

Curriculum Vitae

Andrew J. Wefald

Associate Professor
School of Leadership Studies
Kansas State University

EDUCATION

Kansas State University, Manhattan, Kansas

Doctor of Philosophy, Industrial/Organizational Psychology, 2008

Kansas State University, Manhattan, Kansas

Master of Business Administration, Marketing, 1996

Iowa State University, Ames, Iowa

Bachelor of Science, History, 1994

Minors in Philosophy and Political Science

University of Oslo, International Summer School, Oslo, Norway

Studies in Norwegian History and Politics, Summer 1993

Kansas Leadership Center, Wichita, KS

Leadership Coach – Level 2, 2018

International Coach Federation (coachfederation.org)

Associate Certified Coach (ACC) 2019-2022

EMPLOYMENT HISTORY

Kansas State University, Manhattan, Kansas

Associate Professor, 2015 - current

Tenured professor in the Staley School of Leadership Studies with teaching, research, and service responsibilities

Assistant Professor, 2009 – 2015

Tenure track position in the Staley School of Leadership Studies with teaching, research, and service responsibilities.

Visiting Assistant Professor, 2007 – 2009

Joint appointment with the College of Business Administration and the Staley School of Leadership Studies. Responsible for teaching and conducting research in the leadership field.

Combative Sports Center, Inc., Manhattan, Kansas

Owner & Instructor, 2005 – 2008

Started and ran a mixed martial arts business. Responsible for all start up activities including

financing, allocation of property, selection of instructors, instruction of students, program and curriculum development, contracts, billing, and expenses. Sold the business in the spring of 2008.

Kansas State University, Manhattan, Kansas

Research Assistant for the Center for Leadership, 2005 –2006

Graduate Certificate in Organizational Leadership – Assisted developing a graduate level certificate in organizational leadership.

Graduate Teaching Assistant, 2005

Assisted in assignment, quiz, and test creation and grading.

Owest Communications International, Inc., Kansas City, Kansas

National Account Service Consultant, 1998-2004

Project manager of the sales team for the central region in Academic, Research, and State markets.

The MASTER Teacher & Professional Mentoring, LLC, Manhattan, Kansas

Managing Editor, Project Manager, & Sales Representative, January 1997-May 1998

Coordinated the production of a monthly magazine for school administrators; managed two book projects; and supervised the distribution of various publications for The MASTER Teacher. Responsible for developing prospects, maintaining a contact list, and closing sales for Professional Mentoring, LLC.

TENURE TRACK DUTIES: TEACHING

TEACHING ACCOMPLISHMENTS (60% assigned time)

Undergraduate

Introduction to Leadership Concepts (SU 2010; FA 2010, SP 2011, SU 2011, FA 2011, SP 2012, SU 2012, SU 2013, SU 2014, SP 2016, SU 2016, SP 2017, SU 2017, SU 2018, SU 2019, SU 2020)

Culture and Context in Leadership (SP 2018, FA 2018, SP 2019)

Senior Seminar in Leadership (SP 2008; FA 2008; FA 2009; SU 2010, SP 2011, FA 2012, SP 2013, FA 2013, SP 2014, FA 2015, SP 2016, FA 2016, SP 2017, FA 2017, SP 2018, FA 2018, FA 2019)

Theories of Leadership (FA 2008; FA 2009; FA 2010, FA 2011, FA 2012, SP 2013, FA 2013, SP 2014, FA 2015)

Gender in the Workplace (SP 2010; SU 2013; SU 2014)

Introduction to New Venture Creation (Entrepreneurship) (SP 2012)

Business Strategy (SP 2009)

Small Business Consulting (SP 2008)

Business to Business Marketing (SP 2007)

Industrial Psychology (FA 2006)

Graduate

Graduate Leadership Practicum (FA 2009, SP 2010, FA 2010, SP 2011, FA 2011, SP 2012, FA

2012, SP 2013, FA 2013, SP 2014)
Foundations of Leadership (SP 2010)

Teaching Evaluations (beginning 2009, focusing on the five courses I currently teach, through 2014 – period of tenure evaluation)

Introduction to Leadership Concepts:	average TEVAL 4.16/5.00
Theories of Leadership:	average TEVAL 4.24/5.00
Senior Seminar in Leadership:	average TEVAL 4.03/5.00
Graduate Leadership Practicum:	average TEVAL 4.40/5.00
Gender in the Workplace:	average TEVAL 4.30/5.00

2019 average teaching evaluation for overall effectiveness 4.39 (high 4.9, low 3.8)

2018 average teaching evaluation for overall effectiveness 4.30 (high 4.8, low 4.0)

2017 average teaching evaluation for overall effectiveness 4.57 (high 4.9, low 4.3)

2016 average teaching evaluation for overall effectiveness 4.22 (high 4.7, low 3.6)

2015 average teaching evaluation for overall effectiveness 4.30 (high 4.9, low 3.7)

Advising:

Advisor, Staley School of Leadership Studies (2010-present)

TENURE TRACK DUTIES: SCHOLARSHIP

SCHOLARSHIP ACCOMPLISHMENTS (30% assigned time)

PUBLICATIONS IN REFERRED JOURNALS

Rubin, L. M., Dringenberg, E. A., Lane, J. J., & Wefald, A. J. (2019) Faculty beliefs about the nature of intelligence. *Journal of the Scholarship of Teaching and Learning*, 19(4).

<https://doi.org/10.14434/josotl.v19i4.24158>

Wefald, A. J., Smith, M. R., Gopalan, N., & Downey, R. G. (2017). Workplace vigor as a distinct positive organizational behavior construct: Evaluating the construct validity of the Shirom-Melamed Vigor measure (SMVM). *Employee Responsibilities and Rights Journal*, 29(4), 197-220. <http://dx.doi.org/10.1007/s10672-017-9296-2>

Mencl, J., Wefald, A. J., & van Ittersum, K. (2016). The effects of interpersonal skills and work engagement on transformational leadership and the well-being of leaders. *Leadership and Organization Development Journal*, 37(5), 635-657.

<http://dx.doi.org/10.1108/LODJ-09-2014-0178>

Wefald, A. J., Mills, M. J., Smith, M. R., & Downey, R. G. (2013). Vigorous groups? An examination of vigor at the dimension level and its relationship to work attitudes in teams. *Psychology Research*, 3(6), 330-344.

Wright, T. A., & Wefald, A. J. (2012). Leadership in an academic setting: A view from the top. *Journal of Management Inquiry*, 21(2), 180-186.

Impact factor: 1.141, Rank: 95/174 in Management, Acceptance rate: 16%

Steele, J. P., Rupayana, D. D., Mills, M. J., Smith, M. R., Wefald, A. J., & Downey, R. G. (2012). Relative importance and utility of positive worker states: a review and empirical examination. *The Journal of Psychology: Interdisciplinary and Applied* 146(6), 617-650.
Impact factor: 1.384, 30% acceptance rate, Rank: 65/127 in Psychology/Multidisciplinary

Wefald, A. J., Mills, M. J., Smith, M. R., & Downey, R. G. (2012). A Comparison of Three Job Engagement Measures: Examining their Factorial and Criterion-Related Validity. *Applied Psychology: Health and Well-Being*, 4(1), 67-90.
Impact factor: 2.306, Rank: 13/75 in Applied Psychology

Smith, M. R., Rasmussen, J. L., Mills, M. J., Wefald, A. J., & Downey, R. G. (2012). Stress-performance: Do service orientation and emotional energy moderate the relationship? *Journal of Occupational Health Psychology* 17(1), 116-128.
Impact factor: 2.178, Rank: 14/75 in Applied Psychology

Wefald, A. J., Reichard, R. J., & Serrano, S. (2011). Fitting engagement into a nomological network: The relationship of engagement to leadership and personality. *Journal of Leadership and Organizational Studies*, 18(4), 522-537.
Impact factor: 1.125, Acceptance rate: 25%

Wefald, A. J., Katz, J. P., Downey, R. G., & Rust, K. G. (2010). Organizational slack, firm performance, and the role of industry. *The Journal of Managerial Issues*, 22(1), 70-87.
Acceptance rate: 20%

Wefald, A. J., Katz, J. P., Downey, R. G., & Rust, K. G. (2010). Organizational slack and performance: The impact of outliers. *Journal of Applied Business Research*, 26(1), 1-10.
Acceptance rate: between 11-20%

Wefald, A. J., & Downey, R. G. (2009). The construct dimensionality of engagement and its relationship with satisfaction. *The Journal of Psychology: Interdisciplinary and Applied*, 143(1), 91-111. ***3rd most cited article in *The Journal of Psychology: Interdisciplinary and Applied* from 2009-2014**

Impact factor: 1.384, 30% acceptance rate, Rank: 65/127 in Psychology/Multidisciplinary

Wefald, A. J., & Downey, R. G. (2009). Job engagement in organizations: Fad, fashion, or folderol? *Journal of Organizational Behavior*, 30(1), 141-145.

Impact factor: 3.262, 10% acceptance rate, Ranks: 6/75 in Applied Psychology, 10/110 in Business, 16/172 in Management, this article now has over 500 reads

OTHER PUBLICATIONS

Fullagar, C., Downey, R. G., Rupayana, D., & Wefald, A. J. (2017). Positive psychology applied to work. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Ed.) (pp. 1231-1233). Thousand Oaks, CA: Sage Publications.

Reichard, R.J., Serrano, S.A., & Wefald, A.J. (2013). Engaging followers at a distance: Leadership approaches that work. In Bligh, M.C., & Riggio, R. (Eds.). *When Near is Far and Far is Near: Exploring Distance in Leader-Follower Relationships*. Blackwell Publishing.

Wefald, A. J. (2010). A book review of leading organizations: Perspectives for a new era 2nd Ed. *Journal of Nonprofit Education and Leadership*, 1(2).

Downey, R. G., Whitney, D., & Wefald, A. J. (2008). Job burnout. In V. N. Parrillo (Ed.), *Encyclopedia of Social Problems*. Thousand Oaks, CA: Sage Publications.

Wefald, A. J., & Katz, J. P. (2007). [Review of the book *Leaders: The strategies for taking charge*]. *Academy of Management Perspectives*, 21(3), 105-106.

Fullagar, C., Downey, R. G., Wefald, A. J., & Rupayana, D. (2006). Positive psychology applied to work. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (pp. 630-633). Thousand Oaks, CA: Sage Publications.

PRESENTATIONS

Wefald, A.J., & Gott, T. (2019, November). *Listening to others: Leading courageously to promote diversity and inclusion*. Presentation at the 2019 KSUnite event, Manhattan, KS. <https://www.k-state.edu/diversity-inclusion/ksunite/2019/Breakout-sessions-list.html>

Fine, L., Wefald, A.J., Amaladas, S., & Gott, T. (2019, October). *Listening to others: Leading courageously to promote diversity and inclusion*. Panel discussion at the annual conference of the International Leadership Association, Ottawa, Canada.

Lee, C., & Wefald, A. J. (2018, October). *Effects of capstone leadership assignment on self-awareness*. Roundtable presentation at the annual conference of the International Leadership Association, West Palm Beach, FL.

Fine, L., Kliewer, B. W., & Wefald, A. J. (2018, October). *Critical theory in civic and public leadership studies*. Chair: Panel discussion at the annual conference of the International Leadership Association, West Palm Beach, FL.

Rubin, L. M., Dringenberg, E. A., Lane, J. J., & Wefald, A. J. (2017, November). *Faculty beliefs about the nature of intelligence*. Paper presentation at the annual conference of the Association for the Study of Higher Education, Houston, TX.

Kliewer, B., Hornung, M., & Wefald, A. J. (2017, October). *Exploring leadership coaching readiness in capstone experiences*. Roundtable presentation at the annual conference of the International Leadership Association, Brussels, Belgium.

Wefald, A. J., & Lee, C. (2017, October). *Capping it off: Identifying what's been missed*. Paper presentation at the annual conference of the International Leadership Association, Brussels,

Belgium.

Friesen, K., Lee, C., & Wefald, A. J. (2016, November). *Examining transactional leadership as a critical component of inclusive leadership*. Roundtable presentation at the annual conference of the International Leadership Association, Atlanta, GA.

Wefald, A. J., & van Ittersum, K. W. (2015, October). *Developing political skill and leadership: A longitudinal study*. Poster presentation at the annual conference of the International Leadership Association, Barcelona, Spain.

Burk, T. L., Wefald, A. J., Schockman, H. E., & Clay, M. (2015, October). *Preparing future philanthropists and social justice leaders through higher education partnerships*. Panel presentation at the annual conference of the International Leadership Association, Barcelona, Spain.

Bezio, K. M., Grant, A. J., & Crusher, B. (2015, October). *Classical Greek images of leadership*. Chair: paper presentations at the annual conference of the International Leadership Association, Barcelona, Spain.

Mencl, J., Wefald, A. J., & van Ittersum, K. (2014, October). *The effects of interpersonal skills and work engagement on transformational leadership and the well-being of leaders*. Paper presentation at the annual conference of the Midwest Academy of Management, Minneapolis, MN. **This paper was nominated for the best faculty paper award.**

Brunton, K. C., Wefald, A. J., Edberg, T. L., Gagnon, E., & Kaufman, E. K. (2013, November). *Promoting and Showcasing resilience with Capstone Projects*. Panel Discussion at the annual meeting of the International Leadership Association, Montreal, Canada.

Wefald, A. J., Tolar, M. H., Baker, J. P. & Quick, J. C. (2013, November). *Selection versus Inclusion in Leadership Education Programs: Differing Perspectives*. Chair: Panel Discussion at the annual meeting of the International Leadership Association, Montreal, Canada.

Day, N., Fleig-Palmer, M., Gerhardt, M., Porter, T., & Wefald, A. J. (2013, October). *Innovating in HR Scholarship: Challenges and Opportunities*. Panel presentation at the annual meeting of the Midwest Academy of Management, Milwaukee, WI.

Reichard, R.J., Tan, S.J., Wefald, A., & Tolar, M. (2013, August). *Timing of leader development support and developmental trajectories*. Paper presentation at the Academy of Management, Buena Vista, FL.

Wefald, A. J., Mencl, J., van Ittersum, K. W., & Tolar, M. H. (2013, May). *Exploring Social Competence Using SDT: The Influence of Social Skills on Well-Being, Engagement, and Leadership*. Poster presentation at the annual meeting of Work, Stress, and Health conference, Los Angeles, CA.

Baker, J., Riggio, R., Northouse, P., Wefald, A. J., & Ehresman, C. (2012, October). *Leadership Capstone and Practica: Sharing Ideas to Enhance Experiential Learning*. Panel Discussion at the annual meeting of the International Leadership Association, Denver, CO.

Smith, M. R. & Wefald, A. J. (2011, October). *Core Self-Evaluations and Organizational Citizenship Behaviors: The Value of Transformational Leadership*. Poster presented at the annual meeting of the International Leadership Association, London, England.

Wefald, A. J., Tolar, M. H., Breiner, S., Gott, T., Caldwell, B., & Siefers, M. K. (2011, October). *University Showcase: Student leadership development at the School of Leadership Studies, Kansas State University*. Symposia conducted at the annual meeting of the Midwest Academy of Management, Omaha, NE.

Wefald, A. J. & Smith, M. R. (2011, October). *Political skill and leadership: How do they impact organizational citizenship behaviors?* Paper presented at the annual meeting of the Midwest Academy of Management, Omaha, NE.

Wefald, A. J., Mills, M. J., & Smith, M. R. (2011, May). *Individual- and group-level engagement: A consideration of conceptualization and measurement*. Symposia conducted at the Ninth International Conference on Occupational Stress and Health, Orlando, FL.

Best, R., Smith, M. R., Gopalan, N., Wefald, A. J., & Downey, R. G. (2011, April). *Environmental and burnout influences on hospital workers' mental health*. Interactive poster session at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Wefald, A. J. (2010, October). *Finding the "Jingle" in the "Jangle": The evaluation of new constructs*. Symposia conducted at the annual meeting of the Midwest Academy of Management, Grand Forks, ND.

Steele, J., Mills, M. J. & Rupayana, D. D., Smith, M. R., & Wefald, A. J. (2010, March). A theoretical review of established and emerging positive worker states. Paper presentation at the 31st Annual Industrial-Organizational/Organizational Behavior (IOOB) Conference, Houston, Texas.

Wefald, A. J., Smith, M. R., & Downey, R. G. (2009, October). *Engagement in groups: An examination of engagement, leadership, and performance*. Presentation at the annual meeting of the Midwest Academy of Management, Chicago, IL.

Wright, T. A., Huang, C-C, & Wefald, A. J. (2009, May). *Development and initial validation of the Wright Well-Being Inventory (WWI)*. Presentation at the annual meeting of the Association for Psychological Science, San Francisco, CA.

Wefald, A. J., & Reichard, R. J. (2009, April). *Fitting engagement into a nomological network: The relationship of engagement to leadership and personality*. Interactive poster session at the

annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Wefald, A. J. (2009, February). *The prediction of work engagement with personality variables*. Presentation at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

Wefald, A. J., Smith, M. R., Savastano, T. C., & Downey, R. G. (2008, October). *A structural model of work load, job attitudes, stress, and turnover intentions*. Presentation at the annual meeting of the Midwest Academy of Management, St. Louis, MO.

Wefald, A. J., Smith, M. R., Gopalan, N., Downey, R. G. (2008, October). *The Relationship of Life and Job Satisfaction to Emerging Attitudes*. Presentation at the annual meeting of the Midwest Academy of Management, St. Louis, MO.

Wright, T. A., Niehoff, B. P., & Wefald, A. J. (2008, October). *Character-Based Leadership: A Kansas State University Scholarship Showcase*. Presentation at the annual meeting of the Midwest Academy of Management, St. Louis, MO.

Smith, M. R., Wefald, A. J., Downey, R. G., & Gopalan, N. (2008, September). *Factor Analysis and Construct Validity for a Vigorous Well-Being Measure*. Poster session at the annual meeting of the International Conference on Occupational Health (ICOH-WPS), Quebec City, Quebec, Canada.

Wefald, A. J. (2008, May). The Moderating Effect of Engagement on the Relationship between Employee Age and Turnover Intentions. In A. J. Wefald (Chair), *Aspects of Positive and Health Psychology*. Symposia conducted at the annual meeting of the Association for Psychological Science, Chicago, IL.

Smith, M. R., Gopalan, N., Wefald, A. J., Downey, R. G., & Whitney, D. E. (2008, April). *A Path Model of Performance: The Effect of Workload, Work Schedule Satisfaction and Stress*. Poster session at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Allen, D., Wefald, A. J., & Downey, R. G. (2008, April). *Employee engagement: Organizational and individual influences*. Poster session at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Wefald, A. J., Whitney, D. E., Smith, M. R., & Downey, R. G. (2007, October). *An examination of student engagement, vigor, academic satisfaction, and cognitive ability*. Paper presented at the annual meeting of the Midwest Academy of Management, Kansas City, MO.

Wefald, A. J., Loo, K., Downey, R. G., & Smith, M. R. (2007, May). *Engagement measures: Personality correlates*. Poster session presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

Wefald, A. J., Denton, T., Loo, K., & Saucier, D. A. (2007, May). *Perceptions of discriminatory*

hiring decisions. Poster session presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

Downey, R. G., Wefald, A. J., & Whitney, D. (2007, April). *Does the Utrecht Work Engagement Scale (UWES) measure engagement?* Presentation at the Symposium on Engagement at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Wefald, A. J., Denton, T., Loo, K., & Saucier, D. A. (2007, January). *The effects of racism and situational factors on perceptions of discrimination*. Poster session presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN.

Wefald, A. J., Katz, J. P., Downey, R. G., & Rust, K. G. (2006, October). *Organizational slack, firm performance, and the role of industry*. Paper presented at the annual meeting of the Midwest Academy of Management, Louisville, KY.

Wefald, A. J., Katz, J. P., Downey, R. G., & Rust, K. G. (2006, October). *Organizational slack and performance: The impact of outliers*. Paper presented for the College of Business Administration, Kansas State University, Manhattan, KS.

Wefald, A. J., Katz, J. P., Downey, R. G., & Rust, K. G. (2006, August). *Organizational slack and performance: The impact of outliers*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.

Wefald, A. J. and Downey, R. G. (2006, March). *Student Engagement and its Factor Structure*. Poster session presented at the conference on Occupational Stress and Health, Miami, FL.

Wefald, A. J., Moreau, M., and Fullagar, C. F. (2005, March). *Understanding optimal experience in the workplace: Engagement, flow, and the day reconstruction method*. Poster session presented at the annual meeting of the Great Plains Students Psychology Convention, Omaha, NE.

TENURE TRACK DUTIES: SERVICE

SERVICE ACCOMPLISHMENTS (10% assigned time)

Service to Profession

Midwest Academy of Management Executive Board Member: Fall, 2010 elected as Executive Board Member (3 year term, 2010-2013)

Midwest Academy of Management - 2011 Human Resources & Careers track chair and PhD Consortium co-chair, 2012 Human Resources & Careers track chair, 2013 PhD Consortium co-chair

Reviewer for Leadership & Organization Development Journal

Reviewer for Journal of Psychology: Interdisciplinary & Applied

Reviewer for Journal of Business Research

Reviewer for Journal of Managerial Psychology

Reviewer for African Journal of Business Management
Facilitator - Times are tough: Attitudes & behaviors in the face of economic downturn, Academy of Management annual conference (August, 2010), Montreal, Canada
Mentor for American Corporate Partners - a nationwide mentoring program dedicated to assisting recently returned veterans with their career development (2011)
International Leadership Association – Leadership Scholarship Member Interest Group (track chair, elected 2017, 3-year term (2017-2019) (chair-elect, chair, past-chair)
Moderator for International Leadership Association’s webinar for May 23, 2018 on Relational Leadership: Principles, Practices & Possibilities with Nicholas Clarke.
Invited guest reviewer for Gender in Management (2019), special issue, “Leadership in the Age of #MeToo: Global Conversations”

Service to University (bold indicates a current/continuing service commitment)

College of Education Student Affairs Committee member (2013-present, chair 2016-)

Staley School of Leadership Studies Faculty Affairs committee (2009-present)

Leadership Communication Doctoral program leadership team member, 2018-

Staley School Assessment coordinator, fall 2019-

Snyder Fellows leadership coach (2015-)

Served on numerous graduate committees: Kyle van Ittersum – Industrial & Organizational Psychology, PhD 2015, Shawn Serrano – Psychology, Claremont Graduate University, PhD 2015, Judy LaValle – Industrial & Organizational Psychology, & Emily Patten - Hospitality Management and Dietetics, Amanda Fairbanks – Counseling and Student Development, PhD 2016, Michael Stetzer, PhD 2016, Olivia Law-Delrosso’s outside chair, Sarah Haidar – Psychology, 2019, Aaron Entringer – Psychology, 2019, Steve VanKrevelen - Industrial & Organizational Psychology, PhD 2019, Jeffrey Mullins – Psychology, 2020

Staley School of Leadership Studies Departmental Documents committee chair (2016-2017)

Member of the Faculty Mentoring Program, College of Education (2009-2014, Mentee; 2016-2019, Mentor)

Staley School of Leadership Studies Advising committee (2010-2012)

Member, Leadership Studies search committee (two different committees) spring 2012

Member, Leadership Studies theory electives review committee 2012

Member, Staley School of Leadership Studies Strategic Planning Committee (2013)

Coach of the SLS case competition teams for the International Leadership Association’s annual student case competition (2012, 2013, 2014, 2016, 2018, 2019) – *2013 & 2014 graduate division champions*

Bachelor Degree Completion Program Advisory committee (2012-2015, chair of committee for 2014-2015)

Guest lectures in Culture and Context (LEAD 350) 2008-2010 – 5 guest lectures each semester on the psychology of discrimination

Staley School of Leadership Studies Student Undergraduate Research committee (fall, 2010)

Led a Leadership Studies coffee talk & staff meeting on leadership vs. management and relevant research

Faculty Mentor - Kathy Nguyen, Developing Scholars Program, 2010-2011

Board member Friends of K-State Libraries (2009-2010)

Faculty coach for UG student team attending the Washburn Leadership Challenge Event (2017, 2018-2nd place)
Faculty representative for bringing UG students to an event at the KS state capital, Taking Leadership to the Legislature (2017, 2018)
Search Committee member for two non-tenure track instructors (fall 2017)
Formed and led an interdisciplinary, campus-wide group to develop a faculty guide for leading difficult conversations in the classroom (2017/2018)
Member, Staley School of Leadership Studies search committee for 2 instructor positions – one hired (fall, 2017) College of Education Mentor in the Faculty Mentoring program (2016-2017)
Search Committee member for the Associate Director of Leadership Studies (tenure track) (2018)
Search committee member for the Academic Achievement Center for the Academic Coaching Coordinator (fall, 2018)
Performing Arts Ambassador (2019) for the The School of Music, Theatre, and Dance at K-State
Conducted a facilitation around difficult dialogues on race for the Office of Diversity and Inclusion (2020)
KSUnite (2019) break out session facilitator with Trish Gott – Listening to promote diversity and inclusion
Coach – Washburn Leadership Challenge (2018, 2020)
Faculty advisor for leadership students to facilitate a session on followership at the McDonough Leadership conference in Marietta, OH (spring, 2020)

Service to Grants Received

\$5,000 development grant through the Kansas State University Division of Continuing Education to develop a summer, online course (Gender in the Workplace)
\$3,000 development grant through the Kansas State University International Programs to develop a course focusing on South Asia (Social Entrepreneurship)
\$3,000 Engaged Faculty Mini-Grant Program to support faculty in the practice of scholarship of engagement in their discipline (to fund research and development of a campus food pantry)
\$500,000 NSF grant proposal (2017 & 2018-resubmission) for leadership education for engineering graduate students *not funded
\$5,000 IREX reciprocal grant to provide leadership training to EDU-Heroes (teachers) in Tanzania (2019 grant received, 2020 training conducted)

Professional Memberships

International Leadership Association – member

HONORS

2019-2020 K-State Civic Engagement Fellow (\$500 stipend)

2017 Rost Award winner, Staley School of Leadership Studies, the “Rost” Outstanding Faculty Award is given to a faculty or staff member who exemplifies the mission statement of the Staley School and who not only demonstrates these characteristics in their own lives but also inspires others to grow in their leadership. The award is voted on by the student ambassadors of the

Staley School of Leadership Studies.

Downey Graduate Research Award recipient

Member, Beta Gamma Sigma, Honor Society for Collegiate Schools of Business, Kansas State University Chapter, February 1996

Member, Golden Key National Honor Society, Kansas State University Chapter, fall 1995

Dean's List at Iowa State University fall 1992, fall 1993, and spring 1994