

Curriculum Vitae

SCOTT J. ALLEN, PH.D.
STANDARD PRODUCTS – DR. JAMES S. REID CHAIR IN MANAGEMENT
ASSOCIATE PROFESSOR OF MANAGEMENT

1 John Carroll Blvd.
University Heights, Ohio 44118 USA
216-397-4418 — office
216-224-7072 — cell
sallen@jcu.edu — email

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 Ontological Foundations of Leadership and Performance*. Simon School of Business, University of Rochester, Rochester, NY (2007)
- *The Art and Practice of Leadership Development*. Kennedy School of Government, Harvard University, Cambridge, MA (2007)

Research Interests

- Recent research has focused on sources of learning in leadership development which are learning interventions used before, during and after a leadership development program. I also have an interest in leadership development's intersection with adult learning theory, adult development theory, linkage to organizational context, and evaluation. A second stream of research is emotionally intelligent leadership among college students and emerging leaders.

Publications/Research

Discipline Based Scholarship

- Allen, S. J., Rosch, D. M., Riggio, R. L. (2021). Advancing leadership education and development: Integrating adult learning theory. *Journal of Management Education*. In press.
- 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 Association of Leadership Educators website: <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), 632-650.
- 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)

- Leading digital ecosystems—Targeting Harvard Business Review
- Developing leaders: Timely lessons that are timeless—Targeting Harvard Business Review

Books/Book Chapters

- Allen, S. J., & Soriano Young, M. (2020). *Captovation: Online presentations by design*.
- Middlebrooks, T., Allen, S. J., McNutt, M., Morrison, J. (2019). *Discovering leadership: Designing your success*. Thousand Oaks, CA: Sage Publications.
- Jenkins, D. M. & Allen, S. J. (2017). Aligning Instructional Strategies with Learning Outcomes and Leadership Competencies. *New Directions for Student Leadership*, 2017: 43-58. San Francisco: 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* (29-43). Cheltenham, UK: Edward Elgar Publishing.
- Allen, S. J., & Lynn, M. (2017). Adaptive leadership: Helping the work of the group move forward. In *Deconstructing leadership theory: Facilitator's guide* by John Dugan (Ed.). San Francisco, Jossey-Bass.
- Allen, S. J., & Shehane, M. R. (2016). Exploring the Language of Leadership Learning and Education. *New Directions for Student Leadership*, 2016: 35-49. San Francisco: 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: 79-91. San Francisco: 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: 59–70. San Francisco: Jossey-Bass.
- Shankman M., Allen, S. J., & Haber-Curran, P. (2015). *Emotionally intelligent leadership: A guide for students*, 2nd edition. San Francisco: Jossey-Bass.
- Shankman, M. L., & Allen, S. J. (2015). *Emotionally intelligent leadership for students: facilitation and activity guide*, 2nd Edition. San Francisco: Jossey-Bass.
- Shankman, M. L., Allen, S. J., & Miguel, R. (2015). *Emotionally intelligent leadership for students: Inventory*, 2nd edition. San Francisco: Jossey-Bass.
- Shankman, M. L., & Allen, S. J. (2015). *Emotionally intelligent leadership for students: Workbook*, 2nd edition. San Francisco: Jossey-Bass.
- Leary, C. & Allen, S. J. (2014). *A Charge nurse's guide: Navigating the path of leadership* (2nd Ed.). Cleveland, Ohio: 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*, p. 79-102. San Francisco: 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*. Northampton, MA: Edward Elgar Publishing.
- Allen, S. J., & Kusy, M. (2011). *The little book of leadership development: 50 tips to accelerate leader potential in others*. New York: AMACOM.
- Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: Development guide*. San Francisco: Jossey-Bass.
- Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: facilitation and activity guide* (Eds.). San Francisco: Jossey-Bass.
- Shankman, M. L., Allen, S. J., & Facca, T. (2010). *Emotionally intelligent leadership for students: Inventory*. San Francisco: Jossey-Bass.
- Shankman, M. L., & Allen, S. J. (2010). *Emotionally intelligent leadership for students: Workbook* (Eds.). San Francisco: 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*, p. 34-84. China Executive Leadership Academy Pudong: Shanghai, China.
- Shankman M., & Allen, S. J. (2008). *Emotionally intelligent leadership: A guide for college students*. San Francisco: Jossey-Bass.
- Allen, S. J. (2008). Leadership development. In Marturano, A., and Gosling, J. (Eds.), *Leadership: The Key Concepts*, p. 99-103. London: Routledge.
- Leary, C. & Allen, S. J. (2006). *A Charge nurse's guide: Navigating the path of leadership*. Cleveland, Ohio: Center for Leader Development Press.
- Allen, S. J. (2004). The Beatles. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Thousand Oaks, CA: Sage.
- Allen, S. J. (2004). David Sarnoff. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Thousand Oaks, CA: Sage.

Contributions to Practice

- 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.

Presentations at Academic/Professional Conferences

- Allen, S. (2019, November). Developing A Digital Mindset: Leadership in an age of Disruptive Technologies. 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. Presented at the Annual Conference of International Leadership Association, Brussels, Belgium.
- Allen, S. J., & Kempster, S. (2017, November). Turbulence Ahead & It's Going to Get Bumpy. Presented at the 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*. 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*. Presented at the 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. Presented at 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. Presented at 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. Presented at the 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. Presented at the 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... Presented at 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. Presented at the 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. Presented at the 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. Presented at the 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. Presented at the 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. Presented at 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*. Presented at the 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. Presented at the 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. Presented at the 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*. Presented at Academy of Management, Philadelphia, PA.
- Conklin, T. Allen, S. J., & Hartman, N. (June 15, 2014). *Discovering the hidden: Giving voice to the unspoken*. Presented at Organizational Behavior Teaching Conference, Nashville, TN.
- Allen, S., (June 14, 2014). *Always on My Mind: Cutting Edge Resources for Management Educators*. Presented at 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. 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 presented at Academy of Management Meeting, Orlando, FL.
- Allen, S. J. (2013, July). *What's next in leader development: Know, see, plan do*. Presented at the 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*. Presented at the 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*. Presented at the Leadership Educators Institute, Columbus, OH.
- Jenkins, D., and Allen, S. J. (2012, December). *What doesn't work in undergraduate leadership education*. Presented at the 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?* Presented at the 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*. Presented at the 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 presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at the 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*. Presented at 2008 Academy of Management Meeting, Anaheim, California.

- Allen, S. J. (2008, July). *Immunity to change*. Presented at the 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*. Presented at the 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*. Presented at the Multi-Sector Leadership Forum, Indianapolis, IN.
- Allen, S. J., & Hartman, N. (2007, March). *Leadership development: An exploration of sources of learning*. Presented at the 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*. Presented at the Annual Conference of the International Leadership Association, Chicago, IL.
- Allen, S. J., Bergeron, C. Wenzel, M. (2006, November). *Praxis in leadership selection and development*. Presented at the 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*. Presented at the 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*. Presented at the Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2005, November). *Mapping leadership development*. Poster presented at the Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2004, June). *Leadership: Theory and practice*. Poster presented at the Biannual Conference of the Gallup Leadership Institute, Omaha, NE.
- Allen, S. J. (2004, November). *Leadership development: Challenging the lack of ideas and innovations*. Roundtable facilitated at the Annual Conference of the International Leadership Association, Washington, D.C.

Other Intellectual Contributions

- Allen, S. (2020, July). *Presentation Zen*. Presented at Cleveland Clinic, Cleveland, OH.
- Allen, S. (2020, June). *Virtual leadership*. Presented at Key Bank, Cleveland, OH.
- Allen, S. (2020, May). *The Virtual Leader*. Presented at EY, Cleveland, OH.
- Allen, S. (2020, March). *Leadership Styles*. Presented at CWRU Women's Program (FLEX), Cleveland, OH.
- Allen, S. J. (2020, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S., YWCA-Bootcamp, YWCA, Cleveland, OH, "Negotiation Skills", Local. (January 2020).
- Allen, S. J. (2019, September). *Adaptive Leadership*. Presented at the opening retreat of Leadership Cleveland, Sandusky, OH.
- Allen, S. J. (2018, May). *Presentation Zen*. Presented to the Cleveland Clinic's Learning Academy, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2018, February). *Leadership by Design*. Presented at Forest City, Cleveland, Ohio.
- Allen, S. J. (2018, February). *Leadership 2025*. Presented at the Advanced Development Program, Key Bank, Cleveland, Ohio.
- Allen, S. J. (2018, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.

- Allen, S. J. (2017, December). *Immunity to change*. Presented at Key4Women/Calfee, Halter, & Griswold, LLP, Cleveland, Ohio.
- Allen, S. J. (2017, December). *Immunity to change*. Presented at the Women's Leadership Initiative – Boot Camp, YWCA, Cleveland, Ohio.
- Allen, S. J., (2017, November). *Presentation Zen*. Presented to the Finance Institute at the Cleveland Clinic, Cleveland, OH.
- Allen, S. J., (2017, November). *Educating the Entrepreneur/Educating the Leader*. Presented at the *Enspire Conference*, Cleveland, OH.
- Allen, S. J. (2017, November). *Mastering the Art of Personal Change*. Presented at Key Bank, Cleveland, OH.
- Allen, S. J. & Morrow, L. M. (2017, October). *Leadership/Management Skills*. Presented at Pain Management Group Senior Retreat, Cincinnati, OH.
- Allen, S. J. (2017, October). *Executive Presentation Skills*. Presented at Pomerene Hospital, Millersberg, OH.
- Allen, S. J. (2017, September). *Creative Problem Solving*. Presented at Destination Cleveland staff retreat, Cleveland, OH.
- Allen, S. J. (2017, September). *Adaptive Leadership*. Presented at the opening retreat of Leadership Cleveland, Sandusky, OH.
- Allen, S. J. (2017, October/December). *Executive Presentation Skills*. One-on-One coaching with surgeons at the Heart & Vascular Institute, Cleveland, OH.
- Allen, S. J. (2017, September). *Leadership, Followership, and Problem Solving*. Presented at Federal Reserve Bank of Cleveland, Cleveland, OH.
- Allen, S. J. (2017, September). *Adaptive Leadership*. Presented at the opening retreat of Leadership Cleveland, Sandusky, OH.
- Allen S. J., (2017, August). *Creative Problem Solving and Leadership*. Presented at the Lifebank executive retreat, Cleveland, OH.
- Allen, S. J. (2017, August). *Recruiter as Leader*. Presented at Sherwin Williams Recruiter's Meeting, Cleveland, OH.
- Allen, S. J. (2017, June). *A Brand Called You*. Presented at Key Bank/Intern Orientation, Cleveland, OH.
- Allen, S. J. (2017, February). *Presentation Zen*. Presented to the Cleveland Clinic's Samson Global Leadership Academy, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2017, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2016, June). *The Role of EI in Mastering the Art of Personal Change*. Presented at King's Hawaiian headquarters, Torrance, CA.
- Allen, S. J. (2016, June). *A Brand Called You*. Presented at Key Bank/Intern Orientation, Cleveland, OH.
- Allen, S. J. (2016, May). *Presentation Zen*. Presented at Leading in Healthcare – Cleveland Clinic Florida, Weston, Florida.
- Allen, S. J. (2016, May). *Immunity to change*. Presented at the Women's Leadership Initiative – Boot Camp, YWCA, Cleveland, Ohio.
- Allen, S. J. (2016, May). *Immunity to change*. Presented at the Women's Leadership Initiative - Quest, YWCA, Cleveland, Ohio.
- Allen, S. J. (2016, May). *Immunity to change*. Presented at the Women's Leadership Initiative - Bootcamp, YWCA, Cleveland, Ohio.

- Allen, S. J. (2016, April). *Presentation Zen*. Presented at Leading in Healthcare – Cleveland Clinic, Cleveland, Ohio.
- Allen, S. J. (2016, March). *Emotionally intelligent leadership*. Presented at Radford University, Radford, VA.
- Allen, S. J. (2016, February). *Presentation Zen*. Presented to the Cleveland Clinic’s Samson Global Leadership Academy, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2016, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2016, February). *Emotionally intelligent leadership*. Online webinar presented to the Association of Leadership Educators.
- Allen, S. J. (2016, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2015, November). *Learning to Lead-Strategies for Women Surgeons*. Presented to the Northeast Ohio Women in Surgery, Beachwood, Ohio.
- Allen, S. J. (2015, November). *Immunity to change*. Presented at the Key Women’s Emerging Leaders Network, Key Bank, Cleveland, Ohio.
- Allen, S. J. (2015, November). *Immunity to change*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Cleveland, Ohio.
- Allen, S. J. (2015, November). *Immunity to change*. Presented at the Women’s Leadership Initiative - Bootcamp, YWCA, Cleveland, Ohio.
- Allen, S. J. (2015, November). *Immunity to change*. Presented at the Women’s Leadership Initiative - Quest, YWCA, Cleveland, Ohio.
- Allen, S. J. (2015, November). *Setting the stage for leadership*. Presented at Envision Pharmaceutical Services, Twinsburg, Ohio.
- Allen, S. J. (2015, September). *Adaptive Leadership*. Presented at the opening retreat of Leadership Cleveland, Sandusky, OH.
- Allen, S. J. (2015, July). *Emotional Intelligence*. Presented at the NASA Glenn Research Center, Cleveland, Ohio.
- Allen, S. J. (2015, July). *Leadership: Knowing Your Role*. Presented at Medical Mutual, Cleveland, Ohio.
- Allen, S. J. (2015, March). *Emotionally Intelligent Leadership*. Presented at Harper College, Palentine, IL.
- Allen, S. J. (2015, February). *Emotionally Intelligent Leadership*. Presented at All Greek Leadership Conference, Texas A&M University, College Station, TX.
- Allen, S. J. (2015, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2014, November). *Immunity to Change*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Avon Lake, Ohio.
- Allen, S. J. (2014, July). *Know, See, Plan, Do - A Model for Developing Leadership Expertise*. Presented at Student Learning Symposium - Texas A&M University, College Station, TX.
- Allen, S. J., (2014, March). *Women and Leadership: Forget About the Ceiling, You’re in a Box*. Presented at John Carroll University, Alumni Continuing Education Series, University Heights, OH.
- Allen, S. J. (2014, March). *Why Would Anyone Want to Follow You? Five Reasons They Will, or Won’t*. Presented at John Carroll University, Alumni Continuing Education Series, University Heights, OH.
- Allen, S. J. (2014, March). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Ft. Wayne, IN.

- Allen, S. J. (2014, March). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Dallas, TX.
- Allen, S. J. (2014, February). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Kansas City, MO.
- Allen, S. J. (2014, February). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Richmond, VA.
- Allen, S. J. (2014, February). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Memphis, TN.
- Allen, S. J. (2014, February). *Sources of influence*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2014, January). *Immunity to Change*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Avon Lake, Ohio.
- Allen, S. J. (2013, November). *Emotionally intelligent leadership*. Presented at Alpha Sigma Alpha – District Days, Milwaukee, WI.
- Allen, S. J. (2013, August). *Framing context, self & others*. Presented at the College of William & Mary, Williamsburg, VA.
- Allen, S. J. (2013, April). *Emotionally intelligent leadership*. Presented at University of South Florida, Tampa, FL.
- Allen, S. J. (2013, April). *Emotionally intelligent leadership*. Presented at Hope College, Holland, MI.
- Allen, S. J. (2013, February). *Sources of power*. Presented to the Cleveland Bridge Builders, Cleveland Leadership Center, Cleveland, Ohio.
- Allen, S. J. (2013, January). *Emotionally intelligent leadership*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Cleveland, Ohio.
- Allen, S. J. (2012, April). *Emotionally intelligent leadership*. Presented at University of South Florida, Tampa, FL.
- Allen, S. J. (2012, March). *Emotionally intelligent leadership*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Cleveland, Ohio.
- Allen, S. J. (2011, November). *Emotionally intelligent leadership*. Presented at the Women’s Leadership Initiative – Boot Camp, YWCA, Cleveland, Ohio.
- Shankman, M. L. & Allen, S. J. (2011, June). *Emotionally intelligent leadership*. Webinar presented to The Jossey-Bass Student Leadership Development 101 Online Series, San Francisco, CA.
- Allen, S. J., & Kusy, M. (2011, June). *Leadership development on the fly: 50 common sense (but not very common) ways to bring out the leader in everyone*. Webinar presented to the International Leadership Association, College Park, MD.
- Shankman, M. L. & Allen, S. J. (2011, April). *Emotionally intelligent leadership*. Webinar presented to National Association for Campus Activities, Columbia, SC.
- Allen, S. J. (2011, March). *Emotionally intelligent leadership*. Presented at the Women’s Leadership Initiative - Momentum, YWCA, Cleveland, Ohio.
- Allen, S. J. (2011, February). *Emotionally intelligent leadership*. Presented at SUNY-Geneseo, Geneseo, New York.
- Shankman, M. L. & Allen, S. J. (2010, December). *Emotionally intelligent leadership*. Presented at the Leadership Educators Institute (NASPA), Tampa, FL.
- Allen, S. J. (2010, December). *Immunity to change: A groundbreaking workshop for leader development*. Presented at the Leadership Educators Institute (NASPA), Tampa, FL.
- Allen, S. J. (2010, November). *Emotionally intelligent leadership*. Presented at Northern Illinois University, DeKalb, Illinois.

- Allen, S. J. (2010, September). *Emotionally intelligent leadership*. Presented at University of Nebraska at Omaha, Omaha, Nebraska.
- Allen, S. J. (2010, June). *Emotionally intelligent leadership*. Presented at Hope College, Holland, MI.
- Allen, S. J. (2010, March). *Emotionally intelligent leadership*. Presented at Purdue University, West Lafayette, IN.
- Allen, S. J. (2010, March). *Emotionally intelligent leadership*. Presented at the Women's Leadership Initiative - Momentum, YWCA, Cleveland, Ohio.
- Allen, S. J. (2009, July). *Emotionally intelligent leadership*. Presented at Delta Zeta Sorority, Inc., Norma Minch Andrisek Leadership Conference, Oxford, OH.
- Allen, S. J. (2009, March). *Emotionally intelligent leadership*. Presented at Alpha Phi Alpha Fraternity, Inc., Midwest Regional Conference, Chicago, IL.
- Allen, S. J. (2009, March). *Emotionally intelligent leadership*. Presented at Northeastern Illinois University, Chicago, IL.
- Allen, S. J. & Dean, K. (2009, March). *Living into your future: A systemic approach to making aspirations a reality*. Presented at the national conference of the National Association of Student Personnel Administrators (NASPA), Seattle, WA.
- Allen, S. J. (2009, February). *Emotionally intelligent leadership*. Presented at the Center for Leadership's Leadership Week, Elon University, Elon, NC.
- Allen, S. J. (2009, February). *Emotionally intelligent leadership*. Presented at the University of Connecticut, Greek Emerging Leaders Conference, Storrs, CT.
- Allen, S. J. & Shankman, M. (2009, February). *Emotionally intelligent leadership*. Presented at the Women's Leadership Initiative, YWCA, Cleveland, Ohio.
- Allen, S. J. & Shankman, M. (2009, February). *Emotionally intelligent leadership*. Presented at the Annual Conference of the National Association of Campus Activities (NACA), Nashville, TN.
- Allen, S. J. (2008, December). *Immunity to change: A groundbreaking workshop for leader development*. Presented at the Annual Conference of the Association of Fraternity Advisors, Denver, CO.
- Allen, S. J. (2008, November). *Emotionally intelligent leadership*. Keynote at the Student Leadership Conference for the Southwestern Ohio Council for Higher Education. Cedarville, OH.
- Allen, S. J., & Shankman, M. L. (2008, September). *Unpacking leadership*. Northeastern Illinois University Chicago, IL.
- Allen, S. J. (2008, April). *Unpacking leadership*. Wright State University. Omicron Delta Kappa Leadership Conference. Fairborn, Ohio.
- Allen, S. J. (2008, April). *Unpacking leadership*. University of Notre Dame, Irish Leaders Symposium. South Bend, Indiana.
- Allen, S. J. (2008, April). *Unpacking leadership*. University of Iowa, Student Leadership Development Conference. Iowa City, Iowa.
- Allen, S. J. (2008, March). *Immunity to change at the individual and organizational levels*. The American Society for Training and Development, Cleveland, Ohio.
- Allen, S. J. (2008, February). *Emotionally intelligent leadership*. Case Western Reserve University, Winter Leadership Conference. Cleveland, Ohio.
- Allen, S. J. (2007, July). *Leadership: 10 tips for improving your leadership skills*. The City Club of Cleveland, Cleveland, Ohio.
- Allen, S. J. (2007, July). The LeaderShape Institute (Lead Facilitator). Champaign, Illinois.
- Allen, S. J. (2007, March). *The landscape of leadership development*. The American Society for Training and Development, Cleveland, Ohio.

- Allen, S. J. (2006, November). *The landscape of leadership development*. Organization Development Connection, Cleveland, Ohio.
- Allen, S. J. (2006, November). *Leader/Manager: Are you both?* Cleveland State University, Cleveland, Ohio.
- Allen, S. J. (2006, November). *Leadership development: What every coach should know*. Cleveland Coach Federation, Cleveland, Ohio
- Allen, S. J. (2006, October). *Emotional intelligence*. Baldwin Wallace College, Berea, Ohio.
- Allen, S. J. (2006, August). *The rest is still unwritten: Goal setting*. The Second Year Institute, Case Western Reserve University, Cleveland, Ohio.
- Allen, S. J., (2006, June). *Opening keynote* (participant). Beta Theta Pi General Convention, Toronto, Canada.
- Allen, S. J. (2006, August). *A charge nurse's guide: Navigating the path of leadership*. Cleveland State University, Cleveland, Ohio.
- Allen, S. J. (2006, May). The LeaderShape Institute (Lead Facilitator). Clemson, South Carolina.
- Allen, S. J. (2005, June). The LeaderShape Institute (Cluster Facilitator). Champaign, Illinois.
- Allen, S. J. (2005, October). *The leadership challenge*. Emerging Leaders Program, Case Western Reserve University, Cleveland, Ohio.

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-present
- Presidential Fellow, Case Western Reserve University (Cleveland, Ohio) 2005-2006
- Principal and founder, Scott 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)

- 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
- Part-Time MBA Committee 2008-present
- Students in Free Enterprise (SIFE) – Sam Walton Fellow 2007-2011
- Faculty Advisor for Beta Theta Pi Fraternity 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 & Board Chair, Collegiate Leadership Competition 2014-present
- Journal of Management Education, Associate Editor 2013-2015
- Management Teaching Review, Associate Editor 2015-2016
- OBTS Teaching Society for Management Educators 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-present
- Vice President, Board of Trustees – Beta Theta Pi Fraternity 2008-2016
- 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
 - 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

Honors

- Appointed as an *ILA Fellow* by the International Leadership Association 2021

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
 - MN 352 – Human Resources Management
 - MN 373 – Training & Management Development
 - MN 395 – Management Skills Development
 - MN 405 – Seminar in Free Enterprise
 - MN 495 – Leadership Philosophy
 - MN 499 – Business Strategy
 - MN 531 – Organizational Behavior (MBA)
 - MN 550 – Leadership & Management Skills (MBA)
 - MB 551 – Ethical Decision Making (MBA)

- MB 552 – Leadership Experience (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)
- MHR 598 – The Future of Work (MBA)
- Case Western Reserve University – Department of Arts and Sciences 2005
 - USSO 242 – Leadership: Theory & Practice

Podcast Host

- The Captovation Podcast 2021-present
- Phronesis: Practical Wisdom for Leaders (50+ episodes) 2020-present

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).

Selected Client List – Retreats, Workshops, Consulting and Coaching

- *Higher Education*
 - Northeastern Illinois University; Illinois Institute of Technology; Purdue University; University of Nebraska at Omaha; Miami University; University of Dayton; University of Notre Dame; Hope College; Case Western Reserve University; University of Iowa; Elon University; University of South Florida; Baldwin Wallace College; Texas A & M; Wright State University; Southern Ohio Council on Higher Education (SOCHE); LeaderShape; Inc.; Alpha Phi Alpha; Inc.; University of Connecticut; Fraternity Executives Association; Alpha Sigma Alpha; Harper College
- *Education*
 - Kappa Delta Pi Honorary; Gilmour Academy; Andrews Osborne Academy; University School; CMSD-Campus International
- *Healthcare*
 - Akron General Medical Center; EnvisionRX; Northeast Ohio Women in Surgery; Cleveland Clinic – Leading in Healthcare; Executive Boot Camp; Samson Global Leadership Academy; Cleveland Clinic Learning Academy; Lakewood Hospital; Medina Hospital; Fairview Hospital; Hillcrest Hospital; Quality & Patient Safety Institute (QPSI); Continuous Improvement; Cleveland Clinic – Florida; Media and Public Relations
- *Banking*
 - Key Bank
- *Insurance*
 - Medical Mutual of Ohio
- *Accounting*
 - Ernst & Young; Ciuni & Panichi, Inc.
- *Architecture*
 - Vocon
- *Law*
 - Benesch, Friedlander, Coplan & Aronoff LLP
- *Public/Non-Profit*
 - Geauga Park District; Catholic Charities; YWCA of Cleveland; Cleveland Leadership Center-Leadership Cleveland; Cleveland Leadership Center-Bridge Builders; Open Doors Academy;
- *Technology*
 - SAP; NASA Glenn Research Center

Awards

- Appointed Standard Products—Dr. James S. Reid Chair in Management 2018
- Named to three-year term as “Mulwick Scholar” for Boler School of Business 2014-2017
- Awarded the Wasmer Teaching Award in the Boler School 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
- Case Western Reserve University, Outstanding Student Organization Advisor 2006
- Case Western Reserve University, Robert Niebaum Chapter Advisor of the Year 2006

Grants

- Ethics Across the Business Curriculum Grant – John Carroll University 2006

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