**Anthony C. Hood, PhD**

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University of Alabama at Birmingham

Director of Civic Innovation & Associate Professor of Management

Collat School of Business | University of Alabama at Birmingham

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**EDUCATION**

**Degrees**

* Doctor of Philosophy in Management (Entrepreneurship & Strategic Management), *University of Alabama*, 2011.
* Master of Business Administration, *University of Alabama at Birmingham,* 2008.
* Bachelor of Science (Human Resource Management), *University of Alabama at Birmingham*, 2002.

**Continuing Education**

* Young American Leaders Program, *Harvard Business School*, 2018-Present.
* Class of 2016-2017, *Leadership Birmingham*, 2017.
* Aspiring Leaders Program, *AACSB International*, 2017.
* Teaching and Learning through Design Thinking, *Stanford University d. School*, 2017.
* Community Health Leadership Program, *Satcher Health Leadership Institute at the Morehouse School of Medicine*, 2016.
* Health Disparities Research Training Program. *UAB Minority Health & Health Disparities Research Center, UAB School of Medicine,* 2013-2015.
* Clinical and Translational Science Training Program, *UAB Center for Clinical and Translational Science*, 2015.
* Facilitator Training Program, *CO.STARTERS,* 2015.

**WORK EXPERIENCE**

* Director of Civic Innovation, Office of the President, *University of Alabama at Birmingham*. 2018-Present.
* Director of Civic Innovation, *Collat School of Business, University of Alabama at Birmingham*. 2018-Present.
* Associate Professor (with tenure), Department of Management, Information Systems and Quantitative Methods, *Collat School of Business, University of Alabama at Birmingham*. 2017-Present.
* Assistant Professor, Department of Management, Information Systems and Quantitative Methods, *Collat School of Business, University of Alabama at Birmingham*. 2011-2017.
* Graduate Research Assistant, Department of Management and Marketing, Culverhouse College of Commerce, *University of Alabama*, 2008-2011.
* Technical Sales Consultant, Network Sales Engineer, Systems Designer. *AT&T (formerly BellSouth)*, 1999-2009.
* Financial Representative and Insurance Sales. *American General (now AIG),* 1997-1999.
* Systems Support Computer Operator. *AmSouth Bank (now Regions Bank)*, 1996-1997.

**community and economic development**

Recognized for my unwavering commitment to innovation and entrepreneurship that is inclusive, socially responsible, and community-engaged. Trusted to serve on the boards of a number of community and economic development organizations at the local, state, and national levels including:

* Everyone Can Code/Create Birmingham (Public Private Partnership with Apple Inc)
* Strategic Planning Steering Committee, Community Foundation of Greater Birmingham
* Economic Development and Entrepreneurship Transition Committee, City of Birmingham
* Innovate Birmingham, Community Engagement Work Group
* Ascension Health/St. Vincent’s Alabama Special Care Facilities Financing Authority
* Industrial Development Board, City of Birmingham
* Alabama 200 Bicentennial Planning Committee, City of Birmingham
* Historic Civil Rights District Task Force
* Birmingham Change Fund
* Community Investment Network
* Birmingham Education Foundation
* Woodlawn Foundation
* Green Resource Center for Alabama
* One Great Community Council, UAB CCTS
* Zoning Board of Adjustment, City of Birmingham

**RESEARCH pUBLICATIONS AND PROCEEDINGS**

**Refereed Publications**

* Peltokorpi, V. & Hood, A. C. (2018). Communication in transactive memory systems theory and research: A literature review. Under 3rd round of review at *Topics in Cognitive Science*.
* Tillman, C., Gonzalez, K., Whitman, M. V., Crawford, W., & Hood, A. C. (2018). A multi-functional view of moral disengagement: Exploring the effects of learning the consequences. *Frontiers in Psychology: Personality and Social Psychology*, 8: 2286. doi: 10.3389/fpsyg.2017.02286.
* Prather-Kinsey, J., Boyar, S., & Hood, A. C. (2018). Implications for IFRS and rules-based applications: Are accountants' judgments affected by core self-evaluations and work environment? *Journal of International Accounting, Auditing, and Taxation.*
* Allen, S., Pineda, A., Wakelee, J., & Hood, A. C. (2017). Community-academic partnership development to enhance program outcomes in underserved communities: A case study. *Ethnicity & Disease**(Special Issue: Eliminating Health Disparities through Academic Community Partnerships).*
* Tillman, C. J., Hood, A. C., & Richard, O. (2017). Supervisor-subordinate relationship conflict asymmetry and subordinate turnover intentions: the mediating roles of stress and counterproductive work behaviors. *Journal of Behavioral and Applied Management.*
* Marineau, J. E., Hood, A. C., & Labianca, G. (2017). Multiplex conflict: Examining the effects of overlapping task and relationship conflict on advice-seeking in organizations. *Journal of Business and Psychology*. doi: 10.1007/s10869-017-9511-z.
* Schoenherr, T., Bendoly, E., Bachrach, D. G., & Hood, A. C. (2017). Task interdependence impacts on reciprocity in IT implementation teams: Bringing out the worst in us, or driving responsibility? *Production and Operations Management (Special Issue: Management of Technology)*. doi:10.1111/poms.12671.
* Hood, A. C., Foksinska, A., Aijebeda, Z., Allman, C., Munchus, G., Hannon, L., (2017). Preparing for a PhD: A transactive memory approach. *Journal of Higher Education Theory and Practice*.
* Hood, A. C., Cruz, K., & Bachrach, D. G. (2017). Conflicts with friends: A multiplex view of friendship and conflict and its association with performance in teams. *Journal of Business and Psychology*. doi:10.1007/s10869-016-9436-y. ***Editor Commendation for 1 of the Top 10 Best Papers of the Year.***
* Hood, A. C., Bachrach, D.G., Zivnuska, S., & Bendoly, E. (2015).  Mediating effects of psychological safety in the relationship between team affectivity and transactive memory systems. *Journal of Organizational Behavior*. doi:10.1002/job.2050.
* Hood, A. C., Bachrach, D. G., & Lewis, K. (2014).  Transactive memory systems, conflict, size and performance in teams: The prevention of resource loss. *Journal of Leadership, Accountability and Ethics*.
* Tillman, J., Hood, A., Lawrence, E., & Kacmar, K.M. (2014).  When birds of a feather flock together: The role of core self-evaluation and moral intensity in the relationship between network unethicality and unethical choice. *Ethics and Behavior*, 25(6), 458-481. doi: 10.1080/10508422.2014.950268.

**Manuscripts under Review**

* Cruz, K., Zagenczyk, T., & Hood, A. C., Intrateam conflict and team member perceptions of team support and team psychological contract breach. Under 1st review at the *Journal of Applied Psychology*.

**Manuscripts under Development**

* Bachrach, D. G., Hood, A. C., & Morgeson, F. P. When helping is not helpful: exploring the diminishing returns of team helping.
  + Status: Rejected from *Personnel Psychology* and *Organizational Behavior and Human Decision Processes*. Revising for submission to *Journal of Organizational Behavior*.
* Bachrach, D. G., Vlachos, P. A., Morgeson, F. P., & Hood, A. C. An attributional-motivation model of employee reactions to corporate morality events and corporate social responsibility initiatives.
  + Status: Rejected in 2nd round from *Academy of Management Review*. Revising for submission to *Journal of Business Ethics*.
* Pillay, R., & Hood, A. C. Conceptualizing healthcare innovation: A frameworks based approach.
  + Status: Under development.

**Refereed Conference Presentations and Proceedings**

* Cruz, K.S., Hood, A. C., Zagenczyk, T. J. (2018) Intrateam conflict and team member perceptions of team support and psychological contract breach. *Paper presented at the 78th Annual Meeting of the Academy of Management.*
* Wilkinson, L., Clay, O., & Hood, A. C. (2018). Correlates of psychological distress among African-American men in the Deep South. *Poster presented at the* *Society for Public Health Education 69th Conference. (Inclusive Practices and Diverse Populations track)*.
* Hood, A.C., Forrester, J.K., Franklin, D.A., Miller, C., Kacmar, K.M. (2017) Collaborative conflict: Relationships at the interface of collaborative and conflictual networks. *Symposium hosted at the 77th Annual Meeting of the Academy of Management.*
* Bachrach, D.G., Vlachos, P., Morgeson, F., & Hood, A.C. (2017) Employee reactions to corporate moral events. *Paper presented at the 77th Annual Meeting of the Academy of Management.*
* Cruz, K. S., Zagenczyk, T. J., Ye, F., & Hood, A. C. (2016) Social capital, social exchange, and team member deviance. *Academy of Management Proceedings*. 2016(1). doi:10.5465/AMBPP.2016.13882abstract.
* Hood, A. C., Allman, C., Kennedy, Z., & Foksinska, A. (2016). Preparing for a PhD: A transactivity approach. *Science of Team Science Conference*. Phoenix, AZ.
* Bachrach, D. G., Hood, A. C., & Stoutner, O. K. (2015). Diminishing returns? The curvilinear relationship between OCB and performance in teams*. Academy of Management Proceedings*. 2015(1). doi:10.5465/AMBPP.2015.18618abstract.
* Bachrach, D. G., Hood, A. C., Lewis, K., & Bendoly, E. (2014). The other side of the coin: transactive memory systems and the prevention of resource losses. *Academy of Management Proceedings*, 2014(1). doi:10.5465/ambpp.2014.272.
* Prather-Kinsey, J., Boyar, S., & Hood, A. C. (2014). The effect of core self-evaluations and work environment on accountants' judgment: implications for IFRS application.

*American Accounting Association Midyear Diversity Section Meeting*, Atlanta, Georgia.

* Hood, A. C., Tillman, C. J., Richard, O. C., & Lawrence, E. R. (2013). Supervisor-subordinate conflict asymmetry and intent to turnover: the mediating roles of stress and deviance. *Southern Management Association Conference*, New Orleans, Louisiana.
* Hood, A. C., Bachrach, D. G., Lewis, K., & Bendoly, E. (2013, November). Transactive memory systems, conflict networks, group size and team performance. *Southern Management Association Conference*, New Orleans, Louisiana.
* Hood, A. C. (2014).  Does conflict network centrality drive perceptions of intragroup conflict? *International Sunbelt Social Network Conference*.
* Hood, A. C., Bachrach, D. G., & Bendoly, E. (2013). Impact of task conflict network density on team performance: The role of transactive memory systems. *Academy of Management - Annual Meeting*.
* Hood, A. C., Tillman, C. J., & Richard, O. (2013). Stress and deviance as mediators of the relationship between leader-member conflict asymmetry and intent to quit: A social capital perspective. *Academy of Management - Annual Meeting*.
* Bachrach, D. G., Hood, A. C., & Lee, J. (2012). A multiplex view of conflict and team performance. *Academy of Management Conference*.
* Tillman, C. J., Hood, A. C., & Lawrence, E. R. (2012). Social networks and ethical choice. *Academy of Management Conference*.
* Hood, A. C. & Bachrach, D. G. (2012). A multiplex view of conflict and friendship in teams. *International Network for Social Networks Analysis*.
* Hood, A. C., Bachrach, D. G., & Lee, J. Y. (2011). The impact of conflict networks on entrepreneurial team performance. *Babson College Entrepreneurship Research Conference*, Syracuse, NY.
* Hood, A. C. (2011). Entrepreneurial team structure, transactive memory and performance: A social networks perspective. *Babson College Entrepreneurship Research Conference*, Syracuse, NY.
* Hood, A. C. & Bachrach, D. G. (2011). Social assets or social liabilities? A social capital view of team conflict and creativity. *Academy of Management - Annual Meeting*, San Antonio, TX.
* Bachrach, D. G., Hood, A. C., Noble, D., & Lee, J. Y. (2011). Task conflict networks and team performance. *Academy of Management - Annual Meeting*.
* Hood, A. C. & Bachrach, D. G. (2011). Conflict, transactive memory systems, and team innovation: A social network perspective. *International Network for Social Networks Analysis*, St. Pete Beach, FL.
* Hood, A. C. & Marineau, J. (2011). Social networks and negative ties: Research opportunities and challenges for the next 5 years. *Academy of Management - Annual Meeting*, San Antonio, TX.
* Noble, D., Marino, L., Hood, A. C., Nolan, H., & Simmons, C. J. (2010). Assessing the methodological rigor of entrepreneurship research: The state of the field. *Babson College Entrepreneurship Research Conference*.
* Hood, A. C., Tolbert, C. L., & Marino, L. (2010). Firm knowledge and innovation: The role of transactive memory systems. *Strategic Management Society Annual Conference*.

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**FUNDED RESEARCH**

**Basic and Applied Research Funding**

* Hood, A. C. (2018). When Helping Hurts: Investigating the Relationship between Helping Behavior and Innovation in Teams. School of Business Faculty Summer Research Grant. Principal Investigator. *Collat School of Business*. ($10,000-$15,000).
* Madan-Swain, A., Rocque, B., Whelan, K., Salter, T., Hood, A. C., Hopson, B., & Moler, L. (2017). Co-Investigator. Transforming Pediatric Oncology Healthcare through Family Navigation. *UAB Health Services Foundation-General Endowment Fund*. ($159,485).
* Affuso, O. Carson, T. Hood, A. C. (2017). Encouraging social innovation through design thinking. *African American Collaborative Obesity Research Network*. ($1,125).
* Hood, A. C. (2015 - Present). Team Science Trainer. *UAB Center for Clinical and Translational Science*. (10% Annual Salary Support).
* Hood, A. C. (2017). Quality Enhancement Plan Fellowship, *UAB Center for Teaching and Learning*. ($6,500).
* Richardson, K., Hood, A. C., & Braden, K. P. (2016). Serve Alabama Performance and Evaluation Award. *State of Alabama Governor's Office of Faith-Based and Volunteer Service*. ($60,000).
* Hood, A. C. (2016). Red Mountain Project. *UAB Sustainability*. ($1,000).
* Hood, A. C. (2016). Health Policy Scanning: Corporate Social Responsibility among Top 100 Firms and 43 Public Schools in Birmingham, AL. *Gulf States Health Policy Center*. ($8,000).
* Hood, A. C. (2016). Promoting Rapid Development of Transactivity in Swift Starting Action Teams. School of Business Faculty Summer Research Grant. Principal Investigator. *Collat School of Business*. ($10,000-$15,000).
* Hood, A. C. (2016). Community Health Innovation Perceptions: A Stakeholder Perspective. *Rickey Communications*. ($15,000).
* Hood, A. C. (2014). Conflict Networks, Transactive Memory Systems and Team Performance: A Neurological Perspective – Faculty Summer Research Grant. Principal Investigator. *Collat School of Business*. ($10,000-$15,000).
* Hood, A. C. (2014). NHabit Bush Hills. Community Health Innovation Award. Principal Investigator. *UAB Center for Clinical and Translational Science*. ($15,000).
* Prather-Kinsey, J., Boyar, S., & Hood, A. C. (2014). Accountants' Interpretation of International Financial Reporting Standards' (IFRS) Principles-Based Terms. Co-Investigator. *Collat Summer Research Award*. ($5,000).

**Under Review**

* Pollock, J., Lorenz, R. G., & Hood, A. C. Kidney Undergraduate Research Experience (KURE). Co-Investigator. *National Institute of Diabetes Digestive & Kidney Diseases (NIDDK)*.
* Lorenz, R. G., Pollock, J., Hood, A. C., & Hanninen, A. PRedOctoral phd and md research training in TEams (PROmoTE). Co-Investigator. *National Institute of Diabetes Digestive & Kidney Diseases (NIDDK)*.

**In Preparation**

* Bachrach, D., Halbesleben, J., Harms, P., Hood, A. C., & White, M. Developing a Transactive Density Countermeasure to Improve Flight and Ground Crew Transactive Memory Systems. Co-Investigator. *National Aeronautics and Space Administration (NASA).*
* Hood, A. C. NHabit Bush Hills: A Demonstration of Community Health Innovation. Principal Investigator. *UAB Community Health Scholars Award Program*.
* Bachrach, D., Halbesleben, J., Harms, P., Hood, A. C., & White, M. Promoting Rapid Development of Transactivity in Swift Starting Action Teams. Co-Investigator. *Department of Defense (DoD).*
* Hood, A. C., Carson, T., & Meneses, K. Application of Team Science to Improve Patient-Based Outcomes. Principal Investigator. *UAB Minority Health & Health Disparities Research Center (MHRC)*.

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**RESEARCH DISSEMINATION**

**Invited Presentations (Science of Teams, Design Thinking and/or Innovation)**

* UAB Department of Psychology Research Colloquium (10/10/18).
* UAB Commercialization Accelerator (10/08/18).
* UAB CCTS Research Training Program (10/9/18).
* Initiative for a Competitive Inner City (09/12/18).
* UAB Pediatrics New Faculty Orientation (8/20/18).
* UAB School of Nursing Nurse Anesthesia Doctor of Nursing Practice students (7/9/18).
* UAB CCTS Research Training Program (6/4/18).
* UAB CTL/QEP Retreat (5/29/18).
* UAB CCTS Clinical Research Support Program (04/19/18)
* Innovate Birmingham (04/14/08).
* Alabama Power Company (04/12/18).
* Leadership Birmingham (04/12/18).
* UAB Pediatrics: Leadership in Education and Adolescent Health (04/11/18).
* UAB Mentoring Academy (04/02/18).
* North Dakota State University (03/08/18).
* UAB Clinical Research Support Program (02/28/18).
* UAB Student Accelerator (02/21/18).
* A.G. Gaston Conference (02/21/18).
* AlabamaGermany Partnership (02/15/18).
* Manderson Graduate School of Business, University of Alabama (02/08/18).
* UAB Center for Teaching and Learning (01/30/18).
* Keynote Address for UAB Fall Research Expo (11/30/17).
* Community Investment Network Leadership Summit (11/11/17).
* UAB Engineering Senior Design Capstone (10/19/17).
* UAB Healthcare Innovation Academy (10/12/17).
* Opportunity Finance Network (Washington, D.C.) (09/27/17).
* Alabama Power Innovation Center (09/18/17).
* UAB Socially Responsible Medicine Group (09/11/17).
* Innovate Birmingham (08/11/17).
* MSM/TU/UAB Cancer Research Symposium (07/26/17).
* Department of Homeland Security/FEMA (07/12/17).
* UAB CCTS Training Interdisciplinary Emerging Research Scholars (07/13/17).
* UAB Health Services, Outcomes, and Effectiveness Research Training Program (07/14/17).
* 2017 Entrepreneurs and Innovators Conference (06/22/17).
* UAB MHRC Summer Cancer Research Partnership (06/21/17).
* UAB (KURE) Kidney Undergraduate Research Experience Program (06/19/17).
* Third Annual Bioethics Workshop, Alabama State University/University of Alabama at Birmingham Comprehensive Cancer Center Partnership (06/01/17).
* UAB Clinical and Translational Science Training Program Spring 2017 (04/19/17).
* Clinician Educator Continuing Education Training, UAB Pathways in Academic Medicine (02/02/17).
* Research Colloquium, Collat School of Business (01/23/17).
* UAB Health Administration PhD Program (01/18/17).
* UAB Research Coordinator Training Program (11/14/16).
* National Community Investment Network Conference (10/1/16).
* UAB Medicine Quality and Safety Strategy Retreat (09/15/16).
* UAB Pediatrics Jr. Faculty Orientation (08/26/16).
* Surgical Grand Rounds, Department of Surgery, UAB School of Medicine (08/16/16).
* Morehouse School of Medicine/Tuskegee/UAB Summer Cancer Research Partnership Institute (07/26/16).
* UAB Center for Clinical and Translational Science: Post Doc Training Academy (07/15/16).
* UAB Minority Health and Health Disparities Research Center Kingston Community Coalition Strategy Session (06/30/16).
* Fourth Friday Discussion Series, UAB Department of Pediatrics (06/24/16).
* Alabama State Black Chamber of Commerce Entrepreneurs and Innovators Conference (06/23/16).
* UAB Minority Health and Health Disparities Research Center Summer Cancer Research Training Program (06/22/16)
* Professional Skills Development Series, UAB Center for Clinical and Translational Sciences (06/16/16).
* PhD Student Orientation, UAB School of Nursing (06/7/16).
* Morehouse School of Medicine, Satcher Health Leadership Institute (05/27/16).
* UAB Center for Clinical and Translational Science: Clinical Investigator Training Program (05/18/16).
* UAB Center for Clinical and Translational Science: Research Coordinator Training Program (05/10/16).
* UAB Center for Clinical and Translational Science: Training Program (04/6/16).
* UAB Pediatrics Leadership Education in Adolescent Health Program (03/30/16).
* Community Investment Network Leadership Summit (02/20/16).
* UAB Health Disparities Research Methods and Secondary Data Analysis Series (02/04/16).
* UAB Pathways for Research Investigators in Academic Medicine (01/21/16).
* UAB Pathways for Clinical Investigators in Academic Medicine (01/21/16).
* UAB Center for Clinical and Translational Science: Fall Research Training Program (11/17/15).
* UAB Office of Inter-professional Simulation (10/20/15).
* UAB Cardiovascular Clinical Trials Unit (10/9/15).
* Community Investment Network Annual Conference (10/5/15).
* UAB Clinical Research Support Program (08/13/15).
* UAB Center for Clinical and Translational Sciences: Summer Research Training Program (07/13/15).
* UAB Minority Health and Health Disparities Research Center: Summer Cancer Research Training Program (06/17/15).
* UAB Center for Clinical and Translational Science: Professional Skills Development Workshop (06/11/15).
* National Institutes of Health: Science of Team Science Conference (06/03/15).
* UAB Center for Clinical and Translational Science: Spring Research Training Program (05/26/15).
* UAB Center for Clinical and Translational Science: Executive Committee Meeting (05/26/15).
* UAB Translational Medicine Course for Post-Docs (04/15/15).
* UAB Center for Clinical and Translational Science: Translational Investigator Exchange Service Panel (04/13/15).
* UAB Pediatrics: Leadership Education in Adolescent Health Program (04/1/15).
* UAB Honors College: Innovating Healthcare Freshman Seminar (10/16/14).
* UAB Minority Health and Health Disparities Research Center: Summer Cancer Research Training Program (6/18/14).
* UAB Center for Clinical and Translational Science: Professional Skills Training Program (4/23/14).
* Pediatric Simulation Center at Children’s Hospital (3/27/14).
* UAB Highlands (3/6/14).
* UAB Health Administration PhD Program. (2013).

**Invited Presentations on Personal Strategy**

* Stratemy for Engineers: Career Lessons Learned from a Life as an Engineering Student, Professional and Researcher. *Future Engineers of America/National Society of Black Engineers*. 2014, 2015, 2016, 2017, 2018.
* Professional Brand Awareness. *UAB Accounting Career Awareness Program*. 2014.

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**TEACHING**

**Undergraduate Level**

* Community & Economic Development. *Global & Community Leadership - UAB Honors College*. Spring 2018.
* Strategic Management: Online Undergraduate Capstone. *University of Alabama at Birmingham*. 2013-Present.
* Strategic Management: Face-to-Face Undergraduate Capstone. *University of Alabama at Birmingham*. 2011-Present.
* Introduction to Management. *University of Alabama*. 2008-2011.
* Contemporary Ethical Issues and Corporate Responsibility. *University of Alabama*. 2010.
* Foundations of Entrepreneurship. *University of Alabama*. 2009-2011.
* New Venture Development. *University of Alabama*. 2011.
* Strategic Management. *University of Alabama*. 2011.

**Graduate Level**

* New Venture Development, *University of Alabama*, 2011.

**Continuing Education**

* Science of Team Science, *UAB Center for Clinical and Translational Science*. 2014-Present.
  + Ongoing leadership for the training of researchers on how teamwork influences scientific discovery, innovation and productivity.

**HONORS AND AWARDS**

* UAB Academic Mace Bearer and Commencement Speaker, UAB Graduate School, Spring 2018.
* 2017 Editor’s Commendation for top 10 Best Paper of the Year, *Journal of Business and Psychology.*
* Power of Leadership Award, *Alabama Power Company,* 2018*.*
* Game Changer Spear Award for Innovative Community-Based Participatory Research in Birmingham neighborhoods, *Vulcan Community Awards*, 2015.
* Nomination: UAB President's Award for Excellence in Teaching, *UAB Office of the President*, 2015.
* Community Health Innovation Award for the project, NHabit Bush Hills: A Demonstration of Community Health Innovation. *UAB Center for Clinical and Translational Science*. 2014.
* Best Paper Award for the manuscript: The Other Side of the Coin: Transactive Memory Systems and the Prevention of Resource Losses. *Organizational Behavior Division, Academy of Management Conference*. 2014.
* Excellence in Teaching by a Doctoral Student Award. *University of Alabama*. 2011.
* Langston T. Hawley Graduate Scholarship Award. Awarded annually to the most outstanding graduate student in the Department of Management. *University of Alabama*. 2011.

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**Service TO THE uNIVERSITY**

**University-Wide Service**

* Fellow. *UAB Quality Enhancement Program. UAB Center for Teaching and Learning*. 2017-Present.
* Committee Member. *UAB Community Engagement Task Force*. 2016-Present.
* Co-Chair. *UAB One Great Community Council, UAB Center for Clinical and Translational Science*. 2015-Present.
* Team Science Trainer. *UAB Center for Clinical and Translational Science (CCTS),* 2014-Present.
  + Assist with the development and integration of team science programming into the CCTS's current offerings.
* Committee Member. Study of Student Departure, *UAB Retention and Graduation Working Group,* 2015-Present.
* Research Scientist. *UAB/Gulf States Health Policy Center*. 2015-Present.
* Facilitator, Global Urban Datafest: *UAB Sustainable Smart Cities Center Hackathon*. 2015.
* Organizer, Case Writer, Judge, Mentor. Wicked Problem Case Competition, *UAB School of Public Health,* 2014, 2015, 2016.
* Recruiter. *UAB Health Administration PhD Program*. 2012-2013, 2015-2017.
  + Traveled to Annual Conference of The PhD Project in Chicago to recruit minority students for UAB's Health Administration doctoral program.
* Planning Committee Member. *UAB Institute for Innovation and Entrepreneurship,* 2012-2013.
  + Helped to develop the strategic plan for the new Institute for Innovation and Entrepreneurship.
  + Conducted research to benchmark the proposed center against similar centers across the country.
* Board Member. *UAB Minority Health and Health Disparities Research Center (MHRC) Young Professionals Board*. 2012-2015.
  + Raised over $75,000 in 2013 for the UAB MHRC Healthy Happy Kids Program.
* Committee Member. *UAB STEAM (Science, Technology, Engineering, Arts, and Mathematics) Initiative*. 2014-2015.
* Faculty Mentor. *UAB Blazer Male Excellence Network*. 2011-Present.
* Grant Reviewer. Junior Faculty Grant Writing Retreat Review and Critique Session. *UAB MHRC Health Disparities Research Training Program*. 2014.
* Committee Member. *Team Learning Resource Working Group*: 2014.
  + The group's mission is to research current theory and practice, identify individuals at UAB who currently use team learning techniques in their courses, and classify methods of team learning to:
    - Exchange information and ideas to advance practice.
    - Create a sustainable community of practice to continually refine practice that has a demonstrated positive impact on student learning at UAB.
    - Identify and develop resources to assist those new to team teaching practice.
    - Identify a mechanism for institutionalizing team learning as a supported pedagogical approach.
    - Provide data, analysis, and insight to support the current the QEP process.
* Consultant. *UAB HealthSmart*. 2012-2013.
  + Led the development of a strategic plan for UAB HealthSmart.
  + Faculty advisor and mentor to MBA Student Seongwon Choi and undergraduate student Cliff Goolsby.
* Recruitment Yield Initiative for Incoming Fall Freshmen:
  + Made phone calls to prospective UAB students to insure they were planning to attend UAB in the fall. 2011, 2012, 2013.

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**Service to the College**

* *Research Advisory Committee.* 2016-Present.
* Faculty Consultant and Mentor. *UAB Innovation Lab*. 2014-Present.
  + Recruited and provided ongoing mentoring to a number of startups including:
  + RJW & Company;
  + I-Med;
  + Satterfield Technologies; and
  + Belladonna Magazine.
  + Project Veracity
* Faculty Advisor, *Collat School of Business African-American Male Success Initiative (CBMEN)*. 2015-2017.
* Strategic Advisor. *Collat* *Academic and Small Business Alliance Bridge to Success Program*. 2014-2015.
* Faculty Advisor. *Enactus- Entrepreneurship Student Club*, 2012-2013.
* Committee Member. *Assurance of Learning*. 2012-2014.
* Committee Member. *Entrepreneurship Curriculum Committee*. 2012-2013.
* Board Member. *UAB MBA Alumni Association.* 2011-2013.

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* Committee Member. *Endowed Chair for Innovation &* *Entrepreneurship Search Committee*, 2017.
* Committee Member. *Entrepreneurship Instructor Search Committee*, 2017 - Present.
* Core Course Coordinator. *BUS 450 Strategic Management*. 2011 - Present.
* Committee Member. *Information Systems Faculty Search Committee*, 2012 - 2013.
* Committee Member. *Review of Collat Journal List for Management*, 2013.

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**Ad Hoc Reviewer**

* Decision Science. 2017 - Present.
* Cooperative Accountant. 2017.
* Ethnicity & Disease. 2017.
* Journal of Organizational Behavior. 2015 - Present.
* Journal of Behavioral and Applied Management. 2016.
* Journal of Business Venturing. 2016.
* Journal of Small Business Management. 2016.
* International Journal of Conflict Management. 2015.
* Emotion. 2015.
* Southern Management Association Conference. 2013 – 2014.
* Organization Science. 2012 – 2014.
* Academy of Management: Annual Meeting. 2009 – Present

**Academic Conference Service**

* Facilitator. Tactics for using comprehensive exams to foster research productivity: Human Resources Division Middle-Stage Doctoral Student Professional Development Workshop, *Academy of Management Annual Meeting,* Atlanta, GA. 2017.
* Panelist. The Nuts and Bolts of the Dissertation Process, *The PhD Project* *- KPMG Foundation*, Philadelphia, Pennsylvania. 2014.
* Panelist. Preparing for Success: Managing Your Dissertation, *The PhD Project - KPMG Foundation*, Philadelphia, Pennsylvania. 2014.
* Session Facilitator. Strategic Change. *Academy of Management Annual Meeting*, Montreal, Canada. 2010.
* Keynote Speaker. Knowledge is Power: Enlightening by Mentoring. Professional Development Workshop, *Academy of Management Annual Meeting*, San Antonio, Texas. 2011.
* Past President. MDSA. *The PhD Project - KPMG Foundation.* Organization committed to the diversification of Corporate America by diversifying the college classroom. 2010 – 2012.

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**Service to the community**

**Board Service**

* Ascension Health/St. Vincent’s, *Alabama Special Care Facilities Financing Authority,* *City of Birmingham*, 2016-Present.
* Industrial Development Board, *City of Birmingham*, 2016- Present.
* Chair, Community Engagement Working Group, *Innovate Birmingham*, 2016-Present.
* Mayor’s Task Force to Preserve Birmingham’s Historic Civil Rights District, *City of Birmingham*, 2016-Present.
* Board of Directors, *National Community Investment Network*, 2016-Present.
* Board of Directors, *Birmingham Education Foundation*, 2016-Present.
* Executive Board, *Birmingham Change Fund*, 2014-Present.
* Board of Directors, *Green Resource Center for Alabama*, 2016-Present.
* Zoning Board of Adjustment, *City of Birmingham,* 2015-2016.
* Board Member. *Birmingham YMCA Youth Center Advisory Board*. 2011 – 2012.
* Board of Directors. *Mission Alabama*. 2011 – 2014.

**Media Appearances**

* Apple CEO takes on education, leadership and college football during discussion in Alabama. *Alabama NewsCenter*, 2018.
* UAB Business Professor honored as leader in promoting community engagement and inclusive innovation. *UAB News*, 2018.
* UAB Honors Students visit Woodlawn for lesson in community development. *REV Birmingham*, 2018.
* College students discuss economic empowerment at 2018 A.G. Gaston Conference. *Birmingham Times,* 2018.
* Power of Leadership brings focus to diversity in technology careers in Alabama, *Alabama NewsCenter, 2018.*
* Seeing is believing. *UAB Mix*, 2017.
* The Politics of Gentrification, *NPR/90.3 WBHM*, 2017.
* National Park for Birmingham’s Historic Civil Rights District? (Coverage of a roundtable discussion I facilitated between City of Birmingham Mayor William A. Bell Sr. and a group of young Birmingham professionals), *WVTM 13* and *ABC 33/40,* 2016*.*
* Birmingham Revitalization: The View from a City School, *NPR/90.3 WBHM,* 2016.
* What to Do with Birmingham’s Surplus Schools? *NPR/90.3 WBHM,* 2016*.*
* Upgrades coming to Birmingham Civil Rights District. *WVTM 13,* 2016*.*
* A Neighborhood Movement, *WBRC Fox 6*, 2015.
* #YesWeCode tour taps into history, future of tech with Birmingham visit, *Alabama NewsCenter*, 2015.
* What Not to Do in a Job Interview, *WBRC Fox 6,* 2014.
* Negotiating Tips for New College Graduates, *ABC 33/40,* 2014.

**Other Community Service Activities**

* Organizer. College 101 Program, *Birmingham Education Foundation*, Served as the point person to recruit UAB students for the Birmingham Ed Foundation's College 101 program. 2015.
* Participant. Superintendent Search Focus Group, *Birmingham Education Foundation*, Requested by Dean Jack to represent the UAB Collat School of Business at a Focus Group Meeting for a Superintendent Search for the Birmingham Ed Foundation. 2014.
* Facilitator. *Association of Black Foundation Executives (ABFE),* Facilitated an Economic Development Conversation with the ABFE Fellows, City of Birmingham's Offices of Community and Economic Development, and the Greater Birmingham Planning Commission. 2014.
* Roundtable Participant. Partners in Progress: My Brother's Keeper Roundtable. *U.S. Department of Education*. 2014.
* Consultant. *OnBoard Birmingham Program. Birmingham Business Alliance.* 2014.
* Member. *National and* *Birmingham Urban League Young Professionals*. 2011 – 2014:
* Member. *Birmingham Venture Club*. 2011 – 2013:
* Mentor. *Alabama Launchpad Spark Mentoring Program, Birmingham Business Alliance. 2015.*
* Committee Member. Committee to Develop the *IdeaSourcing Website,* <http://uabmedicine.org/myidea>, *UAB Medicine*, 2014.

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**professional memberships**

* Southern Management Association, 2010-Present
* Strategic Management Society, 2009-Present
* Academy of Management, 2008-Present

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**PROFESSIONAL development**

**Professional Seminars / Workshops**

* NeighborWorks America Training Institute, Los Angeles, California. 2015.
  + CB200: Community Engagement: Measuring its Impact
  + NR121 Measuring the Impacts of Your Revitalization Work
  + NR150 Understanding Your Community, Analyzing Your Market
* LINKS Center for Social Networks Analysis, Lexington, Kentucky. 2012. Gave an invited talk on the application of social networks analysis in the context of teams.
* LINKS Center for Social Networks Analysis, Lexington, Kentucky 2010.  
  Statistics 101 for Networks  
  Advanced Network Analysis  
  Management & Organizations  
  Works-in-Progress Conference
* LINKS Center for Social Networks Analysis, Lexington, Kentucky. 2009.  
  Elementary Graph Theory and Matrix Algebra  
  Introduction to Social Network Analysis  
  Network Research Design Issues.
* BUS 001 - Designing and Managing Blended, Online, and Distance Courses, Birmingham, Alabama.   Preparation for teaching BUS 450 online. 2012: