

Curriculum Vitae

Sujin K. Horwitz, Ph.D., SPHR, SHRM-SCP

Camron School of Business

University of St. Thomas

3800 Montrose Blvd, Houston, TX 77006

School Email: horwits@stthom.edu

Google Scholar: <https://scholar.google.com/citations?user=22Nc5jgAAAAJ&hl=en>

Academic Credentials

Ph.D. Education University of Minnesota, Minneapolis **December 2004**

- Areas of Concentration: Human Resource Development
- Areas of Research: Team Diversity and Outcomes, Strategic HR, and Research Methods
- Dissertation: The Impact of Team Diversity on Team Outcomes: Meta-analytic Findings of Team Demography.

M.A. HRIR University of Minnesota, Minneapolis **May 2000**

- Major: Human Resources and Industrial Relations
- Recipient of the Yoder-Heneman Award from the Industrial Relations Center in the Carlson School of Management for Top Student Scholar of the class of 2000.

B.S. University of Maryland, University College **August 1998**

- Major: Management
- Awarded three consecutive academic scholarships for academic excellence and community involvement from the University of Maryland, University College.

Professional Credentials

- **Certification for the Senior Professional in Human Resources (SPHR)** by the Human Resource Certification Institute **July 2014-Current**
- **Certification for the Senior Certified Professional (SHRM-SCP)** by the Society for Human Resource Management **July 2015-Current**
- **HR Certificates** by the Human Resource Certification Institute: **January 2024-Current**

Research Interests

- Team diversity and outcomes in organizations
- Leadership and diversity training in healthcare settings
- HR issues in cross-cultural/international contexts

Teaching/Research/Service Awards and Honors

- Nominee for the 2026 Piper Professor Award representing the University of St. Thomas
- Awardee of the 2023 St. Thomas Aquinas Excellence in Teaching. University of St. Thomas (UST): <https://news.stthom.edu/prized-faculty-excellence-awards-at-ust-honor-horowitz-and-mellis/>
- Awardee of the 2022 Joseph M. McFadden Excellence in Service. University of St. Thomas <https://news.stthom.edu/excellence-awards-go-to-larios-sanz-horowitz-and-yeh-at-university-of-st-thomas-houston/>
- The Cameron School of Business Outstanding Professor of 2013, University of St. Thomas
- Teaching Enhancement Grants Award, The Center for Faculty Excellence at UST, 2012
- Winner of the 2008 AHRD Cutting Edge Research Award. *The Academy of Human Resource Development*
- Winner of the 2008 Annual Baylor Academy of Distinguished Educators Showcase of Educational Scholarship.
- “The effects of team diversity on team outcomes: A meta-analytic review of team demography” published in the 2007 annual review issue of the Journal of Management (JOM), selected as one of the top 20 team research articles by the JOM Editors’ Choice Collections
- Fellowship for the 2006 Summer Data Policy Institute on the National Center for Education Statistics (NCES) and National Science Foundation (NSF) databases.
- Recipient of the Yoder-Heneman Award from the Industrial Relations Center in the Carlson School of Management for Top Student Scholar of the class of 2000.

Academic and Teaching Appointments

August 2018– Present: Professor of Management (Tenured), Cameron School of Business, University of St. Thomas

Courses Taught: *Organizational Behavior; Human Resource Management; Global Human Resources; International Business; Principles of Management; Leadership and Business Success for Translational Medicine; Freshman Symposium*

August 2014 – June 2016: Chair of the Management and Marketing Department. Cameron School of Business, University of St. Thomas

August 2012 – July 2018: Associate Professor of Management (Tenured), Cameron School of Business, University of St. Thomas

Courses Taught: *Freshman Symposium; Principles of Management; Human Resource Management; Organizational Behavior; Introduction to Business; International Business; Management and Organization of Translational Medicine*

August 2007 – July 2012: Assistant Professor of Management, Cameron School of Business, University of St. Thomas

Courses Taught: *Principles of Management; Management and Social Environment; Organizational Behavior; Human Resource Management.*

August 2006 – June 2007: Assistant Professor of Management, College of Business Administration, Lamar University.

Courses Taught: *OB/HRM; Compensation and Benefits; International Management*
Faculty advisor to the Lamar Chapter of the Society for Human Resource Management

January 2006 – May 2006: **Adjunct Professor,** Cameron School of Business, University of St. Thomas, **Courses Taught:** *Human Resource Management, Principles of Management*

January 2004 – December 2004: Instructor, Human Resource Development Program, University of Minnesota.

Courses Taught: *Survey of Human Resource Development and Adult Education; Training and Development; Psychological Foundations of HRD; Economic Foundations of HRD*

Professional Experience and Service

Educational Outcomes Evaluator **HCDE, Houston TX** **2005-2006**

- Evaluated educational outcomes of federally-funded 21st CCLC and Partnership After School Programs for 51 schools in Houston and Harris Country School District.
- Conducted workshops on SPSS and statistical methods for school administrators and researchers in the Houston area.
- Published, presented, and disseminated research findings on after-school programs in state and national meetings and conferences.

Research Associate **UNCI Consulting Inc, MN** **2002-2003**

- Performed statistical analyses and prepared summary reports on trends, indemnity, and costs associated with workplace injuries in health care settings.
- Maintained a large database of multistate Workers' Compensation claim information for a Minneapolis-based consulting firm on health care research projects.

Research Assistant **University of Minnesota** **2001-2003**

- Participated in a federally-funded research project on Information Technology for the National Center for Career and Technical Education at the University of Minnesota.
- Published, presented, and disseminated research findings at various conferences.

Cross-cultural Trainer**KEPCO and Kia Motors, Korea****1995-1997**

- Developed and taught cross-cultural managerial seminars and TOEIC workshops for expatriate managers at the Korean Electric Power Corporation (KEPCO) and Kia Motors.
- Conducted needs assessments of training programs and developed evaluation tools to assess the effectiveness of seminars and workshops.

Publications***Peer-Reviewed Book Chapters:***

- Santillan, C.* & Horwitz, S. K. (2016). Application of collaboration technology to manage diversity in global virtual teams: The thinkLet-based CE approach. *Handbook of Research on Race, Gender, and the Fight for Equality*. Publisher: **IGI Global Publishing**.
- Horwitz, S. K. (2015). Functional diversity in project teams: Working across boundaries. *The Psychology and Management of Project Teams: An Interdisciplinary Perspective*. Publisher: **Oxford University Press**.
- Santillan, C.* & Horwitz, S. K. (2012). Using global virtual teams to leverage workforce diversity in global environments. *The Handbook of Research on Workforce Diversity in a Global Society*. Publisher: **IGI Global Publishing**.
- Horwitz, S. K., Horwitz, I. B., & Barshes, N.* (2011). Addressing dysfunctional relations among health care teams: Improving team cooperation through applied organizational theories. *Organization Development in Healthcare: Conversations on Research and Strategies*. Publisher: **Emerald Group Publishing**.

Peer- Reviewed Encyclopedia Contribution:

- Horwitz, S. K. (2016). Diversity, tasks, and strictures in teams. *The Blackwell Encyclopedia of Race, Ethnicity and Nationalism*. Publisher: **Wiley-Blackwell**.

Peer-Reviewed Journal Publications:

- Mousavidin, E. & Horwitz, S.K. (Completed). Interpretive Flexibility and the Social Construction of Generative AI in Education: A SCOT Framework Analysis. (to be submitted to the International Journal of Education and Development).
- Horwitz, S. K. (2023). The Impact of Personal Reputation on Leader Emergence in Autonomous Work Teams: Theoretical Considerations for Future Research. *The European Journal of Management Studies*, Vol. 28 No. 1, pp. 23-36.

* Indicates a student co-author.

- **Horwitz, S. K. & Horwitz, I. B. (2017).** The effects of organizational commitment and structural empowerment on patient safety culture: An analysis of a physician cohort. *Journal of Health Organization and Management*, 31(1).
- Canac, P., Davis, C. K., & **Horwitz, S. K. (2014).** Teaching globalization globally and virtually: Case study and teaching note, *Journal of International Business Education*, Vol. 9.
- Canac, P., Davis, C. K., & **Horwitz, S. K. (2014).** Case teaching note: Teaching globalization globally and virtually: Case study and teaching note, *Journal of International Business Education*, Vol. 9
- **Horwitz, S. K. & Santillan, C.* (2012).** Knowledge sharing in global virtual team collaboration: Applications of CE and thinkLets. *Knowledge Management: Research and Practice*, 10. pp. 342-353.
- **Horwitz, S. K. & Horwitz, I. B. (2012).** Small is beautiful: Implications of reliability and statistical power for testing the efficacy of HR intervention, *Human Resource Management*, 51 (1). pp. 143-160.
- Horwitz, I. B., Sonilal, M.* & **Horwitz, S. K. (2011).** Improving healthcare quality through culturally competent physician leadership and organizational diversity training. *Journal of Health Care Leadership*, Vol.3.
- Horwitz, I. B., **Horwitz, S. K.**, Brunicardi, C., & Awad, S, S. (2011). Improving surgical resident training through use of the NEO Five Factor Personality Inventory: Results from a cohort-based trial. *American Journal of Surgery*, 201(6).
- Horwitz, I. B., **Horwitz, S. K.**, Daram, P.*, Brandt, M. L., Brunicardi, C., & Awad, S, S. (2008). Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort - Analysis using the multifactor leadership questionnaire. *Journal of Surgical Research*, 144(2).
- Horwitz, I. B., **Horwitz, S. K.**, Brandt, M. L., Brunicardi, F. C., & Samir, S. A., (2007). Assessment of communication skills of surgical residents using the social skills inventory. *American Journal of Surgery*, 194(3).
- **Horwitz, S. K. & Horwitz, I. B. (2007).** The effects of team diversity on team outcomes: A meta-analytic review of team demography (Annual Review Issue). *Journal of Management*, 33(6).
- Horwitz, I. B., McCall, B. P., & **Horwitz, S. K. (2006).** An assessment of workplace assault injuries: Analysis of Rhode Island workers' compensation claims, 1998-2003. *Preventive Medicine*. 43(5).
- **Horwitz, S. K. (2005).** The compositional impact of team diversity on performance: Theoretical considerations. *Human Resource Development Review* 4(2). 219-245.

- Bartlett K., **Horwitz, S. K.**, Ipe M., & Liu Y. (2005). The Perceived influence of industry-sponsored credentials on recruitment in the information technology industry: Employer and employee perspectives. *Journal of Career and Technical Education*, 21 (2).
- **Kim S.** (2003). Research paradigms in organizational learning and performance. *Information Technology: Learning and Performance Journal*, 21(1).

Custom Title Textbook

Organizational Behavior for MBA 5322, CSB (2009, 20012, 2019), Pearson Custom Pub.

Peer-Reviewed Conference Proceedings:

- Mousavidin, E. & **Horwitz, S. K.** (2025). Abstract: The Evolution of Generative AI: A Decade of Change Through the Lens of Social Construction. *The 32nd Southwestern Business Administration Teaching Conference. Houston, TX*
- **Horwitz, S. K.** (2023). Abstract: Personal Reputation in Team Leadership. *The 30th Southwestern Business Administration Teaching Conference. Houston, TX*
- **Horwitz, S. K.** (2022). Abstract: The Impact of Inter- and Intra-functional Diversity on Project Teams. *The Southwestern Business Administration Teaching Conference Proceedings., Houston, TX.*
- **Horwitz, S. K.** (2018). Ethics and Competency Dimensions in Cross-Cultural Research. *The Southwestern Business Administration Teaching Conference Proceedings., Houston, TX.*
- **Horwitz, S. K. & Godwin, L.** (2015). Performance-based Compensation: Issues and recommendations. *The Society of Interdisciplinary Business Research Conference Proceedings., Hong Kong, China.*
- **Horwitz, S. K.** (2014). Mosaic mentoring for health care professionals: A preliminary literature review. *The Academy of Human Resource Development Conference Proceedings., Houston, TX.*
- **Horwitz, S. K. & Horwitz, I. B.** (2013). Managing diversity through the lived experience of diversity trainers. *The Academy of Human Resource Development Conference Proceedings. Washington DC.*
- **Horwitz, S. K. & Santillan, C.*** (2012). The effects of virtualness and diversity on global virtual Teams: Collaboration technology for facilitating global virtual team process. *The Academy of Human Resource Development Conference Proceedings. Colorado Spring, CO.*
- **Horwitz, S. K. & Horwitz, I. B.** (2012). An integrative review of effects of emotions on an escalation of commitment: Past, present, and future. *The Asia Academy of Management Conference Proceedings, Seoul, Korea.*

- **Horwitz, S. K. & Horwitz, I. B. (2011).** The effects of affective commitment and empowerment on patient safety culture. *The Academy of Human Resource Development Conference Proceedings*. Chicago, IL.
- **Horwitz, I. B. & Horwitz, S. K. (2011).** Critical review of the effects of bureaucratic structure on ethical accountability. *The Academy of Human Resource Development Conference Proceedings*. Chicago, IL.
- **Horwitz, S. K. & Horwitz, I. B. (2009).** Reliability, statistical power, cost optimization: Implications for human resource interventions. *The Academy of Human Resource Development Conference Proceedings*. Washington DC ***This Paper won the 2008 AHRD Cutting Edge Award.**
- **Barshes, N.*, Horwitz, I. B., & Horwitz, S. K. (2008).** The impact of conflict and communication failure on medical team decision making: Theoretical solutions from the fields of HRD and Organizational Psychology. *The Academy of Human Resource Development Conference Proceedings*. Panama City, FL.
- **Bartlett K., Ipe M., Kim S., Liu, Y. (2002).** The perceived influence of industry-sponsored credentials on recruitment and training in the information technology industry. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.
- **Kim S. (2002).** Research Paradigms: Competing Modes of Inquiry in Human Resource Development. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.

Conference Presentations:

- **Mousavidin, E. & Horwitz, S. K. (2025).** The Evolution of Generative AI: A Decade of Change Through the Lens of Social Construction. *The 32nd Southwestern Business Administration Teaching Conference*. Houston, TX.
- **Horwitz, S. K. (2023).** Personal Reputation in Team Leadership. *The 30th Southwestern Business Administration Teaching Conference*. Houston, TX.
- **Horwitz, S. K. (2022).** The Impact of Inter- and Intra-functional Diversity on Project Teams. *The 29th Southwestern Business Administration Teaching Conference*. Houston, TX.
- **Horwitz, S. K. (2020).** Purposeful Ambiguity in Organizational Communication. The 20th International and Virtual Conference on Diversity in Organizations, Communities & Nations. *Common Ground Research Networks*.
- **Horwitz, S. K. (2018).** Ethics and Competency Dimensions in Cross-Cultural Research. *The 25th Southwestern Business Administration Teaching Conference*, Houston, TX.
- **Horwitz, S. K. (2018).** Mosaic Mentoring and Cross-cultural Training for Medical Professionals. *The Science of Team Science Conference*, Galveston, TX.

- **Horwitz, S. K.** (2016). The Effects of organizational commitment and employee empowerment on patient safety culture using a physician cohort, *Science of Team Science Conference, Phoenix, AZ*.
- **Horwitz, S. K. & Godwin, L.** (2015). Performance-based compensation: Issues and recommendations. *The Society of Interdisciplinary Business Research Conference., Hong Kong, China*.
- Canac, P., Davis, C. K., & **Horwitz, S. K.** (2015). Teaching globalization online: A case study, Southwest Decision Science Institute, Houston, TX.
- **Horwitz, S. K.** (2014). Mosaic mentoring for health care professionals: A preliminary literature review. The Academy of Human Resource Development Conference, Houston, TX.
- **Horwitz, S. K.** (2014). Cross-cultural competency in surgical education: Implications for clinical practice. The Global Academic Programs Conference, Seoul, South Korea.
- **Horwitz, S. K. & Horwitz, I. B.** (2013). Managing diversity through the lived experience of diversity trainers. The Academy of Human Resource Development Conference, Washington DC.
- **Horwitz, S. K. & Horwitz, I. B.** (2012). An integrative review of effects of emotions on escalation of commitment: Past, present, and future. The Asia Academy of Management, Seoul, Korea.
- Santillan, C.*, & **Horwitz, S. K.** (2012). The effects of virtualness and diversity on global virtual teams: Collaboration technology to facilitate global virtual team processes. Academy of Human Resource Development, Colorado Springs, CO.
- **Horwitz, S. K.** (2012). Designing valid, reliable, and respondent-friendly surveys in global marketing: Implications for marketing professionals. Global Marketing Conference, Seoul, South Korea.
- **Horwitz, S. K.** (2011). Managing patient and team diversity in clinical practice: Improving healthcare quality through culturally competent leadership. Academy of International Business U.S. Southwest Chapter Annual Conference, Houston, TX
- **Horwitz, S. K. & Horwitz, I. B.** (2011). Riding an Emotional Roller Coaster: Effects of Emotions on Escalation of Commitment. *The Western Academy of Management Conference, Victoria, BC*.
- **Horwitz, S. K. & Horwitz, I. B.** (2011). The effects of affective commitment and empowerment on patient safety culture. *The Academy of Human Resource Development Conference, Chicago, IL*.
- **Horwitz, I. B. & Horwitz, S. K.** (2011). Critical review of the effects of bureaucratic structure on ethical accountability. *The Academy of Human Resource Development Conference. Chicago, IL*.

- Santillan, C.* & **Horwitz, S. K.** (2010). Developing Structure in the Uncertain Environment: How Virtual Teams Can Benefit from Collaboration Engineering. *The Western Academy of Management Conference*, Kona, HI.
- **Horwitz, S. K.** & Horwitz, I. B. (2010). Improving Resident Training through the Use of NEO-PI-R: Results from a Cohort-Based Trial. *The Western Academy of Management Conference*, Kona, HI.
- **Horwitz, S. K.** & Horwitz, I. B. (2009). Reliability, statistical power, cost optimization: Implications for human Resource interventions. *The Academy of Human Resource Development Conference*. Washington DC.
- **Horwitz, S. K.**, Horwitz, I. B., Brunicardi, C., & Awad, S, S. (2009). Assessment of cross-cultural training needs among surgical residents: Implications for surgical education curricula. *Academic Surgical Congress Conference*. Fort Myers, FL.
- Horwitz, I. B., **Horwitz, S. K.**, Brunicardi, C., & Awad, S, S. (2009). Targeting educational interventions to enhance the ACGME core competencies using the NEO-5-factor personality inventory. *Academic Surgical Congress Conference*. Fort Myers, FL.
- Horwitz, I. B., **Horwitz, S. K.**, Daram, P.*, Brandt, M. L., Brunicardi, C., & Awad, S, S. (2008). Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort - Analysis using the multifactor leadership questionnaire. *Academic Surgical Congress*. Huntington Beach, CA.
- Barshes, N.*, Horwitz, I. B., & **Horwitz, S. K.** (2008). The impact of conflict and communication failure on medical decision making: Theoretical solutions from the fields of HRD and Organizational Psychology. *The Academy of Human Resource Development Conference*. Panama City, FL.
- Horwitz, I. B., **Horwitz, S. K.**, Brandt, M. L., Brunicardi, F. C., & Samir, S. A. (2007). Assessment of communication skills of surgical residents using the social skills inventory. *Academic Surgical Congress*. Phoenix, AZ
- Bartlett, K., Ipe, M., **Kim, S.**, Liu, Y. (2002). The perceived influence of industry-sponsored credentials on recruitment and training in the information technology industry. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI
- **Kim S.** (2002). Research Paradigms: Competing Modes of Inquiry in Human Resource Development. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.
- **Kim. S.** (2003). Mentoring for women: Findings from the literature. *The 27th Pacific Circle Consortium*. Minneapolis, MN.

- **Kim S. (2002).** Corporate volunteering and social accountability in modern organizations. *The 17th IAVE World Volunteer Proceedings*. Seoul, Korea.

Other Presentations (Representative)

- Presentation on Cultural intelligence invited by the Initiative for University Excellence at UST (with Dr. Michalos 2014, with Ms. Swan, 2017)
- International HR Workshop for the Brazilian Executive Group Training in CSB (February 2016)
- Guest lecture in Cross-cultural management session at Texas A & M-Galveston, Maritime Administration (Fall 2014)
- Guest lecture in Human Resource Development session at Seoul National University, Korea (2013)
- Team building workshop for the CSB MBA Orientation Event (2008-2012)
- Round-table session for Organization development in healthcare, The Academy of Management Conference (2011)
- Workshop for the Houston International HR Roundtable LLC (HR Brown Bag Series in collaboration with the University of Houston, College of Technology, 2010)
- Guest lecture in team diversity session, University of Texas, School of Public Health, TX (Spring 2007)

Research in Progress:

- **Horwitz, S. K.** Street-Level Bureaucracy and Ideological Currency for Participatory Health Promotion through Empowered Nurses (In preparation for Public Management Review)
- **Horwitz, S. K.** Mosaic mentoring and Cross-cultural training implications for health care professionals (In preparation for submission to the Journal of Vocational Behavior).

Service Experience

Service to the Department and College

- Faculty Advisor for Beta Gamma Sigma (BGS) Honor Society (2020 – Present)
- Chair of the CSB Faculty Development Committee (2018– Present)
- Program Director for the Marketing Dept for the SACSCOC Reaffirmation (2024-2025)
- Department Chair of the Management and Marketing, CSB (2014-2016)
- Chair of CSB Curriculum Committee (2013-2017)
- Chair of CSB Strategic Management Faculty Search Committee (2014)
- Chair of CSB Business Law Faculty Search Committee (2016)
- Member of the Oversight Committee for the AACSB Reaccreditation (2021-2024)
- Faculty Advisor to the CSB Alumni Mentorship Program (2012-2022)

- Mentor for the CSB Faculty Mentoring Program (2014 - 2020)
- Member of the Emerging Leader Coaching Scholarship Program (ELCSP) Selection Committee (2013)
- Member of the Articulation Taskforce (2014-2016)
- Committee Member: CSB Faculty Development Committee (2014-2017)
- Committee Member: CSB Strategic Planning Committee (2103-2016)
- Committee Member: CSB Assessment Committee (2009-2014)
- Committee Member: CSB Curriculum and Standards Committee (2007-2009)
- Committee Members: Accounting Faculty Search Committee (2014)
- Committee Members: Endowed Chair of Ethics Search Committee (2015)
- Course Champion for MBA 5322 (2007-2013) and MGMT 2347 (2014-Current)
- CSB/UST Academic Advising: I advise about 60 to 80 students per semester, ranging from freshmen to graduate students in CSB and UST

Service to the University

- Education for Purpose (E4P) Fellow for the Quality Enhancement Program (2025-Present)
- UST First-Year Experience Advisor (2009- Present)
- UST Freshman Symposium Faculty Mentor (2012, 2013, 2015, 2019-Present)
- Committee Member: Academic Appeals Committee (2025-Present)
- Committee Member: Faculty Grievance Committee (2021-Present)
- Committee Member: UST Promotion and Tenure Committee (2019-2022)
- UST Faculty Senate (2011-2016 & 2021-2024)
- Advisory member for the Promotion and Tenure Task Force (Spring 2022-Fall 2022)
- Member of the Psychology Faculty Search Committee (2021)
- Committee Member: UST Scholarship Appeals Committee (2014-2019)
- Committee Member: UST Academic Calendar Committee (2011-2013)
- Committee Member: UST Undergraduate Research Committee (2008-2013)
- Chair of the Undergraduate Research Funding Subcommittee (2011-2013)
- Faculty Representative for the UST Family Weekend Committee (2008-2014)
- Member of the Promotion & Tenure Taskforce (2012-2013)
- Member of the Course and Peer Evaluation Task Force (2013-2014)
- Member of the Mid-Tenure Mentoring Committee for Dr. Nevine Sultan (2017)
- Teaching Fellow for the Initiative for University Excellence (2014)
- Member of the Blended Learning-Learning Community (2011)
- Student Research Advisor: UST Honors Program (2009-2010)

Service to the Academy and Profession

Journal Reviewer:

- Editorial Board Member: The Journal of Agricultural Education and Human Resource Development for the KSAE & HRD
- Academy of Management Review
- Organizational Behavior and Human Decision Processes

- Group and Organization Management
- Managerial International Review
- Journal of Vocational Behavior
- Journal of Managerial Issues
- Small Group Research
- Psychological Reports
- Employee Relations
- Human Relations
- Human Resource Development Review
- Journal of Health Organization and Management
- International Journal of Management Science and Engineering Management
- Knowledge Management: Research and Practice
- International Journal of Educational Research

Session Chair/Moderator for Conferences:

- Southern Management Conference
- Academy of Management Conference
- The Asia Academy of Management Conference
- The Academy of Human Resource Development Conference
- The Society of Interdisciplinary Business Research Conference

Reviewer for Conference Proceedings:

- The Academy of Human Resource Development Conference Proceedings
- The Academy of Management Conference Proceedings
- The Asia Academy of Management Conference Proceedings
- Southern Management Association Conference Proceedings
- Western Academy of Management Conference Proceedings
- The US Association for Small Business and Entrepreneurship Conference Proceedings
- The Computer-Supported Cooperative Workgroup Conference Proceedings

Community Engagement

- Volunteer for the Blackhawk Neighborhood Animal Rescue Group (2023-Present)
- Volunteer for the Korean American Association and Community, Houston (2024-Present)
- Volunteer Korean interpreter for the Texas Medical Center, Houston (2008-2020)
- Served as an external reviewer for a management faculty candidate for tenure and promotion in the School of Business and Economics at Indiana University-Northwest, IN.
- Reviewer for the annual UST/Archdiocesan Essay Contest (2009-2014)
- Judge, National Youth Leadership Forum in Public Health, Houston (2004-2005)
- Volunteer Member of the Harris County Department of Education program for Katrina Victim Relocation (Fall 2005)

Academic and Professional Associations

- Member of the Academy of Management
- Member of the Southern Management Association
- Member of the Society for Human Resource Management
- Member of the American Psychological Association