

## FRANKIE J. WEINBERG, PH.D.

Associate Professor of Management &  
Dean Henry J. Engler, Jr. Distinguished Professor

Loyola University New Orleans ♦ College of Business ♦ 6363 St. Charles Avenue ♦ New Orleans, Louisiana 70118

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<http://www.frankieweinberg.com>

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### EDUCATION

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**Ph.D. University of Georgia**, Athens, GA, 2010

- Major: Organizational Behavior; Minor: Psychology
- *Interdisciplinary Certificate in University Teaching*

**M.B.A. State University of New York at Binghamton**, Binghamton, NY, 2005

- Focus: Leadership
- *Certificate in Leadership Studies*

**B.B.A. Loyola College in Maryland**, Baltimore, MD, 2000 (Hons.)

- Majors: Finance and International Business
- President, Financial Management Association, Loyola College Chapter

**FF.I. University of Maryland at College Park**, Baltimore County, MD, 1997

- Maryland Fire and Rescue Institute Firefighter I Certification

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### BRIEF BIOGRAPHY

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*2017 recipient of the Loyola University First Year Seminar Teaching Excellence Award,  
2015 recipient of a named professorship at the Loyola University College of Business, and  
2014 recipient of the Faculty Award for Outstanding Research.*

Dr. Weinberg's research centers on developing a better understanding of deep-level psychological mechanisms that improve the outcomes of interpersonal workplace relationships. His research interests include leadership; designing, implementing, and analyzing mentoring programs; maximizing the benefits of workplace diversity; gaining social capital through networking; improving teamwork processes; and measurement instrument (scale) development. A Board Member of the *Southern Management Association (SMA)*, Dr. Weinberg regularly presents his research to global audiences at the annual meetings of the *Academy of Management* and *SMA*, and has published in a number of well-respected outlets, including *The Journal of Management*, *Communication Research*, and *The Leadership Quarterly*. His 2015 article in the *Journal of Marketing, Theory, and Practice* on the social construction of lone wolfism was elected the journal's "Article of the Year." Further, Dr. Weinberg has earned a respectable global teaching repertoire, with student teaching evaluations averaging 4.7 out of 5. An expert instructor certified in the LEGO® Serious Play® method of facilitation, Dr. Weinberg has conducted workshops and taught graduate and undergraduate courses on three continents. These include several years at Assumption University in Bangkok, Thailand; participation in an international faculty exchange program hosted jointly through the Research Foundation of the State University of New York and the Singapore Institute of Management; three graduate courses at the Cyprus International Institute of Management (CIIM); and leading a multi-day post-graduate executive leadership development workshop at the University of Silesia School of Law in Katowice, Poland.

## RESEARCH FOCUS

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Broken down to their levels of analysis, my **areas of expertise** include:

- Individual-level phenomena: Gendered Rhetoric and Communication; Learning and Development; Careers; Meaningful Work; Lone Wolfism
- Dyadic-level phenomena: Mentoring, Leadership, Coaching, and related exchanges
- Group-level phenomena: Knowledge Sharing, Diversity Management, Social Networks

## AWARDS FOR RESEARCH EXCELLENCE

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- Highly Commended Paper, Emerald Literati Network Awards for Excellence (*Emerald Publishing Group*), 2016
- Article of the Year, *Journal of Marketing, Theory, & Practice*, 2015
- Recipient of a Named Professorship, Loyola University College of Business, 2015
- Faculty Award for Outstanding Research, Loyola University College of Business, 2014

## ACADEMIC MANUSCRIPTS

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### Publications:

#### *Peer-Reviewed/Refereed Journal Articles:*

- **Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. (*forthcoming*). Gendered Communication and Career Outcomes: A Construct Validation and Prediction of Hierarchical Advancement and Non-Hierarchical Rewards. *Communication Research*, DOI: 10.1177/0093650215590605.
- Locander, D. A., **Weinberg, F. J.**, and Locander, W. B. “The Mediating Role of Sales Department Innovation Orientation on Creative Selling.” *Journal of Managerial Issues*, *forthcoming*.
- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** (2017). “When Managers Become Leaders: The Role of Manager Network Centralities, Social Power, and Follower Perception of Leadership.” *The Leadership Quarterly*, 28 (2), 334-348.
- **Weinberg, F. J.** (2015). Epistemological Beliefs and Knowledge Sharing in Work Teams: A New Model and Research Questions. *The Learning Organization*, 22 (1), 40-57.
- Locander, D. A., **Weinberg, F. J.**, Mulki, J. P., and Locander, W. B. (2015). Salesperson Lone Wolf Tendencies: The Roles of Social Comparison and Mentoring in a Mediated Model of Performance. *Journal of Marketing Theory and Practice*, 23 (4), 351-369. **\*\*JMTP ARTICLE OF THE YEAR\*\* \*\*Lead article\*\***
- **Weinberg, F. J.**, Mulki, J. P., and Lankau, M. J. (2015). The Impact of Effort-Oriented Epistemological Beliefs on Mentoring Support. *The Journal of Workplace Learning*, 27 (5), 345-365. **\*\*Selected by the journal’s editorial team as a Highly Commended Paper in the 2016 Emerald Literati Network Awards for Excellence (Emerald Publishing Group)**

- **Weinberg, F. J.** and Locander, W. B. (2014). Advancing Spiritual Leadership Theory: A Dyadic Mentoring Perspective. *The Leadership Quarterly*, 25 (2), 391-408.
- Locander, D. A., Mulki, J. P., and **Weinberg, F. J.** (2014). How Do Salespeople Make Decisions? The Role of Emotions and Deliberation on Adaptive Selling, and the Moderating Role of Intuition. *Psychology & Marketing*, 31 (6), 387-403.  
\*\*FEATURED COVER ARTICLE\*\* \*\*Lead article\*\*
- **Weinberg, F. J.**, Mulki, J. P., & Locander, D. A. (2014). The Impact of Parent Organization Ethical Climate on Entrepreneurial Sales Agent Behavior and Performance. *Journal of Ethics and Entrepreneurship*, 4 (2), 5-30. \*\*Lead article\*\*
- **Weinberg, F. J.** and Lankau, M. J. (2011). Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis. *Journal of Management*, 37 (6), 1527-1557.  
\*\*Lead article\*\*

#### ***Peer/Editor-Reviewed/Refereed Book Chapters:***

- **Weinberg, F. J.** & A. O. Cleveland (2017). Gender as a Deep-Level, Communicated, and Interactional Construct: Implications for Leaders, Subordinates, and Teammates. *Leading Diversity in the 21<sup>st</sup> Century*, edited by T. A. Scandura and E. Mouriño. Information Age Publishing.

#### ***Peer/Editor-Reviewed/Refereed Research Briefs and Reviews:***

- **Weinberg, F. J.**, Bosco, F. A., & Oswald, F. L. “Supporting Data-Driven Policy Decisions from the World’s Largest Curated Database of Social Science Research.” *Scholars Strategy Network Key Findings*. SSN.
- **Weinberg, F. J.** (2018). A diversity of approaches, viewpoints, and motivations: Review of “Gender diversity in the boardroom.” *Management Learning*. Sage.

#### ***Peer-Reviewed/Refereed Published Conference Proceedings:***

- Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** (2015). Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance. *Proceedings of the National Conference in Sales Management*, online: <http://www.ncsmweb.com/2015-ncsm/2015-proceedings>
- **Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. (2013). Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes. *Proceedings of the Global Sales Science Institute*, pp. 7-11.
- **Weinberg, F. J.**, & Locander, W. B. (2012). Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring. *Proceedings of the Southern Management Association*, pp. 488-494.
- **Weinberg, F. J.** & Lankau, M. J. (2010). The impact of personal beliefs on mentoring support. *Proceedings of the Southern Management Association*, pp. 524-529.
- **Weinberg, F. J.** (2009). The impact of personal beliefs on group knowledge sharing outcomes. *Proceedings of the Southern Management Association*, pp. 31-36.

- **Weinberg, F. J.** (2008). Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs. *Proceedings of the Southern Management Association*, pp. 146-151.
- **Weinberg, F. J.** & Lankau, M. J. (2007). The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions. *Proceedings of the Southern Management Association*, pp. 564-567.

#### Currently Under Review:

- **Weinberg, F. J.** “The downside of mentoring: A cautionary account of excessive role modeling and toward a theory of authentic mentoring.” *R&R at Group and Organization Management*.

#### Select Working Papers:

- **Weinberg, F. J.** “Network Throughput: A Process Model of Intrasubjective, Intersubjective, and Collective Attributions.” *Target Journal: Academy of Management Review*. *Expected submission date: Fall 2018*.
- Zachary, M., **Weinberg, F. J.**, and Dykstra-DeVette, T. A. “Gendered communication at the top: A content analysis and policy capturing experiment.” *Target Journal: Journal of Applied Psychology*. *Expected submission date: Fall 2018*.
- **Weinberg, F. J.**, Smith-Sockbeson, C., and Treviño, L. J. “Gendered Communication, Biological Sex, and Sex Composition: Interactive Effects on Objective Indicators of Career Success.” *Target Journal: Management Communication Quarterly*. *Expected submission date: Spring 2019*
- Locander, D. A., Locander, J. A., & **Weinberg, F. J.** “The Impact of Intuition on Adaptive Selling and Its Antecedents: A Powerful Tool or a Double-Edged Sword.” *Target Journal: Journal of Business Research*. *Expected submission date: Fall 2018*
- Lankau, M. J. and **Weinberg, F. J.** “The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes.” *Target Journal: Journal of Vocational Behavior*. *Expected submission date: Spring 2019*
- Sims, R., & **Weinberg, F. J.** “Evidence based arguments for including followership in leadership development programs.” *Target Journal: Academy of Management Learning & Education*. *Expected submission date: Summer 2019*.
- Massa, F. G. and **Weinberg, F. J.**, “Multiple Metaphor Triangulation of Organizational Phenomena.” *Target Journal: The Leadership Quarterly*. *Expected submission date: Summer 2019. \*\*Joint first authorship\*\**

#### Select Works in Progress:

- **Weinberg, F. J.**, Bosco, F. A., Borgatti, S. P., Oswell, F. L., Steel, P., and Uggerslev, K. “The nomological network of industrial-organizational psychology: A temporal social networks analysis.” *Target Journal: Science*. *Expected submission date: Summer 2019*.
- **Weinberg, F. J.**, Chiu, C.-Y., & Balkundi, P. “A Longitudinal Investigation of Social Network Position, Salary Change, and Turnover.” *Target Journal: Academy of*

*Management Journal.*” Expected submission date: Summer 2020.

- Balkundi, P., **Weinberg, F. J.**, & Xu, N. “Ego networks and presidential election.” *Target Journal: Social Networks*. Expected submission date: Summer 2020.
- **Weinberg, F. J.** and Cleveland, A. O. “Gendered Communication: An Introductory Lesson and Critical Thinking Activity.” *Target Journal: Psychology of Women Quarterly*. Expected submission date: Winter 2020.
- **Weinberg, F. J.**, Cleveland, A. O., and Smith-Sockbeson, C. “Mentoring and Age as Predictors of Enacted Gendered Communication.” *Target Journal: Gender, Work, & Organization*. Expected submission date: Winter 2020.
- **Weinberg, F. J.** “Spiritual Mentoring: A Construct Validation and Approach for Organizational Application.” *Target Journal: Academy of Management Perspectives*. Expected submission date: Winter 2020.

#### **Dissertation:**

- **Weinberg, F. J.** (2010). *Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes*. The University of Georgia Press.

Dissertation Committee:

Melenie J. Lankau, Ph.D., *Chair (Wake Forest University)*;

Robert J. Vandenberg, Ph.D., & Laura M. Little, Ph.D. (*University of Georgia*); and

Jodi P. Holschuh, Ph.D. (*Texas State University*)

Non-committee member support for my dissertation was provided by:

Andrew Ward, Ph.D. (*Lehigh University*);

Prasad Balkundi, Ph.D. (*State University of New York at Buffalo*)

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#### **OTHER PUBLICATIONS**

- **Weinberg, F. J.** (2014). Spiritual Mentoring in the Workplace. *Loyola Executive Magazine*, Fall issue.

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#### **CONFERENCE ACTIVITIES**

##### **Conference Leadership:**

- Board Member, Southern Management Association, 2018-2021
- Doctoral Consortia Committee Member, Southern Management Association, 2016-2018
- Lead Coordinator, Pre-Doctoral Student Consortium, Southern Management Association, 2016-2017
- Co-Coordinator, Pre-Doctoral Student Consortium. Southern Management Association, 2015-2016

## Presentations:

- **Weinberg, F. J.**, Dykstra-DeVette, T. A., and Zachary, M. “CEO Gendered Communication in Response to Crisis: A Content Analysis.” Southern Management Association Annual Meeting, November 2018, Louisville, Kentucky.
- **Weinberg, F. J.** “A Process Model of Network Throughput.” Academy of Management Annual Meeting, August 2018, Chicago, Illinois.
- Sims, R., & **Weinberg, F. J.** “Evidence based arguments for including followership in leadership development programs.” Academy of Management Annual Meeting, August 2018 professional development workshop session “Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications.”
- Scandura, T. A., Mouriño-Ruiz, E., Goldberg, C., Gilson, L., Cogliser, C., Guilifor, D., Tribble, L., **Weinberg, F. J.**, McCauley, P., & Nassif, E. “Panel Discussion: Leading for Diversity in the 21st Century.” Southern Management Association Annual Meeting, October 2017, St. Pete Beach, Florida.
- Richert, T., **Weinberg, F. J.**, & Casalinova, G. “Designing and Building a Lean Project Mentoring Culture.” October 2017, Lean Construction Institute Annual Congress, Anaheim, California.
- Lyons, L. M., **Weinberg, F. J.**, & Lawson, S. J. “Exploring the Generational Divide: Interactive Examination of Generational Stereotypes and Attributional Realities Related to Organizationally-Relevant Leadership, Mentoring, and Communication Styles.” With panelists: S. Campbell, B. J. Hoffman, M. Lankau, C. van Esch, & F. J. Weinberg. Southern Management Association Annual Meeting, November 2016, Charlotte, North Carolina.
- Lankau, M. J. & **Weinberg, F. J.** “The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes.” Academy of Management Annual Meeting, August 2016, Anaheim, California. *Principal Presenter.*
- Locander, D. A., Babin, B. J., Groza, M. D., & **Weinberg, F. J.** “Customer Focus, Passive Deviance and Selling Orientation – Their Impact on Creative Selling and Performance.” National Conference in Sales Management (NCSM), April 2015, Houston, Texas.
- Smith, C., **Weinberg, F. J.**, and Treviño, L. J. “The Effects of Gendered Communication and Gender Composition on Objective Indicators of Career Success.” Southern Management Association Annual Meeting, November 2014, Savannah, Georgia. Abstract published in *Southern Management Association Proceedings* (ISBN: 978-0-9836282-7-9).
- **Weinberg, F. J.**, Robb, M. G., and Haselton, R. T. “Challenges of a Chief Judge.” Council of Chief Judges of the State Courts of Appeal (CCJSCA) Annual Meeting, November 2014, New Orleans, Louisiana. *Session Moderator and Facilitator.*  
*\*\*Conference-wide session*
- **Weinberg, F. J.**, Treviño, L. J., and Cleveland, A. O. “Enacted Gender and Career Advancement: The Role of Gendered Communication Style toward Career Outcomes.” Academy of Management Annual Meeting, August 2013, Orlando, Florida. *Principal Presenter.* Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 16500).

- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** “Powerful Leaders and Satisfied Followers: Roles of Social Worth and Leadership Prototypes.” Academy of Management Annual Meeting, August 2013, Orlando, Florida. Abstract published in *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 15858).  
*\*\*Finalist, Best Doctoral Student Paper in Track*
- **Weinberg, F. J.**, Locander, D. A., Locander, W. B., & Mulki, J. P. “Self-Isolation of Lone Wolf Salespeople: From Failed Social Learning to Positive Organizational Outcomes.” GSSI (Global Sales Science Institute) Annual Conference, June 2013, Aalen, Germany. *Principal Presenter.*
- **Weinberg, F. J.**, and Locander, W. B. “Spiritual Mentoring Support: Spiritual Support as a Function of Psychosocial Mentoring.” Southern Management Association Annual Meeting, October-November 2012, Ft. Lauderdale, Florida.
- Chiu, C.-Y., Balkundi, P., and **Weinberg, F. J.** “Powerful leaders and satisfied followers: Roles of Social Worth and Leadership Prototypes.” Manuscript brief as part of an organizational behavior symposium. Academy of Management Annual Meeting, August 2012, Boston, Massachusetts.
- **Weinberg, F. J.** and Lankau, M. J. “The impact of personal beliefs on mentoring support.” Southern Management Association Annual Meeting, October 2010, St. Pete Beach, Florida. *Principal Presenter. \*\*Finalist, Best Doctoral Student Paper in Track*
- **Weinberg, F. J.** “The impact of personal beliefs on group knowledge sharing outcomes.” Southern Management Association Annual Meeting, October 2009, Asheville, North Carolina.
- **Weinberg, F. J.** and Lankau, M. J. “Formal Mentoring Programs: A Mentor-Centric and Longitudinal Analysis.” Academy of Management Annual Meeting, August 2009, Chicago, Illinois.
- Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** “Member Inputs, Network Structures, and Group Processes: Blending Approaches to Team Performance.” INGRoup (Interdisciplinary Network for Group Research) Annual Conference, July, 2009, Colorado Springs, Colorado.
- **Weinberg, F. J.** “Epistemological Beliefs about Learning and their Impact on Formal Mentoring Programs.” Southern Management Association Annual Meeting, October 2008, St. Petersburg, Florida.
- Balkundi, P. and **Weinberg, F. J.** “Unpacking the Density-Performance Hypothesis: The Mediating Role of Team Transactive Memory.” Academy of Management Annual Meeting, August 2008, Anaheim, California.
- **Weinberg, F. J.** and Lankau, M. J. “The Effects of Mentor and Dyadic Characteristics on the Output of Mentoring Functions.” Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee. *Principal Presenter.*
- Balkundi, P., Harrison, D. A., and **Weinberg, F. J.** “Multiple Diversity Threads in the Texture of Team Functioning: Material Roles of Knowledge and Network Structures.” Society for Industrial and Organizational Psychology (SIOP) Annual Conference, April 2007, New York, New York.

- Balkundi, P. and **Weinberg, F. J.** “Antecedents and Consequences to Team Transactive Memory: Leader Network Centrality and Team Performance.” Academy of Management Annual Meeting, August 2006, Atlanta, Georgia. *Principal Presenter. \*\*Conference-wide session*

#### **Other Conference Activities:**

- Leadership Mentor (invited), “*Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications*,” Academy of Management Annual Meeting, 2018, Chicago, Illinois.
- Participant, Association of Jesuit Colleges and Universities Seminar on Higher Education Leadership, June 2015, Chicago, Illinois.
- Participant, Organizational Behavior Doctoral Student Consortium. Academy of Management Annual Meeting, August 2009, Chicago, Illinois.
- Participant, Southern Management Association Doctoral Student Consortium. Southern Management Association Annual Meeting, October 2007, Nashville, Tennessee.

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#### **INVITED PRESENTATIONS**

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- **Weinberg, F. J.** “Gendered communication and CEO crisis response.” College of Business Brown-Bag Research Session, Loyola University New Orleans, March 2018
- **Weinberg, F. J.** “Gendered Rhetoric Among Top Executives: Strategic Crisis Response and Resulting Stakeholder Attributions.” Centre for Workplace Excellence *Food for Thought* session, University of South Australia (UniSA) Business School, October 2017
- **Weinberg, F. J.** “Leading Communication: Evidence of Sex-typed Biases and Organizational Composition on the Relationship between Gendered Communication Style and Career Outcomes.” École Supérieure de Commerce de Rennes (*French Grande École*), March 2016
- **Weinberg, F. J.** “Leadership and Leading Communication: Formal & Informal Dyadic Relationships, Social Patterns, and Gendered Communication Style.” School of Human Resource Education & Workforce Development, Louisiana State University, January 2016
- **Weinberg, F. J.** “Leadership and Leading Communication: Formal & Informal Dyadic Relationships, Social Patterns, and Gendered Communication Style.” Department of Management, University of Louisiana Lafayette, December 2015
- **Weinberg, F. J.** “Creating and Managing High Performing Teams.” MBA Launch Week, Loyola University New Orleans, August, 2015
- **Weinberg, F. J.** “Gendered Communication: Expectations, Performance, and Influence on Careers.” Women’s Resource Center, Loyola University New Orleans, April 2015.
- **Weinberg, F. J.** “Gender and Communication.” College of Business, Loyola University New Orleans, June 2014.
- **Weinberg, F. J.** “Epistemological Beliefs in the Workplace: The impact of personal beliefs on knowledge sharing outcomes.” Department of Management, University of Georgia, May 2009 and April 2010.



- **Weinberg, F. J.** “How Leadership Influences Performance by Affecting Employee Voice Behavior.” Department of Organization and Human Resources Colloquium, State University of New York at Buffalo, April 2006.

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#### CONTINUING EDUCATION

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##### **Online Course Design:**

- Online faculty training course, Loyola University New Orleans, 2018.  
Earned an *Online Teaching and Learning Certificate* as a result of participation.

##### **Workplace Intervention and Workshop Facilitation:**

- Lego Serious Play<sup>®</sup> Facilitator Certification and Training Program, 2016,  
Rasmussen Consulting, under the auspices of The Association of Master Trainers in the Lego Serious Play<sup>®</sup> Methodology.

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#### DOCTORAL STUDENT ADVISING

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##### **Professional Development:**

- **Primary Coordinator, Pre-Doctoral Student Consortium, *Southern Management Association (SMA)***, 2017
- **Co-Coordinator, Pre-Doctoral Student Consortium, *Southern Management Association (SMA)***, recommended by the SMA Consortium Committee, and voted in by the SMA Board of Advisors, 2016
- **Doctoral Consortia Committee Member, *Southern Management Association (SMA)***, 2016-2017

##### **Dissertation Committee Membership:**

- Van Esch, C. “Humble mentoring: Understanding humility’s impact on mentoring relationships and career outcomes.” Weatherhead School of Management, *Case Western Reserve University*, 2015-2017. Successfully defended in Spring 2017.
- Mumford, S. W. “Classifying Ways of Knowing to Facilitate Participatory Program Evaluation: An Application of Q Methodology.” Trachtenberg School of Public Policy and Public Administration, *George Washington University*, 2015-2018. Successfully defended in Spring 2018.

##### **Informal Advising:**

- Sims, R. “A Followership Perspective to Leadership and Leadership Development.” *Centre for Workplace Excellence*.” School of Management, *University of South Australia (UniSA)* Business School. Ongoing development, 2017-present.

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## TEACHING

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### Teaching Interests:

Organizational Behavior, Leadership, Followership & Mentorship, General Management, Consulting and Applied Data Analysis, Corporate Social Responsibility, Human Resource Management, Organizational Structures, and Applied Social Psychology in the Workplace.

### Teaching Evaluations:

- Average undergraduate teaching evaluation: 4.71/5.00
- Average graduate-level teaching evaluation: 4.67/5.00

*In all recorded instances, my teaching evaluations are notably higher than the faculty average for the given semester.*

### Teaching Awards, Invitations, and Certificates:

- International faculty exchange program hosted jointly through the Research Foundation of the State University of New York (SUNY) and the Singapore Institute of Management, *Summer 2017, 2018*
- Graduate School Interdisciplinary Certificate in University Teaching, University of Georgia, *May 2010*  
*(The goal of the certificate is to provide an academic credential in the form of a multifaceted program that supports participants' enhancement of teaching skills and prepares them for future academic positions)*
- Graduate School Excellence in Teaching Award nomination, University of Georgia  
*Nominated by my department in January 2010*
- Outstanding Teaching Assistant Award Recipient, University of Georgia, 2008  
*(teaching performance that ranks in the top 10% of all TA's serving the University)*
- Certificate of Completion, Teaching Portfolio Program, University of Georgia, 2009

### Teaching Experience and Student Evaluations:

*Loyola University New Orleans*, New Orleans, Louisiana

Associate Professor and Dean Henry J. Engler, Jr. Distinguished Professor (previously Assistant Professor; previously Chase Minority Entrepreneurship Distinguished Professor)

#### **MGT 700 & MGT 760: Leadership**

(Masters-level course: MBA)

▪ Summer 2018 <i>Online</i>	Student Evaluation:	<i>forthcoming</i> <sup>1</sup>
▪ Spring 2018		<u>4.65</u> /5.00
▪ Spring 2017		<u>4.36</u> /5.00
▪ Spring 2016		<u>4.54</u> /5.00
▪ Spring 2015		<u>4.53</u> /5.00

#### **MGT 900: Valuing Workplace Diversity**

(Masters-level course: MBA)

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<sup>1</sup> Beginning in Fall 2014, Loyola University changed the evaluation criteria from a question where students evaluated the degree of overall instructor effectiveness to one where they rated whether they agree that the instructor was "excellent and effective."

- Fall 2018 Student Evaluation: *forthcoming*

**MGT 800 & MGT 893: Managerial Consulting and Applied Analytics**

(Masters-level course: MBA)

- Fall 2016 Student Evaluation: **4.78/5.00**
- Fall 2014 **4.29/5.00**

**MGT 600: Management** (Masters-level course: MBA)

- Fall 2012 Student Evaluation: **4.89/5.00**
- Spring 2011 **4.67/5.00**
- Fall 2010 **5.00/5.00**

**MGT B493: Research Seminar in Organizational Theory**

- Fall 2015 Student Evaluation: **4.67/5.00**

**MGT B493: Corporate Social Responsibility**

- Fall 2018 Student Evaluation: *forthcoming*
- Summer 2017 *Online* **4.54/5.00**
- Summer 2016 *Online* **4.56/5.00**
- Summer 2015 *Online* **4.25/5.00**
- Summer 2014 *Online* online evals not collected in Summer2014
- Spring 2014 **4.94/5.00**
- Summer 2013 **5.00/5.00**

**MGT 245: Management & Organizational Behavior**

- Summer 2018 *Online* Student Evaluation: *forthcoming*
- Summer 2017 *Online* online evals not collected for small class
- Spring 2017 (2 sections) **4.68/5.00**
- Fall 2016 (2 sections) **4.74/5.00**
- Summer 2016 *Online* **4.80/5.00**
- Spring 2016 (2 sections) **4.70/5.00**
- Summer 2015 *Online* **4.65/5.00**
- Spring 2015 (2 sections) **4.19/5.00**
- Summer 2014 *Online* online evals not collected in Summer2014
- Spring 2014 (2 sections) **4.81/5.00**
- Spring 2012 **4.97/5.00**
- Fall 2011 (3 sections) **4.69/5.00**

**MGT T121: Food, Business, and Community**

- Fall 2015 Student Evaluation: **4.69/5.00**
- Fall 2014 **4.43/5.00**
- Fall 2013 **4.75/5.00**
- Fall 2012 **4.87/5.00**

**BA 101: Business Communication**

- Spring 2018 (2 sections) Student Evaluation: **4.51/5.00**
- Fall 2013 **4.88/5.00**
- Spring 2013 (2 sections) **4.63/5.00**

- Spring 2012 4.77/5.00
- Spring 2011 (2 sections) 4.84/5.00
- Fall 2010 4.46/5.00

Cyprus International Institute of Management (CIIM), Nicosia, Republic of Cyprus  
Visiting Lecturer and Instructor of Record

**CR 610: Organizational Behavior** (Masters-level course: MBA)

- March 2010 Student Evaluation: 4.60/5.00  
100% of students reported that they would recommend me as an instructor to others

**EL 695: Organizational Structures** (Masters-level course: MBA)

- March 2010 Student Evaluation: 4.80/5.00  
97.73% of students reported that they would recommend me as an instructor to others

**CA 605: Managing Human Resources** (Masters-level course: MBA/MPSM)

- Dec. 2009 Student Evaluation: 4.85/5.00  
100% of students reported that they would recommend me as an instructor to others

University of Georgia, Athens, Georgia

Instructor of Record:

**MGMT 5980: Leadership**

- Spring 2009 Student Evaluation: 4.85/5.00
- Spring 2008 4.98/5.00
- Fall 2007 4.86/5.00

**MGMT 5820: Human Resources Management**

- Fall 2009 Student Evaluation: 4.75/5.00

**MGMT 3000: Management of Organizations and Individuals**

- Summer 2007 Student Evaluation: 4.93/5.00

Teaching Assistant:

**MGMT 3000: Management of Organizations and Individuals**, Spring 2007

Assumption University of Thailand, Bangkok, Thailand

Full-time Lecturer and Instructor of Record

2000-2002 – Taught various courses in English-language communication, including two semesters on **business correspondence and communication**

**Additional Teaching Experience:**

- *Human Resource Management*. Research Foundation of the State University of New York and the Singapore Institute of Management UB-SIM program, 2017, 2018

- *Executive Leadership Development*. Post-graduate course at the University of Silesia School of Law in Katowice, Poland, 2018.

## **Curriculum Development, Guest Lecturing, and Extra-Role Teaching Experience:**

Loyola University New Orleans, New Orleans, Louisiana

Independent Study Facilitation – Three-student seminar aligning a trifecta of organizational behavior research efforts at the *Second Harvest Food Bank*, *Ochsner Hospital*, and *Loyola University New Orleans*, Fall 2019

- The primary objectives of the course are to convey to the students the excitement of conducting research on issues in organizational studies and to empower students to explore researchable and testable questions regarding organizational management leadership-related practices. This hands-on, experiential course helps develop the learners' skills in the process of systematic and practical academic inquiry. A central outcome of the course is that the participants will independently develop an original, conceptually-sound research study that posits a number of testable propositions linked to the study of organizations and organizational behavior. The learners are introduced to and will be asked to evaluate and account for important literature in the field of organizational behavior relevant to their research topic.

New Curriculum Development (graduate) – **MGT 700: Organizational Behavior & Leadership (online)**, Spring 2018

- As the newly-appointed Chair of the MBA Assessment and Curriculum Committee, I was invited by the MBA Director to design the curriculum for a highly experiential online leadership course – a completely new take on the classroom version of this class (the development of which I outline below). I designed this course in-line with best practices associated with andragogical research in a way that takes full advantage of the university's online learning platform. Moreover, the course design implemented a reverse-design approach that fully aligns with both internal university strive for, and AACSB requirements for collection and analysis of student learning assessment criteria. The initial course offering was implemented successfully in Summer 2018.

Guest Lecturer – **MGT 245: Management & Organizational Behavior**, Spring 2018

New Curriculum Development (undergraduate) – **MGT 493: Research Seminar in Organizational Studies, and Corporate Social Responsibility**, Winter-Spring 2012 & Summer 2015

- In order to meet the needs of Loyola's management majors, those students dual-majoring in management and marketing, and the many interdisciplinary students minoring in management, I developed a series of senior-level elective courses that cross-list as management and marketing courses. The course *Corporate Social Responsibility* introduces students to the stakeholder perspective of management, different forms of corporate social responsibility (CSR), and how CSR relates to business strategy. The course *Research Seminar in Organizational Studies* empowers students to explore researchable and testable questions regarding organizational practices, and helps develop learners' skills in the process of systematic and practical academic inquiry. Both courses are writing-intensive,

with assignments that involve critical analyses, conceptual development, and discussion of real-world practical implications.

New Curriculum Development (MBA/graduate) – *MGT 700: Leadership and Organizational Behavior*, and *MGT 760: Strategic Leadership*, Fall-Winter 2014 & Winter 2015

- I was invited to by the College of Business’s Associate Dean for Graduate Studies to design a core course for the MBA program’s revised curriculum. The course’s two modules, *Leading People* and *Leading Organizations*, challenge students to develop the skills to analyze and address leadership challenges, opportunities and knowledge to create a sustainable organization with world-class performance. This class has evolved into the current offering, *Leadership & Organizational Behavior*.

New Curriculum Development (MBA/graduate) – *MGT 800, MGT 793: Managerial Consulting and Applied Analytics*, Spring-Summer 2014

- I was invited to by the College of Business’s Associate Dean for Graduate Studies to design this course, which challenges MBA students to analyze organizational data in such a way that they could develop consultation plans and provide advice to managerial decision-makers. This course was designed to act as a bridge between two of the MBA program’s specialized tracks, namely Leadership and HR, and New Venture Capital. The latest iteration of this class involves partnership with a large public-sector organization with the goal of analyzing data and making recommendations regarding employee turnover and retention.

New Curriculum Development (undergraduate) – *MGT T121: Dishing it Up: Food, Business, and Community in New Orleans*, Summer 2012

- I was asked jointly by Loyola University’s Vice Provost for Academic Affairs and the College of Business Dean to design a seminar course that would introduce students to college-level thinking and learning in an experiential manner and to support Loyola’s Jesuit tradition under the overarching themes of “thinking critically” and “acting justly.” After my course proposal was accepted by the Office of Academic Affairs, I attended a 1-week workshop during which time I specified course objectives and finalized the design of course assignments, centering on the topics of critical thinking, information literacy, oral & written communication, and compassionate engagement with the world.

Curriculum Coordinator, **Business Communications**, Fall 2010 to Winter 2011

- Coordinated and developed the curriculum taught by all Business Communications instructors to all College of Business and Music Industry students at the university. Provided instructional support and guidance to part-time and adjunct faculty.

Case Competition Consultant – Loyola College of Business Team, Fall 2010 and Fall 2011

- Provided training support, suggestions, and feedback to Loyola’s student team members as they prepared for an upcoming national case competition

Guest Lecturer – *Sociology 260: Race, Class, & Schools*, Fall 2015

Guest Lecturer – *BA 101: Business Communications*, Summer 2014

- Presented to Associate Dean Angie Hoffer’s class a structured, interactive lesson on the topics of gendered communication including characteristics of masculine and feminine speech, the social construction of gender, sex composition in the workplace, and the effects of gendered communication on career success.

Guest Lecturer – *MUSB 350: Music Enterprise Management*, Fall 2010

- Provided a structured, yet interactive presentation on preparing for, using visual aids with, and delivery of effective business presentations to Dr. Kendra Reed’s students.

University of Georgia, Athens, Georgia

Curriculum Development – *MGMT 5980: Leadership*, Summer 2007

- When this course became a mandatory part of the Management department’s undergraduate curriculum, I paired with Dr. Melenie Lankau to develop an intensive course curriculum that was followed by Management department Leadership professors.

Judge – *ILAD 5100: Leading from Within*, Spring 2009

- Judged Case Competitions held by UGA students enrolled in this Institute for Leadership Advancement course

Guest Lecturer – *MGMT 5980: Leadership*, Fall 2008 and Spring 2009

- Lectured in Dr. Melenie Lankau’s section of the Leadership course on the topics of working with and leading individuals with diverse learning and communication styles

Guest Lecturer – *MGMT 3000 & 3000H: Management of Organizations and Individuals*, Spring 2008 and Fall 2008

- Lectured numerous times in both Dr. Robert’ Hirschfeld’s large lecture hall classes (approximately 300 students per section) and Dr. Melenie Lankau’s honors-level courses on various management topics

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#### CERTIFICATES, AWARDS, AND GRANTS

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- Endowed with the *Dean Henry J. Engler, Jr. Distinguished Professorship*, Loyola University New Orleans College of Business, 2018
- Grant: **Weinberg, F. J.**, “Building Positive Diversity Relations in STEM: A LEGO® Serious Play® Facilitated Community Outreach Program.” Affirmative Action & Diversity Committee Community Outreach Grant. Loyola University New Orleans, 2016-2017
- First-Year Seminar Teaching Excellence Award  
Loyola University New Orleans, 2017



- Lego Serious Play® Facilitator Certification, 2016
- Endowed with the *Chase Minority Entrepreneurship Distinguished Professorship* Loyola University New Orleans College of Business, 2015
- Faculty Award for Outstanding Research, Loyola University New Orleans College of Business, 2014  
(*awarded annually to the faculty-elected top researcher across all departments in the College of Business*)
- Outstanding Reviewer, Southern Management Association, 2012-2014  
(*selective conference-wide recognition of the very top percent of all reviewers*)
- Best Reviewer Award, Careers/HRM/Research Methods Divisions, Southern Management Association, New Orleans, 2013  
(*awarded to the top reviewer in each subject tract based on track chair feedback*)
- Best Reviewer Award, Human Resource Management/Careers Division, Southern Management Association, Ft. Lauderdale, 2012  
(*awarded to the top reviewer in each subject tract based on track chair feedback*)
- Certificate of Completion, Social Network Analysis, Buffalo, NY, 2012  
(*Summer Institute in Advanced Statistical Methods, SUNY Buffalo, Sociology Dept.*)
- Certificate of Completion, Grant Writing, New Orleans, LA, 2011  
(*Grant Training Center, Washington, D.C.; sponsored and hosted by Tulane University*)
- Best Reviewer Award, Careers Division, Academy of Management, Chicago, 2009  
(*awarded to the top 10% of reviewers based on program chair and submitter feedback*)
- Summer Research Award, Terry College of Business, University of Georgia, 2008  
(*awarded for outstanding research productivity and class instruction ratings*)
- Comer Scholarship, Terry College of Business, University of Georgia, 2007-2008  
(*awarded for outstanding research productivity and class instruction ratings*)
- Summer Research Award, Terry College of Business, University of Georgia, 2007  
(*awarded for outstanding research productivity and class instruction ratings*)
- Grant: **Weinberg, F. J.** State University of New York / Graduate Student Employees Union Professional Development Award. \$500. To further develop leadership studies through the purchase of the rights to distribute and analyze data using the Multifactor Leadership Questionnaire.

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#### PROFESSIONAL AFFILIATIONS

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- Member, Academy of Management, since 2005
- Member, Southern Management Association, since 2007 (*Board Member 2018-present*)
- Member, Delta Sigma Pi professional business fraternity (AACSB affiliated), since 2011

## PROFESSIONAL SERVICE

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### Service to the College of Business and to the University:

- University Institutional Review Board (Human Subjects Committee) member, 2018-present
- College of Business Rank & Tenure Committee, Loyola University *Chair*, Spring 2018; member, 2017-present
- Provost's Faculty Advisory Group member, Loyola University New Orleans, 2013-present
- MBA Curriculum and Assessment Committee, College of Business, Loyola University *Chair*, Spring 2018-present; member, 2016-present
- Study Abroad Approval Committee member, Loyola University New Orleans, 2015-present
- Selection Committee member, new Management Operations hire, 2018-2019
- Faculty Associate, Project Overdrive University Admissions partnership, 2017
- Faculty Advisor (student-elected), Delta Sigma Pi Professional Business Fraternity, Loyola University New Orleans College of Business, 2010-present
- Loyola University Food Policy, Commerce, & Culture Interdisciplinary Program Committee member, 2016-2017
- Board Member, Women's Resource Center Advisory Committee, Loyola University New Orleans, 2014-2015
- Program Development, Loyola Feminist Festival, sponsored by the Women's Resource Center, Loyola University New Orleans, 2016
- Contributor to the Office of Academic Affairs' First-Year Experience Curriculum, Loyola University New Orleans, 2012-2015
- College of Business Rank & Tenure Committee member, Loyola University New Orleans, 2013-2015
- Faculty Senate member, Loyola University New Orleans, 2012-2014
- Qualtrics Data Management Organizer, Loyola University New Orleans College of Business, 2012-present
- Special Committee on MBA Branding and Marketing Initiatives member, Loyola University New Orleans College of Business, 2014
- Entrepreneurship Center Director Search Committee member, Loyola University New Orleans College of Business, 2014
- Management Faculty Search Committee member, Loyola University New Orleans College of Business, 2011 & 2012
- Faculty Advisor, Young Entrepreneurs of New Orleans (YE'NO), Loyola University New Orleans Chapter, 2011-2013

- Coordinator, Business Communications Curriculum, Loyola University New Orleans College of Business, 2010-2011
- University Faculty Advising Committee member, Loyola University New Orleans, 2011-2012
- Formal and Informal Advisor to undergraduate and graduate students, Loyola University New Orleans College of Business, 2010-present
- Interviewer, Leonard Leadership Scholars Program Selection Process, University of Georgia's Institute for Leadership Advancement, 2009 & 2010
- Informal Advisor and Mentor to numerous University of Georgia undergraduate students, 2006-2010

### Service to the Academic Community:

- **Board Member** (*elected*), Southern Management Association, 2018-2021
- Leadership Mentor (*invited*), Academy of Management Annual Meeting, 2018
- Doctoral Consortia Committee Member, Southern Management Association, 2016-2017
- **Lead Coordinator, Pre-Doctoral Student Consortium**, Southern Management Association, 2016-2017
- Co-Coordinator, Pre-Doctoral Student Consortium, Southern Management Association, two-year appointment, 2015-2016
- Editorial Review Board Member, Journal of Ethics and Entrepreneurship, 2014-2015
- Contributor to *metaBUS* project expansion ([www.metabus.org](http://www.metabus.org)), which provides advanced protocols for extracting, classifying, curating, and instantly summarizing scientific findings, 2015-present
- Advisor and mentor to several Organizational Behavior doctoral students at universities including Case Western Reserve University (*serving as a dissertation committee member*), George Washington University (*serving as a dissertation committee member*), Tulane University, and SUNY Buffalo. My service to them includes providing vocational and psychosocial support in the forms of dissertation advice, theory support and guidance, input regarding research methods and design, job talk training, providing them access to my proprietary data, and introducing these budding researchers to senior colleagues.
- Regular Ad-Hoc Reviewer for several journals, including the *Journal of Management*, *Human Resource Management*, *Journal of Business Ethics*, *The Learning Organization*, *Journal of Workplace Learning*, *Organization Management Journal*, *Management Research Review*, and *Group and Organization Management*, 2010-present
- Reviewer, SAGE Publications, 2014-present
- - Organizational behavior (full text publication), 2018
- - Formal mentoring programs (research submitted to Sage Open), 2015
- - Corporate social responsibility (full text publication), 2014
- Participant and Reviewer, Academy of Management Annual Meetings, 2006-present
- - *Best Reviewer Award, Careers Division, 2009*

- Participant, Discussant, Chairperson, and Reviewer, Southern Management Association Annual Meetings, 2007-present
  - *Outstanding Reviewer, conference-wide recognition, 2014*
  - *Best Reviewer Award, Careers/HRM/Research Methods Divisions, 2013*
  - *Best Reviewer Award, Careers Division, 2012*
- Reviewer, Academy of Marketing Science World Marketing Congress, 2014
- Chairperson and Reviewer, Global Sales Science Institute (GSSI) Annual Meeting, 2013

### **Service to the Community at Large:**

- Developer, Consultant, and Facilitator (pro bono publico), Executive Team Leadership, Society for the Prevention of Cruelty to Animals (Louisiana SPCA), New Orleans, 2018
- Developer, Consultant, and Facilitator (joint project with Lean Project consulting), Strengthening Project Team Learning and Development of a Mentoring Culture, Cleveland Clinic, Cleveland, Ohio, 2017
- Developer, Consultant, and Facilitator (joint project with Lean Project consulting), Strengthening Project Team Learning and Development of a Mentoring Culture, Akron General Hospital, Akron, Ohio, 2017
- Developer, Consultant, and Facilitator (pro bono publico), Improving Mentoring and Developing a Mentoring and Learning Culture, Electric Girls, New Orleans, 2017
- Consultation Advisor (pro bono publico), Police Officer Retention partnership, New Orleans Police Department (NOPD), 2016
- Developer and Facilitator, Successful Women in the Workplace Luncheon. Sponsored by the Women's Resource Center, Loyola University New Orleans, 2016
- Session Leader and Guest Speaker, practitioner-oriented presentation open to the community on the topic of gender, gendered communication and careers. Sponsored by the Women's Resource Center, Loyola University New Orleans, 2015
- Teamwork and Leadership Consultant (pro bono publico), Loyola University Women's Basketball Team, New Orleans, LA, 2015
- Moderator and Facilitator, "Challenges of a Chief Judge" panel (*largest conference-wide session of the year*), National Center for State Courts Conference of Chief Judges of State Intermediate Courts of Appeal, New Orleans, LA, 2014
- Co-creator of the *Global Commerce License (GCL)* certification program (accepted in 154 countries around the world), available at [www.gcl.nu/djm](http://www.gcl.nu/djm)
- Student Service Learning Project Coordinator, multiple community partnerships, New Orleans, LA, 2011-2014
- Consultant & Instructor (pro bono publico), Cafés Hope and Reconcile – divisions of Catholic Charities under the Archdiocese of New Orleans, New Orleans, LA, 2010-2013
- Board Member, Mentoring Working Group, Café Hope, Marrero, LA, 2011-2012
- Board Member, Program Steering Committee for Young Adults, Touro Synagogue, New Orleans, LA, 2010-2011

- Jury Foreman, Orleans Parish Criminal District Court, New Orleans, LA, 2012
- Consultant (pro bono publico), American Fujikura Limited (AFL), a major leader in the telecommunications industry globally. 2014-present.
- Consultant (pro bono publico), University of Georgia Physical Plant Division, Athens, GA, 2009-2014
- Consultant (pro bono publico), Dream a Little Green, New Orleans, LA, 2012-2013
- Consultant (pro bono publico), Hillel International, Washington, DC, 2009
- Consultant (pro bono publico), Outlets – a non-profit organization dedicated to mentoring underprivileged youth in Athens/Clarke County, Athens, GA, 2009
- Consultant (pro bono publico), Hillel, University of Georgia Chapter, Athens, GA, 2008-2010
- Consultant (pro bono publico), American Marketing Association, University of Georgia Chapter, Athens, GA, 2007
- Teamwork Activity Consultant (pro bono publico), University of Georgia Women's Basketball Team, Athens, GA, 2007