

Amanda Bullough

University of Delaware, Alfred Lerner College of Business
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Teaching, scholarship, and program work in management, leadership, and entrepreneurship, with special expertise in women's businesses and leadership, global mindset skills, and entrepreneurship in adverse environments and developing countries.

EDUCATION

Ph.D. (2008) Florida International University, Miami, FL, Management & International Business
M.A. (2004) Florida International University, Miami, FL, International Studies
B.S. (1997) University of South Florida, Tampa, FL, Business Administration, Marketing
(1993-1995) West Virginia University, Morgantown, WV, Business Administration

ACADEMIC WORK & LEADERSHIP

University of Delaware (2014-Present)

Associate Professor of Management & Global Leadership (September 2018-Present)
Co-Founder and Research Director of the Lerner College Women in Business initiative (2016-Present)
Core Research Team Member, Global Leadership & Organizational Behavior Effectiveness (GLOBE 2020) Project; serves on a 7-person, 5-year, global culture and leadership research initiative with data covering 99% of the world's GDP and 97% of the world's population (2017-Present)
Executive Leadership Education, Toyota Financial Services, Women's Leadership Forum, Christiana Care Health Services, New Castle County Department of Land Use, Produce Marketing Association (2016-present)
Academic Director, U.S. Department of State Study of the U.S. Institutes Women's Leadership Program Grant, Sub-Saharan Africa, University of Delaware, Institute for Global Students (Summers, 2017-2020)
Assistant Professor of Management & Global Leadership (September 2014-August 2018)

Academy of International Business, Women in the AIB (2013-2017)

President (2015-2017)
Vice President (2015-2017)

Thunderbird School of Global Management (2008-2014)

Assistant Professor of Global Entrepreneurship & Leadership (2008-2014)
Academic Director of the World Bank Entrepreneurship Education & Training (EET) research project (2012-2013)
Academic Director of the Goldman Sachs 10,000 Women's Entrepreneurship Programs (2008-2014), Afghanistan and Peru

Florida International University (August 2004-December 2008)

Instructor (2005-2008)

Teaching/Research Assistant (2004-2008)
Lead Researcher (2005-2007), Women-Led Businesses Survey Research Project

TEACHING EXPERIENCE

Graduate MBA Course Topics:

Global Leadership/Global Mindset
Organizational Behavior
Professional Development & Branding
Social Entrepreneurship
Multicultural Teams & Leadership
Business Plan Consulting

Undergraduate Course Topics:

Organizational Behavior
Study Abroad Costa Rica
International Business/Management
Entrepreneurship
Organization & Management

RESEARCH

Publications

- Kramer, A., Chell, L., Vargo, B., Williams, K.F., Wilson, S., and Bullough, A. (2020). The Starbucks Joint Venture in India: Will expansion in India be as successful as it was in China? [Multimedia Case](#) and Teaching Note, *Sage Business Cases*.
- Bullough, A., Hechavarría, D., Brush, C., Edelman, L. (Eds) (2019). *High-growth Women's Entrepreneurship Programs, Policies and Practices*, Edward Elgar Publishing.
- Hechavarría, D., Bullough, A., Brush, C., Edelman, L. (2019). High Growth Women's Entrepreneurship: Fueling Social and Economic Development, *Journal of Small Business Management* 57(1): 5-13 (5-Year Impact Factor 4.342, CABS 3, 48 out of 194 in Management, Google Scholar Ranking #8 in Entrepreneurship & Innovation)
- Budde-Sung, A., Bullough, A., Kalafatoglu, T., and Moore, F. (2019). Yes We Can, But How? Women's Representation in Global Business, AIB Insights, Academy of International Business, Special Issue on Gender in International Business, 19(4): 3-7.
- Dastmalchian, A., Bullough, A., Cotton, R., W. Dorfman, P., Fitzsimmons, S. and Javidan, M. (2018). The Next Phase in the GLOBE Research Program: Culture, Practices and Leadership, In the Best Paper and Symposia Proceedings of the 78th Annual Meeting of the Academy of Management Conference, Guclu Atinc (Ed.), Published Online (9 Jul 2018): <https://doi.org/10.5465/AMBPP.2018.15457symposium>.
- Bullough, A., Renko, M., & Abdelzaher, D. (2017). Women's Business Ownership: Operating within the Context of Institutional and In-Group Collectivism. *Journal of Management*. 43(7): 2037–2064. (FT 50, Impact Factor 8.080, CABS 4, 2 out of 82 in Applied Psychology, 3 out of 209 in Management, 4 out of 140 in Business)
- Bullough, A. & Renko, M. (2017). A Different Frame of Reference: Entrepreneurship and Gender Differences in the Perception of Danger. *Academy of Management Discoveries*. 3(1): 21-41.
- Bullough, A., Moore, F. Kalafatoglu, T. (2017). Research on Women in International Business and Management: Then, Now, and Next. *Cross Cultural and Strategic Management*. 24(2): 211-230. (Impact Factor 1.516, CABS 1)
- Javidan, M., Bullough, A., & Dibbles, R. (2016). Mind the Gap: Gender Differences and Global Leadership Self-efficacies. *Academy of Management Perspectives*. 30(1): 59-73 (5-Year Impact Factor 7.341, CABS 3, 21 of 209 in Management, 18 of 140 in Business)

- Bullough, A., Sully de Luque, M., Abdelzaher, D., & Heim, W. (2015). Developing Women Leaders through Entrepreneurship Training. *Academy of Management Perspectives*, 29(2): 250-270 (5-Year Impact Factor 7.341, CABS 3, 21 of 209 in Management, 18 of 140 in Business)
- Bullough, A. & Sully de Luque, M. (2015). Women's Participation in Entrepreneurial and Political Leadership: The Importance of Culturally Endorsed Implicit Leadership Theories. *Leadership*, 11(1): 36-56. (Impact Factor 2.379, CABS 1)
- Bullough, A., Bell, E., & Helm, D. (2015) Opportunity International: Tackling the Rural Hurdle, Published in the Thunderbird Case Series and Indexed with Harvard Business School Publishing, Product # A05-15-0001
- Brandwein, N., & Bullough, A. (2015) Do Private Enterprises and Market Practices Have a Place in Solving Malnutrition? The Case Center, Global Business School Network (GBSN), Product #215-060-1
- Bullough, A. (2014). Increasing Students' Global Mindset and Entrepreneurial Competencies through E-Consulting Projects. *AIB Insights*, 14(4): 12-15.
- Javidan, M., Bullough, A., & Dibbles, B., A. (2014). Mind the Gap: Gender Differences in Global Leadership Competencies and Why it Matters. In John Humphreys (Ed.), Best Paper Proceedings of the 74th Annual Meeting of the Academy of Management Conference (CD), ISSN 1543-8643.
- Bullough, A., Renko, M., & Myatt, T. (2014). Danger Zone Entrepreneurs: The Importance of Resilience and Self-Efficacy for Entrepreneurial Intentions. *Entrepreneurship Theory and Practice*, 38(3): 473-499. (FT 50, 5-Year Impact Factor 8.082, CABS 4; 12 out of 140 in Business)
- Javidan, M., Walker, J.L., & Bullough, A. (2013). Behind the Global Curve: HR professionals' Global Mindset. *HR People & Society (HRPS)*, 36(3): 42-47.
- Bullough, A., Seltz, K., Toto, M., & Erley, M. (2013). VermiSoks: One Man's Food Waste is Another Man's Tomato, Case Study, Published in the Thunderbird Case Series and Indexed with Harvard Business School Publishing, Product #:TB0355-PDF-ENG.
- Bullough, A. (2013). Perceptions of Women Entrepreneurs in Male-Dominated Leadership Cultures: More Positive Support for Women than Many Thought. *Journal of Enterprising Culture*, 21(3): 359-374. (Impact Factor 0.640, CABS 1)
- Bullough, A. & Renko, M. (2013). Entrepreneurial Resilience during Challenging Times. *Business Horizons*, 56(3): 343-50. (Impact Factor 2.828, CABS 2)
- Abdelzaher, D. & Bullough, A. (2013). Personal Experiences of Oppression of Women Stereotypes in the Middle East: Both East and West are Guilty. *AIB Insights*, 13(2): 8-11.
- Bullough, A. & Abdelzaher, D. (2013). Global Research on Women's Entrepreneurship: An Overview of Available Data Sources & Limitations. *Business and Management Research*, 2(2): 42-59.
- Bullough, A., Kroeck, K. G., Newburry, W., Lowe, K., & Kundu, S. (2012) Women's Political Leadership Participation around the World: An Institutional Analysis. *The Leadership Quarterly*, 23(3): 398-411. (Impact Factor 4.269, CABS 4)
- Zanakis, S., Renko, M., & Bullough, A. (2012). Where Do New Businesses Come From? Individual-Level Explanations for the Transition to Entrepreneurship. *Journal of Developmental Entrepreneurship*, 17(1): 1-25. (Impact Factor 0.750, CABS 1)
- Renko, M., Kroeck, K. G., & Bullough, A. (2012). Expectancy Theory and Nascent Entrepreneurship. *Small Business Economics*, 39(30): 667-684. (Impact Factor 2.421, CABS 3)
- Bullough, Amanda. (2012). Battle Ready: Five Steps to Build Recession-Proof Entrepreneurs: How Do Entrepreneurs Bounce Back from Uncertainty and Decline? *Forbes India*. Daily Sabbatical (Oct. 8th)
- Javidan, M., Hough, L., & Bullough, A. (2010). Technical Report: Conceptualizing and Measuring Global Mindset: Development of the Global Mindset Inventory. Thunderbird School of Global Management: Thunderbird Global Mindset Institute.

- Kroeck, K. G., Bullough, A., & Reynolds, P. (2010). Entrepreneurship and Differences in Locus of Control. *Journal of Applied Management and Entrepreneurship*, 15(1) 21-49.
- Bullough, A., Finney, M. S., Hennessy, D., Ingraham, L., A., S. C., & Hawn, O. (2010). Environmental Innovation and Talent. In D. E. de Lange (Ed.), *Research Companion to Green International Management Studies A Guide for Future Research, Collaboration and Review Writing*. Northampton, MA: Edward Elgar.
- Bullough, A. (2008). Dissertation: Global Factors Affecting Women's Participation in Leadership. Florida International University, Management & International Business Department, Miami, FL. FIU Electronic Theses and Dissertations. Paper 184. <http://digitalcommons.fiu.edu/etd/184>
- Elam, J., Bullough, A., & Beers, M. (2006). Florida's Women-Led Businesses 2006 Report. Miami, FL: The Center for Leadership at Florida International University.

Papers under Review & New Works in Progress

- Bullough, A., Guelich, U., Welter, F., Manolova, T., Schjoedt, L. (Late 2020/Early 2021). Introduction to the Special Issue Women's Entrepreneurship across Cultures, *Small Business Economics: An Entrepreneurship Journal*, (5-Year Impact Factor 4.452, CABS 3, Google Scholar Ranking #3 in Entrepreneurship & Innovation)
- Guelich, U., Bullough, A., Manolova, T., Schjoedt, L. (Eds) (In Progress). *Women's Entrepreneurship across Cultures*, Edward Elgar Publishing Inc.
- Renko, M., Bullough, A., & Saeed S. (In Progress). Entrepreneurship, War, and Adversity: A Multinational Study of Individual Resilience and self-efficacy, Under review with *International Small Business Journal*, (5-Year Impact Factor 4.946, CABS 3, 47 out of 217 in Management, Google Scholar Ranking #7 in Entrepreneurship & Innovation)
- Byrne, J.M., Shantz, A., & Bullough, A. (In Progress). Build me up! Rebuilding Shattered Assumptions through Entrepreneurship Education, Under review with the *Journal of Business Ethics* (FT 50, 5-Year Impact Factor 4.980, CABS 3; 2 out of 54 in Ethics, Google Scholar Ranking #1 in Ethics)
- Serva, M., Convery, A., & Bullough, A. (In Progress). Reassessing How We Grade in Today's Business Schools, Under review for the Academy of Management Annual Meeting, Vancouver, August 2020.
- Renko, M., Byrne, J.M., & Bullough, A. (In Progress). Personal adversity as a motive for women's entrepreneurship: Conceptual development and implications for policy and pedagogy.
- Bullough A. & Dunham, A. (In Progress). The Trials of Leadership: Elizabeth Colon and Metaphrasis. Case Study and Teaching Note.
- Ernst, R., Enobasi, N., Hoffman, S., Wernert, M., & Bullough A. (In Progress). Diversity & Inclusion in AstraZeneca Leadership. Case Study and Teaching Note.

Editorial Experience

- Bullough, A., Guelich, U., Welter, F., Manolova, T., Schjoedt, L. (2021) Edited Book: Women's Entrepreneurship across Cultures, to be published by Edward Elgar Publishing Inc.
- Bullough, A., Guelich, U., Welter, F., Manolova, T., Schjoedt, L. (2020) *Small Business Economics: An Entrepreneurship Journal*, Special Issue Women's Entrepreneurship across Cultures
- Hechavarria, D., Bullough, A., Brush, C., Greene, P., (2019) *Journal of Small Business, Management*, Special Issue on High-Growth Women's Entrepreneurship
- Bullough, A., Hechavarria, D., Brush, C., Greene, P., (2019) Edited Book: High-Growth Women's Entrepreneurship, to be published by Edward Elgar Publishing Inc.
- Guelich, U., Bullough, A., Welter, F., Brush, C. (2018) Diana International Research Conference, Theme: Women's Entrepreneurship across Cultures, Bangkok University, Thailand, July 31-August 2

- Bullough, A., Hechavarria, D., Brush, C., Greene, P., (2017) Diana International Research Conference, Theme: Programs, Policies, & Practices around High-Growth Women's Entrepreneurship, Ewing Marion Kauffman Foundation, Kansas City, Missouri, October 1-3
- Gupta, S. F., Eden, L., Bullough, A., Moore, F., & Kalafatoglu, T. (2017) Cross Cultural & Strategic Management 4(2): Special Issue: Gender in international business and management

Awards

- 2020 E. Arthur Trabant Award for Women's Equity, the University of Delaware, presented by the Vice Provost for Diversity in the Office of the Provost, Newark, DE
- 2019 Women in Business Awardee, Delaware Today magazine, for my work as Co-Founder of the Women's Leadership Initiative, Wilmington, DE
- 2015 Faculty Research Award funded by the Mae and Robert Carter Endowment in Women's Studies, University of Delaware, for "Women Entrepreneurs: Building Resilience and Reducing Fear through Business Ownership"
- Best Paper Award for Increased Gender Awareness in International Business Research at the 2009 Academy of International Business Conference, Bullough, A., Kroeck, K. G., Newburry, W., Lowe, K., & Kundu, S. "Institutional Factors Affecting Women's Participation in Business Leadership Around the Globe," awarded by the Women in the Academy of International Business, Academy of International Business Conference, June 28-30, San Diego, CA
- Highly Commended Paper for Emerging Scholar Award in Women's Entrepreneurship at the 2009 Academy of International Business conference, Bullough, A., Kroeck, K. G., Newburry, W., Lowe, K., & Kundu, S. "Institutional Factors Affecting Women's Participation in Business Leadership Around the Globe," awarded by the Women in the Academy of International Business, Academy of International Business Conference, June 28-30, San Diego, CA

CONFERENCE PAPER PRESENTATIONS AND PANELS

- Shoham, A., Bazel, O., Berman, A., & Bullough, A. "Gender in International Business Research: Addressing the Importance and Overcoming the Obstacles," 2019 Academy of International Business North East U.S. Chapter, Rutgers University, Newark, NJ, October 11, 2019
- Byrne, J.M., Shantz, A., & Bullough, A. "From Shattered Lives to Entrepreneur: The Role of Entrepreneurship Education and Training," 2018 Diana International Women's Entrepreneurship Conference, Bangkok University, Bangkok, Thailand, July 31-August 2, 2018.
- Renko, M., Byrne, J.M., & Bullough, A. "Personal Adversity & the Entrepreneurial Challenge: Identity, Resilience, & Purpose of Women Entrepreneurs," 2017 Diana International Women's Entrepreneurship Conference, Kauffman Foundation, Kansas City, MO, October 1-3, 2017.
- Bullough, A. "Empirical Support for What Types of Pedagogy are Most Effective for Entrepreneurs," Professional Development Workshop. Academy of Management Annual Meeting, Atlanta, GA August 4-9, 2017.
- Renko, M., Bullough, A., & Stephan, U., Welter, F., "Entrepreneurship under Adverse Conditions: A Global Study of Individual Resilience and Self-efficacy," Research Symposium at the Academy of Management, Anaheim, CA, August 5-9, 2016.
- Renko, M., Bullough, A., & Saeed, S., "Entrepreneurship under Adverse Conditions: A Global Study of Individual Resilience and Self-efficacy," Competitive Paper Presentation at the Academy of Management, Anaheim, CA, August 5-9, 2016.

- Renko, M., Bullough, A., & Saeed, S., "Entrepreneurship under Adverse Conditions: A Global Study of Individual Resilience and Self-efficacy," Competitive Paper Presentation at the Academy of International Business, New Orleans, LA, June 27-30, 2016.
- Bullough, A. Chair and Moderator: "Women AIB Fellows Panel," Academy of International Business, New Orleans, LA, June 27-30, 2016.
- Bullough, A. Panelist: "Gender in International Business Research." Academy of International Business, New Orleans, LA, June 27-30, 2016.
- Bullough, A. & Newburry, W., Chair & Moderator: "Gender in International Business Research." Academy of International Business US Southeast Meeting, Savannah, GA, November 12-14, 2015.
- Bullough, A., Panel Chair & Panelist: "High-Quality Research on Women and Gender." Expert Co-Panelists: Rosalie L. Tung, William Newburry, Lorraine Eden. Academy of International Business US Southeast Meeting, Savannah, GA, November 12-14, 2015.
- Bullough, A. & Kalafatoglu, T., Panel Co-Chair and Moderator: "Creating and Publishing High-Quality Research on Women and Gender." Expert Panelists: Rosalie L. Tung, William Newburry, Patricia P. McDougall-Covin, Nakiye Avdan Boyacigiller, Fiona Moore. Academy of International Business Annual Meeting, Bengaluru, India, June 27-30, 2015.
- Bullough, A. & Javidan, M. "Mind the Gap: Gender Differences in Global Leadership Competencies and Why It Matters. Academy of Management Annual Meeting, Philadelphia, PA, August 1-5, 2014.
- Bullough, A. "Frame of Reference: Entrepreneurship and Gender Differences in the Perception of Danger." Presented at the "Against the Odds: Women's Entrepreneurship" Panel. Academy of International Business Annual Conference, Vancouver, BC, Canada, June 23-27, 2014.
- Bullough, A. & Renko, M. PDW Chairs: "Get Creative! Data Collection under Adverse Conditions." Professional Development Workshop. Academy of Management Annual Meeting, Orlando, FL, August 9-13, 2013.
- Bullough, A., Javidan, M., & Walker, J. PDW Chairs: "Beyond Cross-Cultural Education: How to Develop the Global Mindset of Business Leaders." Professional Development Workshop. Academy of Management Annual Meeting, Orlando, FL, August 9-13, 2013.
- Bullough, A. PDW Facilitator: "Building a Community of Base of the Pyramid Scholars: Creating a Legacy that can Change the World Community of BoP Scholars." Professional Development Workshop led by Ted London, Harry G. Barkema, and Geoff Kistruck. Academy of Management Annual Meeting, Orlando, FL, August 9-13, 2013.
- Bullough, A. Session Chair: "Women's Entrepreneurship." Academy of Management Annual Meeting, Orlando, FL, August 9-13, 2013.
- Bullough, A., Renko, M., & Abdelzaher, D. "Women's Entrepreneurship: Operating within the Context of Institutional and In-Group Collectivism." Academy of Management Annual Meeting, Orlando, FL, August 9-13, 2013.
- Renko, M. & Bullough, A. "Fear factor: The role of resilience in business creation under adverse conditions." Babson College Entrepreneurship Research Conference (BCERC), Lyon, France, June 5-8, 2013.
- Bullough, A. and Gupta, Susan. Conference Panel: "Women Starting and Leading Businesses in Adverse Conditions," Sponsored by WAIB, for the Academy of International Business Conference, Washington, D.C., June 30-Jul 3, 2012.
- Bullough, A. Panel Chair: "Poverty Alleviation at the base of the Pyramid." Academy of Management Annual Meeting, Boston, MA, August 2-6, 2012.
- Bullough, A. & Abdelzaher, D. "Entrepreneurship and Sustainable Development: The Importance of Community-based and Social Entrepreneurs as Agents of Development." NYU-Stern Social Entrepreneurship Conference, November 2-4, 2011.

- Bullough, A. & Abdelzaher, D. "Research Note: An Overview of Available Data Sources & Limitations in Global Research on Women's Entrepreneurship." Academy of International Business Southeast Conference, October 26-28, 2011, Orlando, FL.
- Bullough, A., Renko, M., & Abdelzaher, D. "Women's Entrepreneurship: Operating within the Context of Institutional and In-Group Collectivism." Academy of International Business Southeast Conference, October 26-28, 2011, Orlando, FL.
- Bullough, A. & Sully de Luque, M. "The Importance of Culturally Endorsed Implicit Leadership Theories on the Participation of Women in Entrepreneurial and Political Leadership," Symposium: Women Leaders across the Globe, 2011 Academy of Management Annual Meeting, August 12-16, in San Antonio, TX.
- Bullough, A. Renko, M., & Myatt, T. " Surmounting Obstacles: Resilience, Self-Efficacy, and Entrepreneurial Intentions in a Danger Zone," Competitive Paper Session, 2011 Academy of Management Annual Meeting, August 12-16, in San Antonio, TX.
- Bullough, A., Kroeck, K. G., Newburry, W., Lowe, K., & Kundu, S. "Women's Participation in Leadership Around the Globe: An Institutional Analysis," Competitive Paper Session, 2010 Academy of Management Annual Meeting, August 6-10, in Montreal, Canada
- Bullough, A., Renko, M., & Myatt, T. "Women's Entrepreneurial Intentions and the Effects of Danger and Conflict," Symposium: Doing Business Under Adverse Conditions in Developing Countries, 2010 Academy of Management Annual Meeting, August 6-10, in Montreal, Canada
- Bullough, A., Renko, M., & Myatt, T. "Women's Entrepreneurial Intentions and the Effects of Danger and Conflict," 2010 Diana International Conference on Women's Entrepreneurship Research, August 3- 4, Banff, Canada
- Sully de Luque, M., Bullough, A., Fields, J., Kreiser, K. "Economic Development Among Women in the Third World," Panel at the Conference "Breaking Down the Walls: Increasing the Discourse and Exchanging Ideas in the American Policy-Making Community," sponsored by Arizona State University, March 31-April 2, 2010 Phoenix, AZ
- Zanakis, Stelios, Maija Renko, Amanda Bullough. "Survival of Nascent Entrepreneurs: In Search of an Explanation," ICSB 2007 World Conference, Turku, Finland, June 13-16
- Bullough, Amanda. "Leadership and Entrepreneurship in Developing Countries: There May Be More Room for Women Than We Thought," 2006 Gallup Leadership Institute Summit, October 7-9, Washington, D.C.
- Bullough, Amanda. "The Effect of Women Entrepreneurs Economic Development," Paper presented at the Academy of International Business, Southeast USA Chapter 2006 Annual Conference, October 25-27, Clearwater Beach, FL
- Bullough, Amanda. "The Role of Governments & Institutions in Promoting Global Entrepreneurship: International Business Theories Applied," Competitive Paper presented at the 2006 Annual Academy of International Business Conference, June 23-25, Beijing, China
- Kroeck, K. Galen, Amanda Bullough, Paul D. Reynolds. "Cognitive Aspects of Entrepreneurship Revisited: Differences in Locus of Control," Paper presented at the 2005 Annual Academy of Management Conference: A New Vision of Management In The 21st Century, August 5-10, Honolulu, Hawaii
- Bullough, Amanda. "Sex Slavery in Asia: Exploring Patriarchy and the Economic Effects of Globalization," Paper presented at the International Studies Association Southeast Conference, Miami, October 2005, at the Florida International University Women's Studies Conference, Miami, April 2005, and at the Florida Atlantic University Women's Studies Conference, Boca Raton, April 2005

ACADEMIC SERVICE & CERTIFICATIONS

Academic Service

President of Women in the Academy of International Business (current)
Editorial Review Board Member with Entrepreneurship Theory & Practice
Ad Hoc Reviewer for Academy of Management Review, Journal of International Business Studies, the Journal of Business Venturing, Leadership Quarterly, Journal of Small Business Management, Thunderbird International Business Review, Academy of Management Conferences, Academy of International Business Conferences, and DIANA Research Consortium Conferences (present)
Member of the Academy of Management and the Academy of International Business

Certifications for Executive and Student Coaching & Training

Certified Instructor, Gallup StrengthsQuest
Certified Instructor, Hogan Business Reasoning Inventory and Self-training on the HDS (leadership Derailers), HPI (Personality), and MVPI (Motives, Values, Preferences)
Certified Instructor, GMAC Reflect, a Hogan assessment by GMAC for graduate business students
Certified Instructor, Global Mindset Inventory

Professional Development Seminars

University of Delaware Faculty Commons and the Center for Teaching and Assessment of Learning (CTAL) Instructor Development Seminars:
Asking Questions that Encourage Critical Thinking in Big Classes, CTAL, Oct. 10, 2014
Making Sense of Student Evaluations, Oct. 15, 2014
Providing Meaning Feedback in Large Classes, Nov. 7, 2014
iClicker training with Paul Hyde, Jan. 30 and Feb 5, 2015
Roundtable open topics and Beer & Wine Social, May 1, 2015
Extending Canvas, August 19, 2015
Grants: Developing your idea into a fundable project, February 12, 2016
Coach-the-Coaches Professional Development Session, Coaching Training, The Ruebling Group and internally within Thunderbird School of Global Management, Glendale, AZ, February 2013
International Entrepreneurship Doctoral Workshop, Center for International Business Research and Education (CIBER), Georgia Tech, Atlanta, GA, May 19-21, 2006
Internationalizing Doctoral Education in Business, Center for International Business Education and Research, University of Illinois, Champaign, IL, July 28-30, 2005
Women as Global Leaders: Communities in Transition, Abu Dhabi, United Arab Emirates, March 12-14, 2006
Summer Intensive Ph.D. Seminar in Entrepreneurship conducted by Professor Scott Shane at Case Western University, August 15-19, 2005
Ninth Symposium of the Americas: Customs, Trade, & Finance, Miami, FL April 11-13, 2005
Florida's Global Frontiers: Impacts of Trade Liberalization, University of South Florida, Tampa, FL, September 2004
Pedagogical Symposium for New Instructors, Florida International University, Miami, FL August 2004

PRE-ACADEMIC WORK EXPERIENCE & SERVICE

Entrepreneurship

AMB Wellness – Business Owner & Independent Distributor with Nikken Health and Wellness, Tampa, FL (July 1998 – August 2003)

Marketing/Advertising

Enigma Global – Field Marketing Representative, Sydney, NSW, Australia (October 2001-February 2002)

Univision WVEA-TV Channel 62 – Account Executive, Tampa, FL (May 2000-February 2001)

Landers and Partners – Account Executive, Clearwater, FL (March 1998-May 2000)

The Dutcher Group – Assistant Production Manager, Tampa, FL (May 1997-March 1998).

Management/Leadership

Montgomery County Government – Aquatic Facility Manager/Instructor, Montgomery County, MD (April 2001-August 2003)

Georgetown Aquatics Corp. – Club Recreation Manager, Damascus/Olney, MD (May 2001-August 2003/Seasonal)

International Travel & Internship

International Travel (more than 35 countries) – (August 2001-Present)

English Instructor/Spanish Language Internship, Colima, Mexico (May 2004 - July 2004)

Public Service

Co-Founder & Director – Women’s Leadership Initiative at Lerner College of Business & Economics, University of Delaware (February 2016-Present)

Volunteer, Paris Foundation (feeding the homeless and hungry), Eltkon, MD (April 2018-Present)

President, Women in the Academy of International Business, Global (July 2015-July 2017)

Vice President, Women in the Academy of International Business, Global (July 2013-July 2015)

Vice President/Public Service Chair, AD2 Tampa Bay, Tampa, FL (April 1997–June 2002)

Mentor/Big Sister, Big Brothers Big Sisters, Tampa, FL (February 2000-April 2001)