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KEVIN B. LOWE

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 Joseph M. Bryan School of Business & Economics
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EDUCATION

Ph.D. 1997 Florida International University
 Chapman Graduate School of Business Administration
 Human Resources/Organizational Behavior

M.B.A. 1982 Stetson University
 Davis School of Business

B.S. 1980 University of Louisville
 College of Business Administration (Finance)

EXPERIENCE

August 2008-
present Department Head and Professor of Business Administration
 Burlington Industries Research Excellence Professor (2010-present)
 Joseph M. Bryan School of Business & Economics
 The University of North Carolina at Greensboro

August, 2007-
present Professor of Business Administration
 Joseph M. Bryan School of Business & Economics
 The University of North Carolina at Greensboro

May 2007-
August 2007 Visiting Academic, School of Business
 University of Southern Queensland, Queensland, Australia

August 2002-
July 2007 Associate Professor of Business Administration (tenured in 2002)
 Joseph M. Bryan School of Business & Economics
 The University of North Carolina at Greensboro

March 2004- August 2004	Visiting Fellow UWA Business School University of Western Australia
July 2002- December 2003	Visiting Fellow Department of Organisational and Labour Studies University of Western Australia
August 1997- July 2002	Assistant Professor of Business Administration Joseph M. Bryan School of Business and Economics The University of North Carolina at Greensboro
August 1997- present	Adjunct Researcher Center for Creative Leadership Greensboro, NC
August 1996- July 1997	Visiting Assistant Professor Joseph M. Bryan School of Business and Economics The University of North Carolina at Greensboro
August 1991- July 1996	Research Assistant Florida International University College of Business Administration Miami, FL
August 1988- July 1991	Assistant Professor of Finance & Economics Shorter College Rome, GA
1985-1988	Financial Forecasting Specialist Florida Power & Light Miami, FL
1982-1985	Financial Analyst/Strategic Planning Analyst American Hospital Supply (now Baxter International) Miami, FL

PUBLICATIONS:

REFEREED JOURNAL ARTICLES

- Bulloch, A., Kroeck, G., Kundu, S., Newhouse, W. & Lowe, K. B. (in-press) Women's political leadership participation around the world: An institutional analysis. *The Leadership Quarterly*.
- Williams, E. A., Deptula, B., Pillai, R., Lowe, K. B., (in-press) The effects of crisis, cynicism about change, and value congruence on perceptions of leadership in the 2008 Presidential election: The role of authentic leadership and attributed charisma in the national vote. *The Leadership Quarterly*.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L., (in-press) An empirical test of diversity climate dimensionality and relative effects on employee of color outcomes. *Journal of Business Ethics*.
- Gardner, W. L., Lowe, K. B., Cogliser, C., Moss, T. & Mahoney, K. (2010). Scholarly leadership of the study of leadership: A review of The Leadership Quarterly's second decade, 2000-2009. *The Leadership Quarterly*, 21(6): 922-958.
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2010) Diversity climate impact on employee of color outcomes: Does justice matter? *Career Development International*, 15(3): 239-258.
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2010) The impact of diversity promise fulfillment on minority professionals' outcomes: When justice is not enough. *Journal of Business Ethics*, 91: 501-518
- Kirkman, B. L, Chen, G., Farh, L., Chen, Z. X. & Lowe, K. B. (2009) Power distance and follower reactions to transformational leaders: A cross-level, cross-cultural examination. *Academy of Management Journal*, 52(4): 744-764.
- Williams, E. A., Pillai, R., Lowe, K. B., Jung, D. & Herst, D. (2009). Personality, transformational leadership, trust, and the 2004 U.S. presidential elections. *The Leadership Quarterly*. 20(1), 70-86.
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2009). Attracting and retaining minority faculty in business schools: Is it supply and demand or cultural change? *International Journal of Human Resource Management*. 20(4):771-789
- Hingst, R. & Lowe, K. (2008) Taylorism, targets, technology and teams – Compatible concepts? Evidence from a U.S. cell centre. *International Review of Business Research Papers*. 4(5): 157-165.
- Yarborough, J. P., & Lowe, K. B. (2007). Identity and development: A leadership crisis. *Culture and Organization*. 13(3), 239-249.
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2007). The impact of leaders' attitudes on perceptions of causes and solutions to the shortage of minority faculty in AACSB U. S. business schools. *Journal of Business Ethics*. 73(2): 129-144.

- Kirkman, B. L., Lowe, K. B. & Gibson, C. (2006). Two decades of *Culture's Consequences*: A review of the empirical research on Hofstede's cultural value dimensions. *Journal of International Business Studies*. 36(3). 285-320.
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2006). The influence of organizational diversity orientation and leader attitude on diversity activities. *Journal of Managerial Issues*. 18(3), 356-371.
- Pillai, R., Williams, E. A., Lowe, K. B. & Jung, D. (2003). Personality, transformational leadership, trust, and the 2000 U.S. presidential election. *The Leadership Quarterly*, 14(2), 161-192.
- Lowe, K. B. (2003). Demands, constraints, choices and discretion: An introduction to the work of Rosemary Stewart. *The Leadership Quarterly*, 14(2), 193-238.
- Lowe, K. B., Milliman, J., Diceri, H., & Dowling, P. (2002). Convergence and divergence in "best" compensation practices: A ten country comparative analysis. *Human Resource Management*, 41(1), 45-66.¹
- Lowe, K. B., Milliman, J., Diceri, H., & Dowling, P. (2002). Convergence and divergence in "best" compensation practices: A ten country comparative analysis. *Asia Pacific Journal of Human Resources*.¹
- Drost, E., Frayne, C., Lowe, K. B. & Geringer, M. (2002) In search of "best" training and development practices: A ten country comparative analysis. *Human Resource Management*, 41(1), 67-86.¹
- Drost, E., Frayne, C., Lowe, K. B. & Geringer, M. (2002) In search of "best" training and development practices: A ten country comparative analysis. *Asia Pacific Journal of Human Resources*.¹
- Lowe, K. B. & Gardner, B. (2000) Ten years of *Leadership Quarterly*: Contributions and challenges for the future. *The Leadership Quarterly*, 11(4), 1-56.
- Winner - Leadership Quarterly Best Paper of the Year Award.**
- Brown, L. G., Wingler, T. R., Gargeya, V., Lundin, J. H., Lowe, K. B., Sowers, D. K., Cashman, K. M., & Kivett, C. A. (2000). Replacements Ltd.: Replacing the irreplaceable, An integrative case. *Case Research Journal*, 20(1), 1-42.
- Lowe, K. B., Downes, M. & Kroeck, K. G. (1999). Willingness to accept international assignments: The impact of cultural distance, human development, political risk and gender. *The International Journal of Human Resource Management*, 10(2), 223-234.
- Von Glinow, M. A., Huo, Y. P. & Lowe, K. B. (1999) Leadership across the Pacific ocean: A tri-national comparison. *International Business Review*, 8(1), 1-15.
- Kirkman, B. L., Lowe, K. B., & Young, D. (1998). The challenge of leadership in high performance work organizations. *Journal of Leadership Studies*, 5(2), 53-67.

¹ These two articles appeared simultaneously in *Human Resource Management Journal* and *Asia Pacific Journal of Human Resource Management* under a one-time special arrangement between the publishers.

- Gilbert, G. R, Hannah, E., & Lowe, K. B. (1998). Linking performance appraisal ratings to target smoking status: An empirical examination of three governmental organizations. *Public Personnel Management*, 27(3), 285-300.
- Sivasubramaniam, N., Kroeck, K. G. & Lowe, K. B. (1997) In the eye of the beholder: Folk theories of leadership in an academic institution. *Journal of Leadership Studies*, 4(2), 27-42
- Taggart, B., Valenzi, E., Zalka, L., & Lowe, K. B. (1997) Rational and intuitive styles: Commensurability across respondent characteristics. *Psychological Reports*, 80(1), 23-33.
- Lowe, K. B., Kroeck, K. G., & Sivasubramaniam, N. (1996). Effectiveness correlates of transformational and transactional leadership: A meta-analytic review of the MLQ literature. *The Leadership Quarterly*, 6(4), 385-415.
- Winner - Leadership Quarterly Best Paper Award, 1996**
Finalist for William A. Owens Scholarly Achievement Award – Best Publication in the field of Industrial and Organizational Psychology.
- Teagarden, M. B., Von Glinow, M. A., Bowen, D., Frayne, C. Nason, S., Huo, P., Milliman, J., Arias, M. E., Butler, M. C., Geringer, J. M., Nam-Hyeon, K., Scullion, H., Lowe, K. B., & Drost, E. A. (1995) Toward a theory of comparative management research: An idiographic case study of the Best International Human Resources Management Project. *Academy of Management Journal*, 38(5), 1261-1287.

ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS

- Buttner, E. H, Lowe, K. B. & Billings-Harris, L. (2006). *The challenge of increasing minority faculty representation in U.S. Business Schools: An empirical examination into what matters most (and its' not what you think)*. Academy of Management Best Paper Proceedings, Atlanta, GA (August).
- Milliman, J. F., Nason, S., Lowe, K. B., Hyeon-Kim, N., & Huo, P. (1995) An empirical study of performance appraisal practices in Japan, Korea, Taiwan, and the United States. Academy of Management Best Paper Proceedings, Vancouver, CA (August).

PUBLISHED BOOKS

- Kirkman, B. L., Lowe, K. B., & Young, D. P. (1999) *High-performance work organizations: Definitions, practices, and an annotated bibliography*, C Greensboro, NC: Center for Creative Leadership.

BOOK CHAPTERS

- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2010). And the research says: Facts vs. myths. In R. Anderson and L. Billings-Harris (Eds), *Traiblazers: How top business leaders are accelerating results through inclusion and diversity*. John Wiley & Sons: Hoboken, NJ.

- Lowe, K. B. (2010). Huaneng Power. In W. Zhang & A. Ilon (Eds.), *A Guide to Top 100 Companies in China*. Greenwood Press; Westport, CT.
- Lowe, K. B. (2004). Cross cultural leadership. In G. R. Goethals, G. Sorensen & J. M. Burns, (Eds.), *Encyclopedia of Leadership*. (pp. 300–305). Sage Publications.
- Kroeck, K. G., Lowe, K. B. & Brown, K. (2004). The assessment of leadership. In J. Antonakis, A.T. Cianciolo & R.J. Sternberg (Eds.), *The nature of leadership*, (pp. 71-97). Sage Publications.
- Lowe, K. B., Kirkman, B. L., & Holderness, C. (2003). Team teaching an MBA leadership course: Mechanisms for integrating internal and external faculty. In J. Meindel and R. Pillai (Eds.), *Leadership Horizons*, (pp. 179-202). Greenwich, CT: Information Age Publishing.
- Dumdum, U. R., Lowe, K. B., & Avolio, B. J. (2002). A meta-analysis of transformational and transactional leadership correlates of effectiveness and satisfaction: An update and extension. In Bruce J. Avolio and Francis J. Yammarino (Eds.), *Transformational and charismatic leadership: The road ahead*. (pp 35-66). Oxford, UK: Elsevier Science.
- Scandura, T. A., Von Glinow, M. A. & Lowe, K. B. (1999). When East meets West: Leadership "best practices" in the U.S. and Middle East. In William H. Mobley (Eds.), *Advances in Global Leadership*. (pp. 235-249). Greenwich, CT: JAI Press.
- Milliman, J. F., Nason, S., Gallagher, E., Huo, P., Von Glinow, M. A., & Lowe, K. B. (1997). The impact of national culture on human resource management practices: The case of performance appraisal. In J.L.C. Cheng & R.B. Peterson (Eds.), *Advances in International Comparative Management*, (pp. 157-183). Greenwich, CT: JAI Press.
- Lowe, K. B., Scandura, T. A., & Von Glinow, M. A. (1996). Technical literacy and the knowledge imperative. In Gus Gaynor (Ed.), *Handbook of Technology Management* (pp. 20.1 – 20.18). New York: McGraw Hill. *Also published in Spanish*.
- Milliman, J. F., Nason, S., Von Glinow, M. A., Huo P., Lowe, K. B., & Hyeon-Kim, N. (1995) Best strategic pay practices: An exploratory study of Japan, Korea, Taiwan, and the U.S., *Advances in International Comparative Management*, (Vol 10, pp 227-252). Greenwich, CT: JAI Press.

OTHER JOURNAL PUBLICATIONS

- Lowe, K. B. (1998). Downsizing and firm performance: Panacea or paradise lost? *Academy of Management Executive*, 12(4): 130-131.

OTHER PUBLICATIONS

- Kirkman, B. L., Lowe, K. B. & Young, D.P. (1999). What is a high performance work organization? *Leadership in Action*, 19(2), 13-15.

BOOK REVIEWS

- Lowe, K. B. (2006). Review of the book Shared Leadership: Reframing the Hows and Whys of Leadership, Craig Pearce and Jay Conger Eds., *The Leadership Quarterly*, 17(1), 105-108.
- Lowe, K. B. (1995). Review of the book Leading self directed work teams: A guide to developing new team leadership skills. *Organizational Dynamics*, 23(4): 74-75.
- Lowe, K. B. (1995). Review of the book The reengineering handbook: A step-by-step guide to business transformation. *Organizational Dynamics*, 23(2): 86-87.

PUBLISHED REFEREED PROCEEDINGS

- Lowe, K. B. (2012). *Integrating context and process aspects of change leadership models*. Annual Meetings of the Japan Association of Business Administration, Honolulu, HI (January).
- Lowe, K. B., Nemati, H., Palvia, P., & Jacks, T. (2010). CEO and CIO Perspectives on Healthcare Information Technology Issues, Eleventh Annual Global Information Technology Management (GITMA) World Conference, Washington, D.C. (June).
- Lowe, K. B., Nemati, H., Palvia, P., & Jacks, T. (2010). A View of Healthcare Information Technology Issues" Eleventh Annual Global Information Technology Management (GITMA) World Conference, Washington, D.C. (June).
- Schilpzand, M., Martins, L.L., Kirkman, B.L., & Lowe, K.B. (2010).The relationship between organizational justice and organizational citizenship behavior: The moderating effects of cultural values in the People's Republic of China, Pakistan, and the United States. Bi-Annual Meetings of International Association for Chinese Management Research (IACMR), Shanghai, China (June).
- Bhadury, J., Lowe, K. B., Holderness, C., Mullins, T. & Watkins, S. (2010) Eye of the Storm: A 360 Degree Perspective on the Build and Launch. Lillysouth Conference on Teaching and Learning, Greensboro, NC (February).
- Buttner, E. H., Lowe, K. B., & Billings-Harris, L. (2008). When Justice Is Not Enough: The Impact Of Diversity Promise Fulfillment On Minority Professionals' Outcomes. Southern Management Association Proceedings. Clearwater, FL, (October).
- Acquaah, M., Lowe, K. B. & Ovadje, F. (2008). The impact of national and individual level culture on implicit leadership theories: Evidence from two sub-saharan african countries. Leadership and Management Studies in Sub-Sahara Africa. Accra, Ghana (July).
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2007). *The challenge of increasing minority-group professional representation: Intriguing findings*. Southern Management Association Proceedings. Nashville, TN, (November).
- Winner – Best Paper in the Social Issues/Diversity/Ethics track**

- Lowe, K. B. & Sivasubramaniam, N. (2007). *Leadership as gestalts: A gestaltic approach to conceptualizing and measuring leadership*, Australia Industrial-Organizational Psychology Conference, Adelaide, Australia (June).
- Barc, J. & Lowe, K. B. (2005). *Implementing a German management style in the southern United States – A survey based case study of a German subsidiary*. Southern Management Association Proceedings, Charleston (November).
- Kirkman, B. L., Chen, Z. X. & Lowe, K. B. (2004). *The relationship between organizational justice and organizational citizenship behavior in the People's Republic of China and the United States*. International Association of Chinese Management Research Proceedings, Beijing, Peoples Republic of China (June).
- Buttner, E. H., Lowe, K. B. & Billings-Harris, L. (2004). *The impact of leaders' diversity attitude and organizational diversity priority on extent of diversity activities in AACSB U.S. Business Schools*. Southern Management Association Proceedings. San Antonio, TX, (November).
- Cordery, J., Levine, M., Lowe, K. & Morrison, D. (2003). *Integrity and leadership in organisations*. Australia and New Zealand Academy of Management Proceedings, Fremantle, Australia, (December).
- Lowe, K. B., Kirkman, B. L. & Chen, G. (2003). *A dual country investigation of the impact of transformational and transactional leadership on employee justice perceptions: The case of China and the U.S.* Australia and New Zealand Academy of Management Proceedings, Fremantle, Australia, (December).
- Lowe, K. B., Wingler, T. & Balbirer, S. (2002). *Corporate reputation: A survival analysis investigation of reputation duration and components enhancing duration*. Proceedings of the VI IFSAM World Business Congress, Gold Coast, Australia (October).
- Winner – Best Congress Paper Award.**
Winner – Best Paper General Management Track.
- Drost, E. A. Frayne, C. A., Lowe, K. B., & Geringer, J. M. (2000). *Benchmarking training and development: A multi-country comparative analysis*. Southern Management Association Proceedings (November).
- Lowe, K. B. (June, 1999). *The effects of demographic and cognitive diversity on team performance and satisfaction: It's how they think, not what they look like*. Proceedings of the 3rd Australian Industrial Organizational Psychology Meetings, Brisbane, Australia.
- Milliman, J. F., Nason, S., Von Glinow, M. A., Lowe, K. B., Huo, P., & Gallagher, E. (1996) *Toward a cross-cultural theory of performance appraisal*. 5th International Personnel and Human Resource Conference Proceedings.
- Milliman, J. F., Nason, S., Von Glinow, M. A., Huo P., Lowe, K. B., & Hyeon-Kim, N. (1994). *Best strategic pay practices: An exploratory study of Japan, Korea, Taiwan, and the U.S.*, 4th International Personnel and Human Resource Conference Proceedings.

Lowe, K. B., Von Glinow, M. A., Nason, S., Huo, P., & Hyeon-Kim, N. (1994). *An analysis of best pay practices in Japan, Korea, Taiwan and the U.S.*, XI Pan-Pacific Conference Proceedings, Bangkok, Thailand.

Lowe, K. B. & Kroeck, K.G. (1995) *Respondent willingness to accept an international posting in forty-one countries: The role of gender and individualism/collectivism*. III Annual World Business Congress of the International Management and Development Association Proceedings.

PAPERS UNDER THIRD REVIEW (at journals, conference papers under review listed elsewhere)

Palvia, P., Lowe, K. B. Nemati, H., & T. Jacks *Information technology issues in healthcare: Hospital CEO and CIO perspectives*. Second submission to Communications of the Association for Information Systems

PAPERS UNDER SECOND REVIEW (at journals, conference papers under review listed elsewhere)

Schilpzand, M., Martins, L.L., Kirkman, B.L., & Lowe, K.B., *The relationship between organizational justice and organizational citizenship behavior: The moderating effects of cultural value orientations*. For resubmission to Management and Organization Review.

PAPERS UNDER FIRST REVIEW (at journals, conference papers under review listed elsewhere)

Bulloch, A., Kroeck, G., Kundu, W., Newhouse, W. & K. B. Lowe *Institutional factors affecting women's participation in business leadership around the globe*. Submitted to Administrative Science Quarterly.

Ford, E.W., Huerta, T.R., Babik, D. and Lowe, K.B. *Executive succession as an intervention: Simulating a randomized control trial to increase firm efficiency*. Submitted to Strategic Management Journal.

WORKING PAPERS

Williams, E. A., Deptula, B., Pillai, R., Lowe, K. B., *The influence of follower personality and values on the formation of perceptions of authentic leadership: Development and exploratory test of a theory*. Targeted for submission to The Leadership Quarterly.

Sivasubramaniam, N. & K. B. Lowe *A framework for conceptualizing leadership at different levels: Agents, levels of analysis and relational determinants*.

Williamson, N. C., Ksetri, N. B., Lowe, K. B. & A. Schiopu. *Do exporters engage in strategic segmentation of global export markets?*

WORKS IN PROGRESS

Lowe, K. B., von Glinow, M.A., Shapiro, D. *Global leadership*. For submission to Oxford Bibliographies Online.

Day, D. & Lowe, K. B. *Charting and understanding leadership developmental trajectories*

Kaiser, R. B., Kaplan, R. E., Craig, B. & Lowe, K. B. *Are all scales created equal? Response format and the validity of managerial ratings of leadership*

Wingler, T., Lowe, K. B., Acquaaah, M. & Balbirer, S. *Corporate reputations: How long do they last and why?*

INVITED RESEARCH PRESENTATIONS

2012. Tips and strategies for publishing (leadership) research. Invited presentation to the faculty and doctoral students of Eastern University (Philadelphia, Pennsylvania)

2011. *The state of leadership research circa 2011: A review of the most recent decade and directions for future research*. Invited presentation to the faculty and doctoral students of ClaremontMcKenna College and Claremont Graduate University (Claremont California).

2009. Lowe, K.B. Leadership Brownbag - *Scholarly Leadership of the Study of Leadership: A Review of The Leadership Quarterly's Second Decade, 2000-2009*. Invited presentation to the Department of Management, University of Houston. Texas.

2007. Lowe, K. B. & Sivasubramaniam, N. *Leadership gestalts*. Invited presentation to the School of Business, University of Southern Queensland, Toowoomba, Australia.

2007. Lowe, K. B. & Sivasubramaniam, N. *Leadership gestalts*. Invited presentation to the School of Business, University of South Australia, Adelaide, Australia.

2007. Lowe, K. B. & Sivasubramaniam, N. *Leadership: A configurational approach*. Invited presentation to the School of Business, Australia National University, Canberra, Australia.

2004. Lowe, K. B. & Sivasubramaniam, N. *Leadership: A configurational approach*. Invited presentation to the UWA School of Business, University of Western Australia, Perth, Western Australia.

2002. Lowe, K. B., Wingler, T. & Balbirer, S. *Corporate reputation: A survival analysis investigation of reputation duration and components enhancing duration*. Invited presentation to College of Business, Monash University, Melbourne, Australia.

2001. Sivasubramaniam, N., & Lowe, K. B. *Leadership as configurations: A gestaltic approach to defining and measuring leadership*. Invited presentation to the *Festschrift for Bernard M. Bass*, Binghamton, New York.

2000. Young, D., Lowe, K., & Nelson, D. *Strategic alliances in leadership development*. Invited presentation to the European Chief Leadership Council of the Center for Creative Leadership, Paris, France.

2000. Lowe, K. B. & Gardner, W. L. *Ten years of The Leadership Quarterly: Contributions and challenges for the future*. Frontiers of Leadership: The Leadership Quarterly Symposium, Trent Lott Center for Leadership Studies, University, MS (March).

1999. Lowe, K. B. *The effects of demographic and cognitive diversity on team performance and satisfaction: It's how they think, not what they look like*. Invited presentation to the Department of Organisational and Labour Studies at the University of Western Australia, Perth, Australia.

REFEREED CONFERENCE PRESENTATIONS (other than Proceedings)

2011. Lowe, K. B. Mixed Methods: A review of a decade of leadership research. As part of the preconference professional development workshop, *Researching leadership: Towers of babble or fruitful pluralism*, co-presenters were Alan Bryman, Steve Kempster and Mats Alvesson. 2011 Annual Meetings of the International Leadership Association.

2011. Lowe, K. B. Responding to leadership challenges in academia: An application of major leadership theories and suggestions for leader selection and development. Paper included as part of a panel of four papers titled *Leadership development in academia – Educating leaders who educate leaders?* 2011 Annual Meetings of the International Leadership Association.

2011. Atwater, L. E., Avolio, B. J., Cogliser, C.C., Gardner, W. L., Lowe, K. B., Riggio, R. E., Schriesheim, C. A., & Uhl-Bien, M., Panelists in the Professional Development Workshop (PDW) *Enlightening scholars to advance leadership research: A mentoring session*. 2011 Annual Meetings of the Academy of Management. San Antonio, TX (August).

2011. Buttner, E. H., Lowe, K. B., & L. Billings-Harris. *Effects of racial awareness and ethnic status on organizational justice and trust*. 2011 Annual Meetings of the Academy of Management. San Antonio, TX (August).

2011. DeNisi, A., Klein, K., Korsgaard, A., Saks, A., & Kevin Lowe. Panelists in the Professional Development Workshop (PDW) titled *From Associate to Full and Beyond* submitted by M. Bolino, M. Fugate, and C. Porter to the 2011 Annual Meetings of the Academy of Management. San Antonio, TX (August).

2011. Palvia, P., Lowe, K. B., & Nemati, H. Research in healthcare. Panel presentation to the 2011 Annual Meetings of the Global Information Technology Management Association meetings.

2011. Mullins, T., Lowe, K. B. & B. Thorton. *The halfback effect: From the traditional classroom to online teaching and back again*. Accepted for presentation at the 2011 Annual Meetings of the Lilly Conference on College and University Teaching. Greensboro, NC (February).

2010. Williams, E. A., Deptula, B., Pillai, R., Lowe, K. B., *The effects of crisis, cynicism about change, and value congruence on perceptions of leadership in the 2008 Presidential Election: The role of*

authentic leadership and attributed charisma in the national vote, Presentation to the Annual Meetings of the Southern Management Association, St. Petersburg, Florida (October).

Winner – Best Paper in Organizational Behavior Track

Finalist – Best Conference Paper

2010. Lowe, K. B. *From the inside looking out: An editorial board perspective on what gets published in The Leadership Quarterly and where leadership research may be going next*. Presentation in a symposium titled Leadership Research In Leadership Quarterly From 2000 - 2009: Looking At The Who, What, Where, When, and How to find the Why at the Annual Meetings of the Southern Management Association, St. Petersburg, Florida (October).

2010. Palvia, P., Lowe K. B., Nemati, H., & T. Jacks *Healthcare information technology issues: Hospital CEO and CIO Perspectives*, Presentation to the 16th Americas Conference on Information Systems, Lima, Peru (August).

2010. Dasborough, M., Mumford, M., Yukl, G. A., Schriesheim, C., Cogliser, C., Gardner, W. L., Day, D., Parry, K., Lowe, K. B., *Advancing Leadership Research: A Mentoring Session with Passion and Compassion*. Presentation to the Annual Meetings of the Academy of Management, Montreal, Canada (August).

2010. Bulloch, A., Kroeck, G., Kundu, S., Newhouse, W. & K. B. Lowe. *Women's participating in leadership around the globe: An institutional analysis*. Presentation to the Annual Meetings of the Academy of Management, Montreal, Canada (August).

2010. E. Holly Buttner, Kevin B. Lowe, Lenora Billings-Harris, *The Effect of Dimensions of Diversity Climate on Employee of Color Outcomes: What's More Important?* Presentation to the Annual Meetings of the Academy of Management, Montreal, Canada (August).

2009. Palvia, P., Nemati, H. & K. B. Lowe *Identification of Information Technology Issues in Healthcare: The impact of respondent role, firm culture and firm entrepreneurial orientation*. Presentation to the 2009 Annual Meetings of the Technology Transfer Conference, Greensboro, North Carolina (October).

2009. Lowe, K. B., Williams, E. A., Pillai, R. & D. Jung, *The 2008 U.S. Presidential Election: The relationship between voter perceptions of candidate leadership abilities and voting behavior*. Paper presented at the 2009 Annual Meetings of the Australian Industrial Organizational Psychology, Sydney, Australia (June).

2009. Marie T. Dasborough, Gary Yukl, Claudia C. Cogliser, Kevin B. Lowe, David V. Day, William L. Gardner, Robert C Liden, Michael Mumford, Boas Shamir, Mary Uhl-Bien, Daan van Knippenberg. *Developing Proposals Together: Mentoring to Advance Leadership Research*. Presented to the 2009 Annual Meetings of the Academy of Management, Chicago, IL (August)

2009. E. Holly Buttner, Kevin B. Lowe, Lenora Billings-Harris, *The Role of Organizational Diversity Climate on Employee of Color Outcomes: Does Justice Matter?* Presented to Submitted to the 2009 Annual Meetings of the Academy of Management, Chicago, IL (August)

2009. Palvia, P., Lowe, K. B., & H. Nemati, *Offshoring of Healthcare: Information Technology and Policy Issues*. Annual Meetings of the International Smart Sourcing Conference, Jersey City, New Jersey (August)

2009. Lowe, K. B., Gardner, W. L. & T. Weber. *Leadership and emotion: A 10-year analysis of articles published in The Leadership Quarterly*. Paper presented in a symposium entitled Emotions, Leadership, and Performance (Neal Ashkanasy, Chair). Annual Meetings of the Australian Industrial Organizational Psychology, Sydney, Australia (June).

2009. Bulloch, A., Kroeck, G., Kundu, W., Newhouse, W. & K. B. Lowe. *Institutional factors affecting women's participation in business leadership around the globe*. Paper presented to the Annual Meetings of the Academy of International Business, San Diego, CA (June).

Winner - IIB/WAIB Award for increased gender awareness in international business research
Finalist - IJGE/AIB 1st Annual Emerging Scholar Award

2008. Buttner, E. H., Lowe, K. B., & Billings-Harris, L. *An Assessment of the Effect of Diversity Promise Fulfillment on Minority Professionals' Outcomes* Presented at the annual meetings of the Academy of Management, Anaheim, CA (August)

2008. Ashkanasy, N., van Emmerik, H., Fischer, D., Humphrey, R., Lowe, K. B. & N. Sivasubramaniam *The questions we ask regarding meso-modeling*, Presented in a PDW at the 2008 annual meetings of the Academy of Management, Anaheim, CA (August)

2008. Dasborough, M. T., Yukl, G., Shamir, B., Mumford, M., Coglisier, C.C., Gardner, W. L., Liden, R. C., Day, D. V., Lowe, K. B. *Advancing leadership research: Developing research proposals and mentoring relationships*, Presented as a PDW at the 2008 annual meetings of the Academy of Management, Anaheim, CA (August)

2008. Kirkman, B. L, Chen, G., Farh, L., Chen, Z. X., Lowe, K. B. & Cheng, B. *Power distance and follower reactions to transformational leaders: A cross-level, crosscultural examination*. In symposium Leadership in groups and teams: How and why it matters. annual meeting of the Society for Industrial Organizational Psychology, San Francisco, CA. (April).

2008. Lowe, K. B. *Using pictures to take the pulse of student understanding*. LillySouth Conference on College and University Teaching. Greensboro, NC, USA (February).

2007. Hingst, R. & K. B. Lowe *On the compatibility of taylorism, targets, technology and teams - Evidence from a U.S. call centre*. 7th International Business Research Conference, Sydney, Australia (December).

2007. Lowe, K. B. *The impact of "leadership coaching" on entrepreneurial success rates*, Inspiring and Developing Enterprising People: Entrepreneurship and Global Impact Conference, Chicago, IL. (September).

2007. Uhl-Bien, M., Gergen, K., Lord, R. G., Hatch, M. J., Brown, D., Sivasubramaniam, N., Lowe, K. B., & A. Bryman. *A Dialogue on Paradigm Diversity in Defining and Measuring Leadership*. All-Academy Symposium, annual meeting of the Academy of Management, Philadelphia, PA. (August).

2007. Buttner, E. H., Lowe, K. B., & L. Billings-Harri., *Beyond diversity rhetoric: What matters most (and its not what you think)* , Paper presented to the Triad Diversity Forum, Greensboro, NC. (March)
2006. Germain, M. L, Lowe, K. B., Cogliser, C., Gardner, W. L., & M. Lankau. *Several degrees of connections betwenn research and teaching in universities: Can they be linked, should they be linked, and if so, how.* Panel discussion at the annual meeting of the Southern Management Association. Clearwater, FL. (October).
2006. Lowe, K. B., Cordery, J. C. & T. Conversi. *The attribution of leader integrity: A model and empirical test.* Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. (August).
2006. Kirkman, B. L., Chen, C, Chen, Z. X. & K. B. Lowe. *A multilevel and cross-cultural examination of transformational leadership effects in the U.S. and China.* Paper to be presented at the annual meeting of the Academy of Management, Atlanta, GA. (August).
2005. Buttner, E. H., Lowe, K. B. & L. Billings-Harris. *Leaders' attitude and organizational priority effects on diversity activities,* Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii. (August).
2005. Lowe, K. B., Cordery, J. C. & Morrison, D. A. *Leader integrity: An attributional approach.* Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii. (August).
2004. Lowe, K. B., Cordery, J. & D. Morrison. *A model for the attribution of leader integrity: Peeking inside the black box of authentic transformational leadership.* Paper presented at the annual summit of the Gallup Leadership Institute, Omaha, NE. (June)
2004. Sivasubramaniam, N. & K. B. Lowe. *Conceptualizing leadership as gestalts: Searching for authentic leadership with holistic measurement approaches.* Paper presented at the annual summit of the Gallup Leadership Institute, Omaha, NE. (June)
2003. Kirkman, B. L., Chen, Z. X. & K. B. Lowe, K. B. *Exploring Country Differences in the Organizational Justice-OCB Relationship: The PRC and the U.S.* Paper presented at the annual meeting of the Academy of Management, Seattle, WA. (August).
2002. Pillai, R., Williams, E., Lowe, K. B. & D. Jung *Personality, transformational leadership, trust and the 2000 U.S. presidential election vote.* Paper presented at the annual meeting of the Academy of Management, Denver, CO. (August)
2001. Lowe, K. B. & B. L. Kirkman. *Culture's Consequences and leadership research: A quantitative review.* Paper presented at the annual meeting of the Academy of Management, Washington DC. (August).
2001. Lowe, K. B. & B. L. Kirkman *Team teaching an MBA leadership course: Mechanisms for integrating internal and external faculty.* Paper presented at the annual meeting of the Academy of Management, Washington DC. (August).

2001. Hunt J. G., Lowe, K. B. & W. L. Gardner. *Leadership zeitgeist and the new new leadership*. Paper presented at the annual meeting of the Society for Industrial Organizational Psychology, San Diego, CA. (April)
2000. Balbirer, S., Lowe, K. B., & T. Wingler. *Corporate reputations: How long do they last and what enhances them?* Paper presented at the annual meeting of the Southern Finance Association. Savannah, GA. (March).
2000. Lowe, K. B., Kirkman, B. L. & D. Peng. *Employee reactions to leader power, organizational justice, and organizational support: Do they differ in the Peoples Republic of China vs. The U.S.?* Paper presented in a showcase symposium at the annual meeting of the Academy of Management, Toronto, Canada. (August).
2000. Kirkman, B. L., Lowe, K. B., & D. Peng. *The role of procedural justice, perceived organizational support, and individualism-collectivism in motivating organizational citizenship behavior of employees in the Peoples Republic of China*. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada. (August).
2000. Lowe, K. B., Mecham, R., & K. G. Kroeck. *Partitioning dyad and team level effects: The impact of leader behaviors, dyad diversity and team diversity on LMX quality and individual/team level outcomes*. Paper presented at the annual meeting of the Society for Industrial Organizational Psychology, New Orleans, LA. (April).
1999. Lowe, K. B., Teagarden, M., & J. M. Geringer. *The best practice in international HRM project: Methods*. Paper presented in a showcase symposium at the annual meeting of the Academy of Management, Chicago, IL. (August).
1999. Lowe, K. B., Drost, E., & C. Frayne. *In search of "best" training and development practices: A ten country comparative analysis*. Chicago, IL. Paper presented in a showcase symposium at the annual meeting of the Academy of Management, Chicago, IL. (August).
1999. Lowe, K. B., Mecham, R., & K. G. Kroeck. *The impact of emotional labor dissonance on job attitudes and outcomes: A field study*. Paper presented at the annual meeting of the Society for Industrial Organizational Psychology, Atlanta, GA. (May).
1999. Kirkman, B. L., Lowe, K. B., Young, D. P., & A. Palmer. *High performance Work Organization: Toward a common definition and issues of implementation*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL. (August).
1998. Brown, L. G., Wingler, T. R., Gargeya, V., Lundin, J. H., Lowe, K. B., Sowers, D. K., Cashman, K. M. & C. A. Kivett. *Replacements Ltd.: Replacing the irreplaceable, An integrative case*. Paper presented to the annual meeting of the National Association of Case Writers, Durham NH. (November).
1998. Lowe, K. B. & K. G. Kroeck. *Leading diverse teams: The impact of demographic diversity, cognitive diversity and leadership on team processes and outcomes*. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Dallas, TX. (April).

1998. Geringer, M., Frayne, C., & K. B. Lowe. *HRM issues in international service sector alliances*. Paper presented at the meeting of the International Western Academy of Management Meetings, Istanbul, Turkey. (June).
1998. Kirkman, B. L., & K. B. Lowe. *Implementing high performance work organizations in global contexts*. Paper presented at the meeting of the International Western Academy of Management, Istanbul, Turkey. (June).
1996. Lowe, K. B., Downes, M. & K. G. Kroeck. *Women's interests in international careers: Revisiting prior research with referent countries*. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH. (August).
1995. Kroeck, K. G., Lowe, K. B., Kirs, P., & N. Sivasubramaniam. *Responses to different types of inequity: The effect of work-related and intrinsic demographic variables*. Paper presented at the annual meeting of the Academy of Management, Vancouver, B.C. (August).
1995. Kroeck, K. G., Lowe, K. B., & N. Sivasubramaniam. *Transformational leadership and effectiveness: A meta-analytic review*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL. (May).
1995. Huo, P., Von Glinow, M. A. & K. B. Lowe. *Managing human resources across the Pacific Ocean: A Tri-national comparison of staffing practices*. Paper presented at the Second International Conference on Asia-Pacific Management, Kaosiung, Taiwan. (May)
1995. Lowe, K. B. & M. Downes. *Willingness to accept international assignments: Does gender matter?* Paper presented at the 4th Annual Graduate Students Scholarly Forum, Miami, FL. (March).
1993. Sivasubramaniam, N., Lowe, K. B., Kroeck, K. G., & J. Binning. *Differential validity revisited: Further evidence from a large assessment center*. Paper presented at the annual meeting of the Academy of Management. (August)

REFEREED CONFERENCE PRESENTATIONS - Accepted for presentation, not yet presented

REFEREED CONFERENCE SUBMISSIONS – Submitted for review, no decision received

2012. Buttner, E. H., Lowe, K. . Billings-Harris, L. *Effect of diversity climate and psychological contract violation on employee outcomes*. Paper submitted for presentation to the Annual Meetings of the Academy of Management Boston, MA (August).
2012. Dasborough, M.T., Lowe, K. B., Atwater, L. E., Shamir, B., Bryman, A., Uhl-Bien, M., Parry, K., Yukl, G., Kark, R., Yammarino, F. J., Scandura, T. A., Gardner, W. L., Liden, R. C., Coglisier, C. C. *Elevating Leadership Research: An Informal Mentoring Session with Global Scholars*. Paper submitted for presentation to the Annual Meetings of the Academy of Management Boston, MA (August).

2012. Babik, D., Lowe, K., Ford, E., Huerta, T. *Executive succession as a competitive advantage intervention: Simulating a randomized control trial*. Paper submitted for presentation to the Annual Meetings of the Academy of Management Boston, MA (August).

2012. DeNisi, A., Klein, K., Korsgaard, A., Saks, A., & Kevin Lowe. Panelists in the Professional Development Workshop (PDW) titled From Associate to Full and Beyond submitted by M. Bolino, M. Fugate, and C. Porter to the 2011 Annual Meetings of the Academy of Management. Boston, MA (August).

HONORS

- 2011 Selected for the 2011-2012 Class (class XIV) of Leadership North Carolina.
- 2011 Phi Beta Delta – Honor Society for International Scholars.
- 2010 Named the Burlington Industries Research (Endowed) Excellence Professor, UNC-Greensboro
- 2010 Appointed to the Advisory Board of the Johnson A. Edosomwan (JAELI) Leadership Institute at the University of Miami
- 2010 Best Paper in the Organizational Behavior Track, Southern Management Association
- 2010 Elected Treasurer of the Southern Management Association (3 year term).
- 2009 Reappointed Research Fellow, McDowell Center for Global Information Technology, The University of North Carolina – Greensboro. (2 year renewable term appointment).
- 2009 IIB/WAIB Award for increased gender awareness in international business research
- 2008 “Mover and Shaker of the Triad”. Triad Business Leader Magazine.
- 2008 Master Professor, Business Strategy Game On-line Hall of Fame.
- 2008 Executive Panelist, McKinsey Quarterly.
- 2007 UNC Board of Governors Teaching Excellence Award (UNC systemwide award)
- 2007 Appointed Research Fellow, McDowell Center for Global Information Technology, The University of North Carolina – Greensboro.
- 2007 Best Paper in the Social Issues/Diversity/Ethics track, Southern Management Association
- 2007 Sloan Industry Studies Fellow

- 2006 Bryan School of Business and Economics Teaching Excellence Award for a Tenured Faculty Member.
- 2005 Reappointed – Leadership Faculty Fellow - Office of Student Learning and Leadership, The University of North Carolina at Greensboro.
- 2005 Who's Who in America
- 2004 Appointed Inaugural Faculty Leadership Fellow – Office of Student Learning and Leadership, The University of North Carolina at Greensboro.
- 2004 Appointed Visiting Fellow, Business School, The University of Western Australia, (March – August).
- 2003 Who's Who in Business Higher Education.
- 2003 Council for International Exchange of Scholars (CIES) nominee, Washington, DC, for a Fulbright Scholarship to Austria.
- 2002 Best Congress Paper Award, ANZAM/IFSAM World Business Congress, Gold Coast, Australia.
- 2002 Best Paper, General Management Track, ANZAM/IFSAM World Business Congress, Gold Coast, Australia.
- 2002 Finalist - University Alumni Junior Faculty Teaching Excellence Award, The University of North Carolina at Greensboro.
- 2002 Outstanding Reviewer Award, Western Academy of Management.
- 2002 Appointed Visiting Fellow, Department of Organisational Studies and Labour, College of Business, University of Western Australia, (June – December).
- 2002 Appointed Fellow, Center for Global Business and Economic Research, The University of North Carolina at Greensboro.
- 2000 Bryan School of Business and Economics Junior Teaching Excellence Award, 1999-2000.
- 2000 Who's Who Among America's Teachers (2.5% of America's college teachers are selected).
- 2000 Best Paper Award, The Leadership Quarterly.
- 1997 Finalist, William A Owens Award. Best Publication in a referred journal in the field of I/O Psychology. Awarded by the Society for Industrial Organizational Psychology.
- 1997 International Who's Who of Professionals.

- 1996 Best Paper Award, The Leadership Quarterly.
- 1996 Outstanding Young Americans.
- 1993 President, College of Business Doctoral Student Association, Florida International University.
- 1988 Who's Who in American Business and Society.

**PROFESSIONAL
SERVICE ACTIVITIES**

Associate Editor

The Leadership Quarterly
(January, 2011 – January 2014).

The Leadership Quarterly
(January 2001-December 2003)

The Leadership Quarterly
(January 1998-December 2000)

*International Journal of Dependable and Trustworthy Information
Systems (IJDTIS)*
(May 2010 – present)

Editorial Boards

The Leadership Quarterly
(January 2004 - Present)

The Journal of Leadership and Organizational Studies
(September 2005 - Present)

Journal of Organizational Behavior
(July 2007 – Present)

Journal of World Business
(January 2009 – present)

*International Journal of Information Security
and Privacy*
(March 2006 – Present)

The Southern Journal of Entrepreneurship
(March 2007 – December 2008)

Affiliate Member	Industry Studies Program of the Alfred P. Sloan Foundation (January 2007 – Present)
Emergency Reviewer (appointed)	<i>Academy of Management Journal</i> (2004 – 2006)
Ad-hoc reviewer for:	<i>Academy of Management Journal</i> <i>Asia Pacific Journal of Human Resource Management</i> <i>Canadian Journal of Administrative Sciences</i> <i>Group and Organization Management</i> <i>Journal of Applied Social Psychology</i> <i>Journal of Asia-Pacific Business</i> <i>Journal of Managerial Issues</i> <i>Journal of International Business Studies</i> <i>Organizational Behavior and Human Decision Processes</i> <i>Research in International Business and International Relations</i>

Track Chair and Workshop Organizer Roles:

Workshop Organizer and Presenter, Professional Development Institute of the Southern Management Association, “Graphic Content: Using Cinema, Computers and Novels to Engage Student Learning” (November, 2011).

Track Chair – Leadership in IT - 2011 Meetings of the Global Information Technology Management Association, Las Vegas, NV, (June 2011).

Track Chair – Cross Cultural Issues in IT - 2011 Meetings of the Global Information Technology Management Association, Las Vegas, NV, (June 2011).

Workshop Organizer and Presenter, Professional Development Institute of the Southern Management Association, “Teaching Excellence Workshop: Innovation, Technovation and Co-Creation - Multiple Pathways to Teaching Excellence” (October, 2010).

Track Chair, Leadership in IT Track, 2010 Meetings of the Global Information Technology Management Association, Washington, DC, (2010).

Workshop Organizer, “Teaching Excellence”, Southern Management Association, Clearwater Beach (November, 2006).

Track Chair, International Management, Innovation and Information Technology, Southern Management Association, 2003-2004.

Faculty and Doctoral Consortium Roles

“Achieving Teaching Excellence While Doing Everything Else”, Doctoral Consortium of the Southern Management Association (October, 2010).

“Teaching Excellence”, Faculty Consortium, Southern Management Association, (November, 2009).

“Teaching Excellence”, Doctoral Consortium of the Southwestern Academy of Management (March, 2008).

“Teaching Excellence”, Faculty Consortium, Southern Management Association, (November, 2007).

“Teaching Excellence”, Faculty Consortium, Southern Management Association, (November, 2005).

“Teaching Excellence”, Junior Faculty Consortium, Southern Management Association (November, 2003).

Award Selection Roles:

Committee Member, Best OB Paper, Southern Management Association (2008).

Chairperson, Best Paper Awards Committee, Southern Management Association, (2002).

Chair Roles:

“Cross Cultural Issues in IT”, 2011 Meetings of the Global Information Technology Management Association, Las Vegas, NV (June)

“Leadership Differences and Gender”, Southern Management Association, Asheville, NC (November, 2009).

“Leader behaviors: Lead, Follow, or Get Out of the Way”, Southern Management Association, Clearwater, FL (October, 2008).

“The Impact of Culture”, Academy of Management, Anaheim, California (August 2008).

“Indiv/New Venture: Opportunity Search, Recognition and Development” USA Small Business and Entrepreneurship Meetings, San Antonio, TX (January, 2008).

“Forgotten Managers: Host Country Nationals in MNCs”, Academy of Management Meetings, Honolulu, Hawaii (August, 2005).

“Charismatic and Transformational Leadership – Southern Management Association (November 2005).

"Advances in Research Methodologies and Suggestions for Improvements", Southern Management Association (November, 2002).

"New Directions for Leadership Theory and Research", Society for Industrial Organizational Psychology San Diego, California (April, 2001).

"Entrepreneurial Leadership in Emerging Markets", Academy of Management, Chicago, Illinois (August 1999).

Discussant Roles:

"A fit model of leadership", Southern Management Association, St. Petersburg, FL (October, 2010).

"In extremis combatant leadership in a foreign setting", Southern Management Association, St. Petersburg, FL (October, 2010).

"Who are supportive leaders and why should we care? A multi-method study of supportive leadership", Southern Management Association, St. Petersburg, FL (October, 2010).

"A female leader is a female leader, but male leaders differ: Sex, gender and leader effectiveness", Southern Management Association, Asheville, TN (November, 2009).

"Cultural and social issues" Academy of Management, Chicago, IL (August 2009).

"The role of diversity programs, managerial team composition, and relational values in shaping organizational level employee perceived organizational support for diversity", Southern Management Association, Clearwater, FL (October, 2008).

"Commitment, Satisfaction and Work Outcomes in MNCs", Academy of Management, Anaheim, California (August 2008).

"Individual and learning effects in the presence of deviant coworkers", Southern Management Association, Nashville, Tennessee (November, 2007).

"Leader-Member Exchange and Transformational Leadership", Academy of Management, Philadelphia, Pennsylvania (August, 2007).

"Transformational Leadership: Impact on Individual, Group, and Firm Performance", Academy of Management, Philadelphia, Pennsylvania (August, 2007).

"Engineered Experiences and Their Influence on Customer Retention, Southern Management Association, Clearwater Beach, Florida (November 2006)

“A Test of the Interaction Between the Process Used to Introduce Change and the Personality of Organizational Members”, Southern Management Association, Charleston, South Carolina (November 2005).

“The Cultural Standards Research and its implications for multinational team management: Experiences from German and Austrian Managers”, Southern Management Association, Charleston, South Carolina (November 2005).

“Leadership”, Australian and New Zealand Academy of Management, Perth, Australia (December 2003).

“Learning to Lead”, Western Academy of Management, Sun Valley, Idaho (April 2001).

"Organizational Culture and Values", Academy of Management, Washington, DC (August 2001).

“Perceptions of Leader Charisma and Effectiveness: The Effects of Vision, Content, Vision Delivery, and Organizational Performance”, Southern Management Association, Atlanta, Georgia, (October 1997).

“A Psychohistorical Assessment of Transformational Leader Impression Management Behaviors”, Southern Management Association meetings, New Orleans, Louisiana, (November 1996).

Other Professional Activities:

Textbook proposal reviewer, Diversity in Organizations, Dr. Myrtle Bell, Cengage Learning; Stamford, CT. (2010).

Textbook proposal reviewer, Managing People Globally: Essentials of International Human Resource Management, David C. Thomas & Mila B. Lazarova Sage Press; Thousand Oaks CA (2010).

By-laws Committee, Community of Leadership Scholars,

Presenter, "Managing knowledge alliances for leadership development", Center for Creative Leadership European Chief Leadership Council Paris France, (2000).

UNIVERSITY SERVICE ACTIVITIES

August 2011 – present UNC Faculty Assembly Delegate (Alternate)

August 2011 – present International Programs Discretionary Funds Committee

August 2010 – present Provost’s International Task Force

May 2010 – present	Alumni Teaching Excellence Award Committee
May 2009 – present	O. Max Gardner Award Committee
August 2008 – present	Mentor - UNCG New Faculty Mentoring Program
August 2008 – present	Scholars at Risk
October 2007 - Aug 2009	Entrepreneurship in the Arts (EIA) initiative
October 2008 – Feb 2009	Gerontology Search Committee
August 2007 – Aug 2008	Building Entrepreneurial Leadership for Life (BELL) Advisory Committee
August 2007 – July 2011	McDowell Research Center – Faculty Fellow
August 2007 – May 2008	Program Evaluation Committee – Office of Leadership and Service Learning
April 2007 – May 2008	Design, Arts and Technology Symposium Planning Committee
August 2006 – April 2010	Delegate - UNC Faculty Assembly
August 2005 – present	Study Abroad Selection Committee
August 2003 – July 2006	Faculty Senate, UNC-Greensboro
August 2005 – August 2006	Academic Computing Committee
August 2002 – present	Graduate Faculty, UNC-Greensboro
July 2002	Judge, Boston Consulting Group Strategy Competition, Western Australia Region
August 2000 - present	Office of Leadership and Service Learning Leadership Advisory Team
August 2002 – present	Office of Leadership and Service Learning, Long-Term Leadership Advisory Team

SCHOOL SERVICE ACTIVITIES

August 2008-2012	Bryan Leadership Committee (Deans Committee)
August 2011 – Present	Chair, Curriculum Subcommittee of the MBA Program

August 2011 – Present	MBA Program Committee
August 2008 – Present	Deans Core Committee/Bryan Leadership Committee
February 2009 –Present	Committee on Online Learning (COOL)
August 2008 – June 2009	Online Development Team
August 2007 – May 2008	Chair, Entrepreneurship Search Committee
January 2008 – Aug 2008	Member – Entrepreneurship in the Arts Committee
April 2008 – Oct 2008	Member – MBA Executive Task Force
August 2006- April 2008	Co-chair Bryan Entrepreneurship Faculty Development Initiative
January 2003 – Dec 2005	Chair, Bryan School Planning Committee
January 2002 – Dec 2005	Bryan School Undergraduate Program Committee
January 2002 – May 2009	Bryan School MBA Program Committee
January 2002 – present	Student and External Affairs Subcommittee of the MBA Program Committee
December 2004	Guest Speaker, Department of Accounting’s 16 th Annual Accounting Symposium, Greensboro, NC
August 2000 – May 2003	Faculty Advisor, Human Resource Management Association
August 2000 – Dec 2005	Faculty Advisor, Bryan School Alumni Association
August 1999 – Dec 2004	Faculty Advisor, Graduate Business Students Association
August 1998 – Dec 2002	Member, Bryan School Strategic Planning Committee
August 1999 - April 2000	Faculty Advisor, International Business Students Association
December 1999	Guest Speaker, Department of Accounting's 11th Annual Accounting Symposium
March 1999	Member, Outstanding Bryan School Student Awards Committee
March 1999	Faculty Advisor, UNCG delegation attending the International Business Congress, Monterrey, Mexico
February 1999	Faculty Phone-a-Thon (called prospective UNCG business school students)

October 1998	Secured Betty Ray McCain, N.C. Secretary for Cultural Resources to speak in support of <u>Women's History Month</u>
March 1998	Panel moderator, Alumni Spring Banquet, “Essential Leadership Skills”
Sept. 1998 - April 1999	Member, Master's Curriculum content and evaluation subcommittee of the AACSB Self Evaluation Steering Committee

DEPARTMENTAL SERVICE ACTIVITIES

2008-2012	Chair of the Department of Business Administration
2008	Chair - Search Committee – Hayes Distinguished Professor of Entrepreneurship
2005	Facilitated team building workshop – Bryan Student Services
1997 - 2005	Presented a working paper in faculty seminar
August – December 2003	BADM Task Force – Attracting and Retaining Best Students
February – August 2002	Search Committee, Organizational Behavior, Business, Administration
December 2001	Conducted a seminar for Bryan School faculty on team teaching
October 2001 – August 2008	Member, Human Resources Concentration Advisory Committee
September 2001 – August 2004	Head, Graduate business strategy curriculum task force
August 1997 – August 2008	Course Coordinator, MBA 629 - Strategy Implementation
August 1997 – August 2008	Course coordinator, MGT 491 - Business Policy and Strategy
August 2000 - April 2001	Search Committee, Department Chair, Business Administration
August 1999 - April 2000	Search Committee, Strategy position, Business Administration

COMMUNITY SERVICE

2006 – 2008

Weaver Academy for the Performing and Visual Arts Leadership Team. Wrote successful grants that resulted in \$3000 of funding

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Southern Management Association (SMA)
Intl. Association of Chinese Management Research (IACMR)
North Carolina I/O Psychologists (2007)
Australia and New Zealand Academy of Management (ANZAM)
Alpha Epsilon Lambda Leadership & Scholastics Honor Society
Beta Gamma Sigma National Business Honor Society
Omicron Delta Kappa, Leadership & Scholarship Honor Society

TRAVEL and RESEARCH GRANTS (received)

- 2011 International Travel Fund (\$600). Direct the emerging scholars consortium at the Annual Meetings of the International Leadership Association (London, England). October.
- 2011 Teaching and Learning Center (\$350). Coordinate a Professional Development Institute workshop on Teaching Excellence for the Southern Management Association
- 2011 Scholars Travel Fund (\$500). Presenter in two Professional Development Workshops at the Annual Meetings of the Academy of Management Meetings.
- 2011 International Program Center (\$1000). Attend Lessons in Sustainability: Costa Rica and Nicaragua. Two week faculty only seminar offered by the Council for International Educational Exchange (CIEE).
- 2010 McDowell Research Center (\$3000). *Patient perceptions of the role of IT in patient care: Exploring a shift in the government's impetus for EHR implementation from a "push the provider" strategy to a consumer based "pull from the consumer" strategy.*
- 2010 Bryan Committee on Research (\$3000). *Where's The Charm In Charisma ? The Development Of Charm As A Leadership Research Construct*
- 2010 McDowell Research Center (\$500). Attend Global Information Technology Management Association Conference, (Las Vegas, Nevada) June.
- 2010 Teaching and Learning Center (\$350). Coordinate a Professional Development Institute workshop on Teaching Excellence for the Southern Management Association
- 2010 Scholars Travel Fund (\$500). Panelist in Doctoral Consortium on the topic of Teaching Excellence at the Annual Meetings of the Southern Management Association.

- 2010 Anne Fulton Carter Business Plan Competition (\$250). Ford, E. W., Lowe, K. B. and Huerta, T. R. (\$250) Project Cite Boost. Third place award.
- 2010 International Travel Fund (\$500). Attend International Association of Chinese Management Research Meetings, (Shanghai, China), June.
- 2009 Teaching and Learning Center (\$300). Deliver presentation on teaching excellence to Faculty Consortium of the Southern Management Association.
- 2009 Kohler Fund (\$1200). Research and Faculty Exchange Relationships with Australian Partners (various Australian cities), June-July.
- 2009 International Travel Fund (\$500). Attend Australian Industrial Organizational Psychology Meetings, (Sydney, Australia), June.
- 2009 McDowell Research Center (\$500). Attend Global Information Technology Management Association Conference, (Mexico City, Mexico), June.
- 2008 UNC General Administration (\$4000). Develop a 100% online undergraduate course on “Entrepreneurial Leadership”. Funding is part of a larger grant for an online completion degree in Business Studies.
- 2008 UNC General Administration (\$2500). Co-cordinator for online degree completion in Business Studies.
- 2008 Bryan School (\$4000). Develop a 100% on-line graduate level for-credit course on “International Human Resource Management”.
- 2008 McDowell Research Center (\$500). Attend Global Information Technology Management Association Conference, (Atlanta, GA), June.
- 2007 UNCG Scholars Travel Fund (\$350). Paper presentation to the Southern Management Association Meetings (Nashville, TN), November.
- 2007 Teaching and Learning Center Mini-Grant (\$300). Organize and present in a teaching excellence workshop of the Southern Management Association Meetings, Nashville, TN , November.
- 2007 Bryan School of Business (\$3000). Attend Australia Industrial Organizational Psychology Conference, Adelaide, Australia, June. Conduct research in Australia as a Visiting Scholar at the University of Southern Queensland, Toowoomba, Australia.
- 2007 International Travel Fund (\$500). Attend Australia Industrial Organizational Psychology Conference, Adelaide, Australia, June.
- 2006 Coleman Foundation (\$500). Attend USA Small Business and Entrepreneurship (USASBE) Conference, Orlando, FL

- 2006 Teaching and Learning Center Mini-Grant (\$300). Organize and present in a teaching excellence workshop of the Southern Management Association Meetings (Clearwater, FL, November).
- 2006 UNCG Scholars Travel Fund (\$350). Paper presentation to the Academy of Management Meetings (Atlanta, GA), August.
- 2005 UNCG Scholars Travel Fund (\$350). Paper presentation to the Academy of Management Meetings (Honolulu, HI), August.
- 2005 Bryan School of Business and Economics. (\$1000). Faculty development grant to attend Teaching Leadership Workshop, University of Georgia – Atlanta Campus, May.
- 2005 Teaching and Learning Center Mini-Grant (\$300). Panelist on Teaching Excellence at the Faculty Consortium of the Southern Management Association Meetings (Charleston, SC), November.
- 2005 UNCG Scholars Travel Fund (\$350). Paper presentation to the Southern Management Association Meetings (Charleston, SC), November.
- 2003 Office of International Programs (\$500). Present two papers and chair a session at the Annual Meetings of the Australia and New Zealand Academy of Management Meetings (Fremantle, Australia), December.
- 2003 Teaching and Learning Center Mini-Grant (\$300). Panelist on Teaching Excellence at the Junior Faculty Consortium of the Southern Management Association Meetings (Clearwater, FL), November.
- 2003 UNCG Scholars Travel Fund (\$250). Paper presentation to the Annual Meetings of the Academy of Management, (Seattle, WA), August.
- 2003 Recipient of a (\$5000) grant funded by the UNCG Division of Continual Learning to develop a blended model (distance and co-located) Business Strategy and Policy course.
- 2003 Recipient of a (\$3000) grant funded by the UNCG Teaching and Learning Center to develop a 100% distance graduate course on leadership.
- 2003 Recipient of a (\$500) grant from the Kohler fund, UNC Greensboro for travel to Beijing China to present a paper at the Annual Meetings of the International Association of Chinese Management Research.
- 2002 Office of International Programs (\$500). Present a paper at the Annual Meetings of the Australia and New Zealand Academy of Management Meetings (Goldcoast, Australia), July.
- 2002 Recipient of a (\$4400) grant jointly funded by the Bryan School and Office of International Programs to enhance cross cultural teaching effectiveness.

- 2002 Recipient of a (\$1000) grant from the Kohler fund. Explore institutional linkages with the Victoria University of Wellington and University of Auckland, New Zealand.
- 2001 Recipient of a (\$600) grant from the Kohler fund, UNC Greensboro for travel to China to conduct research.
- 2001 Recipient of a (\$4600) faculty enhancement grant from the Bryan School of Business and Economics, UNC Greensboro. Sino-US joint ventures.
- 2001 UNCG Scholars Travel Fund (\$250). Attend Western Academy of Management Meeting.
- 2000 Recipient of a (\$2500) faculty enhancement grant from the Bryan School of Business and Economics, UNC Greensboro.
- 1999 Recipient of a (\$4500) faculty enhancement grant from the Bryan School of Business and Economics, UNC Greensboro.
- 1999 Recipient of a (\$500) travel grant from the Office of International Programs, UNC Greensboro for travel to Brisbane, Australia to present research in a keynote symposium at the Australian Society for Industrial Organizational Psychology Meetings.
- 1998 Recipient of a (\$500) grant from the UC-Denver CIBER. Attend Faculty Development in International Human Resource Management Program
- 1998 Recipient of a (\$1000) grant from the Center for Global Business and Education Research (CGBER), UNC-Greensboro. Attend Faculty Development in International Human Resource Management Program.
- 1998 Recipient of a (\$4500) faculty enhancement grant from the Bryan School of Business and Economics, UNC Greensboro.
- 1998 Recipient of a (\$1500) research grant from the Center for Creative Leadership to conduct research on high performance work organizations.
- 1997 Kohler Fund Internationalizing the Curriculum Grant (\$500).
- 1997 Recipient of a (\$1800) new faculty grant from the Graduate School, UNC-Greensboro.
- 1995 Recipient of a (\$3000) Dean's grant to conduct dissertation research.

TRAVEL and RESEARCH GRANTS (application pending)

FACULTY DEVELOPMENT ACTIVITIES

- 2011 What's New in Blackboard 9.0 for Instructors, UNC Greensboro

- 2011 Lessons in Sustainability: Costa Rica and Nicaragua. Two week faculty only seminar offered by the Council for International Educational Exchange (CIEE). (June)
- 2010 Teaching Business Ethics, AACSB, Tampa, FL (March)
- 2010 Creatively Engaging On-Line Students, UNC - Greensboro
- 2008 Improving Feedback for Oral Communication, UNC Greensboro
- 2008 Social Entrepreneurship Faculty Workshop, UNC Greensboro
- 2008 What's New in Blackboard for Instructors, UNC Greensboro
- 2008 New Faculty Mentoring training, UNC Greensboro
- 2008 Department Chair Seminar, AACSB, Tampa, FL. (March)
- 2008 Enhancing Faculty Effectiveness and Qualifications Seminar, Tampa FL
- 2005 Teaching with Laptops, Teaching and Learning Center, UNC-Greensboro
- 2005 Learning to Speak, Speaking to Learn, June
- 2003 Writing Winning Grants to Foundations and Industry, UNC-Greensboro, April
- 2002 Case Discussion Leadership, UNC-Greensboro, February
- 2002 Blackboard I, Blackboard II, Teaching and Learning Center, UNC-Greensboro, February
- 2001 Taking Your Course On-line, Teaching and Learning Center, UNC-Greensboro, May
- 2000 Participant in Structural Equations Modeling Seminar, Toronto, Canada, August
- 2000 Participant in Master Teachers Program, Georgia State University, Atlanta, May
- 1999 Participant in Hierarchical Linear Modeling Seminar, Chicago, August
- 1999 Participant, Research, Writing, and Publishing Field Reserach Based Cases, UNC-Greensboro
- 1998 Participant in Faculty Development in International Human Resource Management program, Denver, June
- 1997 Participant in Hierarchical Linear Modeling seminar, Atlanta, November
- 1997 Participant in Faculty Development in Business (FDIB) program, Monterey, Saltillo, Mexico City, and Puebla, Mexico, May

CONSULTING AND RESEARCH PARTNERS

ConocoPhillips, Wells Fargo Corporation, Motorola Corporation, Conoco Oil, Cone Mills, Joe's Stone Crab, World Bank-Phillipines, Center for Creative Leadership (Greensboro and Colorado Springs Campuses), Minority Executive Education Institute, Premier Cruise Lines, Vencor, Delta Airlines, American Airlines, Piedmont Triad Film Commission, Lorillard, C.D. Earls and Associates.

TEACHING EXPERIENCE (Summary)

<u>Year</u>	<u>Degree Program</u>	<u>Courses Taught</u>	<u>Institution</u>
Fall 2010 - Present	M.B.A.	Leadership, Ethics, and Business Sustainability	UNC Greensboro
Summer 2009 – Present	B. S.	Entrepreneurial Leadership	UNC Greensboro
Fall 2005 – Present	B.S.	Organizational Leadership	UNC Greensboro
Fall semesters 1998 to present	Evening MBA	Organizational Leadership	UNC Greensboro
Summer 2008-2010	M.B.A.	International Human Resource Management (Online)	UNC Greensboro
Spring 2010 Fall 2010	M.B.A.	Leading Change	Wake Forest University
Spring – Summer 2003, Summer 2006	B.S.	Organizational Behavior	UNC Greensboro
Fall 2003 – present	Evening MBA Daytime MBA ²	Organizational Behavior	UNC Greensboro
Fall 1996-2006	B.S.	Business Policy & Strategy (capstone undergrad course)	UNC Greensboro
Spring 1997 – Present	Evening MBA	Strategy Implementation (capstone MBA course)	UNC Greensboro
Summer 2005	Evening MBA	Strategic Analysis and Formulation	UNC Greensboro
Summer 2007	B.S.	Entrepreneurship Bootcamp	UNC Greensboro
Fall 2002	M.S in HR	Advanced Human Resource Management (IHRM)	U of Western Australia
Fall 2002	B.S.	Strategic Management	U of Western Australia
Fall 2002	M.B.A.	Seminar in Leadership (online from Australia)	UNC Greensboro
Spring 1997, Spring semesters 2003 – 2005	M.B.A.	International Human Resource Management	UNC Greensboro
Fall 1991 To Fall 1995	B.S.	Principles of Management, Principles of Finance, Human Resources, Human Resource Information Systems, Business Policy and Strategy	Florida International University
Fall 1998	B.S.	Principles of Finance, Advanced	Shorter

² Daytime MBA program began Fall 2004 and is targeted at less experienced, high potential students. Evening program is long established and populated by more experienced students working full-time in professional positions.

to Spring 1991		Finance, Investments, Money and Banking, Principles of Microeconomics, Principles of Macroeconomics, Labor Economics	College
Fall 1999 To present	Program for Management Development (Exec. Ed.)	Leadership	UNC Greensboro
Fall 1999 To present	Program for Management Development (Exec. Ed.)	Writing Business Plans	UNC Greensboro
From Spring 1998 – select semesters	Program for Management Development (Exec. Ed.)	Organizational Culture and Organizational Change	UNC Greensboro

TEACHING EVALUATIONS (Detailed – lower numbers are better)

BUS 204	Entrepreneurship Bootcamp	Undergraduate elective course
BUS 328	Organizational Leadership	Undergraduate elective course
ENT 339	Entrepreneurial Leadership	Undergraduate elective course
MGT 312	Organizational Behavior	Undergraduate required course
MGT 491	Business Policy and Strategy	Undergraduate <i>capstone</i> course
MBA 604	Organizational Behavior	MBA required course
MBA 620	Strategic Analysis	MBA required course
MBA 629	Strategy Implementation	MBA <i>capstone</i> course
MBA 629A	Creating & Sustaining Competitive Advantage	MBA elective course
MBA 695	Organizational Leadership	MBA elective course
MBA 695a	Seminar in Virtual Leadership	MBA elective course
MBA 695b,d	International HRM	MBA elective course
MBA 672	Advanced Topics in H.R. (IHRM)	MBA elective course
MBA 710	Leadership, Ethics and Business Sustainability	MBA elective course
MGT 5115	Leading Change	MBA elective course
RPT 201	Intro. to Community Leadership	Undergraduate – Special programs

<u>Semester & Course Name</u>	Course Number	Number of Students Completing Course/ Evaluation	LOWE'S OVERALL TEACHING RATING ¹	DEPT. MEAN TEACHING RATING ²	LOWE'S OVERALL COURSE RATING ³	DEPT. MEAN COURSE RATING
<u>Fall 2010</u>						
Leadership, Ethics, and Business Sustainability	MBA 710	36/32	1.61	1.73	1.58	1.76
<u>Summer 2010</u>						
International HRM	695A-41D	32/26	1.56	1.65	1.44	1.72
<u>Spring 2010</u>						
Entrepreneurial Leadership (online)	ENT 339	71/63	1.37	1.61	1.48	1.73
<u>Summer 2009</u>						
Entrepreneurial Leadership (online)	ENT 339	20/16	1.24	1.65	1.40	1.72
International HRM (online)	MBA 695	19/14	1.36	1.79	1.43	1.84
<u>Fall 2009</u>						
Organizational Leadership	BUS 328	46/35	1.24	1.87	1.50	1.93
<u>Fall 2008</u>						
Organizational Leadership	BUS 328	54/45	1.22	1.86	1.47	1.93
<u>Summer 2008</u>						
International HRM (online)	MBA 695B	20/17	1.35	1.98	1.65	2.18
<u>Spring 2008</u>						
Organizational Leadership	BUS 328	41/33	1.12	1.81	1.18	1.86
Creating & Sustaining Competitive Advantage	MBA 629A	21/19	1.84	1.81	1.74	1.85

<u>Semester & Course Name</u>	Course Number	Number of Students Completing Course/ Evaluation	LOWE's OVERALL TEACHING RATING ¹	DEPT. MEAN TEACHING RATING ²	LOWE'S OVERALL COURSE RATING ³	DEPT. MEAN COURSE RATING
<u>Fall 2007</u>						
Organizational Behavior	MBA 604	26/19	1.37	1.78	1.47	1.82
Creating & Sustaining Competitive Advantage	MBA 629A	28/1	2.00	1.86	2.00	1.91
<u>Summer 2007</u>						
Entrepreneurship Bootcamp	BUS 204	8/8	1.13	1.69	1.13	1.78
<u>Spring 2007</u>						
Organizational Leadership	BUS 328	42/27	1.22	1.93	1.52	1.95
Organizational Behavior	MBA 604	33/17	1.35	1.80	1.65	1.89
Organizational Behavior	MBA 604	23/16	1.31	1.80	1.50	1.89
<u>Fall 2006</u>						
Organizational Leadership	BUS 328	43/33	1.15	1.84	1.30	1.91
Business Policy & Strategy	MGT 491	47/35	1.34	1.84	1.63	1.91
<u>Summer 2006</u>						
Organizational Behavior	MGT 312	21/20	1.05	1.67	1.11	1.74
<u>Spring 2006</u>						
Business Policy & Strategy	MGT 491	44/38	1.32	1.90	1.57	1.95
Strategy Implementation*	MBA 629A	40/35	2.67	1.84	2.89	1.88
*team-taught with Chip Cox						
<u>Fall 2005</u>						
Organizational Leadership	BUS 328	30/26	1.15	2.09	1.58	2.18
Strategy Implementation*	MBA 629A	29/9	2.56	1.97	2.78	2.04
Organizational Leadership**	MBA 695K	29/18	1.78	1.88	1.78	1.94
*team-taught with Moses Acquaaah						
**team-taught with Catherine Holderness & Tuisha Fernandes						
<u>Summer 2005</u>						
Strategic Analysis	MBA 620	26/24	1.13	1.69	1.46	1.94
<u>Spring 2005</u>						
Organizational Behavior ⁸	MBA 604	36/19	1.16	1.76	1.58	1.80
Organizational Behavior ⁹	MBA 604	26/16	1.56	1.76	1.75	1.80
Introduction to Community Leadership	RPT 201	17/14	1.00	1.47	1.22	1.67
<u>Fall 2004</u>						
Organizational Behavior	MBA 604	33/15	1.27	1.76	1.53	1.83
Strategy Implementation	MBA 695	3/3	1.00	1.76	1.33	1.83
<u>Semester 1 2004</u>						
Management and Organizations ⁴	290.136 290.236	147 70	1.60 1.80	2.00 2.00	N/A	N/A
Course taught at University of Western Australia						
Human Resource Management ⁴	290.504	28	1.40	2.00		
Course taught at University of Western Australia						

<u>Semester & Course Name</u>	Course Number	Number of Students Completing Course/ Evaluation	LOWE'S OVERALL TEACHING RATING ¹	DEPT. MEAN TEACHING RATING ²	LOWE'S OVERALL COURSE RATING ³	DEPT. MEAN COURSE RATING
<u>Spring 2004</u>						
Adv. Topics in HRM	MBA 672	14/10	1.50	1.75	1.70	1.76
Organizational Behavior	MBA 604	31/21	1.29	1.75	1.38	1.76
<u>Fall 2003</u>						
Business Policy & Strategy	MGT 491	21/11	1.17	1.79	1.64	1.90
Business Policy & Strategy	MGT 491	31/17	1.35	1.79	1.59	1.90
Organizational Behavior	MBA 604	26/26	1.30	1.75	1.50	1.85
Organizational Behavior	MBA 604	26/14	1.50	1.75	1.93	1.85
<u>Summer 2003</u>						
Business Policy & Strategy	MGT 491	41/36	1.17	1.65	1.36	1.74
Organizational Behavior	MGT 312	30/28	1.50	1.65	1.64	1.74
<u>Spring 2003</u>						
International HRM	MBA 672	15/10	2.60	2.07	2.80	2.09
Organizational Behavior	MGT 312	41/18	1.61	1.79	1.89	1.85
Organizational Behavior	MGT 312	12/8	1.50	1.79	1.88	1.85
<u>Fall 2002</u>						
Seminar in Virtual ⁵ Leadership	MBA 695	13/11	1.11	1.99	1.11	2.07
Strategic Management ⁴	OLS 290	160/94	1.40	2.09	1.63	2.41
International HRM ⁴	OLS 347	23/15	1.86	2.09	1.86	2.41
<p>Course taught at University of Western Australia</p> <p>Course taught at University of Western Australia</p> <p>Course taught at University of Western Australia</p>						
<u>Spring 2002</u>						
Business Policy & Strategy	MGT 491	42/40	1.13	1.77	1.27	1.88
Strategy Implementation	MBA 629	30/26	1.88	1.97	2.27	2.00
Strategy Implementation	MBA 629	25/23	1.65	1.97	1.91	2.00
<u>Fall 2001</u>						
Business Policy & Strategy	MGT 491	33/25	1.15	1.86	1.50	1.94
Business Policy & Strategy	MGT 491	16/12	1.50	1.86	2.00	1.94
Business Policy & Strategy	MGT 491	37/32	1.39	1.86	1.56	1.94
<u>Summer 2001</u>						
Business Policy & Strategy	MGT 491	35/27	1.18	1.61	1.39	1.68
Business Policy & Strategy	MGT 491	11/11	1.00	1.61	1.17	1.68
<u>Spring 2001</u>						
Business Policy & Strategy	MGT 491	45/43	1.30	1.83	1.42	1.94
Strategy Implementation	MBA 629	34/32	2.91	1.87	2.78	1.88
<u>Fall 2000</u>						
Business Policy & Strategy	MGT 491	38/35	1.14	1.84	1.37	1.96
Business Policy & Strategy	MGT 491	9/8	1.12	1.84	1.25	1.96
Strategy Implementation	MBA 629	21/15	1.20	1.91	1.21	2.06
Organizational Leadership (team taught, 25% content) ⁶	MBA 695					

<u>Semester & Course Name</u>	Course Number	Number of Students Completing Course/ Evaluation	LOWE'S OVERALL TEACHING RATING ¹	DEPT. MEAN TEACHING RATING ²	LOWE'S OVERALL COURSE RATING ³	DEPT. MEAN COURSE RATING
<u>Spring 2000</u>						
Business Policy & Strategy	MGT 491	44/35	1.23	1.83	1.29	1.91
Strategy Implementation	MBA 629	20/18	1.72	1.88	1.72	1.91
Strategy Implementation	MBA 629	24/19	2.00	1.88	1.89	1.91
<u>Fall 1999</u>						
Business Policy & Strategy	MGT 491	30/23	1.19	1.86	1.36	2.00
Business Policy & Strategy	MGT 491	20/15	1.13	1.86	1.62	2.00
Strategy Implementation	MBA 629	38/31	1.81	2.03	1.97	2.08
Organizational Leadership (team taught, 25% content)	MBA 695					
<u>Spring 1999</u>						
Business Policy & Strategy	MGT 491	45/42	1.34	1.83	1.75	1.94
Strategy Implementation	MBA 629	14/12	1.58	1.92	1.75	2.00
Strategy Implementation	MBA 629	19/18	1.82	1.92	1.89	2.00
<u>Fall 1998</u>						
Business Policy & Strategy	MGT 491	30/24	1.22	1.73	1.41	1.86
Business Policy & Strategy	MGT 491	30/18	1.12	1.73	1.33	1.86
Strategy Implementation	MBA 629	29/17	1.94	2.06	2.35	2.07
Organizational Leadership (team taught, 25% content) ⁶	MBA 695					
<u>Spring 1998</u>						
Business Policy & Strategy	MGT 491	60/48	1.46	1.95	---7	-
Strategy Implementation	MBA 629	22/19	1.39	2.10	1.72	2.17
Strategy Implementation	MBA 629	14/14	2.21	2.02	2.57	2.04
<u>Fall 1997</u>						
Business Policy & Strategy	MGT 491	27/24	1.29	1.90	---7	---7
Business Policy & Strategy	MGT 491	20/18	1.44	1.90	---7	---7
Strategy Implementation	MBA 629	24/21	2.33	2.14	2.33	2.23
<u>Spring 1997</u>						
Strategy Implementation	MBA 629	23/22	2.14	2.09	2.64	2.18
Strategy Implementation	MBA 629	19/16	1.88	2.15	2.06	2.21
International HR Mgmt.	MBA 711	11/11	1.60	2.15	2.10	2.21
<u>Fall 1996</u>						
Business Policy & Strategy	MGT 491	42/24	1.58	1.89	-	2.17
Business Policy & Strategy	MGT 491	37/26	1.28	1.89	-	2.17
Business Policy & Strategy	MGT 491	24/16	1.33	1.89	-	2.17

¹Rating Scale (1= Far above average; 5 = Far below average). Items measure perceived teaching performance

² Departmental mean is less (better) than School of Business & Economics mean

³ Items measure perceived value of course content. Rating Scale (1= Far above average; 5 = Far below average).

⁴ Courses taught while I was a Visiting Fellow at the University of Western Australia. Qualitative comments were very positive. For insights into teaching quality at UWA please contact Distinguished Professor John Cordery.

⁵ Rating data not provided for Organizational leadership course since team ratings for partial course are not comparable to ratings for course taught only by Lowe. Qualitative comments suggest Lowe's twenty five percent is the strongest component of the course.

⁶ The UNCG MBA course was taught 100% on-line while I was a Visiting Fellow at the University of Western Australia. Comparable student evaluation ratings are not available. Qualitative comments were very positive. For insights into teaching quality at UWA please contact Distinguished Professor John Cordery or Associate Professor Rob Lambert (department chair at that time).

⁷ The University did not collect overall undergraduate course rating data before Fall 1998.

⁸ Evening MBA Program

⁹ Daytime MBA Program

DISSERTATION COMMITTEE MEMBER

Dr. Richard Schilhavy, Department of Information Systems and Operations Management, UNC – Greensboro, Title: “The Moral Milieu of Information Technology: Using Domain Theory to Explain Situational and Technological Effects on Ethical IT Decision Making. (Defended August 2011)

Dr. Preston Yarborough, Department of Counseling Education, University of North Carolina – Greensboro, Title: *The Development and Validation of the Leadership Versatility Index for Students*. (Defended December 2010)

Dr. Sandra Vannoy, Department of Information Systems and Operations Management, University of North Carolina – Greensboro, Title: *Information Systems, Competitive Dynamics, and Firm Performance: An Interpretive and Centering Resonance Analysis*, (Defended February 2010)

Dr. Amanda Bulloch, Department of Management and International Business, Florida International University, Title: *Global Factors Affecting Women’s Participation in Leadership: A Theory of Country Levels*, (Defended October 2008)

Dr. Stanley Gajda, Department of Educational Leadership, University of North Carolina - Greensboro, Title: *Persistence & Involvement Reconsidered: A Phenomenology of African American Men Who Make A Difference*. (Defended Spring 2008)

Dr. Glenn Newson, Department of Counseling Education, University of North Carolina - Greensboro, Title: *A Work Behavior Analysis of Executive Coaches*. (Defended Spring 2008)

Dr. Praveen Pinjani, Department of Information Systems and Operations Management, University of North Carolina – Greensboro, *Fostering partnerships in global virtual teams and the role of information technology*. (Defended Summer 2007)

Dr. William Shurts, Department of Counseling Education, University of North Carolina - Greensboro, Title: *The relationships among marital messages received, marital attitudes, relationship self-efficacy, and wellness among never-married traditional-aged undergraduate students*. (Defended May 2004)

Dr. Lorynn Divita, School of Textile Products and Marketing, University of North Carolina - Greensboro Title: *Strategic partnerships in the textile and apparel complex*. (Defended Spring 2002)

DOCTORAL COMMITTEE MEMBER (dissertation not yet defended)

Doctoral Candidate – Megha Gupta, Candidate for the Doctor of Philosophy (PhD) in Consumer, Apparel, and Retail Studies. Topic: Still to be determined. (Spring 2011-present)

Doctoral Candidate – Colleen McDonald, Department of Counseling Education, University of North Carolina – Greensboro, Title: To be determined. (Spring 2005-Fall 2010). Elected to not complete program

EXTERNAL EXAMINER

Dahanayake Nishada, University of South Australia, *Learning Organization and the Military: Leadership and Culture Within the Sri Lanka Army.*

Deyon Vehad Canyon, (Defended 2010), University of Western Australia, Title: *An Exploratory Study on Emergency Leadership.*

Salem AlAbri, (Defended 2010), Australia National University, Title: *An Examination of Mediating and Moderating Processes of Delegative and Directive Leadership Behaviors.*

Chan Foong Mae (Defended 2008), School of Business, University of South Australia, Title: *Leadership lessons from the life of Empress Wu Zetian.*

Linda Herkenhoff, (Defended 2000) School of Management, University of Western Australia. Title: *National remuneration preferences: Cultural analysis within the Hofstede model.*

HONORS THESIS ADVISOR

Lisa Moye (Spring 1996)
Carrie Cooper (Spring 2001)
Hemalatha Yarragunta (Spring 2007)
Adrian Boddie (Fall 2007)

DIRECTED STUDIES

(B.S.) - Huw James

(M.B.A.) - Cathryn Blauww, Chris Sandman, Christian Gehrandt, Connie Fritzsich, Kathleen Fairall, Joyce Hyatt, Linda Martin, Ross Mecham, Nash Musselwhite, Drew Robb, Byan Shaw, Jim Shaw, Steve Snyder, T. J. Stecker, Paula Stop, Rene Treiber, Billy Thorpe, Wes Wooten

(Ph.D) Channelle James, Glenn Newsom, Matt Shurts