

OLENDA E. JOHNSON, PHD

Professor, Strategic Leadership & Leader Development
U.S. Naval War College
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A lifelong educator, passionate teacher, and institutional change agent with experience at civilian universities (undergraduate) and professional military colleges (graduate and undergraduate). A recognized Subject Matter Expert (SME) within Professional Military Education (PME) who has impacted the leadership effectiveness of mid-, senior- and executive-level leaders across the national security enterprise. The architect of the U.S. Navy's first leader development course for Navy admirals, Marine generals, and government Senior Executives – a barrier-breaking effort, grounded in research, that fundamentally changed the institutional culture toward leadership learning and education for upper echelon military leaders. Skilled at advancing higher order thinking capacities through creatively designed learning interventions and disruptive learning techniques to further mental complexity and strengthen cognitive capacities. An in-demand professional speaker who seeks to inspire others to recognize and excel in their unique purpose.

EDUCATION

University of Pittsburgh	Ph.D.	Organizational Behavior	1996
Florida A&M University	MBA	Finance	1987
Florida A&M University	B.S.	Business Administration/Marketing	1986

EXPERIENCE

- 2012-present **U.S. Naval War College (USNWC), College of Leadership and Ethics.** Newport, RI
Full Professor, Strategic Leadership & Leader Development. (Functional role: Organizational Development and Senior Leader Development) Leverage Organizational Behavior expertise to advise and guide senior leaders on institutional advances and strategic organizational issues. Employ expertise in the Science of Teaching and Learning (SoTL) – curriculum design, instructional methodologies, and facilitation strategies – to ongoing executive development for senior military leaders and national security professionals. Teaching Focus: Cognitive Readiness, Strategic Empathy, Mental Agility, Higher Order Thinking.
- 2018-2024 **Victoria University of Wellington, School of Government & Management.** Wellington, NZ
Adjunct Professor. Strategic leader development. Faculty collaboration.
- 2021-2023 **Bentley University, Department of Management.** Waltham, Ma
Visiting Researcher. Upper echelon leadership capacities. Collaborated on research exploring complexity, ambidexterity, and cognition in support of flag officer (admiral) leader development for the U.S. Navy.
- 2018 **Victoria University of Wellington, Victoria School of Business.** Wellington, NZ
Visiting Scholar. Strategic leader development and scholastic research. Institutional support to New Zealand entities.

- 2010-2012 **U.S. Naval War College, College of Operational & Strategic Leadership.** Newport, RI
Associate Professor, Strategic Leadership & Leader Development (Functional role: Internal Organizational Development). Contributed to and led organizational efforts to advance leadership and ethics development for the U.S. Navy. Developed written strategy and advised senior leaders on organizational issues and strategic direction. Courses taught: Critical thinking, Leadership.
- 2008-2010 **North Carolina A&T State University (NCA&TSU), School of Business & Economics.** Greensboro, NC
Associate Professor. Courses Taught: Organizational Behavior, Organizational Theory, Strategic Management, Management
- 2007-2008 **U.S. Air Force Academy (USAFA), Department of Management.** Colorado Springs, CO
Distinguished Visiting Professor of Management. Courses Taught: Strategic Management, Management
- 2003-2007 **North Carolina A&T State University, School of Business & Economics.** Greensboro, NC
Associate Professor. Courses Taught: Organizational Behavior, Organizational Theory, Strategic Management, Management
- 2002-2003 **U.S. Army War College (USAWC), Department of Management.** Carlisle, PA
Visiting Professor of Organizational Behavior. Courses Taught: Strategic Leadership, Force Management, Critical Thinking
- 1996-2002 **North Carolina A&T State University, School of Business & Economics.** Greensboro, NC
Assistant Professor. Courses Taught: Organizational Behavior, Strategic Management, Management
- 1994 **University of Pittsburgh, Katz Graduate School of Business.** Pittsburgh, PA
Instructor. Courses Taught: Administrative & Human Behavior.
- 1993-1994 **University of Pittsburgh, Pennsylvania Governor's School of International Studies.** Pittsburgh, PA
Instructor. Courses Taught: International Business
- 1987-1991 **Eastman Kodak Company.** Rochester, NY
Management Candidate Program. Consumer Sales, International Business Development, Industrial Marketing, Distribution & Logistics

REFEREED PRESENTATIONS/SYMPOSIA

Abbe, A., Johnson, O.E., & Mulready-Stone, K. (2024). Developing Strategic Empathy and Perspective Taking in Professional Military Education, *Language, Regional Expertise, and Culture Symposium*, Air University.

Johnson, O.E., Smigowski, H., and Stonerock, A. (2023). Facilitating Flag/General Officer Reflective Practices for Effective Strategic Leadership, *Strategic Leadership Development Forum*, U.S. Army War College.

Cavallaro, L. and Johnson, O.E. (2023). Engaging Flag and General Officers in Peer Coaching: Demonstrating a Leader Development Practice that Advances Strategic Leadership, *Strategic Leadership Development Forum*, U.S. Army War College.

Miller, T., Johnson, O.E., and Woodruff, T. (2022). Learning and Reflection: Efforts Underway at the Naval War College and the U.S. Military Academy, *Military Science of Teaching & Learning Forum* (virtual)

Cavallaro, L. and Johnson, O.E. (2021) Peer Coaching for Senior Leader Development: Furthering the Mental Complexity of U.S. Navy Admirals. *International Leadership Association Global Conference*, Virtual.

Johnson, O. E. (2019). Can mental agility be taught? Advancing agile thinking in U.S. Military leaders. *International Leadership Association Global Conference*, Ottawa, CN.

Best Paper: Sage Publishing Most Publishable Leadership Education Paper Award

Johnson, O. E. (2017). *Integrative Team teaching: Going against the tide at the U.S. Naval War College. Organizational Behavior Teaching Conference*, Providence College, Providence, RI

Johnson, O. E. (2016). Discomfort as andragogy: Elevating critical thinking in leaders. *International Organizational Behavior Teaching Conference*, University of Winchester, Winchester, UK

Johnson, O. E. (2015). Changing leader development in organizations that “do” leadership: Charting a new course for the U.S. Navy. *International Leadership Association Global Conference*, Barcelona, Spain

Johnson, O. E., Bullis, R.C., and Reed, G. E. (2012). Developing senior military leaders for strategic leadership. *International Leadership Association Global Conference*, Denver, CO

Swaminathan, K. & Johnson, O. E. (2011). Soft power and cross-cultural leadership: Connecting the dots in implementing the U.S. Navy’s 21st Century Maritime Strategy. Accepted for presentation at the *Eastern Academy of Management*, Bangalore, India

Johnson, O. E., Ferrante, C. J., & Cycyota, C. S. (2009). The relationship between implicit association and surface-level diversity in organizations. *Southern Management Association*, Asheville, NC.

Recipient: Most Innovate Session Award

Holmes, J. Charles, A., Livingston, R., Hudson, M. & Johnson, O. (discussant) (2009). Race matters: Addressing the role of race and racial identity in the workplace. *Academy of Management*, Chicago, IL

Johnson, O. E. (2008). The intersection of race and gender: Influences on grooming choices of professional African American women. In O. Johnson (symposium chair), Professional image construction and culturally-influenced grooming choices. *Academy of Management*, Anaheim, CA.

Johnson, O. (2008) Transferring knowledge from non-traditional academic communities. In. D. Ford, Mastering knowledge supply chain on a global scale. *Management Faculty of Color Association*, Melbourne, AUS

Johnson, O.E., Parks-Yancey, R., Motley, D., Davidson, M., & Blancero, D. (2006). What happens when you don’t get tenure? *Academy of Management*, Professional Development Workshop (PDW). Atlanta, GA

Stewart, M. & Johnson, O. E. (2005). Workgroup member personality, leader behavior, and team empowerment. *Southern Management Association*, Charleston, SC

Stewart, M. & Johnson, O. E. (2005). Workgroup demography and group performance: The moderating effect of leader-member exchange. *Academy of Management*, Honolulu, HI

Nominated: Harlow Award – Best Paper

Johnson, O. E. & Stewart, M. (2005). When leadership matters: The moderating effect of leader-member exchange on workgroup diversity and group outcomes. *Eastern Academy of Management*, Cape Town, SA

Johnson, O. E. (2003). Three faces of religious difference: Implications for the military Chaplaincy. In J. Johnson (symposium chair), *Religion in the Military*. *Society for the Scientific Study of Religion*, Norfolk, VA

Johnson, O. E. (2002). Diverse views of religious pluralism in the military. *4th Biennial EO/EEO Defense Equal Opportunity Management Institute (DEOMI) Research Symposium*, Cocoa Beach, FL

Johnson, O. E. (2000). Paradigm clash: Contemporary career expectations in conventional organizations. *Institute of Behavioral and Applied Management (IBAM)*. Annapolis, MD

Johnson, O. E. (1999). The flipside of injustice: Prosocial fairness as a consequence of social disadvantage. In L. Blockson (symposium chair), *Social Justice: Bringing it back to the forefront*. *International Association of Business & Society (IABS)*, Paris, FR

Johnson, O. E. (1997). Justice in the eye of the beholder: The effect of category salience on fairness judgments in organizations. *Academy of Management*. Boston, MA

Johnson, O. E. (1997). What lies beneath the surface: The effect of subtle racism on equal opportunity in organizations. *North Carolina Triangle Junior Faculty Seminar*. North Carolina State University, Raleigh, NC

Johnson, O. E. (1994). Birds of a feather don't necessarily flock together: Why don't minority employees join minority employee networks. *Industrial Organizational Psychology and Organizational Behavior Graduate Student Conference (IOOB)*. DePaul University. Chicago, IL

Nominated: The Wherry Award- Best Paper; The Porter Award- Best Paper

Johnson, O. E. (1994). American [Minority] in Paris: An examination of expatriate selection and adjustment. Presented at *West European Studies Graduate Student Symposium*. University of Pittsburgh. Pittsburgh, PA

Johnson, O. E. (1994). White, Male, & Worried: Status value theory and the resentment over diversity programs. Presented at the annual *Institute of Behavioral and Applied Management (IBAM)* conference. Arlington, VA

PUBLICATIONS

Johnson, O. E. (in press). Instituting flag officer development in the U.S. Navy. In M. Powell, D. Townley, D. Oakley, & C. Perez (Eds.), *Handbook of Professional Military Education*. Routledge.

Johnson, O. E. & Abbe, A. (2025). Developing strategic empathy and perspective taking in military leaders. *Journal of Military Learning*, 9, 68-88.

Cavallaro, L., & Johnson, O. E. (2023). Peer coaching as a leader development tool in professional military education. *Journal of Military Learning*, 7, 62-75.

Johnson, O. E. (2023). [Review of the book *Teaching and Learning the West Point Way: Educating the Next Generations of Leaders*, by M. G. Ender, R. A. Kimball, R. M. Sondheimer, & J. C. Bruhl (Eds.)]. *Journal of Political & Military Sociology*, 50(1), 113–116.

Johnson, O. E. (2020). Creating space to think: The “what, why, and how” of deliberate reflection for effective leadership. *The Journal of Character & Leadership Development*, 20-32.

Johnson, O. E. (written for RADM Jamie Kelly) (2014). Strengthening our naval profession through a culture of leader development, *Naval War College Review*, 67 (1), pp. 1-5.

Johnson, O. E. and Cook, M. (written for RADM Ted Carter) (2014). *Ethics in the Navy*, USNWC White Paper.

Stewart, M. & Johnson, O. E. (2009). Leader-member exchange as a moderator between workgroup diversity and team performance. *Group and Organization Management*, 34, 507-535.

Selected for Editor's Choice Article Collections in 2015, 2018

“[H]ighlighting some of the journal's most noteworthy manuscripts”

Stewart, M. & Johnson, O. E. (2005). Workgroup demography and group performance: The moderating effect of leader-member exchange. *Academy of Management Best Paper Proceedings, Gender and Diversity in Organizations Division*.

Johnson, O. E. (2001). “The content of our character”: Another look at racial differences in navy officer fitness reports, *Military Psychology*, 13, 41-54.

Johnson, O. E. (2001). Contemporary models of racism: Theoretical perspectives, institutional assessment, and organizational implications for an equal opportunity climate. In M. Dansby, J. Stewart, & S. Webb (Eds.) *Managing Diversity in the Military* (pp. 29-58). New Brunswick, NJ: Transaction Press.

Johnson, O. E. (2001). Diverse views of religious pluralism: Implications for the Military Chaplaincy. *DEOMI Research Series*, 01-13. Patrick AFB, FL.

McNeil, K. R., Johnson, O. E., Johnson, A. Y. (2001). “Did you hear what Tommy Hilfiger said?” Urban legend, urban fashion, and African American Gen Xers. *Journal of Fashion Marketing and Management*, 5, 234-240.

Johnson, O. E., Smith, M. L., & Gambill, D. Y. (2000). Reconstructing “We”: Organizational identification in a dynamic environment. In C. R. Leana & D. M. Rousseau (Eds.), *Relational Wealth: A New Model for Employment in the 21st Century* (pp. 153-168). New York: Oxford University Press.

CURATED TEAM/EXECUTIVE DEVELOPMENT

- 2024 U.S. Coast Guard Academy, Senior Leadership Executive Development, *Excellence in Leadership*, New London, CT
- 2024 U.S. Army Medical Research & Development Command, Commanders Conference, *Synchronizing Leadership*, Frederick, MD
- 2024 U.S. Army Medical Research & Development Command, Command Staff Professional Development, *High Performing Teams*, Frederick, MD
- 2024 Undersecretary of the Navy, Senior Leadership Executive Development, *High Performing Executive Team*, Washington, DC
- 2023 Naval Academy Prep School, Faculty Development, *Advancing Teaching Excellence*, Newport, RI
- 2023 U.S. Army Theater Medical Command, US Army Pacific, Leaders Workshop, *Next Level Leadership*, Honolulu, HI
- 2022 University of California at Irvine, Paul Merage School of Business, Strategic Planning. Paul Merage Leadership Team's Strategy Retreat, Irvine, CA
- 2019 Victoria Business School, Strategic Planning, Dean and Faculty Leadership Team, Wellington, NZ

INVITED SPEAKER [ACADEMIC/PROFESSIONAL]

- 2024 Commander Naval Air Forces (CNAF) Legacy Summit, Keynote Speaker. *The Naval Aviation Family Table*. Pensacola, FL
- 2024 U.S. Marine Corps (USMC) Logistics Commanders Course, Plenary Speaker. *You Prepared for This*, Quantico, VA
- 2023 Commander Naval Air Forces (CNAF) Legacy Summit, Keynote Speaker. *Legacy in the Sequel*. Pensacola, FL
- 2023 Commander Naval Surface Forces (CSNF) DEI Summit, Plenary Speaker. *Use Your Superpowers for Good*. San Diego, CA.
- 2021 Academy of Management, Career Services, Featured Speaker. *It's Your Choice*. (virtual)
- 2020 Naval War College Foundation, *Teaching Leadership to Navy Senior Leaders* (with L. Cavallaro), Newport, RI (virtual)
- 2020 U.S. Army War College, Joint Science of Teaching & Learning Conference, Plenary Speaker. *Breaking Paradigms*. Carlisle, PA (virtual)
- 2019 U.S. Navy, NAVSEA Speaker Series. Speaker. *Not About Me*. Washington, DC
- 2018 Victoria University of Wellington, Victoria Business School, Guest Seminar. *Developing senior military leaders for the complex global security environment*, Wellington, NZ

- 2017 U.S. Drug Enforcement Agency. *Leadership Effectiveness & Decision-Making in Complex Environments*. Washington, DC
- 2015 U.S. Air Force Academy, National Leadership and Character Symposium, Scholars Forum, *I am what I say I am: Professional identity and the professional ethic*. Colorado Springs, CO
- 2013 Canadian Army Command and Staff College, Kingston Conference on International Security, *Developing the professional ethic in the U.S. Navy*. Kingston, Ontario CN
- 2003 West Point Global Leadership Conference. *Case study methods for developing leaders*. West Point Military Academy, West Point, NY
- 2002 American University, Women in Politics Seminar. *The role of academia in national security*. Washington, DC
- 2002 Army National Guard, Leadership Forum. *Leadership paradigms: A comparative analysis*. Arlington, VA
- 2002 Air Force Equal Opportunity Conference. *The three faces of religious difference: EEO implications*. Ft Walton Beach, FL
- 2002 U. S. Army War College, Guest Lecture. *Racial differences in Navy performance evaluations*. Carlisle, PA

INVITED FACILITATOR/PRESENTER

- 2024 National Naval Officer Association, Presenter. *Next Level Leadership*. Norfolk, VA
- 2023 National Naval Officer Association, Guest Panelists. *75th Anniversary Executive Order 9981*. Coronado, CA
- 2022 U.S. Navy Reserve Chaplains Workshop, Presenter. *Spiritual Readiness for Chaplains & RPs, virtual*.
- 2022 National Naval Officer Association, Panelists. *Joint Education Forum*. Washington, DC
- 2020 Leadership Rhode Island, *Critical Conversations: Race in America* (virtual)
- 2019 SIFMA, Securities Industry Institute, Wharton School, “*Are you as good as you think you are?*” Philadelphia, PA
- 2019 U.S. Navy Team SUB Functional Leadership Program, Washington, DC
- 2018 Victoria Business School, Strategic Planning, Dean and Faculty Leadership Team, Wellington, NZ
- 2015-2016 U.S. Army Special Operations Command, Young Lions Program. *Critical thinking for effective leadership*, Ft. Bragg, NC
- 1994-2009 The Ph.D. Project. *Pursuing Holistic Diversity in Business School Faculties*, Chicago, IL

- 1997-2008 The Ph.D. Project, Management Doctoral Student Association. New Doctoral Student Orientation, *Oh, the places...*
- 2006 Management Faculty of Color Conference. *Seasons of success: When, why, & how to change your academic affiliation.* Tallahassee, FL
- 2005 The Ph.D. Project. New Doctoral Student Seminar. “Welcome to the Matrix?” Honolulu, HI
- 2005 Management Faculty of Color Conference. “Making the Connection: Strategies for Effective Teaching”. Houston, TX
- 2003 Department of State Leadership Training (Deputy Secretaries), *Creative and Critical Thinking.* U. S. Army War College, Carlisle, PA.
- 2003 U.S. Senate Leadership Training (Senate Republican Leaders), *Understanding Organizational Culture for Change.* U. S. Army War College, Carlisle, PA.

SPEAKING ENGAGEMENTS

- 2025 Extraordinary Women On Boards (EWOB), Keynote Address. *Cognitive Complexity for Uncertain Times,* Scottsdale, AZ
- 2025 Elementary School Heads Association (ESHA), Keynote Address. *Navigating Uncertainty.* Newport, RI
- 2025 National League for Nursing, LEAD Institute, Plenary Speaker. *Leading in Transition.* Washington, DC
- 2024 Walden University College of Nursing Institute for Social Determinants of Health and Social Change, Plenary Speaker. *Lead Confidently, Act Justly, Serve Humbly,* Washington, DC
- 2023 National League for Nursing. LEAD Institute, Keynote Address. *Courage, Confidence, Connection.* Washington, DC
- 2022 Laramie County Community Partnership, Keynote Address. *Are We the Best We that We Can Be?* Cheyenne, WY
- 2022 Generation W, Opening Speaker. *Connection, The Ultimate Superpower.* Jacksonville, FL
- 2021 U.S. Navy Chaplains, Anniversary Ball, Keynote Speaker: *Chaplains Are People Too.* Newport, RI
- 2021 University of North Florida Women’s Center, Keynote Address. *More Power Than We Think.* Jacksonville, FL (virtual)
- 2020 National League for Nursing, LEAD Institute, Keynote Address. *The Authority to Lead, Remix* (virtual)
- 2020 FIS, Keynote Address. *Tell Your Story.* Global (virtual)
- 2019 Professional Golf Association of America (PGA) Keynote Address. *More Than a Game.* West Palm Beach, FL

- 2019 Wyoming Department of Education, Superintendent's Forum, Keynote Address. *Fruit of Your Labor*. Laramie, WY
- 2019 Generation W, Plenary Speaker. *Transformational Leader in All of Us*. Jacksonville, FL
- 2019 Wyoming Martin Luther King Annual Black-Tie Celebration, Keynote Address. *Everybody Deserves Ice Cream*. Cheyenne, WY
- 2018 New Zealand Women's Police Association Network, Keynote Address. *Unimaginable Leadership*, Wellington, NZ
- 2017 Generation W, Plenary Speaker. *Allow the Impossible*. Jacksonville, FL
- 2017 National League for Nursing, LEAD Institute, Keynote Address. *So, Now What?* Washington, DC
- 2015 Independence Blue Cross Foundation and National League for Nursing, Keynote Address. *Facing Giants: Leading Beyond Obstacles*. Philadelphia, PA
- 2015 National League for Nursing, LEAD Institute, Keynote Address. *The Authority to Lead*. Washington, DC
- 2014 National League for Nursing, LEAD Institute, Keynote Address. *The Authority to Lead*. Washington, DC
- 2013 National Council for State Boards of Nursing, Leadership and Public Policy Conference, Keynote Address. *Servant Leaders: Guardians of the Nursing Profession*. Rapid City, SD
- 2013 Connecticut League for Nursing, 24th Annual Leadership Convention, Keynote Address. *Step up and Lead*. Portland, CT
- 2013 Connecticut League for Nursing, 24th Annual Leadership Convention, Plenary Speaker. *Building the Leadership Pipeline*. Portland, CT
- 2012 National League for Nursing, Education Summit, Plenary Speaker. *Purpose, Power, and Passion: Keys to Transformational Leadership*. Anaheim, CA
- 2011 National League for Nursing, Leadership Immersion, Plenary Speaker. *Leading Others, Inspiring People*. Baltimore, MD
- 2011 National League for Nursing, Leadership Immersion, Plenary Speaker. *Leading Organizations, Inspiring Change*. Baltimore, MD
- 2011 Management Faculty of Color Association, Keynote Address. *Building Bridges*. Newark, NJ
- 2009 DiversityInc, CEO Forum, Speaker. *Sustainable Strategic Leadership & Vision Commitment*. New York, NY
- 2007 University of Denver, Diversity in Organizations Seminar. Speaker. *Leadership for Diversity in Organizations: Leading from within the palace*. Denver, CO

- 2006 CACRAO School Counselor’s Conference. Speaker. *So, you’re a guidance counselor, who cares?* Greensboro, NC
- 2006 NC A&T SU Honors Convocation, Keynote Address. *You Have to ‘Want To’.* Greensboro, NC
- 2005 Greensboro Chamber of Commerce. Speaker. *Leadership Lessons Learned from World War II.* Greensboro, NC
- 2004 The Ph.D. Project. Speaker. *The PhD: Investment or Sacrifice?* Chicago, IL
- 2003 Federally Employed Women Luncheon, Keynote Address. *Leadership for Women.* Carlisle, PA

HONORS & AWARDS

- 2023 US Coast Guard Academy, National Naval Officers Association, Executive Order 9981 Pioneers Recognition
- 2018 Victoria University of Wellington, Adjunct Appointment
- 2018 Muhammad Ali Center, *Daughter of Greatness*
- 2016 Fuqua/Coach K Center on Leadership and Ethics Leadership Summit
- 2015, 2018 *Group and Organizational Management*, Editor’s Choice Article
- 2013 Nominee, Rhode Island Federal Employee of the Year
- 2011 Nominee, American Council of Education (ACE), Office of Women in Higher Education (OWHE) Donna Shavlik Award
- 2008 Nominee, Holly S. Coors Endowed Chair, US Air Force Academy
- 2007 John F. Kennedy Special Warfare School and Center, Educators Tour
- 2006 NCA&TSU, Honors Convocation Speaker
- 2005 University of North Carolina (UNC) Board of Governors’ Teacher of Excellence Award
- 2005 Teacher of the Year, School of Business & Economics, NCA&TSU
- 2005 Phi Kappa Phi
- 2004 Who’s Who Among America’s Teachers
- 2003 Army Commander’s Medal for Public Service
- 2003 ROCKS (Army Officers), Honorary Member
- 2002 Leadership Greensboro, Community Leadership Development

- 2002 School of Business & Industry, Florida A&M University, Distinguished Graduate
- 2001 Army War College National Security Seminar, National Selection
- 2001 Golden Key National Honor Society, Honorary Member
- 2001 Beta Gamma Sigma, Faculty Advisor Recognition
- 2000 Who's Who Among America's Teachers
- 1998 Who's Who Among America's Teachers
- 1997 Nissan-HBCU Fellow
- 1996 Beta Gamma Sigma

INSTITUTIONAL SERVICE

- 2025-2026 NWC Promotion & Tenure Committee, Co-chair
- 2025 NWC Issues in National Security Lecture, *The Warfighter & Strategic Empathy*
- 2025 Leadership Mess Executive Development (LMEX), Program Lead and Facilitator
- 2024 11th Annual Women Peace & Security Symposium, *Rethinking Global Security in a Complex World*, Emcee
- 2024-2025 College of Leadership & Ethics Promotion & Tenure Committee, Chair
- 2023 Consortium for Health and Military Performance (CHAMP), Education Pillar, External Review Team (select experts)
- 2023 NWC Hiring Committee. Dean of Academics
- 2023 U.S. Military Academy, (USMA/West Point) External Reviewer, Full Professor Promotion Candidate
- 2022 NWC Hiring Committee. Dean, Center for Naval Warfare Studies
- 2020-2021 NWC Faculty Promotion & Tenure Committee, Chair
- 2020 Army War College, Outside Consultant
- 2020 NWC Issues in National Security Lecture Series, *Learning Leadership*
- 2020 EEO Alternative Dispute Resolution
- 2019 Faculty Promotion & Tenure Committee

- 2019 NWC Hiring Board, College of Maritime Operations
- 2018 NWC Teaching for Development Workshop
- 2018 NWC Foundation Informational Videos
- 2018 US Army War College Hiring Committee, External Reviewer
- 2017 Gender Equity Engagement Project
- 2016 NWC Faculty Development, Operational Level Programs
- 2015 NWC Hiring Board, Dean of Academic Affairs
- 2015 U.S. Naval Academy Honor Board Review, External Advisor
- 2014 NWC Hiring Board, College of Operational & Strategic Leadership, Leadership & Ethics Directorate, Chair
- 2013 New England Association of Schools and Colleges (NEASC) Credit Hours Study Team
- 2012 Naval Station Newport, Center for Service Support, keynote speaker
- 2011 NWC Hiring Board, Library Director
- 2011 NWC Hiring Board, College of Operational & Strategic Leadership Operational Level Programs
- 2010 NWC Faculty Inclusiveness, Development Seminars
- 2010 Department of Defense, Comprehensive Review Working Group (CWRG), Don't Ask/Don't Tell, Unit Cohesion
- 2010 Naval Health Clinic New England, keynote speaker
- 2009 NCA&TSU, Center for Leadership & Organizational Excellence, Service Initiative, Co-chair
- 2008-2009 NCA&TSU Affirmative Action Committee
- 2008-2009 NCA&TSU External Scan Strategic Committee
- 2008-2009 NCA&TSU Student Organizations, keynote speaker and presenter
- 2006-2007 UNC in Washington Committee
- 2006-2007 Beta Gamma Sigma Honor Society, Faculty Advisor

- 2006-2007 AACSB, Re-Accreditation/Maintenance- Faculty Team
- 2005 NCA&TSU Search Committee, Dean University Studies
- 2005 University Day, School of Business & Economics, Speaker
- 2004-2007 NCA&TSU School of Business & Economics, Promotion & Tenure Committee, Chairperson
- 2004 NCA&TSU, School of Business & Economics, Post-Tenure Review Committee
- 2001-2002 NCA&TSU FUTURES Planning & Resource Council/ Chancellor's Advisory Board
- 2000 SACS, Subcommittee Chair-Governing Board
- 1997-2002 Beta Gamma Sigma Honor Society, Faculty Advisor

PROFESSIONAL SERVICE
(Reviewer)

- 2025 Military Scholarship of Teaching & Learning Symposium
- 2023 Book Review. *Teaching and Learning the West Point Way: Educating the Next Generations of Leaders* edited by M. G. Ender, R. A. Kimball, R. M. Sondheimer, and J. C. Bruhl, *Journal of Political & Military Sociology*, 50 (1), 113-116.
- 2021 Academy of Leadership Educators
- 2020-2021 International Leadership Association
- 2019 International Management and Organizational Behavior Teaching Society
- 2016 Naval War College Review
- 2016 International Organizational Behavior Teaching Conference
- 2014 Naval War College Review
- 2011 Eastern Academy of Management
- 2009 Human Resource Management Journal
- 2009 Southern Management Association
- 2008 Academy of Management, OB Division, Outstanding Practitioner Oriented Paper
- 2007 Academy of Management, OB Division

- 2005-2006 Group and Organization Management Journal
- 2005 Southern Management Association
- 2004 Eastern Academy of Management
- 2002-2004 Journal of Management
- 1998-2000 Academy of Management- OB Division, Gender & Diversity Division
- 1999 Academy of Management Review. Special Issue: *Change and Development Journeys into a Pluralistic World*. Guest Editors: Carrie Leana and Nitin Nohria
- 1998 Academy of Management Review. Special Issue: *Identity & Identification*. Guest Editors: Jane Dutton and Stuart Albert

(Leadership)

- 2022 Stream Leader (Ethics & Leadership) International Leadership Association, Washington, DC
- 2008 Conference Chair, Management Faculty of Color Association, Melbourne, AUS
- 2006-2007 President, Management Faculty of Color Association
- 2005-2006 President-elect, Management Faculty of Color Association
- 2003-2005 Faculty Advisor, Management Doctoral Student Association/PhD Project

BOARD MEMBERSHIPS

Generation W Board of Directors, Chair
 Linden Place Museum Board of Directors, Member

CHURCH AFFILIATIONS

East White Oak Missionary Baptist Church, Greensboro, RI
 Community Baptist Church, Newport, RI
 Unity Missionary Baptist Church, Cheyenne, WY
 Bible Study Fellowship (International)