

Curriculum Vitae

SCOTT J. ALLEN, PH.D.

ROBERT M. GINN INSTITUTE PROFESSOR FOR LEADERSHIP & SOCIAL RESPONSIBILITY
ASSOCIATE PROFESSOR OF MANAGEMENT

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Education

- Ph.D. in Leadership & Change (2006), Antioch University, Yellow Springs, Ohio
 - *Dissertation Topic*: An exploration of theories of action in leadership development: A case study
- M.Ed. in Human Resource Development (2000), Xavier University, Cincinnati, Ohio
- B.S. in Family Social Science (1995), University of Minnesota, Minneapolis, Minnesota

Validating Experiences to Support Academic Qualifications

- *Emotionally Intelligent Leader Certificate*. Weatherhead School of Management, Case Western Reserve University, Cleveland, OH (2011)
- *Training of Trainers Institute*. Minds at Work, Robert Kegan and Lisa Lahey. Cambridge, MA (2007)
- *The Art and Practice of Leadership Development*. Kennedy School of Government, Harvard University, Cambridge, MA (2007)

Research Interests

- The common thread through most of my academic writing has been a focus on leader development. More specifically, I am interested in the intersections of leader development with adult learning theory, adult development theory, linkage to organizational context, and evaluation. A second stream of research is technologies enabling disruption and their intersection with business management education.

Publications/Research

- Allen, S. J., Rosch, D. M., Cuilla, J. B., Dugan, J. P., Jackson, B., Johnson, S. K., Pace, C., Kempster, S., Guthey, E., Murphy, S. E., Riggio, R. L., Schrier, K., Souba, C., Spiller, C. (2002) Proposals for the future of leadership scholarship: Suggestions in phronesis. *Leadership*, 18(4), 563–589.
- Rosch, D. M., Jenkins, D., Pickett, M., Allen, S. J. (2022). Competitive team environments and student leader capacity growth. *Journal of Leadership Education*, 21(2), 1-17.
- Allen, S. J., Rosch, D. M., Riggio, R. L. (2022). Advancing leadership education and development: Integrating adult learning theory. *Journal of Management Education*, 46(2), 252-283.
- Reimer, R., Allen, S. J., Glover, G. (2021). Purposeful engagement: Practical wisdom for leadership development. *Journal of Character and Leader Development*, 8(2), 45–58.

- Allen, S. J. (2021). Professional Reputation. In SAGE Business Skills. 2021.
- Allen, S. J. (2021). Interpersonal Connections. In SAGE Business Skills. 2021.
- Allen, S. J. (2021). Perseverance. In SAGE Business Skills. 2021.
- Allen, S. J. (2020). On the cutting edge or the chopping block? Fostering a digital mindset and tech literacy in business management education. *Journal of Management Education*, 44(3), 362–393.
- Allen, S. J., Jenkins, D. M., & Buller, E. (2018). Reflections on how learning in other domains inform our approach to coaching leadership. *Journal of Leadership Studies*, 11(4), 58–64.
- Allen, S. J. (2018). Deliberate practice: A new frontier in leadership education. *Journal of Leadership Studies*, 11(4), 41–43.
- Porter, T., Stoller, J., Allen, S. J. (2018). Team development among physician-leaders: A case study at the Cleveland Clinic. *Leadership in Health Services*, 31(2), 210–225.
- Haber-Curran, P., Miguel, R., Shankman, M. L., & Allen, S. J. (2018). College women’s leadership self-efficacy: An examination through the framework of Emotionally Intelligent Leadership. *NASPA Journal About Women in Higher Education*, 1–16.
- Allen, S. J. (2018). Yes!...And I am so tired of experiential learning. *Journal of Management Education*, 42(2), 306–312.
- Allen, S. J., Jenkins, D. M., Krizanovic, B. (2017). Exploring deliberate practice & the use of skill sheets in the Collegiate Leadership Competition. *Journal of Leadership Education*, 17(1), 28–34.
- Martin, B. A., & Allen, S. J. (2016). Empirical test of the Know, See, Plan, Do model for curriculum design in leadership education. *Journal of Leadership Education*, 15(4), 132–143.
- Miguel, R., & Allen, S. J. (2016). Report on the validation of the Emotionally Intelligent Leadership for Students Inventory. *Journal of Leadership Education*, 15(4), 15–32.
- Hartman, N. H., Allen, S. J., Miguel, R. (2015). An exploration of teaching methods used to develop leaders: Leadership educators’ perceptions. *Leadership & Organization Development Journal*, 36(5), 454–472.
- Allen, S. J., Miguel, R., Martin, B. A. (2014). Know, See, Plan, Do: A model for curriculum design in leadership development. *SAM Advanced Management Journal*, 72(2), 26–38.
- Sowcik, M., & Allen, S. J. (2013). Getting down to business: A look at leadership education in business schools. *Journal of Leadership Education*, 12(3), 57–75.
- Andenoro, A. C., Allen, S. J., Haber-Curran, P., Jenkins, D. M., Sowcik, M., Dugan, J. P., & Osteen, L. (2013). National leadership education research agenda 2013–2018: Providing strategic direction for the field of leadership education. Retrieved from <http://leadershipeducators.org/ResearchAgenda>
- Allen, S. J. (2013). Job related interventions as sources of learning in leadership development: Widely used in industry – wildly absent in the literature. *Organization Development Journal*, 31(1), 39–55.
- Allen, S. J., & Middlebrooks, T. (2013). The challenge of educating leadership expertise. *Journal of Leadership Studies*, 6(4), 84–89.
- Haber, P., Allen, S. J., Facca, T., & Shankman, M. L. (2012). College students’ emotionally intelligent leadership: An examination of differences by student organization involvement and formal leadership roles. *International Journal of Leadership Studies*, 7(2), 246–265.
- Allen, S. J., Shankman, M. L., & Miguel, R. (2012). Emotionally intelligent leadership: An integrative, process-oriented theory of student leadership. *Journal of Leadership Education*, 11(1), 177–203.
- Hull, B. Z., & Allen, S. J. (2012). The Battle of Antietam: A leadership case study. *Journal of Leadership Education*, 11(1), 245–262.
- Allen, S. J., & Roberts, D. (2011). Leadership learning: Crucial conversations, next steps & thoughts for consideration. *Journal of Leadership Studies* 5(2), 64.
- Allen, S. J., & Roberts, D. C. (2011). Our response to the question: Next steps in clarifying the

language of leadership learning. *Journal of Leadership Studies*, 5(2), 65–70.

- Facca, T. M., & Allen, S. J. (2011). Using cluster analysis to segment students based on self-reported emotionally intelligent leadership behaviors. *Journal of Leadership Education*, 10(2), 82–105.
- Shankman, M. L., Haber, P., Facca, T., & Allen, S. J. (2010). Emotionally intelligent leadership and gender. *Leadership Review*, 10, 88–103.
- Allen, S. J., & Hartman, N. S. (2009). Sources of learning in student leadership development programming. *Journal of Leadership Studies*, 3(3), 6–16.
- Middlebrooks, T., & Allen, S. J. (2009). Editor's introduction: The education of leadership. *Journal of Leadership Education*, 8(1), viii–xxii.
- Allen, S. J. (2009). An exploration of theories of action in leadership development: A case study. *Organization Development Journal*, 27(2), 39–51.
- Allen, S. J., & Wergin, J. (2009). Leadership and adult development theories: Overviews and overlaps. *Leadership Review*, 9, 3–19.
- Middlebrooks, T., & Allen, S. J. (2008). Leadership education: New challenges, continuing issues. *International Leadership Journal*, 1(1), 77–85.
- Hart, R. K., Conklin, T. A., & Allen, S. J. (2008). Individual leader development: An appreciative inquiry approach. *Advances in Developing Human Resources*, 10(5), 63–650.
- Allen, S. J. (2008). Simulations as a source of learning: Using StarPower to teach ethical leadership & management. *Journal of Leadership Education*, 7(1), 140–149.
- Allen, S. J., & Hartman, N. S. (2008). Sources of learning: An exploratory study. *Organization Development Journal*, 26(2), 75–87.
- Allen, S. J. (2008). A hunt for the missing 50 cents: One piece of the leadership development puzzle. *Organization Development Journal*, 26(1), 19–29.
- Allen, S. J., & Hartman, N. S. (2008). Leadership development: An exploration of sources of learning. *SAM Advanced Management Journal*, 71(1), 10–19, 62.
- Allen, S. J. (2007). Adult learning theory and leadership development. *Leadership Review*, 7, 26–37.

Discipline Based Scholarship (In Progress)

- (2nd Edition). Middlebrooks, T., Allen, S. J., McNutt, M., Morrison, J. (2019). *Discovering leadership: Designing your success*. Thousand Oaks, CA: Sage Publications.
- Rosch, D. M., & Allen, S. J. From Mission Statements to Mission Critical: A Conceptual Model for Getting Serious about Student Leader Development. Submitting to *Academy of Management Learning & Education*.
- Co-Editor for *Journal of Management Education*, special issue titled “Management education and the role of technology as a topic, a pedagogical tool, and a differentiator in and outside of the classroom.”
- Constructive development in leader education: State of the field and future research agenda—Targeting *Leadership Quarterly*

Books/Book Chapters

- Allen, S. J., & Soriano Young, M. (2020). *Captovation: Online presentations by design*. Self-published.
- Middlebrooks, T., Allen, S. J., McNutt, M., Morrison, J. (2019). *Discovering leadership: Designing your success*. Sage Publications.
- Jenkins, D. M. & Allen, S. J. (2017). Aligning instructional strategies with learning outcomes and leadership competencies. *New directions for student leadership* (2017, pp. 43–58). Jossey-Bass.
- Allen, S. J., Schwartz, A. J., & Jenkins, D. M. (2017). Collegiate leadership competition: An

- opportunity for deliberate practice on the road to expertise. In S. Kempster, A. F. Turner, & G. Edwards (Eds.), *Field guide to leadership development* (pp. 29–43). Edward Elgar Publishing.
- Allen, S. J., & Lynn, M. (2017). Adaptive leadership: Helping the work of the group move forward. In John Dugan (Ed.), *Deconstructing leadership theory: Facilitator's guide*. Jossey-Bass.
 - Allen, S. J., & Shehane, M. R. (2016). Exploring the language of leadership learning and education. *New directions for student leadership* (2016, pp. 35–49). Jossey-Bass.
 - Allen, S. J., Shankman, M. L., Haber-Curran, P. (2016). Developing Emotionally Intelligent Leadership: The need for deliberate practice and collaboration across disciplines. *New directions for higher education* (2016, pp. 79–91). Jossey-Bass.
 - Haber-Curran, P., Allen, S. J., & Shankman, M. L. (2015). Valuing human significance: Connecting leadership development to personal competence, social competence, and caring. *New directions for student leadership* (2015, pp. 59–70). Jossey-Bass.
 - Shankman M., Allen, S. J., & Haber-Curran, P. (2015). *Emotionally intelligent leadership: A guide for students*, 2nd edition. Jossey-Bass.
 - Shankman, M. L., & Allen, S. J., & Haber-Curran (2015). *Emotionally intelligent leadership for students: Facilitation and activity guide*, 2nd edition. Jossey-Bass.
 - Shankman, M. L., Allen, S. J., & Miguel, R. (2015). *Emotionally intelligent leadership for students: Inventory*, 2nd edition. Jossey-Bass.
 - Shankman, M. L., & Allen, S. J. & Haber-Curran (2015). *Emotionally intelligent leadership for students: Workbook*, 2nd edition. Jossey-Bass.
 - Leary, C. & Allen, S. J. (2014). *A charge nurse's guide: Navigating the path of leadership*, 2nd ed. Center for Leader Development Press.
 - Allen, S. J., & Martin B. A. (2012). Developing leaders for a complex world: Mapping ILA's guiding questions to an undergraduate interdisciplinary minor in leadership. In Barbour, J. D., Burgess, G. J., Falkman, L. L., & McManus, R. M. (Eds.), *Leading in complex worlds* (pp. 79–102). Jossey-Bass.
 - Allen, S. J. & Hartman, N. S. (2011). Leadership development: An exploration of sources of learning. In Kets de Vries, M. F. R. & Korotov, K. (Ed.), *Leadership development*. Edward Elgar Publishing.
 - Allen, S. J., & Kusy, M. (2011). *The little book of leadership development: 50 tips to accelerate leader potential in others*. AMACOM.
 - Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: Development guide*. Jossey-Bass.
 - Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: facilitation and activity guide* (Eds.). Jossey-Bass.
 - Shankman, M. L., Allen, S. J., & Facca, T. (2010). *Emotionally intelligent leadership for students: Inventory*. Jossey-Bass.
 - Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: Workbook* (Eds.). Jossey-Bass.
 - Allen, S. J. (2008). Adult learning theory and leadership development. In Budhraj, J. (Ed.), *Leadership development in the new millennium*. Hyderabad, India: The Icfai University Press.
 - Allen, S. J. (2008). The landscape of leadership development in the United States. In *A review on leadership education and development outside China* (pp. 34–84). China Executive Leadership Academy Pudong
 - Shankman M., & Allen, S. J. (2008). *Emotionally intelligent leadership: A guide for college students*. Jossey-Bass.
 - Allen, S. J. (2008). Leadership development. In Marturano, A., and Gosling, J. (Eds.), *Leadership: The key concepts* (p. 99–103). Routledge.

- Leary, C. & Allen, S. J. (2006). *A charge nurse's guide: Navigating the path of leadership*. Self-published.
- Allen, S. J. (2004). The Beatles. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Sage Publications.
- Allen, S. J. (2004). David Sarnoff. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Sage Publications.

Contributions to Practice

- Allen, S. J., Soriano Young, M., & Burts Cooper, E. (October 10, 2021). Tips for Blended Meetings: Leading Across Analog and Digital Worlds. *Crain's Cleveland Business*.
- Allen, S. J., & Soriano Young, M. (April 4, 2021). "Bueller? Bueller? Bueller?" Leading teams via the chat function. *Crain's Cleveland Business*.
- Allen, S. J., & Soriano Young, M. (January 17, 2021). Personal view: The digital presence: A new year a new you. *Crain's Cleveland Business*.
- Allen, S. J. (August 1, 2012). The 5Ps of leadership: A leader's scorecard. *Smart Business*. Retrieved from <http://www.sbnonline.com/2012/08/the-5-ps-of-leadership—a-leader's-scorecard/?full=1§ionid=executive-education-insights>.
- Allen, S. J. (2011). Developing leadership capacity. *John Carroll Magazine*, 15(3), 48.
- Allen, S. J., & Kusy, M. (2011). Leaders building leaders: 3 simple, concrete actions often overlooked. *Leadership Excellence*, 8(27), 10.
- Shankman, M. L., & Allen, S. J. (Spring, 2011). Gender & emotionally intelligent leadership: A new approach for advisors. *Perspectives*, 16-18.
- Allen, S. J. (January, 2011). The 5 Ps: Lead your team. *Sales and Service Excellence*, 11(1), 6.
- Shankman, M. L., & Allen, S. J. (Winter, 2010). Emotionally intelligent leadership: A new approach for advisors. *Connections*, 10-13.
- Allen, S. J. (October, 2007). Effective leadership. *Leadership Excellence*, 8.
- Allen, S. J. & Hartman N. (December 2006/January 2007). Leadership development tip: Identify your best sources of learning for the leadership development outcome you wish to achieve. *International Leadership Association – Member Connector*, 3-4.
- Allen, S. J. & Leary, C. (December 2006). Navigating the path of leadership: 12 qualities of an effective charge nurse. *Voice of Nursing Leadership*, 4(7), 22-23.
- Leary, C. & Allen, S. J. (November, 2006). Navigating the path of evidence-based leadership. *Voice of Nursing Leadership*, 4(6), 6-7, 12.

Editorial Boards

- Associate Editor – *Journal of Management Education* (2013-2015)
- Associate Editor – *Management Teaching Review* (2015-2016)
- Editorial Review Board – *Journal of Leadership Education*
- Editorial Review Board – *Journal of Leadership Studies*
- Editorial Review Board – *Journal of Business & Leadership*
- Invited Guest Co-Editor for a special issue of *The Journal of Leadership Education* – “Current Challenges and Issues in Leadership Education,” Volume 8, Number 1, Summer 2009.

Select Presentations at Academic/Professional Conferences

- Rosch, D., & Allen, S. J. (2002, August). Beyond Mission Statements: A Conceptual Model for Getting Serious about Student Leader Development. [Conference presentation]. Academy of Management, Seattle, WA.
- Gerhardt, K., Kuron, L., Allen, S. J., Jenkins, D., Rosch, D. (2022, June). How to transition to teaching leadership online from in-person to online and back again (and again and again). [Conference presentation]. Association of Leadership Educators, Kansas City, KS.
- Allen, S. J. & Jenkins, D. (2022, June). MOBcasting: Utilizing Podcasts to Teach Management & Organizational Behavior. [Conference presentation]. MOBTS – Management and Organizational Behavior Teaching Society Pomona, CA.
- Allen, S. J. & Jenkins, D. (2022, June). The Collegiate Leadership Competition: One Approach to Developing Leaders... Virtually [Conference presentation]. MOBTS – Management and Organizational Behavior Teaching Society, Pomona, CA
- Allen, S. (2020, November). *Designing a Podcast for Leadership Development* [Conference presentation]. Annual Conference of International Leadership Association, International Leadership Association, online.
- Allen, S., Gerhardt, K., Levy Shankman, M. (2020, November). *EDWINS Leadership & Restaurant Institute* [Conference presentation]. Annual Conference of International Leadership Association, International Leadership Association, online.
- Allen, S., Gerhardt, K., Levy Shankman, M. (2020, November). *Skill Sheets as a Critical Tool for Leadership Educators* [Conference presentation]. Annual Conference of International Leadership Association, International Leadership Association, online.
- Allen, S. (2020, November). *The Perfect Blend: The Four Orientations of Leadership Education*. [Conference presentation]. Annual Conference of International Leadership Association, International Leadership Association, online.
- Allen, S. (2019, November). *Developing a digital mindset: Leadership in an age of disruptive technologies* [Conference presentation]. Annual Conference of International Leadership Association, International Leadership Association, Ottawa, Ontario.
- Allen, S. J., Jenkins, D., & Krizanovic, A. (2017, November). *Making deliberate practice a reality: Year three of the Collegiate Leadership Competition* [Conference presentation]. Annual Conference of International Leadership Association, Brussels, Belgium.
- Allen, S. J., & Kempster, S. (2017, November). *Turbulence ahead & it's going to get bumpy* [Conference presentation]. Annual Conference of International Leadership Association, Brussels, Belgium.
- Porter, T., Stoller, J., & Allen, S. (2017). *Team development among physician-leaders: An investigation through the lens of program architects at the Cleveland Clinic* [Conference presentation]. Academy of Management Annual Meeting, Atlanta, Georgia.
- Allen, S. J., Jenkins, D., & Krizanovic, A. (2017, July). *Exploring deliberate practice & the use of skill sheets in the Collegiate Leadership Competition* [Conference presentation]. Annual Conference of the Association of Leadership Educators, Charleston, SC.
 - Winner: Outstanding Innovative Practice Paper
- Allen, S. J. (June 15, 2017). *Leadership & Management 2040: To heck with the “currents,” there is a tidal wave coming* [Conference presentation]. OBTS - Teaching Society for Management Educators, Providence, RI.
- Allen, S. J., & Edelson, S. (June 15, 2017). *The role of deliberate practice in the Collegiate Leadership Competition* [Conference presentation]. OBTS - Teaching Society for Management Educators, Providence, RI.

- Allen, S. J., Jenkins, D., & Krizanovic, A. (2016, November). *Hey coach, where's practice? The Collegiate Leadership Competition: Insights from year two* [Conference presentation]. Annual Conference of International Leadership Association, Atlanta, GA.
- Martin, B. A., & Allen, S. J. (2016, November). *Empirical test of the Know, See, Plan, Do model for curriculum design in leadership education* [Conference presentation]. Annual Conference of International Leadership Association, Atlanta, GA.
- Allen, S. J., & Edelson, S. (June 10, 2016). *The Collegiate Leadership Competition: Updates, discoveries and way too many questions* [Conference presentation]. OBTS - Teaching Society for Management Educators, North Canton, OH.
- Allen, S. J., Haber-Curran, P., Shankman, M., Seemiller, C. A. (2015, October). *Train-the-trainers: Framing emotionally intelligent leadership with the student leadership competencies* [Conference presentation]. Annual Conference of International Leadership Association, Barcelona, Spain.
- Allen, S. J. (2015, October). *Report on the validation of the Emotionally Intelligent Leadership for Students Inventory v. 2.0* [Conference presentation]. Annual Conference of International Leadership Association, Barcelona, Spain.
- Allen, S. J. (2015, October). *Four (maybe five) orientations of leadership learning to provide a more integrated learning experience* [Conference presentation]. Annual Conference of International Leadership Association, Barcelona, Spain.
- Schwartz, A., & Allen, S. J. (2015, October). *Practicing leadership across borders: Creating a competitive context for students to practice leadership* [Conference presentation]. Annual Conference of International Leadership Association, Barcelona, Spain.
- Leigh, J., Lavine, M., Nelson, T., Amoroso, L., Peterson, T., Good, D., Allen, S. J., & Shea-VanFossen, R. (June 19, 2015). *Gather round the experiential fire* [Conference presentation]. OBTS - Teaching Society for Management Educators, LaVerne, CA.
- Allen, S. J. & Schwartz, A. (2014, November). *Deliberate practice as a tool for developing "expert" leaders for global change* [Conference presentation]. Annual Conference of International Leadership Association, San Diego, CA.
- Allen, S. J., Haber-Curran, P., Komives, S., Morgan, G., Shankman, M., Seemiller, C. A. (2014, November). *Understanding contemporary student leadership frameworks and competencies* [Conference presentation]. Annual Conference of International Leadership Association, San Diego, CA.
- Andenoro, T., Weeks, P., Allen, S. J., Priest, K., & Satterwhite, R. (2014, November). *Contextualizing leadership education: A transdisciplinary perspective* [Conference presentation]. Annual Conference of International Leadership Association, San Diego, CA.
- Allen, S. J., Miguel, R., & Martin, B. A. (August 4, 2014). *Know, See, Plan, Do: A model for curriculum design in leadership development* [Conference presentation]. Academy of Management, Philadelphia, PA.
- Conklin, T. Allen, S. J., & Hartman, N. (June 15, 2014). *Discovering the hidden: Giving voice to the unspoken* [Conference presentation]. Organizational Behavior Teaching Conference, Nashville, TN.
- Allen, S., (June 14, 2014). *Always on my mind: Cutting edge resources for management educators* [Conference presentation]. Organizational Behavior Teaching Conference, Nashville, TN.
- Andenoro, A. C., Allen, S. J., Jenkins, D. M., Sowcik, M., Dugan, J. P., & Osteen, L. (2013, November). *The National Leadership Education Research Agenda: A scholarly opportunity for enhanced direction* [Conference presentation]. Presented at the Annual Conference of International Leadership Association, Montreal, QC.
- Hartman, N. S., Allen, S. J., & Miguel, R. (2013, August). *Undergraduate leader development: Would you tell me how?* [Symposium paper]. Academy of Management Meeting, Orlando, FL.

- Allen, S. J. (2013, July). *What's next in leader development: Know, see, plan do* [Conference presentation]. Annual Conference of the Association of Leadership Educators, New Orleans, LA.
- Allen, S. J. (2013, June). *Know, see, plan, do – A different approach to leader development* [Conference presentation]. OBTS Teaching Conference for Management Educators, Asheville, NC.
- Allen, S. J. (2012, December). *Know, see, plan, do: An innovative and cutting edge methodology for designing and evaluating leadership education* [Conference presentation]. Leadership Educators Institute, Columbus, OH.
- Jenkins, D., and Allen, S. J. (2012, December). *What doesn't work in undergraduate leadership education* [Conference presentation]. Leadership Educators Institute, Columbus, OH.
- Hartman, N. S., Allen, S. J., and Miguel, R. M. (2012, November). *Leader development: Would you please tell me, please, which way I ought to go from here?* [Conference presentation]. SMA 2012 Annual Meeting, Ft. Lauderdale, FL.
 - Winner: Management History/Education Track's Best Paper award
- Johnson, C., Reed, G., Allen, S. J., Mrozkova, I. (2012, October). *Teaching ethical followership: A case study* [Conference presentation]. Annual Conference of International Leadership Association, Denver, CO.
- Allen, S. J. (2012, July). *Know, see, plan, do – An innovative and cutting edge methodology for designing and evaluating leadership education* [Poster presentation]. Annual Conference of the Association of Leadership Educators, Key West, FL.
- Allen, S. J., and Martin, B. (2011, July). *From theory to practice: The development of an undergraduate interdisciplinary leadership minor* [Conference presentation]. Annual Conference of the Association of Leadership Educators, Denver, CO.
- Reyatt, K., Allen, S. J., & Gustafson, G., Gosling, J., & Van Velsor, E. (2010, November). *Principles for responsible leadership education/ development* [Conference presentation]. Annual Conference of International Leadership Association, Boston, MA.
- Allen, S. J., and Facca, T. (2010, June). *The EIL inventory: A mixed methods inventory for leader development* [Conference presentation]. Annual Conference of the Association of Leadership Educators, Milwaukee, WI.
- Reyatt, K., Allen, S. J., Gardiner, J. J., & Lokkesmoe, K. J. (2009, November). “*Good Leadership for All*”: *Towards a universal declaration of leadership responsibilities* [Conference presentation]. Annual Conference of International Leadership Association, Prague, Czech Republic.
- Allen, S. J. & Dixon, D. (2009, November). *The leadership learning model: A strategy for developing leaders* [Conference presentation]. Annual Conference of International Leadership Association, Prague, Czech Republic.
- Allen, S. J. (2009, July). *An exploration of theories of action in leadership development: A case study* [Conference presentation]. Annual Conference of the Association of Leadership Educators, Providence, Rhode Island.
- Allen, S. J. (2008, November). *Immunity to change: A groundbreaking workshop for leader development* [Conference presentation]. Annual Conference of International Leadership Association, Los Angeles, CA.
- Hartman, N., Allen, S. J., & Karriker, J. H. (2008, August) – *Choosing to lead: Personality, motivation, and selection of leadership development activities* [Conference presentation]. 2008 Academy of Management Meeting, Anaheim, California.
- Allen, S. J. (2008, July). *Immunity to change* [Conference presentation]. Annual Conference of the Association of Leadership Educators, Spokane, Washington.

- Dixon, D., Turesky, L., & Allen, S. J. (2007, November). *Integrating leadership theory and practice for sustaining organizational change* [Conference presentation]. Annual Conference of International Leadership Association, Vancouver, British Columbia, Canada.
- Middlebrooks, T., Jones, M. D., & Allen, S. J. (2007, April). *Head or heart? Challenges and issues in leadership education* [Conference presentation]. Multi-Sector Leadership Forum, Indianapolis, IN.
- Allen, S. J., & Hartman, N. (2007, March). *Leadership development: An exploration of sources of learning* [Conference presentation]. Annual Conference of the Society for Advancement of Management, Las Vegas, NV.
- Allen, S. J., Meehan, D., Riggio, R., Day, D., Van Velsor, E. (2006, November). *Leadership development at the crossroads: Roundtable dialogue* [Conference presentation]. Annual Conference of the International Leadership Association, Chicago, IL.
- Allen, S. J., Bergeron, C. Wenzel, M. (2006, November). *Praxis in leadership selection and development* [Conference presentation]. Annual Conference of the International Leadership Association, Chicago, IL.
- Allen, S. J. (2006, October). *An exploration of theories of action in leadership development: A case study* [Conference presentation]. Biannual Conference of the Gallup Leadership Institute, Washington, D.C.
- Allen, S. J. (2005, November). *A hunt for the missing 50 cents: One piece of the leadership development puzzle* [Conference presentation]. Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2005, November). *Mapping leadership development* [Poster presentation]. Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2004, June). *Leadership: Theory and practice* [Poster presentation]. Biannual Conference of the Gallup Leadership Institute, Omaha, NE.
- Allen, S. J. (2004, November). *Leadership development: Challenging the lack of ideas and innovations* [Roundtable]. Annual Conference of the International Leadership Association, Washington, D.C.

Professional Experience

- Co-founder, Futures Intersect 2019–present
- Associate Professor of Management, John Carroll University (University Hts., Ohio) 2014–present
- Adjunct Faculty, Gilmour Academy (Gates Mills, Ohio) 2012
- Assistant Professor of Management, John Carroll University (University Hts., Ohio) 2009–2014
- Visiting Assistant Prof. of Mgmt., John Carroll University (University Hts., Ohio) 2006–2009
- Associate, Larry Morrow Group (Cleveland, Ohio) 2006–2010
- Presidential Fellow, Case Western Reserve University (Cleveland, Ohio) 2005–2006
- Principal and founder, S & J Allen, LLC (Cleveland, Ohio) 2004–present
- Leadership Development Educator, King’s Daughters Medical Center (Ashland, KY) 2002–2004
- Director of Leadership Development, Beta Theta Pi Foundation (Oxford, Ohio) 1996–2002

Service/Involvement (John Carroll University)

- Co-Chair, Boler College of Business Dean’s Search Committee 2021–present
- Professional MBA Alumni Committee 2016–present
- Assessment Coordinator for MN Major 2015–2016
- Faculty Council 2013–2016

- Core Revision Committee – Boler School of Business 2011–2013
- JCU Leadership Center Committee 2010–2012
- Coordinator, Center for Leadership Skill Development, Boler School of Business 2008–present
- Professional MBA Committee 2008–2019
- Students in Free Enterprise (SIFE) – Sam Walton Fellow 2007–2011
- Member, JCU Entrepreneurs Association 2007
- Advisory Team Member – JCU Emerging Leaders Program 2007–2008

Service/Involvement (Cleveland Community)

- Cleveland Leadership Center – CBB Ad Hoc Committee 2011
- City Club of Cleveland, New Leaders 2006–2009
- Institute for Creative Leadership, adjunct facilitator 2005–2007
- Cleveland Coach Federation, board member 2005–2007
- Organization Development Connection, board member 2005–2008
- Cleveland - American Society for Training and Development (ASTD) 2005–2006

Service/Involvement (National/International)

- Co-founder and Board Chair, Collegiate Leadership Competition 2014–present
- Management and Organizational Behavior Teaching Society (MOBTS) 2013–present
 - Board Member – Secretary 2014–2017
- Academy of Management 2012–2015
- Southern Management Association 2012–2013
- Faculty, Samson Global Leadership Academy, Cleveland Clinic Foundation 2011–2019
- Association of Leadership Educators 2007–2015
 - Board Member – Treasurer 2011–2013
- International Society for Organization Development 2012
- National Clearinghouse for Leadership Programs 2006–2013
- International Coach Federation 2005–2006
- LeaderShape, Inc., lead facilitator 2005–2008
 - Quality Team 2007
- Congressional Youth Leadership Council 2005
- International Leadership Association 2002–present
 - Board Member 2013–2015
 - Chair, Board Development Committee 2013–2015
 - Chair, Leadership Development, Member Interest Group (MIG) 2007
- Greenleaf Center for Servant Leadership, member 2002
- Association for Psychological Type, member 2002

Awards/Honors

- Appointed as an *ILA Fellow* by the International Leadership Association 2021
- Appointed Standard Products—Dr. James S. Reid Chair in Management 2018–present
- Named to three-year term as “Mulwick Scholar” for Boler School of Business 2014–2017
- Awarded the Wasmer Teaching Award in the Boler College of Business 2014
- Named “Memorable Educator” in Ohio Magazine’s Excellence in Education 2011
- JCU, Wasmer Outstanding Teaching Award, Boler School of Business—Finalist 2007–2013
- JCU, Boler School of Business, Favorite Teacher Award 2008, 2021

- Case Western Reserve University, Outstanding Student Organization Advisor 2006
- Case Western Reserve University, Robert Niebaum Chapter Advisor of the Year 2006

Courses Taught

- John Carroll University – Boler College of Business 2005–present
 - LP 301 – The Who of You (JCU Leadership Minor)
 - LP 302 – Vision and Voice (JCU Leadership Minor)
 - MN 151 – Opportunities for Leadership in Organizations
 - MN 202 – Business Communications
 - MN 240/241 – Group Experiences in Leadership
 - MHR 352 – Human Resources Management
 - MHR 373 – Training and Management Development
 - MHR 395 – Management Skills Development
 - MHR 405 – Seminar in Free Enterprise
 - MHR 495 – Leadership Philosophy
 - MHR 499 – Business Strategy
 - MHR 531 – Organizational Behavior (MBA)
 - MHR 550 – Leadership & Management Skills (MBA)
 - Quality Matters Certified Course
 - MHR 598 – The Future of Work (MBA)
 - MB 551 – Ethical Decision Making (MBA)
 - MB 560 – Leadership Laboratory (MBA)
 - MB 557 – Executive Communication and Trust (MBA)
 - MB 558 – Organizational and Team Leadership (MBA)
 - MB 590 – Executive Leadership (MBA)
 - MB 591 – Ethics and Social Responsibility (MBA)
 - MB 593 – CEO Insights (MBA)
- Case Western Reserve University – Department of Arts and Sciences 2005
 - USSO 242 – Leadership: Theory & Practice

Podcast Host

- The Captovation Podcast (20+ episodes) 2021–present
- Phronesis: Practical Wisdom for Leaders (135+ episodes) 2020–present
 - Ranked among top 5% in world according to Listen Notes

Validating Experiences to Support Academic Qualifications

- *Emotionally Intelligent Leader Certificate*. Weatherhead School of Management, Case Western Reserve University, Cleveland, OH (2011)
- *Training of Trainers Institute*. Minds at Work, Robert Kegan and Lisa Lahey. Cambridge, MA (2007)
- *The Art and Practice of Leadership Development*. Kennedy School of Government, Harvard University, Cambridge, MA (2007)

Select Client List – Retreats, Workshops, Consulting, and Coaching

- Purdue University; Miami University; University of Dayton; University of Notre Dame; Case Western Reserve University; University of Iowa; Elon University; University of South Florida; Texas A &M; Southern Methodist University Executive Education; Navigate 360; Northeast Ohio Women in Surgery; Cleveland Clinic; MetroHealth; Key Bank; Dominion Energy; Reliability First; Cleveland

Foundation; Cleveland Orchestra; Independence Excavating/Construction; Endeavor Energy Resources; Progressive; Medical Mutual of Ohio; Ernst & Young (EY); Siegfried Group; Toyota Motor Sales, USA; Vocon; Cleveland Leadership Center; SAP; NASA Glenn Research Center.

Media Appearances

- WKYC-TV, Cleveland, OH (2011). Interview with Mark Nolan – [*Do you have to be rude to move ahead at work?*](#)
- Steve Gill Show, Nationally Syndicated Talk Show (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- WDUN-AM, Atlanta, GA (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- WKYC-TV, Cleveland, OH (2011). Interview with Amanda Barren on [*The Little Book of Leadership Development*](#)
- WKYC-TV, Cleveland, OH (2011). Live broadcast interview with Amanda Barren on [*Leadership & the debt ceiling*](#)
- KMA-AM, Omaha, NE (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- WBEX-AM, Columbus, OH (2011). Live broadcast interview on *The Little Book of Leadership Development*.
- WMOV-AM, Charleston-Huntington, WV (2011). Live broadcast interview on *The Little Book of Leadership Development*.
- WVON-AM, Chicago, IL (2011). Live broadcast interview on *The Little Book of Leadership Development*.
- KKZZ-AM, Los Angeles, CA (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- The Big Biz Show With Bob “Sully” Sullivan and Russ T. Nailz (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- KRCN-AM, Denver, CO (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*
- WACK-AM, Rochester, NY (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- KJFF-FM, St. Louis, MO (2011). Taped broadcast interview on *The 21st Century's Best and Worst Leaders*.
- WGVU-FM, Grand Rapids, MI (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- KTOK-AM, Tulsa, OK (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- WICH-AM, Hartford, CT (2011). Live broadcast interview on *The 21st Century's Best and Worst Leaders*.
- *Public Matters* (Dr. Sandy Auburn, host), Cable Nine, Community Television; July, 29, 2008 (topic: Emotionally Intelligent Leadership: A Guide for College Students).

Professional Certifications

- Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) administrator 2011-present
- Emotional/Social Competency Inventory (ESCI) qualified administrator 2002-present
- Myers-Briggs Type Indicator (MBTI) qualified administrator 2000-present

