

**Anthony C. Hood, PhD**

Associate Professor

Management, Information Systems and Quantitative Methods

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**EDUCATION**

**Degrees**

- Doctor of Philosophy in Management (Strategic Management & Entrepreneurship), *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.

**Certificates**

- 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.

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**WORK EXPERIENCE**

- 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 Insurance)*, 1997-1999.
- Systems Support Computer Operator. *AmSouth Bank (now Regions Bank)*, 1996-1997.

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## COMMUNITY AND ECONOMIC DEVELOPMENT

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

- Innovate Birmingham, Community Engagement Work Group
- 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
- UAB One Great Community Council

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## RESEARCH PUBLICATIONS AND PROCEEDINGS

### Refereed Publications

- 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 on the Management of Technology)*. doi:10.1111/poms.12671.
- Richard, O., Tillman, C. J. & Hood, A. C. (accepted). "Supervisor-subordinate relationship conflict asymmetry and subordinate turnover intentions: the mediating roles of stress and counterproductive work behaviors. *Journal of Behavioral and Applied Management*.
- Hood, A. C., Foksinska, A., Aijebada, 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. (2016). 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.
- 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 unethicity and unethical choice. *Ethics and Behavior*, 25(6), 458-481. doi: 10.1080/10508422.2014.950268.

### **Manuscripts Invited for Revision and Resubmission**

- 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, 1st invite to revise and resubmit to *Academy of Management Review*.
- Prather-Kinsey, J., Boyar, S., & Hood, A. C. Implications for IFRS and rules-based applications: Are accountants' judgments affected by core self-evaluations and work environment? 2<sup>nd</sup> invite to revise and resubmit to *Special Issue on Advances in International Accounting: Journal of International Accounting, Auditing, and Taxation*.

### **Manuscripts under Initial Review**

- Tillman, C. J., Hood, A. C., Kacmar, K. M., Whitman, M., & Gonzales, K. Being a bad friend: A conservation of resources view of moral disengagement. Initial submission to *Personality and Social Psychology Bulletin*.
- Bachrach, D. G., Hood, A. C., & Morgeson, F. P. When helping is not helpful: exploring the diminishing returns of team helping. Initial submission to *Organizational Behavior and Human Decision Processes*.

### **Refereed Conference Proceedings**

- 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 presented 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

### Funded

- 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). 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., (2017). 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. (2016). PRedOctoral phd and md research training in TEams (PRoMoTE). Co-Investigator. *National Institute of Diabetes Digestive & Kidney Diseases (NIDDK)*.
- Bachrach, D., Halbesleben, J., Harms, P., Hood, A. C., & White, M. (2016). Developing a Transactive Density Countermeasure to Improve Flight and Ground Crew Transactive Memory Systems. Co-Investigator. *National Aeronautics and Space Administration (NASA)*.

### In Preparation

- Hood, A. C. (2017). 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. (2016). Promoting Rapid Development of Transactivity in Swift Starting Action Teams. Co-Investigator. *Department of Defense (DoD)*.

- Hood, A. C., Carson, T., & Meneses, K. (2016). Application of Team Science to Improve Patient-Based Outcomes. Principal Investigator. *UAB Minority Health & Health Disparities Research Center (MHRC)*.
- Hood, A. C. (2016). Improving Patient Outcomes by Improving Healthcare Team Dynamics. *UAB K12 in Patient Centered Outcomes Research (PCOR)*.
- Hood, A. C. (2016). NHabit Birmingham: Strategies for Community Health Innovation. *Gulf States Health Policy Grant*.

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## RESEARCH DISSEMINATION

### Invited Research Presentations on the Science of Teams and Innovation

- UAB Pathways in Academic Medicine (02/02/17).
- 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 (09/15/2016).
- 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 Strategy**

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

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## **TEACHING**

### **Undergraduate Level**

- 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.

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## **HONORS AND AWARDS**

- *Leadership Birmingham*, Class of 2016-2017.
- 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**

- 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, 2016.
  - 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.
  - Lead 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

### 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-Present.
- 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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## SERVICE TO THE DEPARTMENT

- 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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## SERVICE TO THE PROFESSION

### Ad Hoc Reviewer

- *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

- 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.
- 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

- 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: