

CHRISTINE SHROPSHIRE

Arizona State University
W. P. Carey School of Business
Department of Management & Entrepreneurship
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shropshire@asu.edu

ACADEMIC EMPLOYMENT

Associate Professor, W. P. Carey School of Business, Arizona State University	2015 - present
Fellow, New Governance Lab, W.P. Carey School of Business	2022 - present
Associate Professor, Terry College of Business, University of Georgia	2014 - 2015
Assistant Professor, Terry College of Business, University of Georgia	2008 - 2014

RESEARCH INTERESTS

Corporate governance, Upper echelons, Stakeholder management

EDUCATION

Ph.D., Strategic Management May 2008
W.P. Carey School of Business, Arizona State University

B.B.A., Management May 2001
Terry College of Business, University of Georgia

PUBLICATIONS (†student coauthor at time of project inception)

Van den Oever, K. & Shropshire, C. 2024. More than a feeling: How anger and happiness impact director influence on strategic decisions. In press at *Academy of Management Journal*, <https://doi.org/10.5465/amj.2022.1075>

Hersel, M.C., Gangloff, K.A., & Shropshire, C. 2023. Mixed messages: Post-transgression narrative (in)coherence and investor reactions following financial misconduct. *Academy of Management Journal*, 66(2): 638-667. Media mentions: *Forbes*.

Shropshire, C., Bundy, J., & Albader, L.† 2023. Board majority voting standard and shareholder activism. *Business & Society*, 62(2): 285-321.

Cowen, A., Montgomery, N., & Shropshire, C. 2022. Choosing sides: CEO gender and investor support for activist campaigns. *Journal of Applied Psychology*, 107(10): 1743-1757. Media mentions: *Wall Street Journal*.

- Shropshire, C., Peterson, S., Bartels, A.[†], Amanatullah, E., & Lee, P. 2021. Are female CEOs really more risk averse? Exploring economic downturn and other-orientation. *Journal of Leadership and Organizational Studies*, 28(2): 185-206.
- Luciano, M.M., Nahrgang, J.D., & Shropshire, C. 2020. Strategic leadership systems: Viewing top management teams and boards of directors from a multi-team systems perspective. *Academy of Management Review*, 45(3): 675-701.
- Hersel, M.C.[†], Helmuth, C.A.[†], Zorn, M.L., Shropshire, C., & Ridge, J.W. 2019. The corrective actions organizations pursue following misconduct: A review and research agenda. *Academy of Management Annals*, 13(2): 547-585.
- Shropshire, C. 2019. Board interlocks and diversification strategies. *Oxford Research Encyclopedia of Business & Management*. Ed: Michael Hitt, Oxford University Press.
doi:10.1093/acrefore/9780190224851.013.149.
- Zorn, M.L.[†], Shropshire, C., Martin, J.A., Combs, J.G., & Ketchen, D.J. 2017. Home alone: The effect of lone-insider boards on CEO pay, financial misconduct and firm performance. *Strategic Management Journal*, 38(13): 2623-2646. Media mentions: *Wall Street Journal*, *Forbes*.
- Bundy, J.[†], Shropshire, C., & Buchholtz, A.K. 2013. Strategic cognition and issue salience: Towards an explanation of firm responsiveness to stakeholder concerns. *Academy of Management Review*, 38(3): 352-376.
- Dass, M. & Shropshire, C. 2012. Introducing functional data analysis to managerial science. *Organizational Research Methods*, 15(4): 693-721.
- Hillman, A.J., Shropshire, C., Certo, S.T., Dalton, D.M. & Dalton, C.M. 2011. What I like about you: A multi-level study of shareholder discontent with director monitoring. *Organization Science*, 22(3): 675-687. Also appeared in *Academy of Management Best Paper Proceedings*.
- Shropshire, C. 2010. The role of the interlocking director and board receptivity in the diffusion of practices. *Academy of Management Review*, 35(2): 246-264.
- Hillman, A.J., Nicholson, G.J., & Shropshire, C. 2008. Directors' multiple role identities, identification and board monitoring and resource provision. *Organization Science*, 19(3): 441-456. Also appeared in *Academy of Management Best Paper Proceedings*.
- Hillman, A.J., Shropshire, C., & Cannella, A.A., Jr. 2007. Organizational predictors of women on corporate boards. *Academy of Management Journal*, 50(4): 941-952.
- Shropshire, C. & Hillman, A.J. 2007. A longitudinal study of significant change in stakeholder management. *Business & Society*, 46(1): 63-87. Also appeared in *Academy of Management Best Paper Proceedings*.

WORK IN PROGRESS (†student coauthor at time of project inception)

- Barcellos, L.P., Cardoso, R.L., & Shropshire, C. Mental work demands and cognitive reflection over working life: Varied age trajectories among Brazilian accountants. Under review at *Journal of Applied Psychology*.

- Shropshire, C., & Purkayastha, A. Capitalizing on the CFO: Mediated legitimacy and foreign debt capital in emerging markets. Under review at *Academy of Management Journal*.
- Wang, X. †, & Shropshire, C. Analyst interpretation of complex strategic signals: The case of entrepreneurial orientation. Under review at *Entrepreneurship Theory and Practice*.
- Rogers, K.R., Shropshire, C., & Peterson, S. Woman on board: The tightrope of optimal distinctiveness. Preparing for submission to *Academy of Management Journal*.
- Shropshire, C., & Oliver, A.G. Walking on broken glass: Early-stage CEO evaluations. Preparing for submission to *Strategic Management Journal*. Media mentions: *Wall Street Journal*, *New York Times*, *Fortune*, *Fast Company*, *Huffington Post*, *Freakonomics*.
- Shropshire, C., Rogers, K.R., & Peterson, S. Paddling beneath the surface: Women directors' experiences and corporate board dynamics. Preparing for submission to *Organization Science*.
- DesJardine, M., Hillman, A.J., Shropshire, C., & Basu Thakur, Y.† Hedge fund activist and owner networks. Data collection.
- Eulitz, S., & Shropshire, C. CEO potential and IPO success. Data analysis.
- Goranova, M. & Shropshire, C. From agency costs to agency value. Theory development.
- Little, L.M. & Shropshire, C. The imposter phenomenon from academia to practice. Data collection.
- Shropshire, C., & Kim, J. † The secret of activist success? Examining characteristics and predictors of success among shareholder activist actions. Hypothesis development.
- Shropshire, C., Hillman, A.J., Haynes, K., & Dass, M. Board capital across time: An exploration from IPO to maturity. Manuscript preparation.

PRESENTATIONS

- Shropshire, C., & Purkayastha, A. 2024. Capitalizing on the CFO: Mediated legitimacy and foreign debt capital in emerging markets. Paper accepted for presentation at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C. 2024. How women in leadership are influenced by and influence their social environments. Invited panelist, Symposium accepted for the annual meeting of the Academy of Management, Chicago.
- Shropshire, C. 2023. Beyond career milestones. Invited speaker, Female Scholar Program, WU Vienna, Austria, November 2023.
- Shropshire, C. 2023. Connecting micro-strategizing to macro-phenomena: Challenges and opportunities for qualitative research. Invited speaker, Workshop at the annual meeting of the Strategic Management Society, Toronto, Canada.
- Shropshire, C. 2023. Emotions in corporate boardrooms. Invited research presentation at University of Wisconsin–Milwaukee, September 2023.

- Shropshire, C. 2023. Moving forward by looking back: Re-examining the role of dependence in board of directors literature. Invited panelist, Symposium at the annual meeting of the Academy of Management, Boston.
- Shropshire, C. 2023. Bridging leadership research on boards of directors and the top management teams. Invited facilitator, Professional Development Workshop at the annual meeting of the Academy of Management, Boston.
- Shropshire, C. 2023. Gender and corporate board dynamics. Invited research presentation at Oklahoma State University, Stillwater, OK, March 2023.
- Shropshire, C. & Purkayastha, A. 2022. Capitalizing on the CFO: Foreign debt and interlocks in emerging market growth. Paper presented at the annual meeting of the Strategic Management Society, London.
- Shropshire, C. 2022. Shareholders and governance: The role of institutional investors, family owners, and activism. Invited panelist, Professional Development Workshop at the annual meeting of the Academy of Management, Seattle.
- Shropshire, C. & Kim, J.† 2022. The follow through: Activist investor behavior and their likelihood of success. Paper presented in Symposium on Corporate Sociopolitical Activism at the annual meeting of the Academy of Management, Seattle.
- Shropshire, C. 2022. Changes in the boardroom: The present and the future. Invited panelist, Symposium at the annual meeting of the Academy of Management, Seattle.
- Shropshire, C. Gender diversity and corporate board dynamics. Invited (virtual) research presentation at Leeds, UK, June 2022.
- Shropshire, C. 2022. Board gender diversity: The female director experience. Invited (virtual) research presentation at Trinity College, Dublin, Ireland, February 2022.
- Shropshire, C. & Van den Oever, K. 2021. In a flood of tears: The effect of board members' emotions on monitoring quality and board effectiveness. Paper presented at the Virtual annual meeting of the Strategic Management Society.
- Shropshire, C. 2021. From Genius to Crook: A discussion of the dark side of innovation. Invited panelist, Symposium at the Virtual annual meeting of the Academy of Management.
- Shropshire, C. 2021. The influence of shareholder activism on boards. Invited panelist, Symposium at the Virtual annual meeting of the Academy of Management.
- Shropshire, C. 2021. Understanding gender experiences in academia. Invited panelist, Professional Development Workshop at the Virtual annual meeting of the Academy of Management.
- Shropshire, C. 2021. Bridging leadership research on boards of directors and the top management teams. Invited facilitator, Professional Development Workshop at the Virtual annual meeting of the Academy of Management.

- Shropshire, C. 2021. Emerging issues on corporate governance and strategic leadership. Discussant, Virtual Symposium for STR Division of the Academy of Management, April 2021.
- Shropshire, C., & Albader, L.[†] 2020. A theory of activist success. Paper presented at the Virtual annual meeting of the Strategic Management Society.
- Shropshire, C. 2020. Transforming Women's Leadership Pathways. Invited panelist, Corporate Working Group, PLS Alliance.
- Shropshire, C. 2020. Women's leadership: A global perspective on career growth, biases, and stakeholder relationships. Invited panelist, Symposium at the Virtual annual meeting of the Academy of Management.
- Shropshire, C. 2019. How to identify and test causal mechanisms of the decision-making process in corporate governance. Invited panelist, Symposium (STR, RM, OMT divisions) at the annual meeting of the Academy of Management, Boston.
- Cowen, A., Montgomery, N., & Shropshire, C. 2019. The everyday investor: Perceptions of CEOs and activist targeting. Proposal presented at the annual meeting of the Strategic Management Society, Paris and Special Conference on Strategic Leadership, Las Vegas.
- Shropshire, C. 2018; 2019. On-boarding diversity in corporate boards research. Invited panelist for Professional Development Workshop (STR, GDO, IM divisions) at the annual meeting of the Academy of Management, Chicago; Boston.
- Shropshire, C. 2018. Women on boards: Walking the tightrope of optimal distinctiveness. Invited research presentation at University of Bath, United Kingdom, October 2018.
- Shropshire, C. 2018. Exploring the "black box" of gender diversity on boards: The value of women's expertise. Discussant and presenter, Symposium (MOC, GDO, OB divisions) at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C., & Kim, J.[†] 2018. The secret to activists' success? Examining focus and style as predictors of activist investors' rates of success. Presenter, Symposium (STR, OMT divisions) at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C. 2018. An inductive study of discursive and strategic internationalization. Invited research presentation at ITAM, Mexico City, Mexico, May 2018.
- Shropshire, C. 2018. Why gender differences make a difference in the upper echelons. Invited research presentation at University of Massachusetts, Amherst; Isenberg College of Business, April 2018.
- Shropshire, C. 2017. Adding voice to our research: A dialogue with female executives. Panelist and co-organizer, Symposium (BPS, GDO, HR divisions) at the annual meeting of the Academy of Management, Atlanta.

- Shropshire, C. 2017. The double-edged nature of narcissism and imposter syndrome in organizations. Chair, presenter and co-organizer, Symposium (OB, HR, MOC divisions) at the annual meeting of the Academy of Management, Atlanta.
- Shropshire, C. & Oliver, A.G.[†] 2017. Walking on broken glass: Gender effects in early-stage CEO evaluations and shareholder activism. Paper presented at the INSEAD Conference on Behavioral Perspectives on Corporate Governance, Fontainebleau, France, June 2017.
- Shropshire, C. 2016. Cognition and Corporate Misconduct. Invited panelist, Session at the annual meeting of the Strategic Management Society, Berlin.
- Luciano, M., Nahrgang, J., & Shropshire, C. 2016. Corporate governance reconsidered: Insights from perspectives on intergroup dynamics. Paper presented at the annual meeting of the Strategic Management Society, Berlin.
- Shropshire, C. 2016. Sex in the boardroom: Does gender really matter in the upper echelons? A debate. Invited panelist, Showcase Symposium (OMT, BPS and GDO divisions) at the annual meeting of the Academy of Management, Anaheim.
- Shropshire, C. 2016. Shattering the glass ceiling: A dialogue addressing solutions to gender bias in the upper echelons. Invited panelist, Symposium (BPS, GDO, HR divisions) at the annual meeting of the Academy of Management, Anaheim.
- Shropshire, C. 2016. Exploring more effective ways to study board effectiveness. Invited panelist, Professional Development Workshop at the annual meeting of the Academy of Management, Anaheim.
- Shropshire, C., Bundy, J., & Buchholtz, A.K. 2016. Shareholder voting as governance intervention. Paper presented at the annual meeting of the International Association of Business & Society, Park City, UT.
- Shropshire, C. 2016. Setting the Agenda for Governance Research. Invited conference presentation, Corporate Governance Mini-Conference, Lehigh University, Bethlehem, PA, May 2016.
- Shropshire, C. 2016. Not just crossing but bridging the divide between micro and macro research. Panelist, Micro Meets Macro Conference, Arizona State University, March 2016.
- Oliver, A.[†] & Shropshire, C. 2015. Shareholder activism and female leadership. Paper presented at the Oxford Reputation Conference, University of Oxford, United Kingdom.
- Zorn, M., Hill, A., Combs, J., & Shropshire, C. 2015. Sustainability without options: Agency and stewardship benefits. Paper presented at the annual meeting of the Strategic Management Society, Denver.
- Shropshire, C., & Oliver, A.[†] 2015. Playing the gender card: The strategic portrayal of female leadership. Paper presented at the annual meeting of the Strategic Management Society, Denver.

- Shropshire, C. 2014. Shareholder perceptions of female leadership. Invited conference presentation, Shareholder Activism Workshop, University of Bath, United Kingdom, October 2014.
- Shropshire, C., & Oliver, A.[†] 2014. Playing the gender card: The strategic portrayal of female leadership. Paper presented at the annual meeting of the Academy of Management, Philadelphia.
- Zorn, M.[†], Shropshire, C., & Martin, J. 2013. Lone insider boards: Agency prescriptions and governance costs. Paper presented at the annual meeting of the Southern Management Association, New Orleans.
- Shropshire, C., Bundy, J.[†], & Buchholtz, A.K. 2013. Interrupting a governance dilemma: Shareholder voting and its effects on monitoring and compensation. Paper presented at the annual meeting of the Strategic Management Society, Atlanta.
- Shropshire, C., Hillman, A.J., Haynes, K., & Dass, M. 2013. Board composition across time: An exploration from IPO to maturity. Paper presented at the annual meeting of the Strategic Management Society, Atlanta.
- Shropshire, C. 2013. Women and the pursuit of balance in academia. Invited panelist, All-Academy Workshop at the annual meeting of the Academy of Management, Orlando.
- Shropshire, C. 2013. Strengthening shareholder voice and identity in the boardroom. Invited conference presentation, Shareholder Activism Workshop, University of Bath, United Kingdom, March 2013.
- Shropshire, C. 2011. Risk-taking and gender in corporate boardrooms. Invited conference presentation, Catalyst Corporate Board Governance Symposium, Toronto, Ontario, Canada, October 2011.
- Bundy, J.[†] & Shropshire, C. 2011. Issue salience and firm responsiveness to shareholder activism. Paper presented at the annual meeting of the Academy of Management, San Antonio.
- Bundy, J.[†] & Shropshire, C. 2011. Symbolic signaling and majority vote adoption for boards of directors. Paper presented at the annual meeting of the Academy of Management, San Antonio.
- Shropshire, C. 2011. Functional data analysis and the evolution of board composition among high-growth firms. Invited conference presentation, 21st Century Corporate Governance: Scholarship Meets Practice, San Diego, April 2011.
- Amanatullah, E., Shropshire, C., James, E. & Lee, P. 2010. Risky business...for whom? Gender, self- vs. other-orientation and risk in managerial decision-making. Paper presented at the annual meeting of the Strategic Management Society, Rome, Italy.
- Shropshire, C. 2010. Director gender and the diffusion of stakeholder strategies. Paper presented at the annual meeting of the Academy of Management, Montreal, Quebec, Canada.

- Ward, A., Shropshire, C. & Graffin, S. 2009. Distracted directors: Agency costs of home firm distractions. Paper presented at the annual meeting of the Strategic Management Society, Washington DC.
- Shropshire, C. 2009. Shareholder primacy and corporate policy. Invited panelist, Corporate Strategy and Governance panel discussion at the annual meeting of the Strategic Management Society, Washington DC.
- Shropshire, C., James, E. & Lee, P. 2009. A woman's value(s): Evolutionary psychology and compensation packages for male and female top executives. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C., Hillman, A.J. & Haynes, K. 2009. Longitudinal changes in board composition: From IPO to the S&P500. Paper presented at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C. & Rogers, K.M. 2009. Identity conflict, ambivalence and director disengagement. Paper presented in Managing Identity Conflicts symposium at the annual meeting of the Academy of Management, Chicago.
- Shropshire, C. 2009. Interlocking directors and the diffusion of practices. Invited conference presentation, Corporate Governance: New Theories, Trends and Evidence, Houston, April 2009.
- Hillman, A.J., Shropshire, C., Certo, S.T., Dalton, D.M. & Dalton, C.M. 2008. What I like about you: A multi-level study of shareholder approval in director elections. Paper presented at the annual meeting of the Academy of Management, Anaheim.
- Shropshire, C., James, E. & Lee, P. 2007. A Woman's Worth: Compensation packages for male and female top executives. Paper presented at the annual meeting of the Strategic Management Society, San Diego.
- Shropshire, C. 2007. Learning from Micro and Macro Investigations of Group Decision Processes. Invited panelist, Professional Development Workshop co-sponsored by OMT, BPS, OB and RM Divisions at the annual meeting of the Academy of Management, Philadelphia.
- Shropshire, C. 2007. Directors' multiple role identities, identification and board monitoring and resource provision. *Organization Science* invitational conference on Corporate Governance Research, Northwestern University, June 2007.
- Shropshire, C., & White, R.E. 2006. Director exit: Firm stigma, social capital and insider status. Paper presented at the annual meeting of the Strategic Management Society, Vienna.
- Shropshire, C. & Hillman, A.J. 2006. A longitudinal examination of significant change in stakeholder management. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Hillman, A.J., Nicholson, G.J. & Shropshire, C. 2006. Directors' multiple role identities, identification and board monitoring and resource provision. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Hillman, A.J., & Shropshire, C. 2005. Organizational predictors of women in top management teams and corporate boardrooms. Paper presented at the annual meeting of the Academy of Management, Honolulu.

Shropshire, C., & White, R.E. 2005. The market for corporate directors: Does “settling up” occur? Paper presented at the annual meeting of the Academy of Management, Honolulu.

AWARDS & HONORS

Best Reviewer Award	<i>Academy of Management Journal</i> , 2014, 2017, 2022 <i>Academy of Management Review</i> , 2023 Strategic Management Society, Stakeholder Strategy, 2016, 2018 Academy of Management, 2006, 2011
Best Paper Award	Southern Management Association, 2013
Finalist for Best Paper Award	SIM Division, Academy of Management; <i>Business & Society</i>
Dean’s Excellence in Research Summer Grant	2018-2023
New Governance Lab Summer Research Grant	2022, 2023
Terry-Sanford Research Award	2011-2014
UGA Research Grant	2012, 2014

TEACHING

W. P. Carey School of Business, Arizona State University

Strategic Management (MBA)

MGT 589 (Evening ProFlex)	Spring 2020, 2021
MGT 589 (Online MBA)	Spring 2020 - 2024

Business Capstone Experience (Undergraduate)

WPC 480	Fall 2015, Spring 2017, Fall 2017, Spring 2019, Spring 2023
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Corporate Governance seminar (Doctoral)

MGT 791	Fall 2018, Fall 2020
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Terry College of Business, University of Georgia

International Strategic Management

Undergraduate Program, MGMT 5560	Fall 2013, Fall 2014
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Business Ethics

Executive MBA Program, EMBA 7350	Spring 2012
Evening MBA Program, EMBA 7350	Summer 2011, Summer 2012
Full-time MBA Program, BUSN 7500	Fall 2011, Fall 2012, Spring 2014
Undergraduate Program, MGMT 5440	Fall 2008, Fall 2009

Strategic Management Research I, II

Doctoral Program, MGMT 9500

Fall 2010, Fall 2014

Strategic Management

Undergraduate Program, MGMT 5400 (2 sections)

Fall 2008, Fall 2009, Fall 2010

Foundations of Business Leadership II

Undergraduate Program, MGMT 4010/4020 (2 sections)

Fall 2012

PROFESSIONAL AFFILIATION & SERVICEAssociate Editor, *Academy of Management Review*, 2023-2026Associate Editor, *Business & Society*, 2020-2023Editorial Review Board member, *Academy of Management Journal*, 2008-presentEditorial Review Board member, *Academy of Management Review*, 2010-2017, 2020-2023

Ad hoc Reviewer for *Organization Science*, *Strategic Management Journal*, *Administrative Science Quarterly*,
Journal of Management, *Corporate Governance: An International Review*, *Journal of Management Studies*,
Journal of Business Research, *Long Range Planning*, *Strategic Organization*, *International Journal of
Management Reviews*

Academy of Management

- Organizational and Management Theory, Strategic Management, Social Issues in Management division member
- *Academy of Management Review* Best Paper Committee: 2015, 2023
- Reviewer for Annual Conference: 2005 – present

Strategic Management Society

- Strategic Leadership & Governance, Engagement Officer: 2021; elected to three-year leadership rotation to Program Chair: 2018-2020; elected to two-year term as Representative-at-Large: 2013-2014
- SMS Special Conference in Las Vegas; Track Chair, Panelist-Early Career Workshop: 2019
- SMS Annual Conference Doctoral Workshop panelist: 2020
- Reviewer for Paper Prize (PhD, Research Methods): 2019, 2020, 2021
- Reviewer for Annual Conference: 2008 – present

International Corporate Governance Society

- Member of Board of Directors (elected): 2023-present
- Track Chair for Annual Conference, Madrid Spain: 2023
- Co-Chair, Host of Annual Conference, Tempe AZ: 2024

INFORMS/Organization Science Best Dissertation Competition Judge: 2011, 2013, 2015

IACMR-RRBM Award for Responsible Research in Management, Reviewer: 2020

Southern Management Association, Reviewer for Annual Conference: 2006, 2009, 2013, 2015

UNIVERSITY SERVICE**Arizona State University**

MGT589 Teaching Lead (ProFlex and online MBA): 2019 - present

WPC480 “Business Capstone Experience” Course Coordinator: 2015 - 2019

Personnel Committee, Department of Management and Entrepreneurship: 2015 - 2020

Micro Meets Macro Conference Organizing Committee: 2016, 2017, 2018, 2023 (Chair)

Management Search Committee: 2 Strategy positions, 2015; Department Chair, 2020; Strategy position, 2020; Search Chair-Open Discipline position, 2021; Strategy position, 2022, Entrepreneurship position, 2022; 2 Entrepreneurship positions, 2023

Dissertation Committees:

Yungu Kang (Arizona State University, W.P. Carey School of Business, Management, 2021)

Eugene See (University of Massachusetts – Amherst, Isenberg School of Management, Management, 2021)

Abbie Oliver (University of Georgia, Terry College of Business, Management, 2018)

Xinchun Wang (Texas Tech University, Rawls College of Business, Marketing, 2016)

Jonathan Bundy (University of Georgia, Terry College of Business, Management, 2014)

Amy Sindik (University of Georgia, Grady College of Journalism, 2012)

University of Georgia

Terry College International Business Committee: 2014 - 2015

Terry College Undergraduate Programs Committee: 2012 - 2014

University Library Committee: 2008 - 2012

Management Department Search Committee: 2009, 2011, 2012, 2013

Strategic Management Doctoral Student Committee: 2009 – 2015

CONSULTING EXPERIENCE***Senior Consultant, Performance & Rewards***

2001-2004

Ernst & Young LLP, Human Capital Practice, Atlanta, Georgia

- Conducted executive and employee compensation reviews and market analyses for clients across industries
- Determined competitiveness of executive compensation, incentive plans and director pay using financial and proxy statements and published survey sources
- Analyzed competitive pay practices within the financial services industry throughout the Caribbean
- Conducted custom surveys of major universities, not-for-profit foundations and healthcare companies to assess competitive market practices in performance and rewards systems
- Designed and implemented annual and long-term incentive compensation programs focused on rewarding significant and sustainable increases in stakeholder value