leadership and Healthcare Conference – Featured speaker, Harvard Institute of Coaching, Boston, MA.
- Passarelli, A.M. & Moore, S.V. (2018, May). *Client Accounts of Executive Coaching Outcomes*. Coaching Research Lab Day of Discovery, Case Western Reserve University. Cleveland, OH.
- Passarelli, A.M. (2018, January). *Conducting Coaching Research*. PhD Seminar, Organizational Behavior Program, Case Western Reserve University. Cleveland, OH.
- Passarelli, A.M. & Van Oosten, E.B. (2017, April). *Coaching Modalities Study Update*. Coaching Research Lab Day of Discovery, Case Western Reserve University. Cleveland, OH.

- Passarelli, A.M. (2016, April). *Encourage the Heart*. Leader Development Program, Medical Associates of the Medical University of South Carolina (Ambulatory Services). Charleston, SC.
- Passarelli, A.M. (2016, April, keynote). *Inspiring a Colorful Future through Coaching with Compassion*. Association for Continuing Higher Education-South Annual Conference. Charleston, SC.
- Passarelli, A.M. (2016, February). *Seeing the big picture: fMRI reveals overlap between coaching and visual attention*. Cognitive Neuroscience Seminar Series. Center for Cognitive Neuroscience, Medical University of South Carolina. Charleston, SC.
- Passarelli, A.M. (2015, December). *Inspiring a Shared Vision*. Leader Development Program, Medical Associates of the Medical University of South Carolina (Ambulatory Services). Charleston, SC.
- Passarelli, A.M. (2015, April). *A Coach Approach to Mentoring Graduate Students*. Graduate Retention Enhancement at TAMIU (GREAT) Program, Texas A&M International University. Laredo, TX.
- Passarelli, A.M. (2015, April). *Conversations that Inspire: Intentional Development in Graduate School*. Graduate Retention Enhancement at TAMIU (GREAT) Program, Texas A&M International University. Laredo, TX.
- Passarelli, A.M. (2015, March). *Vision-based Coaching: Optimizing Mind and Body for Leader Development*. Bridging Science to Best Practice Webinar Series, Harvard Institute of Coaching Professional Association.
- Passarelli, A.M. (2014, August). *The Heart of Helping*. Coaching Research Laboratory Corporate Launch Event, Weatherhead School of Management. Cleveland, OH.
- Passarelli, A.M. (2014, August). *Advances in the Experiential Learning*. Coach Development Day, Executive Education, Case Western Reserve University. Cleveland, OH.
- Passarelli, A.M. (2014, April, keynote). *Inspiring Change: Emotion, Neuroscience, and Resonant Relationships*. II Leadership and Coaching International Forum, Sociedade de Brasileira de Coaching. Sao Paulo, Brazil.
- Passarelli, A.M. (2014, February, Visiting Leadership Scholar). Elon University, Elon, NC.
Resonant Leadership and the Ideal Self. Lecture, English
The Neurobiology of Authenticity in Leadership. Lecture, General Studies
Leader as Experiential Educator. Lecture, Health & Human Performance
Developments in Experiential Learning, Administrative Committee for Elon Experiences
Emotional and Social Competency Workshop, Leadership Fellows
Appreciative Inquiry: A Positive Approach to Organization Development. Intersect: Diversity and Leadership Student Conference

TEACHING EXPERIENCE

Undergraduate

Research Supervision, MGMT 420 & 499, College of Charleston (undergraduate research)

- Fall 2020-Spring 2021 (honors thesis): D. Lamberger, *The impact of gender composition and communication content on trust levels in virtual teams*.
- Fall 2018-Spring 2019 (honors thesis): A. Lamb, *The effect of sleep on emotional intelligence*

- Spring 2018 (independent study): S. Moore, *Clients' accounts of executive coaching outcomes*
- Fall 2016-Spring 2017 (honors thesis): J. Barbaro, *The effects of executive and health coaching on wellness among academic leaders.*
- Spring 2016 (independent study): J. Barbaro, *The impact of relational climate on team effectiveness.*
- Fall 2015 – Spring 2016 (honors thesis): B. Schwartz, *Factors that determine post-contract performance among major league baseball players.*
- Spring 2015 (independent study): T. Haas, *A qualitative study of resonant and dissonant leader behaviors.*

Organizational Behavior and Change, MGMT 401, College of Charleston

- Undergraduate elective, taught 8 semesters
- Average instructor rating = **4.82/5.0**; course rating = **4.80/5.0** (average response rate = 95%)

Management and Organizational Behavior, MGMT 301, College of Charleston

- Undergraduate core course; taught 8 semesters in face-to-face and online formats
- Average instructor rating = **4.73/5.0**; course rating = **4.50/5.0** (average response rate = 75%)

Graduate

Leading and Managing Organizations, MBAD 504, College of Charleston

- MBA core course, taught 3 semesters
- Instructor rating = **4.5/5.0**; course rating = **4.0/5.0** (98% response rate)

Leadership Assessment & Development, MGMT 403, Case Western Reserve University

- MBA core course, taught 1 semester
- Instructor rating = **4.9/5.0**; course rating = **4.6/5.0** (100% response rate)

Experiential Learning for Individuals, Teams & Organizations, MGMT 431, Case Western Reserve University with David A. Kolb, Ph.D.

- Masters in Positive Organization Development course
- Instructor rating = **4.8/5.0**; course rating = **4.8/5.0** (66% response rate)

Executive Education

Coaching for Intentional Development, Case Western Reserve University

- Executive education open enrollment 4-day program
- Instructor rating = **4.9/5.0**; course rating = **4.9/5.0** (average response rate = 78%)

Crafting Your Leadership Vision, Case Western Reserve University, with Ellen Van Oosten, Ph.D.

- Executive education open enrollment 1 day program
- Average instructor rating = **4.8/5.0**; course rating = **4.8/5.0** (average response rate = 76%)

Your Learning Edge: The Art of Learning from Experience, Case Western Reserve University, with Bauback Yagenah, Ph.D.

- Executive education open enrollment 1 day program
- Instructor rating = **4.7/5.0**; course rating = **4.8/5.0** (83% response rate)

Vital Awareness: Reaching Peak Effectiveness, Case Western Reserve University, with Tom Morledge, M.D.

- Executive education open enrollment 1 day program
- Average instructor rating = **4.7/5.0**; course rating = **4.4/5.0** (average response rate = 94%)

Inspiring Leadership Through Emotional Intelligence, Coursera & Case Western Reserve University (massive open online course; MOOC). With Richard Boyatzis, Ph.D., Anita Howard, Ph.D., & Ellen Van Oosten, Ph.D. (~90,000 students, no evaluation data available)

International Education

Australia Ecotourism, Elon University (January term undergraduate international course). With Eric Hall, Ph.D., January 2007 (30 students, no evaluation data available)

GRANTS

Faculty Research & Development Grant (\$2,700) College of Charleston	2017
Harnisch Research Grant (\$40,000) Institute of Coaching, Harvard Medical School, McLean Hospital	2012
Teaching and Learning Grant (\$2,000 with Eric Hall) Center for the Advancement of Teaching and Learning, Elon University	2006

PROFESSIONAL / DEPARTMENTAL SERVICE

Professional

Representative-at-large, Organizational Neuroscience Board, Academy of Management	2021-present
Member, Scientific Advisory Council, Harvard Institute of Coaching	2016-present
Founding Research Fellow, Coaching Research Lab, Case Western Reserve University	2015-present
Reviewer, (Ad Hoc) Journal of Small Business Management	2020
Reviewer, Academy of Management (Annual meeting)	2020
Reviewer, Coaching in Leadership and Healthcare (Annual conference research track)	2019
Reviewer, Southern Management Association (Annual Conference)	2019
Reviewer, Academy of Management Learning & Education Division (award selection)	2018
Review Editor, Frontiers in Psychology (Organizational Psychology)	2015-2017
Reviewer, (Ad Hoc) Academy of Management Learning & Education	2015
Reviewer, (Ad Hoc) Frontiers in Psychology	2014
Reviewer, (Ad Hoc) Journal of Applied Behavioral Science	2014
Reviewer, Southern Management Association (Annual Conference)	2014
Reviewer, Academy of Management Learning & Education Division (Annual Meeting)	2010-2013
Reviewer, Organizational Behavior Teaching Society (Annual Conference)	2012, 2013
Reviewer, (Ad Hoc) Journal of Management Education	2012
Reviewer, edited book <i>Positive Design and Appreciative Construction: From Sustainable Development to Sustainable Value</i>	2009
Cluster Facilitator, LeaderShape National Institute at Allerton	2005
Minority Undergraduate Fellow Mentor, NASPA	2004, 2005

Departmental/School

Founding Director, MBA Leadership Coaching Program, CofC	2018-present
Member, MBA Committee, CofC	2018-2021
Member, Committee on Student Affairs & Athletics, CofC	2019-2021
Reader & Member of Platform Party, CofC Commencement	2019
Member, School of Business Student Development Committee	2017-2018

Course Coordinator, Management & Organizational Behavior, CofC	2015-2018
Member, Assistant Professor of Strategy Search Committee, CofC	2015, 2016
Member, Graduate Judicial Board, CWRU	2011-2014
Member, Doctoral Admissions Committee, Organizational Behavior, CWRU	2011

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
 Society for Industrial and Organizational Psychology (SIOP)

PROFESSIONAL EXPERIENCE

Elon University , Elon, NC Center for Leadership Director	2004-2007
Texas A&M University , College Station, TX Department of Student Activities Graduate Assistant for Leadership Education & Student Involvement	2002-2004
ARAMARK , James Madison University, Harrisonburg, VA Department of Special Events Sales Manager	2001-2002

TRAINING & CERTIFICATIONS

Board Certified Coach, Center for Credentialing & Education	2018
Introduction to Longitudinal Analysis, Consortium for the Advancement of Research Methods and Analysis Short Course, University of South Carolina	2017
Distance Education Training, College of Charleston	2016
REACH Training for Teaching Students with Intellectual Disabilities, College of Charleston	2015
Art of Changing the Brain summer seminar series, Case Western Reserve University	2010
Certification in Experiential Learning, Case Western Reserve University Learning Styles Inventory 4.0; Learning Flexibility; Educator Role Profile	2010
Certification in Appreciative Inquiry, Case Western Reserve University	2009
Certification in Emotional Intelligence & Coaching, Case Western Reserve University Emotional & Social Competency Inventory	2008
High Ropes Course Facilitator Training, Signature Research Inc., Blue Star Camps	2006