

TERRY ANNETTE NELSON
University of Alaska Anchorage
3211 Providence Drive
Rasmuson Hall, Room 301D
Email: tnelson15@alaska.edu
Voice: 907 786 1947

EDUCATION

Ph.D. University of Memphis – Management Major: Organizational Behavior, *May 2013*

M.B.A. University of Arkansas at Little Rock, December 1996

B.B.A. University of Arkansas at Little Rock – Marketing, December 1989

ADMINISTRATIVE EXPERIENCE

July 2024 – present: Interim Dean, University of Alaska Anchorage, College of Business & Public Policy

April 2020 – June 30, 2024: Associate Dean, University of Alaska Anchorage, College of Business & Public Policy

May 2019 – December 2019: Interim Graduate Programs and Continuing Education Director, University of Alaska Anchorage, College of Business and Public Policy

March 2017 – May 2019: Director of Graduate Programs, University of Alaska Anchorage, College of Business and Public Policy

ACADEMIC EXPERIENCE

May 2020 – present: Professor of Leadership and Business Administration, University of Alaska Anchorage, College of Business and Public Policy

May 2017 – May 2020: Associate Professor of Leadership and Business Administration, University of Alaska Anchorage, College of Business and Public Policy

August 2013 – May 2017: Assistant Professor of Leadership and Business Administration, University of Alaska Anchorage, College of Business and Public Policy

Summer 2012 – Fall 2012: Instructor, University of Memphis, Fogelman College of Business

TEACHING

TEACHING INTERESTS

Organizational Behavior, Leadership, Diversity, and Cross-Culture

TEACHING AWARDS & ACHIEVEMENTS

- CBPP Innovator of the Year Award (2024)
- Chancellor Award of Excellence – Promoting Student Achievement (2018)
- CBPP Innovator of the Year Award (2021)
- UAA ePortfolio Faculty (2018 – 2019)
- UAA Technology Fellow (2018 - 2019)
- Recognized at the 24th Annual Institute on Teaching and Mentoring for Exemplary Teaching (2017)

- Organizational Behavior Teaching Society New Educator Award (2017)
- Outstanding UAA MBA Faculty Award as voted by the students and awarded by the MBA Student Association (2015, 2016)
- Nominated for College of Business and Public Policy's Teacher of the Year (2014)
- Recognized as an influential person by a first-year student at UAA by MAP-Works and Student Access, Advising & Transition (2014)

COURSES TAUGHT AND TEACHING EVALUATIONS

University of Alaska Anchorage (scale from 1 – 5)

- **BA A151 Business Foundations**– spring 2020 - 2 sections (4.8) spring 2022 (5.0) **AVG 4.9**
- **BA A481 Applications in Management** – fall 2019 (**4.7**)
- **BA A300 Organizational Behavior** – fall 2013 (4.6), fall 2014 (4.7): **AVG 4.65**
- **BA A481 Applications in Management** – fall 2019 (4.7) **AVG 4.7**
- **BA A490 Introduction to Leadership (converted to a permanent course BA A470 Becoming a Leader)** – fall 2015 (4.8), spring 2017 (5.0), spring 2019 (4.9). **AVG 4.9**
- **BA A632 Organizational Behavior and Foundations of Behavioral Science** – fall 2013 (4.8), spring 2014 (4.4), summer 2014 (no evaluation – 8 students), fall 2014 (4.3) spring 2015 (4.5), summer 2015 (no evaluation – 6 students), fall 2015 (4.5): fall 2017 (4.3); fall 2016 (4.8), fall 2017 (4.3), fall 2018 (4.4). fall 2019 (4.6), fall 2020 (4.6) **AVG 4.5**
- **BA A627 Leadership in Multicultural Organizations** – fall 2018 (4.5)
- **BA A628 Executive Leadership** – spring 2014 (4.6); spring 2015 (4.7), spring 2016 (4.8), spring 2017 (4.7), spring 2018 (4.9), spring 2019 (4.4), spring 2020 (4.8): **AVG 4.7**
- **BA A655 Strategic Management Seminar** - spring 2016 (**4.2**)

University of Memphis (scale from 1 – 5) – Classes taught as a Ph.D. student

- **MGMT 4710 Strategic Management** - fall 2012 - **4.96**
- **MGMT 3110 Organization and Management** – Summer 2012 - **4.98**

RESEARCH

RESEARCH INTERESTS

Diversity, Scholarly Teaching, Leadership

REFEREED JOURNAL PUBLICATIONS

Nelson, T. A. (2023). Complementing Intersectionality Pedagogy With a Missing Component— Positionality. *Journal of Management Education*, 47(3), 324–337. <https://doi-org.proxy.consortiumlibrary.org/10.1177/10525629221150029>

Bennett, A., Lo, K., Pervez, A., Nelson, T., Mullane, K., Brady, L., Farrell, M., Wilson, S., Decker, M., & Tarr, E. (2021). Exploring Business Doctoral Students Attitudes, Training, and Use of Classroom Experiential Learning Activities. *The International Journal of Management Education*.

Pervez, A., Brady, L., Mullane, K., Lo, K., Bennett, A., & Nelson, T. (2021). An Empirical Investigation of Mental Health, Impostor Syndrome, and Social Support. *Journal of Management Education*.

Edelson, S., Lo, K., Nelson, T.A., Stark, G., Stratton, M., & Vanesch, C. (2019) From the shadow of overconfidence into the light of humility: Reflections on experiential learning activities gone awry. *Journal of Management Education*.

Nelson, T.A. & Wozniak, S. (2017) ePortfolios: Creating rich partnerships between employers, students, and academia. *Council for Adult and Experiential Learning (CAEL) Forum and News*

Nelson, T.A. (2017) LMX relationships and “social death”: A curvilinear effect on ostracism. *Global Journal of Management and Marketing*

Jackson, W. T., Gao, L., **Nelson, T.**, Krug, J., & Wright, P. (2014) Determinants of interfirm rivalry or cooperation: Implications for management. *Academy of Strategic Management Journal*.

Nelson, T.A., Singh, K., Elenkov, D., Ma, R., Krug, J., Davis, B., & Wright, P., (2013) Theoretical contributions to governance of smaller firms. *Journal of Business & Entrepreneurship*.

Bhagat, R.S., Krishan, B., **Nelson, T.A.**, Moustafa Leonard, K, Ford, D.L. & Billing, T.K. (2010). Organizational stress, psychological strain and work outcomes in six national contexts: A closer look at the moderating influences of coping styles and decision latitude. *Cross-Cultural Management: An International Journal*, 17 (1): (10-29). *Highly Commended Award Winner at the Literati Network Awards for Excellence 2011 and Fogelman Business and Economics College Best Empirical Paper 2011*

OTHER JOURNAL PUBLICATIONS

Bhagat, R.S., Krishan, B., **Nelson, T.A.**, Moustafa Leonard, K, Ford, D.L. & Billing, T.K. (2010). Organizational stress, psychological strain and work outcomes in six national contexts: A closer look at the moderating influences of coping styles and decision latitude. Reprinted in *IEEE Engineering Management Review* 38 (4): (39-57).

BOOK CHAPTERS

Callison, K. & **Nelson, T.A.** (2024). Quotas. In A. Klarsfeld, S. Nkomo, A. Bender, & L. Taksa (Eds.) *Encyclopedia of Diversity and Management*. Edward Elgar Publishing.

Nelson, T. A., Lo, K., & Jhamb, S. (2020). The robots are coming, are you ready? In S. Allen, D. Allen, & K. Gower (Eds). *Handbook of Teaching with Technology in Management, Leadership, and Business*. New Brunswick, NJ: Edward Elgar Publishing.

Nelson, T.A., Callison, K., & Thomas, A. (2016) A comparative study of five countries with critical mass and its ambiguous impact on HRM policies. In A. Klarsfeld, E. Ng, Booyesen, L.A.E., L. Christiansen, & B. Kuvaas, (Eds) *Research Handbook of International and Comparative Perspectives on Diversity Management*, New Brunswick, NJ: Edward Elgar Publishing.

Nelson, T.A. (2015). Exploiting and capitalizing on unique Black femininity: An entrepreneurial perspective. In J. Ward (Ed), *Real Sister: Stereotypes, respectability, Black women in reality TV*, New Brunswick, NJ: Rutgers University Press.

BOOK PUBLICATIONS

Bhagat, R.S., Segovis, J., & **Nelson, T.A.** (2012) *Work Stress and Coping in the Era of Globalization*, New York: Taylor and Francis.

REFEREED CONFERENCE PRESENTATIONS

- Smrt, D. & **Nelson, T. A.** (2024). *Hollow Square Activity: 1985 revisited and revamped*. Paper presentation at the International Management and Organizational Behavior Teaching Society, Singapore.
- Nelson, T. A.**, (2023). *Imposter syndrome: Rarely taught in business schools, yet, prevalent among students*. Paper presentation at the Management of Organizational Behavior Teaching Society (MOBTS) Oceania Conference, Sydney, Australia.
- Nelson, T. A.** & Callison, K. (2022). *Tag you're it: Building socialization skills in college-level courses*. Paper presentation at the Southern Management Association conference, 2022 at Little Rock, AR.
- Callison, K. R., Montgomery, M., **Nelson, T.**, Fedorowicz, N., Obasare, R., & Johnson, L. U. (2022). *Side hustles: Recovery asset or resource drain?* Accepted for presentation at the conference of the European Association of Work and Organizational Psychology, Glasgow.
- Callison, K. R., **Nelson, T.**, Maneethai, D., Romay, S., Joiner, L. C., Palmer, A. L. (2022). *Hoarding resources in the workplace: Measurement and possible interventions*. Accepted for presentation at the conference of the European Association of Work and Organizational Psychology, Glasgow.
- Nelson, T.**, Lo, K. & Mullane, K. (2022) *Diversifying our inclusive DEI vocabulary*. MOBTS conference, 2022 Annual MOBTS conference at Cal-Poly.
- Bennett, A. A., Lo, K., Pervez, A., **Nelson, T. A.**, Mullane, K., Tarr, E., Wilson, S., Farrell, M., & Decker, M. (2020). *Exploring management doctoral students attitudes, training, and use of classroom experiential learning activities*. Paper presentation at the 2020 Annual Meeting of Southern Management Association, Tampa FL.
- Edelson, S., Stratton, M., **Nelson, T.** & Fertig, J. (2020). Going back to the flaming dumpster: Revisiting experiential exercises gone awry. *Management & Organizational Behavior Teaching Society Conference at Purdue University Fort Wayne, Fort Wayne, Indiana*
- Pervez, A., **Nelson, T.**, Mullane, K., Lo, K., Bennett, A., & Brady, L. (2020). An empirical investigation of mental health and social support in management doctoral programs. *Western Academy of Management Conference at Waikoloa, Hawaii*.
- Pervez, A., Lo, K., **Nelson, T.**, Mullane, K., Brady, L. & Bennet, A. (2020). Illuminating mental health headwinds in management doctoral programs. *International Management of Organizational Behavior Teaching Society at the University of New Canterbury, New Zealand*.
- Edelson, S., Lo, K., Stratton, M., **Nelson, T.A.**, van Esch, C., & Arroyo, C., (2019) Gather around the garbage fire! More learning from experiential activities gone awry. *Management & Organizational Behavior Teaching Society Conference at Ramapo College, Mahwah, New Jersey*.
- Nelson, T.A.**, Lo, K & Mullane, K. (2019) "The Office" – Appropriate use of Inappropriate Humor in the Classroom. *Western Academy of Management Conference at Rohnert Park, California*.
- Nelson, T. A.** (2018) Universities failing to produce graduates with employable skills, Really? *International Management & Organizational Behavior Teaching Society Conference at Maynooth University, Maynooth, County Kildare, Ireland*.

- Leung, O., **Nelson, T.A.**, & Story, K. (2018) Creating Community and Student Engagement beyond the Online Discussion Board" *Management & Organizational Behavior Teaching Society Conference at Coastal Carolina University, Conway, South Carolina.*
- Nelson, T.A.** & de Janasz, S. C. (2018) Teaching about diversity is hard, especially when you're in the majority..." *Management & Organizational Behavior Teaching Society Conference at Coastal Carolina University Conway, South Carolina.*
- Edelson, S., Lo, K., Stratton, M., **Nelson, T.A.**, van Esch, C., & Arroyo, C., (2018) Gather around the garbage fire! More learning from experiential activities gone awry. *Management & Organizational Behavior Teaching Society Conference at Coastal Carolina University Conway, South Carolina.*
- Nelson, T.A.** (2018) Students' insufficient employable skills - Who is responsible – higher education? *Research in Management Learning & Education (RMLE) Unconference 2018, at the University of St Andrews in Scotland, UK.*
- Edelson, S., Stratton, M., Stark, G., Allen, S., **Nelson, T.A.**, Arroyo, C., van Esch, C., and Lo, K., (2017) Gather Around The Garbage Fire! Learning From Experiential Activities Gone Awry. *Organizational Behavior Teaching Society Conference 2017, Providence, RI*
- Nelson, T.A.** (2017) #Oopsism: Communicating Effectively Across Cultures in the 21st Century. *Organizational Behavior Teaching Society Conference 2017, Providence, RI*
- Nelson, T.A.** (2016) Integrating college and middle school leadership development programs: An unexpected success story. *Organizational Behavior Teaching Society Conference 2016, North Canton, Ohio*
- Nelson, T.A.** (2016) OBTC Experiential Fire session: Talking and walking culture: Is it observable at your university? *Organizational Behavior Teaching Society Conference 2016, North Canton, Ohio*
- Nelson, T.A.** (2016) Sex, religion, racism, oh my! Appropriately watching 'The Office' inappropriate humor in the classroom. *International Organizational Behavior Teaching Society Conference (2016), Winchester, UK*
- Nelson, T.A.** (2016) A conundrum: Optimistically exploring negative-positive stereotype comments. *Research in Management Learning & Education (RMLE) Unconference 2016, Fontainebleau, France.*
- Nelson, T.A.**, & Callison, K., (2015) Welcome to the real world: Altering classic decision-making exercises to enhance critical thinking. *Academy of Management Conference 2015, Vancouver, Canada.*
- Nelson, T.A.**, (2015) Gather Around the experiential fire: Personalities + t-shirts = team formation. *Organizational Behavior Teaching Society Conference, Ontario, CA.*
- Nelson, T.A.**, (2015) Critically thinking through reality: A classic exercise infused with real-world scenarios. *Organizational Behavior Teaching Society Conference, Ontario, CA.*

- Nelson, T.A., & Callison, K.**, (2015) Effective Nonprofit Boards: Examining the Role of Relationship Quality. *Western Academy of Management Conference, Kauai Hawaii.*
- Nelson, T.A., Machuca, C., Brown, A., Richardson, C., Shrestha, S. & McCormack, P.**, (2015) AKBsafe, Inc.: Death, embezzlement, and lost sales. *Western Casewriters Association Conference 2015, Kauai Hawaii.*
- Nelson, T.A., Anunciacion, M., Banks, August, Ersland, E. & Morrill, N.**, (2015) AKConnect's failed marketing campaign – Innovative versus traditional, submitted to *Western Casewriters Association Conference 2015, Kauai Hawaii.*
- Nelson, T.A. & Wright, P.** (2014) Leader-member exchange development's missing link: Revisiting the middle-quality – A comprehensive review. *Academy of Management Conference Philadelphia, PA.*
- Callison, K., Nelson, T.A., Witt, L.A., Farmer, B., Romay, S., & Palmer, A.** (2014) Instrumental Aggression and Abusive Supervision: A Test of Theory. *Academy of Management Conference Philadelphia, PA.*
- Nelson, T.A.** (2014) Voicing Negative and Positive Stereotypes to Uncover the Value of Individuation. *Organizational Behavior Teaching Society Conference Nashville, TN.*
- Nelson, T.A., Fabian, F., Callison, K., Trusty, J., & Calderon, C.** (2014) Leader-member exchange development: Implicit and need to belong theories. *Society for Industrial & Organizational Psychology Conference (SIOP) Honolulu, Hawaii.*
- Nelson, T.A., Wright, P., & Callison, K.** (2014) “Social Death”: The curvilinear effect of leader-member exchange on ostracism. *Society for Industrial & Organizational Psychology Conference (SIOP) Honolulu, Hawaii.*
- Callison, K., Nelson, T. A., & Witt, L. A.**, (2014) No more excuses? Supervisor excuses and employee production deviance. *Society for Industrial & Organizational Psychology Conference (SIOP) Honolulu, Hawaii.*
- Nelson, T.A. & Aissaoui, R.**, (2012) Organization to organization mentoring: Expanding minority presence in business management. *Academy of Management Conference Boston, MA.*
- Nelson, T.A., Stafford, T. & Bhagat, R. S.** (2012) Affective job satisfaction: Mediating turnover among collectivist workers, *Society for Industrial & Organizational Psychology Conference (SIOP) San Diego, California*, selected as 1 of 4 posters for the interactive poster session.
- Nelson, T.A., Stafford, T., Wright, P., & Amis, J.** (2011) The meta-structuration of corporate governance: The role of information technology in moderating the agency problem in financial services firms. *Southern Management Association Conference, Savannah, GA.*
- Nelson, T.A.** (2011) Aversive racism: Effective coping strategies and positive outcomes for a detrimental phenomenon. *Southern Management Association Conference, Savannah, GA.*
- Nelson, T.A., Stafford, T., & Wright, P.** (2011) The missing middle: The overlooked importance of middle-quality LMX. *Academy of Management Conference, 2011, San Antonio, TX.*

Nelson, T.A. & Stafford, T. (2011). Racism revisited: A taxonomy for coping with subtle racial bias. *Society for Industrial & Organizational Psychology Conference (SIOP)*. Chicago, Illinois.

Nelson, T.A. (2010). Racism revisited: Dysfunctional consequences in the era of globalization. *Academy of International Business, Southeast USA Chapter Conference*. St. Pete Beach, Florida.

Stafford, T., Belton, M., **Nelson, T.A.** & Peevyhouse, A. (2010). Exploring dimensions of mobile information technology dependence. *International Conference on Information Systems (ICIS)*. St. Louis, Missouri.

REFEREED CONFERENCE SYMPOSIUMS

Nelson, T.A. & Stafford, T. (2012) “40 years of LMX research: Evolution, challenges, and future directions” panel symposia, *Academy of Management Conference Boston, MA*.

Stafford, T. & **Nelson, T.A.** (2012) Affirmative action in the new millennium: Perspectives, advancements and limitations – panel discussion *Society for Industrial & Organizational Psychology Conference (SIOP)* San Diego, California.

REFEREED CONFERENCE CAUCUSES

Nelson, T.A. & Callison, K. (2014) Is it racism or something else? Discussing the motivation behind words. Caucus presentation at the *Academy of Management*, Philadelphia, PA.

Stafford, T. & **Nelson, T.A.** (2010) *Expanding Minority Representation in Management Education*. Caucus presentation at the *Academy of Management*, Montreal, Canada.

REFEREED PAPER DEVELOPMENT WORKSHOPS

Allen, S. A., Fellenz, M.R, Stickney, L., Brady, M., Lo, K., Gower, K., **Nelson, T.A.**, Trinh, M.P., Mitchell, J.P., Stone, K.B., Jhamb, S., Edwards, M., Staples, H. & Fowler, D. (2020) Teaching with Technology: Seeing Past the Constraints of Technology. *2020 Academy of Management Conference, Vancouver, BC, Canada*.

NON- REFEREED CONFERENCE PRESENTATIONS

Pervez, A., Lo, K., **Nelson, T.**, Mullane, K., Brady, L., & Bennett, A. (2020, April). *Feel like a fraud? An empirical investigation of imposter syndrome and mental health in doctoral students*. Paper presented at Southeastern Universities Graduate Research Symposium, Tuscaloosa, AL

Nelson, T.A. & Callison, K. (2015) Welcome to the real world: Altering classic decision making exercises to enhance critical thinking in the classroom. *UAA Serious Fun Conference*.

Nelson, T.A. (2015) Culturally Adept: Do you have what it takes to be a global leader? Presented at the *UAA Leadership Conference: Leadership redefined*.

Nelson, T.A. (2015) UAA College of Business and Public Policy and Clark Middle School Committed to their Missions - A Successful Partnership *UAA Center for Community Engagement & Learning Center Urban in Alaska Conference*.

Nelson, T. A. (2015) #Oopsisms; Communicating Effectively across Cultures. Round table presentations at the *Western Association of Graduate Schools*, Anchorage, AK WAGS Annual Meeting program.

Nelson, T.A. (2014) Captivating and Sustaining Students' Attention: Using "The Office" to Illustrate Theoretical Concepts in the Classroom. *2014 UAA Serious Fun Conference*.

INVITED PRESENTATIONS & WORKSHOPS

- *#Oopsism: Communicating effectively across cultures in the 21st* – Anchorage Chamber of Commerce, Anchorage, AK. (June 13, 2024)
- *Imposter Syndrome Not Just A "Woman Thing"* at the Anchorage SHRM, Anchorage, AK. (June 2024)
- *#Oopsism: Communicating effectively across cultures in the 21st* – Alaska Communications Monthly Speaker Series (Nov. 16, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – Anchorage International Rotary Club, Anchorage, AK. (October 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – CHARR Conference (Oct 16 – 19, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – The Listening Project, Rochester, MN (July 31 – Aug 2, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – UA Land Management Bi-Annual Meeting (May 11, 2023). Co-presented with Professor Julie Wrigley
- *Imposter Syndrome Not Just A "Woman Thing"* at the CHARR SHE conference (May 8, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – Alyeska Pipeline (Alyeska Breakthrough Leadership) (April 13, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – Anchorage International Rotatry Club (Alyeska Breakthrough Leadership) (March 31, 2023)
- *#Oopsism: Communicating effectively across cultures in the 21st* – UAA Enrollment Services (November 23, 2022)
- *#Oopsism: Communicating effectively across cultures in the 21st century*, CBPP DEI&B Workshops (Oct. 2022)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at the National Tour Association Conference, Reno, Nevada, (Oct. 2022)
- *Imposter Syndrome Not Just A "Woman Thing"* at the Anchorage Chamber of Commerce Young Professional Summit (April 2022)
- Leadership Seminar HOBY Alaska (May 2019, April 2022)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at the National Tour Association Conference, Anchorage Alaska (March 2022)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at the University of Alaska, College of Health Diversity Symposium (February 2022)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at the Anchorage Chamber of Commerce Young Professional Summit (March 2019)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at Leadership Anchorage (January 2018, 2019)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at The ARC (Anchorage) (July 2018)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at Thread (Anchorage) (June 2018)

- *Effective Teaching and Learning* at the Management & Organizational Behavior Teaching Society Conference Doctoral Institute (June 2018)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at Alaska SHRM Monthly Meeting (May 2018)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at for Alpha Kappa Alpha Sorority outreach – North Star Behavioral Health (April 2018)
- *Keynote Speaker for UAA Spring Etiquette Lunch* (April 2018)
- *Followership: More Significant than Leadership* Workshop for the Student Outreach and Transition (SO&T) (March 2018)
- *Impact of Implicit Bias: Hiring, Promoting, Sponsoring & Training* at BP (Nov. 2017)
- *#Oopsism: Communicating effectively across cultures in the 21st century* at Institute on Teaching and Mentoring Conference, Atlanta, GA (October 2017)
- *Building a Positive Relationship with Your Professors* to the Multicultural Seawolf Success students (July 2017)
- *Let's Just Try to Understand Each Other: Communicating Across Cultural Differences* at Girl Scouts of Alaska (July 2016, 2017)
- Leadership Seminar HOBY Alaska (May 2017)
- *Let's Just Try to Understand Each Other: Communicating Across Cultural Differences* (Mar. 2017) at BP
- *#Oopsism: Communicating effectively across cultures in the 21st century* at Institute on Teaching and Mentoring Conference, Tampa Bay, FL (October, 2016)
- *He Said, She Said: Miscommunication?* at BP (Sept.& Nov. 2016)
- *#Oopsism: Communicating effectively across cultures in the 21st century* (May 2016) at United Way Emerging Leaders Meeting
- *He Said, She Said: Miscommunication?* (April 2016) at Anchorage Chamber of Commerce, Alaska Young Professionals Summit
- *He Said, She Said: Miscommunication?* (February 2016) at Chugiak-Eagle River Women in Business monthly meeting
- *#Oopsism: Communicating effectively across cultures in the 21st century* (January 9, 2016) at Alaska Humanities Leadership Anchorage Meeting
- *"Every Girl's Voice, Everywhere"* (November 6, 2015) keynote speaker at Girl Scouts of Alaska Adult Learning Summit
- *#Oopsism: Communicating effectively across cultures in the 21st century* (October 1, 2015) at BP
- *Valuing the Quality of Your Work Relationships* (September 2015) at 2015 State HR Conference
- *#Oopsism: Communicating effectively across cultures in the 21st century* (August 15, 2015) keynote speaker at the 2nd Annual StepUp Alaska Leadership Summit
- *#Oopsism: Communicating effectively across cultures in the 21st century* (July 22, 2015) at Providence Hospital, Spiritual Care Team, Chaplains office
- *Professionalism & Me* workshop (June 2015) at Nine Star Education & Employment Services
- *Professionalism & Me* workshop at the Multicultural Center sponsored by Career Services (one of the top attended workshops in the series) (Apr. 2015)
- Speaker at Clark's Middle School University Week (Nov. 2014)

WORKING PAPERS/CHAPTERS

Nelson, T.A., Lo, K & Mullane, K. Sex, religion, racism, oh my! Appropriately watching 'the office' inappropriate humor in the classroom. Target: *Journal of Management Education*.

Nelson, T.A., Lo, K & Mullane, K. Workplace reality through the lens of “The Office” Target: *Management Teaching Review*.

Nelson, T.A. The LMX Middle Quality – A review. Target: TBD

SERVICE AWARDS & ACHIEVEMENTS

- YWCA Alaska Women of Achievement (2023)
- The Chancellor Award for achievement and/or innovation (2023)
- UAA TRIO Champion Award - 2023
- UAA College of Business & Public Policy – Innovation Award (2021)
- Chancellor Award of Excellence – Promoting Student Achievement (2018)
- *Management Teaching Review* Outstanding Reviewer (2017)
- Anchorage School District’s Spirit of Tomorrow’s Award for CBPP Leadership Fellows Junior Program (2017)
- Chancellor Award of Excellence – Community Engagement (2016)
- Gender and Diversity in Organizations: A Division of the Academy of Management *Outstanding Reviewer Award* (2013)

SERVICE – STATE, UNIVERSITY, DEPT., COMMUNITY, & PROFESSIONAL

UA STATEWIDE

- University of Alaska (UA) Human Resources Council (Jan. 2018- Sept. 2018)

UNIVERSITY

- Graduate Council, (Nov. 2023 – June 2024)
- UAA Provost Search Committee (March 2020 – May 2020)
- Tiger Team Retooling Certificates Task Force (April 2020 – August 2020)
- Alaska Middle College School - Building a Positive, Effective Relationship with Your Professors & More (2019, 2020)
- UAA Strategic Planning Steering Committee for UAA 2025 Strategic Plan (March 2020 – June 2020)
- Chancellor Training & Professional Development Task Force (January 2019 – present)
- UAA, CBPP & Clark Middle School Leadership Fellows Jr. Faculty Advisor (2015 - present)
- TRIO Career Exploration Series – Speaker (June 2020)
- Graduate Council, (2017 – 2019)
- Graduate Academic Board (2017- 2020)
- Upward Bound Etiquette Luncheon - Panelist (March 2020)
- TRIO Mini BA 151 Business Foundations (June 2019)
- UAA Recruiter at The Compact for Faculty Diversity - Institute on Teaching and Mentoring Conference (2014 - 2019)
- Alpha Sigma Alpha, Theta Delta Chapter, Faculty Advisor (2016 – 2019)
- Upward Bound Director search committee (Sept 2017 – Oct. 2017)
- Keynote speaker for the UAA Multicultural Center Seawolf Success Academy (July 2016, 2017)
- Participated on the Professor Panel for UAA TRIO Educational Talent Search at UAA - College Prep Academy (July 2016, 2017, 2018)
- Presented “Leading with Audible Voices: Women and Communication” (March 2016) to Alpha Sigma Alpha, Theta Delta Chapter

- Member of Katura Willingham's (UAA Project Management) Student Advisory Committee (January 2016 – December 2016)
- UAA Multicultural AHAINA Men & Women of Excellence selection committee (2015, 2016)
- ePortfolio Initiative committee member (2014 – 2015)
- Participated in UAA photo shoot for Ted Steven Airport (fall 2015)
- Participated in Café sponsored “Toxic Friday” video (May 2015)
- Participated in UAA's diversity video that is used to recruit minority faculty (May 2015)
- Participated on UAA Faculty Senate Diversity Council (FSDC) Diversity Dialogue: Mentoring Panel (Feb. 2015)
- UAA Black History Month: *High Impact Leadership Development in a Diverse and Multicultural Environment* panelist (Feb. 2015)
- UAA Black History Month: #Oopsism workshops for Black History Month (Jan 29th, Feb 6th, Mar 4th, 2015)
- UAA Black History Month committee member 2014 - 2015
- Committee (chair) for the 2013-2014 Chancellor Award for Excellence - Diversity (March 2014)
- Member of the UAA Graduate Dean Search committee (fall 2014 – spring 2015)
- UAA Center for Community Engagement & Learning (CCEL) ENGAGE week: participated as a panelist on the “What is it to be a Student Leader?” panel (Nov. 2014)
- Selected as one of five to present a UAA Seawolf Howl at the annual gathering for Student Affairs professionals (May 2014)
- Keynote speaker for the 2014 UAA Multicultural AHAINA Men & Women of Excellence
- Panelist Speaker for the 2014 UAA “Our Stories” panel during UAA Black History Month
- UAA Emerging Leaders Program – Mentor (2013)

DEPARTMENT/COLLEGE

- CBPP Showcase Committee (November 2021 – present)
- CBPP DEI&B committee (chair) (Fall 2022 – present)
- CBPP Scholarship Committee (es-officio) member (April 2020 – June 2024)
- CBPP Assurance of Learning Committee (ex-officio) member (April 2020 – June 2024)
- CBPP Curriculum Committee (ex-officio) member (April 2020 – June 2024)
- CBPP Interim Graduate Programs and Continuing Education Director (May 2019 – December 2019)
- CBPP's Graduate Program Strategies committee (2014 – present; Chair Mar 2017 – December 2019)
- CBPP Director of Graduate Programs (March 2017 – May 2019)
- Co-chair of Marie-Sophie Boggasch (UAA Interdisciplinary Master) Project Committee (Fall 2018 – May 2020)
- CBPP Leadership Fellows Faculty Advisor (2013 - 2018)
- Director of Master Public Policy search committee (Jan. 2018 – June 2018)
- Professor of Business Administration/OB search committee (Oct 2017 – February 2018)
- Chair of the Professor of Business Administration/Strategy Search Committee (Apr. 2017 – Nov. 2017)
- CBPP New Student Orientation speaker (May 2016)
- Beta Gamma Sigma presenter at 2016 induction ceremony (April 2016)
- CBPP Leadership Committee (Co-Chair) (2013 - 2014)
- Judge for 2014 Career and Technical Student Organizations CTSO Performance Based Assessment Conference
- Reviewer for CBPP's Student Garth Jones Writing Award (2014)
- CBPP College Knowledge Committee (2013, 2014)

PUBLIC/COMMUNITY

- Anchorage International Rotary Club Board – Diversity and Vocational committees (2023 – 2024)
- Anchorage International Rotary Club (2022 – 2024)
- CBPP & Clark Middle School Leadership Fellows Junior Program Faculty Advisor (2015 – 2020)
- Girl Scouts of Alaska – Board Development Committee (2015 – present)
- Girl Scouts of Alaska Board of Directors (July 2016 – 2019)
- Leadership Anchorage Mentor (January 2018 – 2019)

PROFESSIONAL

- Management & Organizational Behavior Teaching Society (MOBTS) Board (June 2018 – 2021)
- Management & Organizational Behavior Teaching Society (MOBTS) Chair of Finance Committee (June 2018 – June 2019)
- Management & Organizational Behavior Teaching Society (MOBTS) New Educator Award Committee (2018) (Chair 2019)
- Editorial Review Board - *Global Journal of Management and Marketing* (2017 – present)
- Reviewer for *Global Journal of Management and Marketing* (2017 – present)
- Ad hoc reviewer for *Journal of Management Education* (2019 - present)
- Ad hoc reviewer for *Management Teaching Review* (2017 - present)
- Ad hoc reviewer for *International Journal of Corporate Governance* (2013 – present)
- Served on the *Journal of Management Education* Fritz Roethlisberger Award Committee (2015, 2017, 2018)
- Served on Organizational Behavior Teaching Society Engagement Committee (2015)
- Reviewer for International Organizational Behavior Teaching Society Conference (2016, 2017)
- Reviewer for Management Organizational Behavior Teaching Society Conference (2014 - 2019)
- Reviewer for Western Case writer Association Conference (2015)
- Reviewer for Western Academy of Management Conference (2015, 2018)
- Reviewer for Academy of Management Conference (2011, 2012, 2014, 2015)
- Reviewer for Society for Industrial & Organizational Psychology Conference (2014)
- Reviewer for Southern Management Association Conference (2010 - 2013)
- Reviewer for Administrative Sciences Association of Canada Conference (2011)
- Reviewer for Academy of International Business, Southeast USA Chapter Conference (2010)
- Reviewer for the Richard Tapia Scholarship (2011)

GRANTS

- Wisniewski, D. H. S. (Principal), Nelson, T. (Co-Principal), ""Innovate Together: Unleashing Potential with Artificial Intelligence (AI),", " Sponsored by UA - Faculty Incentive Fund, \$10,000.00. (2024 - 2025).
- Northrim Bank education gifts to the Tom Case Leadership Fellows Programs (2017-23) \$52,000
- United Academies Travel Grant (Fall 2017/Spring 2018) \$1,500
- UAA Center for Community Engagement and Learning: Community Engaged Grant (Fall 2018) \$1500
- Chancellor Workforce Grants (Spring 2018) – Convert MBA to hybrid format - \$130,000
- United Academies Travel Grant (Fall 2017/Spring 2018) \$1,078
- UAA Center for Community Engagement and Learning: Community Engaged Student Assistant (Fall 2017 & Spring 2018) \$750
- UAA Center for Community Engagement and Learning: Community Engaged Student Assistant (Spring 2016) \$663
- UAA Academic Innovations & eLearning, the Technology Innovation Grant (\$500)

- UAA Center for Community Engagement and Learning Mini Grant (Spring 2016) \$534
- UAA Travel Grant (Fall 2015) \$271.65
- UAA Academic Innovations & eLearning Technology Innovation Grant (Fall 2015) \$500
- Center for Community Engagement and Learning: Community Engaged Student Assistant (Fall 2015) \$663
- UAA Center for Community Engagement and Learning Mini Grant (Fall 2015) \$500
- 2015 UNAC Release Time Faculty Development Award I (Spring 2015) \$1,200
- UAA Center of Community Engagement and Learning Mini Grant (Spring 2015) \$824
- UAA CAFE 2014 Making Learning Visible iPad Mini Grant (Fall 2014)
- UAA Faculty Development Grant (Spring 2014) \$2,545
- UAA Travel Grant (FY 2014) \$593.84
- UAA Travel Grant (FY 2014) \$730.69
- United Academies Travel Grant (Fall 2013/Spring 2014) \$750

SUMMARY OF HONORS AND AWARDS

- UAA College of Business & Public Policy – Innovation Award (2024)
- Chancellor Award of Excellence – The Chancellor’s Choice Award – We are a trusted and respected community partner (2023)
- UAA TRIO Champion Award - 2023
- UAA College of Business & Public Policy – Innovation Award (2021)
- Chancellor Award of Excellence – Promoting Student Achievement (2018)
- UAA ePortfolio Faculty (2018 – 2019)
- UAA Technology Fellow (2018 - 2019)
- Organizational Behavior Teaching Society New Educator Award (2017)
- Recognized at the 24th Annual Institute on Teaching and Mentoring for Exemplary Teaching (2017)
- *Management Teaching Review* Outstanding Reviewer (2017)
- Anchorage School District’s Spirit of Tomorrow’s Award for CBPP Leadership Fellows Junior Program (2017)
- Chancellor Award of Excellence – Community Engagement (2016)
- Outstanding UAA MBA Faculty Award as voted by the students and awarded by the MBA Student Association (2015, 2016)
- Selected as one of two women to attend Higher Education Resource Services (HERS) Institute (June 2016)
- Organizational Behavior Teaching Society Emerging Educator Institute Scholarship (Summer 2015)
- Recognized by CAFÉ as an *High Achiever* (2015)
- Nominated for CBPP’s Teacher of the Year (2014)
- Recognized as an influential person by a first-year student at UAA. Event hosted by MAP-Works and Student Access, Advising & Transition (2014)
- Gender and Diversity in Organizations: A Division of the Academy of Management *Outstanding Reviewer Award* (2013)
- University of Memphis First Generation Ph.D. Fellowship awarded Fall 2009, 2010, 2011, 2012
- Southern Regional Education Board (SREB) Ph.D. Fellowship awarded Fall 2010, 2011, 2012
- Systems Testing Research Fellow of the FedEx Institute of Technology \$2,000 awarded Spring 2011
- Pinnacle Honor Society inducted Spring 2011
- Golden Key Honor Society inducted Spring 2011
- Beta Gamma Sigma Inducted Spring, 2013

MEMBERSHIPS

- Management Organizational Behavior Teaching Society (2014 – present)
- Ph.D. Project (2011 – present)
- Elected United Academic (UNAC) Representative Assembly Member (2019 – 2020)
- Management Faculty of Color Association (2012 – 2015)
- Academy of Management (2009 – 2015)
- Western Management Association (2014 – 2015; 2019 - 2020)
- Southern Management Association (2010 – 2013)
- Society of Industrial and Organizational Psychology (2010 – 2013)

PROFESSIONAL DEVELOPMENT

- "What Do Business Students Want in Today's College Classroom?," Sage Publishing. (March 2023) - webinar
- "Teaching for Inclusivity: What college leaders need to know," The Chronicle. (May 2022) - webinar
- "Teaching Beyond the Content: Embedding Workforce Skill Development into the Curriculum.," Quality Matters. (July 2021) - webinar
- "The Next Generation of Teaching and Learning," The Chronicle. (April 2021) - webinar
- "How to Decolonize and Decisnormatize Curricula," Sage Publishing. (March 2021) - webinar
- "Race, Class, and Student Voices," The Chronicle. (March 2021). Webinar, "AI's Impact on Teaching," The Chronicle. (March 17, 2021) - webinar
- Digital Measures by Watermark: Annual Review Reporting webinar (Jan 2021)
- Intro to the AACSB 2020 Reports in Digital Measures webinar (Jan 2021)
- Mindfulness of Power and Privilege: An Antiracism Course (October 13 – December 8, 2020)
- WCET webcast: Digital Learning Regulatory Outlook: The Impact of the Pandemic and Elections (December 2020)
- The PLA Boost: Results from a 72-Institution Targeted Study of Prior Learning Assessment and Adult Learning Outcomes (webinar) (October 22, 2020)
- Teaching/Learning Personal, Professional, and Community Responsibility at UAA Workshop (October 15, 3030)
- Race, Class, and Academic Life moderated by The Chronicle (Sept 2020)



- CAFE's Annual Leadership Support & Development session (August 2020 – May 2021)
- AACSB Virtual Aspiring Leaders Seminar (July 2020)
- How to Attract Adult Learners to Your Program Webinar (July 2020)
- AACSB Faculty Standards and Tables Workshop (June 2020)
- AACSB Assurance of Learning I & II Seminar (June 2020)
- UAA Café Storytelling, Media and ePortfolios: A Powerful Combination (June 12, 2019)
- Quality Matters Rubric Update Sixth Edition (January 30, 2019)
- UAA ePortfolio Faculty (2018 – 2019)

- UAA Technology Fellow (2018 - 2019)
- UAA CAFE Degrees That Matter: Moving Higher Education to a Learning Systems Paradigm (Aug. 2018)
- Quality Matters Online Workshop Applying the QM Rubric (May 2018)
- AACSB A View of the Global Online Landscape: Learnings from a Leader in Online Graduate Business Education webinar (May 2018)
- Quality Matters Online Workshop Improving Your Online Course (Apr. 2018)
- AACSB Online and Blended Education Seminar (Nov 2017)
- 2017 UAA Assessment Seminar (Sept. 2017)
- Get Scrappy: Smarter Digital Marketing for Business Big and Small (July 2017)
- Alternative Credentialing in Higher Education Webinar (July 2017)
- e-Portfolio intensive training, (2015, 2017)
- UAA CAFÉ Conversation with the Provost (Feb. 2016)
- UAA CAFÉ Lunch & Learn: Organize your Digital World (Oct. 2015)
- UAA CAFÉ Tenure Promotion Process Training (Sept. 2015)
- Strategies for Teaching Success at Bentley University, July 14-16, 2015
- Organizational Behavior Teaching Society (OBTS) Emerging Educator Institute, June 2015
- UAA CAFE High Impact Practices with George Kuh, Feb. 24, 2015
- UAA CAFÉ Making Learning Visible Cohort (spring 2015 series) attended 4 sessions
- UAA CAFE Academic Writing for Faculty Mini-Retreat, January 8, 2015
- UAA CAFE Alaska Native Ways of Teaching Stop Talking Faculty Learning Community, (fall 2014 series) attended 4 sessions
- UAA CAFE Making Learning Visible Implementation Group (fall 2014 series) attended 4 sessions
- UAA CAFE Responding to Toxic Behavior in Departments: Next Steps? fall 2014
- UAA CAFE Encouraging Creativity in the Classroom: A Faculty Workshop, fall 2014
- UAA CAFE Jumping into Scholarly Teaching - Making Learning Visible Group spring 2014
- UAA CAFE Team Based Learning two day workshop spring 2014
- UAA National Coalition Building Institute International Social Inclusion and Equity Workshop November 2013
- UAA CAFE Diversifying the Faculty: Overcoming Implicit Bias in Faculty Hiring Processes September 2013
- CBPP Blackboard Training Series (2013 - 2014). Attended **six** sessions
- NC State University Building Future Faculty (BFF) Program, April 2013
- Rochester Institute of Technology The Future Faculty Career Exploration Program, September 2013
- The Compact for Faculty Diversity - Institute on Teaching and Mentoring Conference, 2010, 2011, 2012, 2013
- Ph.D. Project Conference (organization's mission is to increase the diversity of business school faculty) 2011, 2012, 2013
- Southern Management Association Late-Stage Doctoral Student Consortium, 2012
- Olin Business School Professional Development Conference, Washington University, September 2012
- Academy of Management GDO Doctoral Student Consortium, 2012
- Academy of Management Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students, 2011
- Academy of Management New Doctoral Student Consortium, 2010
- Southern Management Association Doctoral Student Consortium, 2010

WORK EXPERIENCE

First Tennessee Bank (1999 – 2008)

(2006 - 2008) Senior Vice President of Consumer Lending Processing

(1999 – 2006) Prior positions included Senior Vice President of Operational Issues (Consumer Loans), Senior Vice President of Consumer Loan and Deposit Product Development, Vice President of Consumer Loan Direct, and Sales Development Manager for Credit Products

Coca-Cola Enterprises (1993-1999)

(1997 – 1999) Division Category Development Manager

(1993 – 1997) Key Account Manager and Retail Space Manager

Kroger Company (1990 – 1993)

(1990 – 1993) Division Direct Store Delivery (DSD) Pricing Coordinator and Regional Trainer