

Kim Gower, Ph.D., M.B.A.

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Education

- Ph.D.** Virginia Commonwealth University, 2012
Major: Management/Organizational Behavior; Minor: Entrepreneurship
Faculty Advisor: Margaret L. Williams, Ph.D.
Dissertation Committee: Margaret L. Williams, Ph.D. & Anson Seers, Ph.D. (Co-chairs),
Larry Williams, Michael McDaniel, Jean Gason, & Mary Hermann
- Dissertation Title:** Multisource feedback leadership ratings: Analyzing for measurement invariance and comparing rater group implicit leadership theories
- M.B.A.** University of Michigan – Flint
- B.S.B.A.** Michigan Technological University, Business Administration/Marketing

Research Interests

Pedagogy: Teaching with Technology, Contemporary Learning Methods
Leadership: Leadership Behaviors and Competencies, 360/Multisource Feedback Measures
Research Methods: Group Comparison Methodologies, Data Exploration

Publications

Peer Reviewed Journal Articles

- Marsh, J. & Gower, K. (2019). Options for Exit: The End of Sears. *Southeast Case Research Journal*.
- Ritter, B. A., Gower, K., & Hedberg, P. R. (2016). Enhancing teacher credibility: What we can learn from the justice and leadership literature. *Organization Management Journal*, 13(2), 90-101.
- Feldstein, A. & Gower, K. (2015). Using social network analysis to explore digital student interactions and business competency learning in a web-based educational platform. *International Journal of Information Systems and Social Change*, 6(1), 1-23.
- Banks, G. C., Batchelor, J., Seers, A., O'Boyle, E., Pollack, J. M., & Gower, K. (2014). What does team-member exchange bring to the party? A meta-analytic review of team and leader social exchange. *Journal of Organizational Behavior*, 35(2), 273-295.
- Kunze, M. G. & Gower, K. (2012). The influence of subordinate affect and self-monitoring on multiple dimensions of leader-member exchange. *International Journal of Management and Marketing Research*, 5(3), 83-100.

Gower, K. & Ritter, B. A. (2010). Not a pronoun: A transgender's professional journey. *The CASE Journal*, 7(1), 6-11.

Barker, R. T. & Gower, K. (2010). Strategic application of storytelling in organizations: Towards effective communication in a diverse world. *The Journal of Business Communication*, 47(3), 295-312.

Barker, R. T. & Gower, K. (2009). Use of uncertainty reduction and narrative paradigm theories in management consulting and teaching: Lessons learned. *Business Communication Quarterly*, 72(3), 338-341.

Other Publications-Textbook

Scandura, T.A., & Gower, K. (2020). *Management Today: Best Practices for the Modern Workplace*. Sage Publications.

In Press-Edited Book

Allen, Stuart A., Gower, K., Allen, D. (Publishing Date: July, 2020). *Teaching with Technology Handbook for Leadership, Management, and Business*. Allen, S., Gower, K., & Allen, D. Eds. Edward Elgar Publishing.

In Press-Book Chapters

Mitchell, J. & Gower, K. (2020) A Move Towards Mastery: Leveraging Technology. In *Teaching with Technology Handbook for Leadership, Management, and Business*. Eds. Allen, S., Gower, K., & Allen, D. Edward Elgar Publishing.

Allen, S., Gower, K., & Allen, D. A Context for Teaching with Technology in Management, Leadership, and Business. Eds. In *Teaching with Technology Handbook for Leadership, Management, and Business*. Eds. Allen, S., Gower, K., & Allen, D. Edward Elgar Publishing.

Peer Reviewed Conference Workshops-Under Review

Gower, K. (2020). Let them eat cake: An Innovative Project to Teach the Valuable Skill of Self-Performance Appraisal. 2020 MOBTS Conference, Purdue University Fort Wayne, IN.

Allen, S., Mitchell, J., Gower, K., et al. (2020). Seeing past the constraints of technology. Presentation at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, CA.

Gower, K. (Chair) et al. (2020). AI Value: For collaborative research between OCIS, MC and MED. Presentation at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, CA.

DeMarr, B., Ferrante, C. & Gower, K., et al. (2020). "Teaching Bootcamp: A MED Interactive Workshop. Presentation at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, CA.

In Process

Gower, K. & Marsh, J. (2020). When the other shoe drops: A Review of leadership at Zappos. Targeted for The CASE Journal.

Gower, K. & Kunze, M.G. (2020). Oh SNAP! A week long experiential exercise to teach a semester's worth of management. Targeted for *Journal of Management Education*.

- Gower, K., Kunze, M.G., Marsh, J., & Stinnett, J. (2020). Knowledge Management 4.0: Designing and implementing an effective knowledge management program. Targeted for
- Gower, K., Kinsley, K., & Marsh, J. (2021). Do we really get a Second Chance?. Targeted for Southeast Case Research Journal.
- Gower, K. (2021). When the rubber met the road: The Time I ran for Congress. Target for Journal of Management Education.
- Gower, K. (2021). Taking the storming out of student teams: Applying theory and practice to creating more effective group projects. Targeted for *Academy of Management Learning and Education Journal*.

Other Publication Mentions

- Scandura, T.A., & Gower, K. (2020) Principles of Management: A Contemporary Approach. Reviewer and Editor of three initial chapters and two revised chapters.
- Scandura, T.A. (2018). Organizational Behavior: An Evidence-Based Approach (MBA level). Cited as Test Bank Editor, Reviewer, and wrote approximately 1000 of the 1560 questions.
- Gower, K. (2011). Book Review: Missing Data: A Gentle Introduction; McKnight, McKnight, Sidani, Figueredo, Authors. *Organizational Research Methods*, 14(3), 577-580.

Peer Reviewed Conference Presentations

- Gower et al., (August, 2019). The MED Division Ambassadors Program: The road to inclusiveness and internationalization. Presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- Allen, S., Gower, K., & Scandura, T.A. (August, 2019). Teaching with Technology: Inclusive learning environments. Presentation at the 79th Annual Meeting of the Academy of Management, Boston, MA.
- Allen, S., Gower, K., Williams, P., Stone, K. (August, 2018). Teaching with Technology: Improving lives through technology in the classroom. Presentation at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Mitchell, J., Gower, K., Allen, S., Williams, P., Stone, K. (August, 2017). Teaching with Technology: Building the Interface Beyond the Classroom. Presentation at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Gower, K. & Scandura, T.A. (June, 2017). *Tweetbook, FaceGoogle, and InstaChat: Navigating your students' digital waters to increase classroom engagement and learning*. Presentation at the Annual meeting of the Organizational Behavior Teaching Society, Providence College, Providence, Rhode Island. **(Proceedings)**
- Arroya, C.A., Gower, K., & Stark, G. (June, 2017). *The Pink Elephant in the Classroom: Pedagogical Techniques to Tackle Controversial Topics*. Presentation at the Annual meeting of the

Organizational Behavior Teaching Society, Providence College, Providence, Rhode Island.
(Proceedings)

- Decker, Mitchell, & Gower, K. (August, 2016). Self-Handicapping Leadership: Needs and Opportunities for Classroom, Research, and Training. 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Gower, K., Weiner, J., Dunham, R., Allen, S. O'Neill, B., & Mitchell, J. (August, 2016). Teaching with Technology: Using a range of digital tools to create open classroom governance. 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Gower, K., Weiner, J., Dunham, R., Allen, S. O'Neill, B., & Mitchell, J. (August, 2015). Teaching with Technology: Using a range of digital tools to create open classroom governance. 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Arnaud, A., Ferrante, C., Gower, K., Young, N. J., Tantalo, C., Wadhwa, P., & White, G. (August, 2015). Syllabus & Course Design: Reimagining concepts to create dynamic & effective learning environments. 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Gower, K. (June, 2015). Oh SNAP! How a one week learning experience provides your students with a world of management understanding. Presentation at the Annual meeting of the Organizational Behavior Teaching Society, University of La Verne, La Verne, CA. **(Proceedings)**
- Gower, K. (June, 2015). 10% luck, 20% skill, 70% (letting go of your) concentrated power of will: The Good, the bad, and the ugly of using community-based learning in the classroom. Presentation at the Annual meeting of the Organizational Behavior Teaching Society, University of La Verne, La Verne, CA. **(Proceedings)**
- Gower, K., Ritter, B. A., & Hedberg, P. R. (August, 2014). BYOS – Bring your own syllabus. Professional Development Workshop presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Sleeth, R., Weiner, J., O'Neill, B., Gower, K., Dunham, R., & Champoux, J. (August, 2014). Teaching with Technology: How to expand scope and value of course conversations. Professional Development Workshop presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Stowers, R. H., Barker, R. T., & Gower, K. (October, 2013). Revisiting Likability. Paper presented at the Association for Business Communication 2013 International Conference, New Orleans, LA.
- Sleeth, R., Weiner, J., Gower, K., Dunham, R., & Champoux, J. (August, 2013). Teaching with Technology: Empowering students to collaborate in the capitalist marketplace. Professional Development Workshop presented at the 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
- Ritter, B. A., Drass, D., Estep, B., Hedberg, P. R., & Gower, K. (June, 2013) A 3.0 World: Teaching, learning, and adapting to a better tomorrow...today. OBTC, Asheville, NC. **(Proceedings)**
- Sleeth, R., Weiner, J., O'Neill, B., Gower, K., Dunham, R., & Champoux, J. (August, 2012). Teaching with technology: Sharing resources in an academic informal economy. Professional Development Workshop presented at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

- Ritter, B. A., Gower, K., & Hedberg, P. R. (August, 2012). Teaching essentials: Effective grading and feedback. Professional Development Workshop presented at the 72nd Annual Meeting of the Academy of Management, Boston, MA.
- Gower, K., Hedberg, P. R., Ritter, B. A., & Watters, S. (August, 2011). Discussing the undiscussables. Professional Development Workshop presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Watters, S. & Gower, K. (August, 2011). The 19th annual craft of reviewing workshop. Professional Development Workshop panel organizer presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.
- Gower, K., Hannah, C. Pillai, R. Ritter, B. A., & Hedberg, P. R. (August, 2010). Effectively designing and assessing team projects. Professional Development Workshop presented at the 70th Annual Meeting of the Academy of Management, Montreal, QC.
- Gower, K. (August, 2010). The 18th annual craft of reviewing workshop. Professional Development Workshop panel organizer presented at the 70th Annual Meeting of the Academy of Management, Montreal, QC.
- Gower, K., Watters, S. D., & Williams, M. L. (October, 2009). Using and interpreting the scree test in exploratory factor analysis. Paper presented at the Annual Meeting of the Southern Management Association, Asheville, NC.
- Gower, K. & Willis-Amat, S. (August, 2009). The 17th annual craft of reviewing workshop. Professional Development Workshop panel organizer, presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
- Gower, K., Hannah, C. A., Keels, J. K., Pillai, R., Ritter, B. A., Sleeth, R. G., & Ungaretti, T. (August, 2009). Changing the world through education as it changes around you: Teaching implications in a global environment. Professional Development Workshop presented at the 69th Annual Meeting of the Academy of Management, Chicago, IL.
- Gower, K. (June, 2009). Putting the forming back in groups - Using a student developed group formation project to improve group performance. Paper and Professional Development Presentation at the Annual meeting of the Organizational Behavior Teaching Conference, Charleston, SC.
- Kim, N.Y. and Gower, K. (November, 2008). Trusting behavior and the nascent entrepreneur: The key role of trust in the critical pre-start up process. Paper presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
- Gower, K. & Kim, N.Y. (August, 2008). Authentic leadership: Selection and development of effective organizational leaders. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Gower, K. & Kim, N.Y. (August, 2008). The critical roles of trust and justice in effective organizational strategic alliances. Paper presented at the 68th Annual Meeting of the Academy of Management, Anaheim, CA.
- Sleeth, R., Gower, K., & Ritter, B. A. (June, 2008). An evolving model for the classroom as a project organization. Paper and panel symposium presented at the Annual Meeting of the Organizational Behavior Teaching Conference, Wellesley, MA. **(Proceedings)**

Barker, R.T. & Gower, K. (January, 2007). Strategic application of storytelling in multi-national organizations: Towards effective cross-cultural communication. Paper presented at the Semi-annual meetings of the International Academy of Business and Public Administration Disciplines, Orlando, FL.

Gower, K. & Sleeth, R. (June, 2007). The classroom as an organization. Annual meeting of the Organizational Behavior Teaching Conference, Malibu, CA. **(Proceedings)**

Academic Experience

Assistant Professor, University of Mary Washington, Fredericksburg, Virginia

Fall 2016 – present

- MGMT 301: Principles of Management (autonomous course development)*
- FSEM 100: First Year Seminar: Leadership and Social Justice (course developer and lead)*
- MGMT 425: Leadership Theory and Practice (course developer and lead)*
- MBUS 525 (GBUS 521): Leadership and Organizational Behavior (MBA) (course developer and lead)*
- BUAD 471 (MGMT 427): Leadership and Social Justice (course developer and lead)*
- BUAD 571 (GBUS 571): Leadership and Social Justice (MBA) (course developer and lead)*

***All designated university community engagement courses**

Visiting Professor, Jepson School of Leadership Studies, University of Richmond, Richmond, Virginia

Spring, 2013 – Spring, 2016

- Justice and Civil Society: Service-based learning course (course developer)
- Leadership and the Social Sciences (course developer)
- Leadership in Organizations: Service-based learning course (course developer)

Assistant Professor, Reginald F. Lewis College of Business, Virginia State University Petersburg, Virginia

Fall, 2010 – Fall, 2014

- Organizational Policy and Corporate Strategy: senior capstone, course developer and lead

Community-based Learning Projects:

- The Four Cemeteries at Evergreen
- Reginald F. Lewis Museum, Baltimore, MD - 2014
- VSU CARES, Tri-Cities, VA – 2010 - 2012
- Petersburg Public Schools – 2013
- Adult Alternative Program of Richmond - 2013
- St. Joe's School, Petersburg, VA – 2011
- Downtown Churches United- 2012
- The Gloucester Institute – 2011/2012
- Renew Richmond - 2013
- Metropolitan Business League of Richmond - 2013
- Petersburg Symphony Orchestra - 2013
- RFLCB Strategic Plan- 2011; 2014

- VSU Student Accounts, Registration, and Housing - 2011
- RFLCB Clothes Closet – 2012, 2013
- Management Senior Seminar, Course Developer
- Corporate Sustainability, Course Developer

**Lecturer, Jepson School of Leadership Studies, University of Richmond
Richmond, Virginia**

Spring, 2013 – Fall, 2014

- Leadership and the Social Sciences
- Leadership in Organizations
- Justice and Civil Society

**Lecturer in Management, Robins School of Business, University of Richmond
Richmond, Virginia**

Spring, 2013 – Spring, 2014

- Innovation and Entrepreneurship
- Business Planning
- Managing Entrepreneurial Finances
- Ethical, Social and Legal Responsibilities of Business

**Adjunct Instructor, School of Business, Virginia Commonwealth University
Richmond, Virginia**

Fall, 2005 - Summer, 2010; Summer 2015; Summer 2018

- MGMT 310 Managing People in Organizations, two sections
- MGMT 319 Organizational Behavior (VCU designated service learning course)
 - Central Virginia Food Bank
 - Richmond SPCA
 - Thrifty Quaker
- MGMT 325 Organizational Communication (VCU designated service learning course)
 - Central Virginia Food Bank
 - Make a Wish Foundation
 - The Giving Heart
- Human Resource Management
- ESL

Teaching Experience

- Principles of Management
- Leadership and Organizational Behavior (MBA)
- Leadership and Social Justice (Junior/Senior)
- Leadership Theory and Application
- Leadership and Social Justice (MBA)
- Leadership and Social Justice (Freshman Seminar)
- Leadership and Organizations
- Leadership and the Social Sciences

- Justice and Civil Society
- Ethical, Social and Legal Responsibilities of Business
- People and Organizations
- Negotiations and Dispute Resolution
- Organizational Behavior
- Corporate Sustainability
- Entrepreneurship
- Managing Entrepreneurial Finance
- Business Planning
- Corporate Strategy
- Senior Management Seminar
- Management Doctoral Institute (Ph.D.)
- Human Resource Management
- Management Internships
- Organizational Communication (Master and Bachelor)
- Marketing (Master)
- Practical Finance for Managers (Master)

Service – College, University, Discipline, Community

College

- Year-long independent study advisor for Isabella Gettier, Class of 2020
- Diversity Open House COB representative and FSEM speaker, November, 2019
- UMW Day of Giving Ambassador, 2018 and 2019
- Women’s Lacrosse Faculty Liaison, 2018, 2019, 2020
- Met with Nepal academic visitors to discuss future collaborative opportunities
- Sponsored a student and myself for the 2018 Annual Alumni Awards
- Invited Speaker, James L. Farmer Multicultural Center “Leadership and Social Justice Colloquium”, March 23, 2019. “Stacks for Change: Can We Afford Social Justice?”
- Student Internship Mentoring, 2018-present
- MWHC OD Consulting Team, 2019-presented day-long session on engaging internal stakeholders
- UMW Clothes Closet and Food Pantry Planning Committee, 2019
- Student Independent Study Mentor, 2017-present
- Classes contributed 3,135 community volunteer hours in 2017/2018 academic year
- Classes contributed 2,805 community volunteer hours in 2016/2017 academic year
- Received curriculum approval to make BUAD 471, Leadership and Social Justice, a permanent course, MGMT 427
- Designed and received approval for two FSEM courses in Leadership and Social Justice, 2018, 2019
- Advised First Year students, 2018-2019, 2019-2020
- Scholarship committee member, 2018-2019
- Invited speaker Janel Donohue to address BUAD 471 class regarding community engagement opportunities for students, January 24, 2018
- Invited speaker Janel Donohue to address two BUAD 471 class regarding community engagement opportunities for students, March 12, 2019
- Hosted Dr. Mary Lynn Manns from UNC-Asheville for Leadership and Social Justice class and discussed Community Engagement initiatives at UMW and UNC, which are both starting new programs
- Invited Kelsey Whitaker to 2019 courses to help establish LinkedIn and Handshake profiles

- Invited Nepal partner Nabin Maharjan to speak to BUAD 471 class and then requested we expand to the university at large and live stream, March 21, 2018
- Received Community Engagement designation for:
 - MGMT 301
 - FSEM Leadership and Social Justice
 - Leadership and Social Justice
 - MBUS 525
 - MGMT 425
- Hosted COB Advisory Board Member Lou Marmo and his daughters and a friend for a session of Leadership and Social Justice. Led to engagement of COB Board Members in projects.
- Spoke to COB advisory board in April about the “Change the World” projects being done in BUAD 471, have been asked by board members to return and update.
- 2017 MBA Program Committee
- 2017-present Internship Advisor
- 2017-present Independent Study Instructor (Knowledge Management, Leadership)
- Approved on-line teaching at undergraduate and graduate levels for MGMT 301, MGMT 425, MBUS 525 (GBUS 521), MBUS (GBUS) 571
- 2016 Search Committee: Lecturer in Management
- 2016 Research Seminar Presenter

University

- Attended special graduation for NCAA student-athletes, 2019
- MBA Marshall for 2019 spring graduation
- Hosted Career Development Night for WLAX Juniors and Seniors, 2019 Spring and Fall
- Athletic Department Research Project for Student/Athlete and Coaching Surveys, 2018-2019
- Search Committee, Strength and Conditioning Coach, Athletic Department, Summer, 2018
- Search Committee, Assistant Lacrosse Coach, Athletic Department, Summer, 2018
- Search Committee, Community Engagement Director, 2018
- FERPA Jeopardy, Fall, 2017
- SCHEV attendee at Civic Engagement Forum, Summer of 2017
- Presentation to Provost and VP of Student Affairs to Establish a Center for Civic Engagement at UMW, August 2017
- Member of UMW Civic Engagement Committee, 2017, 2018
- Member of Distance and Blended Learning Committee, 2017, 2018
- Member of Open Education Resource Committee, 2017
- Member of Bachelor of Liberal Studies Committee, 2018
- Digital Knowledge Faculty Initiative Committee Member, 2017
- Presented two Leadership Development seminars for campus employees through HR, Fall 2017
- Keynote and Inaugural speaker for Continuing and Professional Studies Community Outreach Program, entitled “It isn’t Rocket Science” for UMW Hospital System regarding 2018/2019 organizational changes. Received very positive feedback from participants and helped the Executive Director of Continuing and Professional Studies secure a large contract from the hospital system
- Search Committee for Continuing and Professional Studies Assistant Director, 2018
- Blended and Distance Learning Committee, 2017
- Domain of One’s Own Faculty Initiative Committee, 2017
- Campus Leadership Development Seminars, Nov/Dec 2017
- Advising Workshop – FERPA Policies, Fall 2017
- Presentation to Staff Advisory Council on Leadership Development and Member Motivation, 2017

- Invited international author and diversity and inclusion consultant Tiffany Jana to campus for University-wide event. Both HR and Residence Life were heavily represented
- UMW WMWC Radio Show: Jumping Ship – Thriving and Surviving in the Professional World after Graduation, 2017. Thursdays 2-3 pm.
- UMW COB Raft Debate participant for COB, 2017
- UMW COB Raft Debate participant for COB, 2019-WINNER!

Discipline

- 2020 Chair, Management Education and Development (MED) Division of the International Academy of Management: Lead 25 Board and Executive Members, liaise with Academy Board of Directors, communicate with nearly 1800 MED members
- 2019 Vice President, Management Education and Development Division of the Academy of Management
- 2019 MED Search Committee
- 2018 Program Chair for Management Education and Development Division of the Academy of Management – 1800 members in the division. In this role I reviewed 163 papers and symposia, recruited and managed 273 reviewers, assessed reviews for acceptance of 70 papers and symposia, assessed reviews to narrow down choices for awards committee, grouped 70 papers into categories for presentations, scheduled 19 presentation blocks, ordered awards, arranged showcase plenary session for Best Papers.
- Managed logistics and marketing surrounding two AOM/MED social events, 200 attendees each, MED business meeting, 200 attendees, two executive board meetings, full division and at large AOM plenary session, past president's luncheon
- Dissertation Committee for Leigh Lester Holmes, Doctoral Candidate at Maharishi University of Management
- Professional Development Workshop (PDW) Coordinator, Management Education Development (MED) Division, Academy of Management, 2017
- Program and Chair-Elect, MED Division, 2016
- Research Coordinator Chair, MED Division, 2016
- Chair, New Educator Award Committee, Teaching Society for Management Educators, 2016
- Doctoral Institute Presenter, MOBTS, 2015

Community

- Richmond Animal Care and Control Foundation Board Member, 2016-2017
- Richmond Animal Care and Control (RACC) Volunteer
- Richmond Animal Care and Control (RACC) Spokesperson
- G.H. Reid Elementary School Career Day Participant, 2016
- G.H. Reid Elementary School Funding Partner, 2016
- East End Cemetery Clean Up and Restoration Team, 2014-2018
- Local, State, and National Political Advisor and Strategist, 2016-current

College-VSU

- Chair: College of Business Strategic Planning Committee, 2011-2014
- Chair, Organizer, and Facilitator: Semi-Annual Reginald F. Lewis Leadership Conference, 2012-2014
- Chair: Entrepreneurship MBA Program Curriculum Development Team, 2014
- AACSB Reaccreditation and Report Review Committee, 2011-2014

- Curriculum and Assessment Committee Member: Developed an integrated, primarily digital curriculum for 3 courses using open source materials and coordinated it with an on-line feedback and assessment platform
- Waypoint Assessment Pilot Committee Member, 2010-2011
- Television and Radio Spokesperson, RFCLB Community-based learning Strategy Capstone
- Going On Social Learning Community Pilot Committee, 2011-2012
- Organizer and Facilitator of Senior Career Development Boot Camp Sessions, 2010-2012
- Member, School of Business Research Committee, 2010- 2013
- Faculty Student Advisor, 2010 - 2014
- Faculty Advisor, Management Club, 2012
- Faculty Advisor, Student Sustainability Initiative, 2012

College-VCU

- VCU Service Learning Designated Course Instructor, 2008-2010
- President, Vice President and Co-Founder of VCU R.A.M.S.- A graduate student organization formed to enhance management research education, 2007-2010
- Ph.D. Student Teaching Portfolio Co-Developer, VCU School of Business, Fall, 2007

University-VSU

- VSU Strategic Plan Executive Implementation Committee, 2012, 2013
- VSU Strategic Plan Implementation Committee - Faculty Senate, 2012, 2013
- Executive Board Member, VSU CARES Community Health Initiative, 2010-2012
- Committee Member for VSU Strategic Planning Task Force RFP Review and Vendor Selection, 2011, 2012
- Committee Member for VSU Strategic Planning Task Force, Faculty Affairs and Graduate Studies Subcommittees, 2011, 2012
- University GLBT Awareness and Policies Committee, 2013, 2014
- Search Committee (Interdisciplinary), Design and Textile Faculty Position, 2012

Discipline-Management

- New Doctoral Institute Facilitator, Teaching Society for Management Educators, 2015
- Executive Board Member, MED Division of the Academy of Management, Research Coordinator, Coordinator-Elect (2014-2016)
- Executive Board Member, MED Division of the Academy of Management, Membership Coordinator and Membership Coordinator-Elect (2012-2014)
- Chair, Management Education and Learning Session, Academy of Management, 2015
- Member, Teaching Theme Committee, Academy of Management (2008-present)
- Member, Academy of Management RM, MED, GDO divisions (2007-present)
- Member, Teaching Society for Management Educators (2006-present)
- New Educator Award Selection Committee for Teaching Society for Management Educators, 2015

Awards, Certifications, and Grants

- Beta Gamma Sigma Honor Society Inductee, 2012
- Phi Kappa Phi Honor Society Inductee, 2010

- New Educator Award Winner, MOBTS Teaching Society for Management Educators, 2014
- Community-based Learning Fellow Award, Bonner Center for Civic Engagement, \$2800, 2015-2016
- Safe Zone Certification (Advanced), 2016
- Service Learning Workshop, University of Richmond/Virginia Commonwealth University, 2016
- New Educator Award Nominee, Teaching Society for Management Educators, 2013
- Most Motivational Professor, Virginia State University School of Business Seniors, 2012
- Invited Lecturer: *Teaching Business Strategy Using Real World Experiences*. International Russian University Contingent, 2013
- Reaching Out MBA GLBT Case Development Research Grant Recipient: \$1500, 2009
- Kauffman Foundation-Fellowship for Entrepreneurship Seminar Grant Recipient: \$1200, 2008

Professional Experience

Kim Gower LLC, Richmond, VA

2012-present

Professional consulting services: working with for profit and not for profit firms, providing comprehensive business process, strategic, leadership, employee, team, coaching, marketing, and financial observations, recommendations, planning, training, and implementation

Higher education curriculum consulting services: specializing in effective pedagogical design, community-based learning and experiential and digital curriculum development tools and implementation; outcome based assessment

Magical Green Clean: all natural, biodegradable cleaning product set for launch in 2020

Sage Publications, textbook writer, editor, and test bank writer

2017-present

Lachina Publishing Company, Cleveland, OH

2014

Digital Curriculum Consultant

Digital video script and graphics development concepts for management topics to accompany textbooks

Business Clarity

Owner: Professional Services Consulting Firm

2001 to 2012

- Cross industry and cross channel work with Fortune 500 companies to one person entrepreneurs
- Projects included: organization strategy development, SBU budgeting, customer service process improvement and staffing, credit and collection field and call center process improvement and staffing, marketing plans, team building, time management, and personnel selection, onboarding, and reorganizing

South and North Manitou LLCs

2001 to 2005

Owner: Interior Design Service and Retail Operations; Commercial Real Estate

TeleSmart/CMS A/R Services

Account Manager and Consultant: Energy/TelComm Industry Customer Service and Credit and Collection Processes, Strategy, and Budgeting

