

JULIE M. HITE

Brigham Young University
Department of Educational Leadership & Foundations
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EDUCATION

- 1999 **University of Utah**, David Eccles School of Business, Salt Lake City, UT.
PhD: Business Administration; Major: Strategic Management & Entrepreneurship
Allied Field: Sociology
Dissertation: Embedded Network Ties in Emerging Entrepreneurial Firms: Patterns, Processes and Paths
- 1995 **Brigham Young University**, Marriott School of Management, Provo, UT
Master of Organizational Behavior, *Magna Cum Laude*
- 1980 **Brigham Young University**, Provo, UT
Bachelor of Science, *Magna Cum Laude*

ACADEMIC BACKGROUND

- 2000-present **Brigham Young University**
Professor (tenured), 2013-present. Department of Educational Leadership and Foundations. David O. McKay School of Education.
Focus: Organizational & Strategic Leadership, Social Network Analysis, Qualitative Data Analysis.
Courses taught:
EDLF 600: Personal and Group Leadership in Educational Organizations
EDLF 602: Strategic Leadership for School Improvement
EDLF 678: Qualitative Data Analysis using NVivo
EDLF 700: Organizational Theory and Leadership
Associate Professor (tenured), 2006-present. Department of Educational Leadership and Foundations. David O. McKay School of Education.
Assistant Professor, 2000-2006. Department of Educational Leadership and Foundations. David O. McKay School of Education.
- 2006-2007 **National College of Ireland**, Dublin, Ireland
Senior Lecturer, The International Centre for Education and Learning Technologies (ICELT), School of Business and the School of Informatics.
Focus: Strategic integration of enterprise within the organizational culture of NCI, including evaluation of institutional strategic accreditation documents, review of programs and courses, and development of organizational structures and policies to support enterprise integration.
- 1996-2000 **University of Utah**
Assistant Professor (visiting), Management, 1999-2000.
Courses taught: Strategic Management, Small Business Mgmt, Entrepreneurship, Leadership.
Instructor, 1996-1998. Course taught: Mgmt 570: Strategic Management.
- 1996 **Brigham Young University**
Instructor, OB 321: Organizational Behavior.

SCHOLARLY PUBLICATIONS

Peer-Reviewed Articles

- Badar, K., Hite, J. M., & Badir, Y. F. (2014). The moderating roles of academic age and institutional sector on the relationship between co-authorship network centrality and academic research performance: The case of chemistry faculty members in Pakistan. *Aslib Journal of Information Management*, 66(1), 38-53. (2012 Impact factor: 0.432). [DOI](#), [Online Link](#)
- Hallam, P. R., Boren, D.M., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2013). Headteacher visibility and teacher perceptions of Headteacher trustworthiness: A comparison of the Ugandan context to existing theory. *International Journal of Educational Development*, 33(5), 510-520. [DOI](#)
- Badar, K., **Hite, J. M.**, & Badir, Y. F. (2013). Examining the relationship of co-authorship network centrality and gender on academic research performance: The case of chemistry researchers in Pakistan. *Scientometrics*, 94(2), 755-775). (Online First – 12 May 2012, [DOI](#) (2012 Impact factor: 2.133)
- Newby, L. S., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2013). Technology and education: ICT in Ugandan secondary schools. *Education and Information Technologies*, 18(3), 515-530. (Online First – 5 January 2012, [DOI](#)
- Hallam, P. R., Chou, F., **Hite, J. M.**, & Hite, S. J. (2012). Two contrasting models for mentoring as they affect retention of beginning teachers. *NASSP Bulletin*, 96(3), 243-277. (Online First – 21 May 2012) [DOI](#)
- Jacobs, W. J., Swensen, D. L., **Hite, J. M.**, Erickson, L., & Tuttle, M. (2010). Preservice teacher preparation in international contexts: A case-study examination of the International Student Teacher Programs. *Excellence in Higher Education*, 1(1&2), 46-56. [DOI](#)
- Hite, J. M.**, Reynolds, B., & Hite, S. J. (2010). Who ya' gonna call? Networks of rural school administrators. *Rural Educator*, 32(1), 11-28. [Online Link](#)
- Hite, J. M.**, Hite, S. J., Howell, S., & Crandall, L. (Fall 2008). The Online Journal of Distance Education reaches the 10-year mark: A look back using social network theory to examine its collaboration network. *Online Journal of Distance Learning Administration*. [Online Link](#)
- Chung-Hoon, T. L., **Hite, J. M.**, & Hite, S. J. (2007). Organizational integration strategies for promoting enduring donor relations in higher education: The value of building inner circle network relationships. *International Journal of Educational Advancement*, 7(1), 2-19. [DOI](#)
- Hite, J. M.**, Hite, S. J., Jacob, W. J., Rew, W. J., Mugimu, C. B., & Nsubuga, Y. K. (2006). Building bridges for resource acquisition: Network relationships among headteachers In Ugandan private secondary schools. *International Journal of Educational Development*, 26(5), 495-512. (DOI: [10.1016/j.ijedudev.2005.11.005](#)).
- Hite, J. M.**, Williams, E. J., Hilton, S. C., & Baugh, S. C. (2006). The role of administrator characteristics on perceptions of innovativeness among a network of public school administrators. *Education and Urban Society*, 38(2), 160-187. (DOI: [10.1177/0013124505284289](#)).
- Hite, J. M.**, & Matthews, L. J. (2005). Assessing impact of leadership preparation programs: An analysis of the effects of student cohorts and administrative internships administrator network development. *NCPEA Education Leadership Review*, 6(1), 14-25. [Online Link](#)
- Hite, J. M.** (2005). Evolutionary processes and paths of relationally-embedded network ties in emerging entrepreneurial firms. *Entrepreneurship Theory and Practice*, 29(1), 113-144. (Online First – 20 Dec 2004, [DOI](#)
- Hite, J. M.**, Williams, E., & Baugh, S. C. (2005). Multiple networks of public school administrators: An analysis of network content and structure. *International Journal of Leadership in Education*, 8(2), 91-122.

- Chung-Hoon, T. L., **Hite, J. M.**, & Hite, S. J. (2005). Searching for enduring donor relationships: Evidence for strategies and factors in an integrated fund raising model. *International Journal of Educational Advancement*, 6(1), 34-53. (DOI: [10.1057/palgrave.ijea.2140232](https://doi.org/10.1057/palgrave.ijea.2140232)).
- Kemppainen, R., Ferrin, S. B., Ward, C. J., & **Hite, J. M.** (2004). 'One should not forget one's mother tongue'—A qualitative analysis of parental choice of language-of-instruction among Russian-speaking families in Estonia. *Bilingual Research Journal*, 28(2), 207-228. (DOI: [10.1080/15235882.2004.10162814](https://doi.org/10.1080/15235882.2004.10162814)).
- Hite, J. M.** (2003). Patterns of multidimensionality in embedded network ties: A typology of relational embeddedness in emerging entrepreneurial firms. *Strategic Organization*, 1(1), 11-52. (DOI: [10.1177/147612700311002](https://doi.org/10.1177/147612700311002))
- Hite, J. M.** (2001). Evolutionary processes and paths of embedded network ties of emerging entrepreneurial firms. *Best Paper Proceedings of the Academy of Management*. (Competitive peer-reviewed selection; Top 10% of conference papers). [Online description](#).
- Hite, J. M.**, & Hesterly, W. S. (2001). The evolution of firm networks: From emergence to early growth of the firm. *Strategic Management Journal*, 22(3), 275-286. (DOI: [10.1002/smj.156](https://doi.org/10.1002/smj.156)).
- Hite, J. M.** & Hesterly, W. S. (2000). Qualities of embedded network ties of emerging entrepreneurial firms. *Frontiers of Entrepreneurship Research*, 2000. Babson College: Wellesley, MA. [Online article](#). [NOTE: Indexed as Frontiers of Entrepreneurial Research]
- Hite, J. M.** (2000). Patterns of multidimensionality in embedded network ties of emerging entrepreneurial firms. *Best Paper Proceedings of the Academy of Management*. (Competitive peer-reviewed selection; Top 10% of conference papers). [Online Proceedings](#). [Online description](#).
- Hite, J. M.** (1998). The influence of the early firm life cycle on the evolution of entrepreneurial dyadic network ties. *Best Paper Proceedings of the Academy of Management*. (Competitive peer-reviewed selection; Top 10% of conference papers). [Online description](#).
**Paper also received Entrepreneurship Theory and Practice Best Conceptual Paper Award.
- Gregersen, H. B., **Hite, J. M.**, & Black, J. S. (1995). Expatriate performance appraisal in U.S. multinational firms. *Journal of International Business Studies*, 27(4), 711-738. (DOI: [10.1057/palgrave.jibs.8490150](https://doi.org/10.1057/palgrave.jibs.8490150)).

Book Chapters

- Hallam, P. R., Dulaney, S., **Hite, J. M.**, & Smith, H. (accepted 2013, in press). Trust at ground zero: Trust and collaboration within the professional learning community. In P. Forsyth, M. Van Houtte & D. Van Maele Eds. *Trust relationships and school life*. Netherlands: Springer.
- Hallam, P. R., Boren, D. M., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (accepted 2012, in press). Headteacher visibility and teacher perceptions of headteacher trustworthiness: Perspectives of Ugandan secondary teachers. In J. L. Zajda (Ed.), *International handbook on globalization, education and policy research* (volume number forthcoming). New York: Springer.
- Hite, J. M.** (2011). Educational networks. In George Barnett (Ed.) *Encyclopedia of social networks* (pp.231-236). Thousand Oaks, CA: SAGE Publications. (ISBN: 9781412979115). [Online description](#). [Online book preview](#). [Article link](#) (DOI: [10.4135/9781412994170](https://doi.org/10.4135/9781412994170)).
- Hite, J. M.** (2011). Embeddedness. In George Barnett (Ed.) *Encyclopedia of social networks* (pp. 252-255). Thousand Oaks, CA: SAGE Publications. (ISBN: 9781412979115). [Online description](#). [Online book preview](#). [Article link](#). (DOI: [10.4135/9781412994170](https://doi.org/10.4135/9781412994170)).

- Hite, J. M.** (2011). Multiplexed networks. In George Barnett (Ed.) *Encyclopedia of social networks* (pp. 557-559). Thousand Oaks, CA: SAGE Publications. (ISBN: 9781412979115). [Online description](#). [Online book preview](#). [Article link](#). (DOI: 10.4135/9781412994170).
- Mugimu, C. B., & **Hite, J. M.** (2011). Ugandan networks. In George Barnett (Ed.) *Encyclopedia of social networks* (pp. 891-893). Thousand Oaks, CA: SAGE Publications. (ISBN: 9781412979115). [Online description](#). [Online book preview](#). [Article link](#). (DOI: 10.4135/9781412994170).
- Hite, J. M.**, Hite, S. J., Mugimu, C. B., & Nsubuga, Y. K. (2010). Strategic co-opetition: Headteacher networking in Uganda's secondary schools. In Alan J. Daly (Ed.), *Social network theory and education change* (pp. 197-219). Harvard Education Press: Cambridge, MA. (ISBN-13: 978-1-934742-80-8). [Online description](#).
- Hallam, P. R., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2010). So you want to be a headteacher? Liabilities of newness, challenges, and strategies of new headteachers in Uganda. In A. R. Shoho, B. G. Barnett & A. K. Tooms (Eds.), *The challenges of new principals in the 21st century* (Vol. 1, pp. 51-76). Charlotte, NC: Information Age Publishing. (ISBN: 978-1-61735-093-1). [Online description](#).
- Hallam, P. R., **Hite, J. M.**, Hite, S. J., Mugimu, C. B. (2009). The development and role of trust in educational leadership: A comparative study of U. S. and Ugandan school administrators. In A.W. Wiseman & I. Silova (Eds.), *Educational leadership: Global contexts and international comparisons* (Vol. 11, pp. 49-80). Brighton, UK: Emerald Group Publishing Ltd. (ISBN: (ISBN: 978-1-84950-645-8). [Online book preview](#). (DOI: 10.1108/S1479-3679(2009)0000011005).
- Mendenhall, M. E., Ritchie, J. B., & **Hite, J. M.** (2010). For the power is in them: Leading through shared leadership. In M. Mendenhall & H. B. Gregersen (Eds.), *Joseph and Hyrum: Leading as one* (pp. 113-123). Salt Lake City, UT: Deseret Book; and Provo, UT: BYU Religious Studies Center. [Online book reference](#). [Online article](#).
- Hite, J. M.** (2008). The role of dyadic multi-dimensionality in the evolution of strategic network ties. In J.A.C. Baum and T. J. Rowley (eds.), *Network strategy (Advances in Strategic Management)* (Vol. 25, pp. 133-170). Bingley, UK: Emerald Group Publishing Limited (JAI Elsevier Press, Inc.). (ISBN: 978-0-7623-1442-3). [Online book reference](#). [Online chapter reference](#).
- Hite, S. J., **Hite, J. M.**, Mugimu, C. B., & Rew, W. J. (2007). Geographic space and social space: A statistical analysis of Euclidean, actual, and least-cost distance and network ties of headteachers in Uganda. In S. Winter & B. Robins (Eds.), *Proceedings of the International Workshop on Social Space and Geographic Space - SGS'07*. Victoria, Australia: The University of Melbourne. (Competitive peer-reviewed selection of top conference papers). [Publication information](#). [Article link](#).
- Ndimwibo, S., & **Hite, J. M.** (2006). Successful strategies in HIV/AIDS prevention: The case of the Uganda Youth Anti-AIDs Association, 1992-2004. In D.E. Morisky, W.J. Jacob, Y.K. Nsubuga & S.J. Hite (Eds.), *Youth and children overcoming AIDS: Lessons learned from Uganda* (pp. 171-187). Greenwich, CT: Information Age Publishing. (ISBN: 978-1-59311-472 -5). [Online description](#).
- Gregersen, H. B., Black, J. S., & **Hite, J. M.** (1995). Expatriate performance appraisal. In Jan Selmer (Ed.), *Expatriate management: New ideas for international business* (Ch. 9, pp. 173-196). Westport, CT: Quorum Books. (ISBN: 0-89930-949-6). [Online book preview](#).

Training Modules

- Hite, S. J., & **Hite, J. M.** (2004). Geographical information systems in education planning and management. A training module created for the IIEP/UNESCO. UNESCO International Institute for Education Planning.

Invited Articles (Editorial review)

Hallam, P. R., Hite, J. M., Hite, S. J., & Mugimu, C. B. (2012). Trust and educational leadership: Comparing the development and role of trust between U.S. and Ugandan school administrators. In Wise, C., Bradshaw, P., & Cartwright, M. (Eds.), *Leading professional practice in education*. London: SAGE Publications, Ltd. (ISBN: 9781446253335). [Online description](#).

Hite, J. M., Mugimu, C. B., & Hite, S. J. (2002). Improving resource acquisition for private schools in Uganda: The role and structure of strategic networks. *The Journal of Educational Research, Theory and Practice in East Africa*, 1(1), 9-13.

Creative Works

Hite, J. M., Wakkee, I., & Hite, S. J. (2012). TRENDS: Typology of Relational Embeddedness Network Data Survey. Provo, UT: Brigham Young University, and Amsterdam, The Netherlands: Free University of Amsterdam.

AWARDS & RECOGNITIONS

- 2011 Annual Scholarship Award, Faculty Women's Association, Brigham Young University.
<http://news.byu.edu/archive11-apr-fwa.aspx>
- 2010 Nomination for Young Faculty Award, McKay School of Education, Brigham Young University.
- 2008 Nomination for Maeser Teaching Award, McKay School of Education, Brigham Young University.
- 2004 Best Reviewer Award, Academy of Management, Entrepreneurship Division.
- 2001 Nomination for Newman Award, 2001 Best Paper Based on Dissertation, Academy of Management, Entrepreneurship Division.
- 2000 Best Reviewer Award, Academy of Management, Entrepreneurship Division.
- 2000 Nomination for Newman Award, 2000 Best Paper Based on Dissertation, Academy of Management, Entrepreneurship Division.
- 2000 Nomination for NFIB Award, 1999 Best Dissertation, Academy of Management, Entrepreneurship Division. August 2000 (tied for second place).
- 1998 ETP Best Conceptual Paper Award, Entrepreneurship: Theory and Practice. Academy of Management, San Diego, Entrepreneurship Division. Paper: The influence of the early firm life cycle on the evolution of entrepreneurial dyadic network ties.
- 1993 Covey Scholarship, Marriott School of Management, Brigham Young University.
- 1993 Honored Student Award, Marriott School of Management, Brigham Young University. (Honors one graduate student annually)

RESEARCH GRANTS & FUNDING

- 2009 Hite, S. J. & **Hite, J. M.** *BYU Kennedy Center*. Funding approved for \$2,040.
Project: Geo-Spatial Analysis as an Alternative to GER and NER for Assessing Gender-Sensitive Access and Equity to Secondary Schools in Mukono District, Uganda.
- 2009 Hite, S. J. & Hite, J. M. *BYU McKay School of Education*. Funding approved for \$9,125.
Project: Geo-Spatial Analysis as an Alternative to GER and NER for Assessing Gender-Sensitive Access and Equity to Secondary Schools in Mukono District, Uganda.
- 2008 Hite, S. J. & **Hite, J. M.** *BYU ORCA Mentoring Environment Grant (MEG)*. Funding approved for \$19,890.
Project: Geo-Spatial, Network and Resource Influences on Performance and Policy in Ugandan Schools.
- 2008 Hite, S. J. & **Hite, J. M.** *BYU Kennedy Center*. Funding approved for \$2,040.
Project: Geo-Spatial, Network and Resource Influences on Performance and Policy in Ugandan Schools.
- 2005 **Hite, J. M.**, & Hite, S. J. *BYU Kennedy Center*. Funding approved for \$5,000.
Project: Planning, Resources, Networks & Location (GIS) in International Education: A Study of School Performance in Mukono, Uganda.
- 2004 **Hite, J. M.**, & Hite, S. J. *BYU McKay School of Education*. Graduate Mentoring Grant (MEG) Funding approved for \$7,200 for graduate student mentoring of undergraduate research assistants.
Project: Planning and Resources in International Private Education: A GIS and Network Analysis of Private Schools in Uganda.
- 2004 **Hite, J. M.**, & Hite, S. J. *BYU McKay School of Education*. Funding approved for \$5,850.
Project: Planning and Resources in International Private Education: A GIS and Network Analysis of Private Schools in Uganda.
- 2003 Hite, S. J., & **Hite, J. M.** *BYU Jacobsen Center Service Learning Environment Grant*. BYU Uganda International Volunteers Program (IVP). Funding approved for \$6,800 for student scholarships and school access funds.
- 2003 Hite, S. J., & **Hite, J. M.** *BYU McKay School of Education*. Funding approved for \$12,800.
Project: Planning and Resources in International Private Education: A GIS and Network Analysis of Private Schools in Uganda.
- 2002 **Hite, J. M.**, & Hite, S. J. *BYU McKay School of Education*. Funding approved for \$9,000.
Project: Strategic Networks of Private Schools in Uganda.
- 2002 **Hite, J. M.**, Williams, E. J., & Baugh, S. C. *BYU McKay School of Education*. Funding approved for \$9,000.
Project: Strategic Networks of Public School Administrators.
- 2001 **Hite, J. M.** *BYU, Faculty Course Development*, Faculty Development Office. Funding of \$300 for course development.
- 2001 Williams, E. J., **Hite, J. M.**, & Baugh, S. C. *BYU McKay School of Education*. Funding approved for \$10,300.
Project: Strategic Networks of Public School Administrators.

PRESENTATIONS

International Lectures & Presentations (Invited)

Invited Faculty and Conference Discussant. (2006). Strategic entrepreneurship: The role of networking. Faculty Research Conference, Free University, Amsterdam, Netherlands, June 2006.

Faculty Presentation and Facilitation. (2006). Doctoral Network Seminar – Strategic Entrepreneurial Networks (3 days). Free University, Amsterdam, Netherlands, June 2005.

Faculty Presentation and Facilitation. (2005). Doctoral Network Seminar – Strategic Entrepreneurial Networks (3 days). Networks, learning & organizations. Free University, Amsterdam, Netherlands, June 2005.

Research Presentation: (2004). Network evolution and relational embeddedness in emerging entrepreneurial firms. Free University, Amsterdam, Netherlands, February 2004.

National & International Presentations (Peer-Reviewed)

Hite, J. M., Hite, S. J., Sudweeks, R., & Walker, T. D. (2011). Validating TRENDS – The typology of relational embeddedness network data survey. Paper presented at 31st INSNA International Sunbelt International Social Network Conference, St. Petersburg, FL, 8-11 February 2011.

Reynolds, B. A., **Hite, J. M.,** & Hite, S. J. (2011). Rural administrators sticking together. Paper presented at the 5th Annual International Conference on Design Principles and Practices. Sapienza University of Rome, Rome, Italy, 2-4 February 2011.

Adams, R., Taniguchi, S., **Hite, J. M.,** Mugimu, C., Hite, S., & Widmer, M. (2010). Fortifying leisure: A qualitative investigation of family leisure in Uganda. Paper presented at the Leisure Research Symposium held in conjunction with the 2010 Annual National Recreation and Parks Association Conference, Minneapolis, MN, 25-29 October 2010. (Recreation discipline's national research symposium and discipline's premier research disseminator. Peer reviewed symposium.)

Hallam, P. R., **Hite, J. M.,** Hite, S. J. & Mugimu, C. B. (2010). Challenges facing new principals in developing countries: A study of new headteachers in Uganda. Symposium presentation at UCEA Symposium: How Can Novice Principals Be Better Prepared and Supported? International Perspectives. University Council for Educational Administration (UCEA) Conference, New Orleans, LA, 28-31 October 2010.

Reynolds B. A., **Hite, J. M.,** Hite, S. J. (2010). How rural administrators develop and maintain networks. Paper presented at the International Conference for Academic Disciplines, Las Vega, NV, 15-18 March 2010.

Hite, J. M., Wakkee, I., Hite, S. J., Sudweeks, R. R., & Walker, T. D. (2009). Developing TRENDS: Typology of relational embeddedness network data survey. Paper presented at the 29th INSNA International Sunbelt International Social Network Conference, San Diego, CA, 11 March 2009.

Hite, J. M., Hite, S. J., Rew, W. J., Mugimu, C. B., & Jacob, W. J. (2009). Resource network centrality and school performance: Examining a secondary school network in Mukono, Uganda. Paper presented at Comparative International Education Society (CIES), Charleston, SC, 24 March 2009.

Baldwin, C., **Hite, J. M.,** Hite, S. J. & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Paper presented at Comparative International Education Society (CIES), Charleston, SC, 24 March 2009.

- Evans, C., **Hite, J. M.**, Hite, S. J. & Mugimu, C. B. (2009). Agents of political socialization of youth in Mukono, Uganda. Paper presented at Comparative International Education Society (CIES), Charleston, SC, 24 March 2009.
- Evans, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2008). Agents of political socialization of youth in Mukono, Uganda. Paper presented at National Conference of Undergraduate Research, LaCrosse, WI, 16-18 April 2009.
- Howard, M., Lowe, B., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Gender equality in Ugandan secondary schools. Paper presented at Comparative International Education Society (CIES), Charleston, SC, 24 March 2009.
- Newby, L. S., **Hite, J. M.**, Hite, S. J. & Mugimu, C. B. (2009). ICT in secondary schools in Mukono, Uganda: A case study. Paper presented at Comparative International Education Society (CIES), Charleston, SC, 24 March 2009.
- Wawro, P. R., Hite, S. J., **Hite, J. M.**, Mugimu, C.B. (2008). Gender-based catchment ranges in Uganda: Too far for girls? Paper presented at ESRI International User Conference, San Diego, CA, 4-8 August 2008.
- Hite, S. J., **Hite, J. M.**, & Chang, B. (2008). Collaboration networks in Comparative Education Journals: CER and a five-journal cluster. Paper presented at Comparative International Education Society (CIES), New York City, NY, 18 March 2008.
- Hite, J. M.**, Hite, S. J., Mugimu, C. B., & Reynolds, B. A. (2008). Geographic and social space: Using distance to predict network ties among administrators in both US rural and Ugandan schools. Paper presented at the 28th INSNA International Sunbelt International Social Network Conference, St. Petersburg, FL, 22-28 January 2008.
- Hite, J. M.**, Hite, S. J., & Chang, B. (2007). Institutional norms, normative constraints and network structure: Micro and macro coauthoring networks in the field of comparative and international education. Paper presented at the 27th INSNA International Sunbelt International Social Network Conference, Corfu, Greece, 6 May 2007.
- Hite, S. J., **Hite, J. M.**, Mugimu, C. B., & Rew, W. J. (2007). Examining critical resources and performance in secondary schools: The case of Mukono, Uganda. Paper presented at University Council of Education Administrators (UCEA) Conference, Alexandria, VA, 15-18 November 2007.
- Hite, J. M.**, Hite, S. J., & Reynolds, B. (2007). Strategic networks in rural school districts: An examination of the structure and content of rural public school administrator relationships. Paper presented at University Council of Education Administrators (UCEA) Conference, Alexandria, VA, 15-18 November 2007.
- Hite, J. M.**, Hite, S. J., & Rumsey-Wairepo, A. (2006). The association between co-authorship network structures and successful academic publishing among higher education scholars. Paper presented at 26th INSNA International Sunbelt Social Network Conference, Vancouver, British Columbia, Canada, 29 April 2006.
- Hite, S. J., **Hite, J. M.**, Jacob, W. J., Rew, W. J., & Mugimu, C. B. (2005). School location and school performance: What education planners need to know. Paper presented at Comparative International Education Society (CIES), Palo Alto, CA, 24 March 2005.
- Hite, J. M.**, Hite, S. J., Rew, W. J., & Mugimu, C. B. (2005). Resource network relationships among Ugandan headteachers: Exploring geographical location, exchange strategies, and school performance. Paper presented at Comparative International Education Society (CIES), Palo Alto, CA, 24 March 2005.

- Hite, S. J., **Hite, J. M.**, Mugimu, C. B., & Rew, W. J. (2005). Exploring the relationship between school resources and performance of secondary schools of Mukono Uganda: A resource-based view approach. Paper presented at Comparative International Education Society (CIES), Palo Alto, CA, 24 March 2005.
- Hite, J. M.**, Hite, S. J., Rew, W. J., & Mugimu, C. B. (2005). Understanding the relationship between school level characteristics and national examinations: A case study of Mukono District, Uganda 2000-2003. Paper presented at Comparative International Education Society (CIES), Palo Alto, CA, 24 March 2005.
- Hite, J. M.**, Hite, S. J., Rew, W. J., Jacob, W. J., & Mugimu, C. B. (2005). Resource network centrality and school performance: An examination of secondary schools in Mukono, Uganda. Paper presented at 25th INSNA International Sunbelt Social Network Conference, Redondo Beach, CA, 17 February 2005.
- Hite, S. J., Jacob, W. J., Mugimu, C. B., & **Hite, J. M.** (2004). Location, location, location: The role of physical location and GIS planning in Ugandan school performance. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Hite, J. M.**, Hite, S. J., Jacob, W. J., Rew, W. J., & Mugimu, C. B. (2004). Building bridges for resource acquisition: Networks relationships among headmasters in Ugandan secondary and primary schools. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Hite, J. M.**, Hite, S. J., Rew, W. J., Mugimu, B. C., & Nsubugu, Y. (2004). What's in a school? Financial, physical and human resources of Ugandan secondary schools. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Hite, S. J., **Hite, J. M.**, Mugimu, B. C., Rew, W. J., & Nsubugu, Y. (2004). Making the grade: Using student national exams scores in school evaluation. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Hite, J. M.**, Hite, S. J., Mugimu, C. B., & Rew, W. J. (2004). Exploring the relationship between critical resources and student performance in secondary schools in Mukono-Uganda. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Chung-Hoon, T., & **Hite, J. M.** (2004). Factors for financial success: Organizational infrastructure practices for effective donor relationships in public higher education. Paper presented at the American Education Research Association (AERA), San Diego, CA, 16 April 2004.
- Skinner, J., Olin, S., & **Hite, J. M.** (2004). Challenges faced by girls in Ugandan secondary education: Influences on school enrolments and performance. Paper presented at Comparative International Education Society (CIES), Salt Lake City, UT, 10 March 2004.
- Hite, J. M.**, Williams, E. J., & Baugh, S. C. (2003). Multiple Organizational Network Structures in Public School Administration: The Role of Gender, Administrative Position, and Experience. Paper presented at 23rd INSNA International Sunbelt Social Network Conference, Cancun, Mexico, 10-15 February 2003.
- Hite, J. M.**, & Hite, S. J. (2003). Understanding the 'Old Boys' Network: A Network Perspective of Educational Leadership. Paper presented at the University Council for Educational Administration (UCEA) Conference, Portland, OR, 5-8 November 2003.
- Hite, J. M.**, & Matthews, L. J. (2003). Assessing impact of leadership preparation programs: An analysis of the effects of student cohorts and administrative internships administrator network development. Paper presented at the University Council for Educational Administration (UCEA) Conference, Portland, OR, 5-8 November 2003.

- Williams, E. J., **Hite, J. M.**, & Baugh, S. C. (2003). Self-constituting communities of practice: Clues their content flows provide for cultivating knowledge-nurturing communities that contribute to sustained school improvement. Paper presented at the University Council for Educational Administration (UCEA) Conference, Portland, OR, 5-8 November 2003.
- Hite, J. M.**, Network research design. (2002). Workshop presentation at Academy of Management Conference, Denver, CO, 9-11 August 2002.
- Hite, S. J., Mugimu, C.B., & **Hite, J. M.** (2002). The case of Mukono, Uganda: Challenges and possibilities in creating a geographical information system (GIS) to explore educational conditions in developing countries. Paper presented at Comparative and International Education Society (CIES) Conference, Orlando, FL, 5-9 March 2002.
- Hite, J. M.** (2002). The evolution of embedded network ties. Paper presented at the 22nd INSNA International Sunbelt Social Network Conference, New Orleans, LA, 13-17 February 2002.
- Hite, J. M.**, Williams, E. J., & Baugh, S. C. (2002). Strategic Networks in Education: An examination and comparison of public school administrator networks. Paper presented at 22nd INSNA International Sunbelt Social Network Conference, New Orleans, LA, 13-17 February 2002.
- Hite, J. M.**, Williams, E. J., & Baugh, S. C. (2002). Leadership through multiple network perspectives: An analysis of the multiple administrative networks in a public school district. Paper presented at the University Council for Educational Administration (UCEA) Conference, Pittsburgh, PA, 1-4 November 2002.
- Hite, J. M.**, Williams, E. J., & Baugh, S. C. (2002). The role of administrator gender, position, and experience on network structure in public school administration. Paper presented at the University Council for Educational Administration (UCEA) Conference, Pittsburgh, PA, 1-4 November 2002.
- Hite, J. M.** (2001). The evolution of embedded network ties. Paper presented at the Academy of Management Conference, Washington DC, 5-8 August 2001.
- Hite, S. J., **Hite, J. M.**, & Cook, B. (2001). A study of educational systems in Uganda: A strategic network analysis. Paper presented at Comparative and International Education Society (CIES) Conference, Washington, DC. 14-17 March 2001.
- Matthews, L. J., Williams, E. J., Baugh, S. C., & **Hite, J. M.** (2001). Walking the walk and talking the talk in school leadership preparation: An experience-based model. Paper presented at University Council for Educational Administration (UCEA) Conference, Cincinnati, OH, 2-4 November 2001.
- Williams, E. J., **Hite, J. M.**, & Baugh, S. C. (2001). Innovation networks in education: A strategic network study of public school administrator districts. Paper presented at the University Council for Educational Administration (UCEA) Conference 2001, Cincinnati, OH, 1-4 November 2001.
- Matthews, L. J., Williams, E. J., Baugh, S. C., & **Hite, J. M.** (2001). Strengthening leadership preparation: Mentoring, full-year internships, and standards alignment. Paper presented at National Council of Professors of Educational Administration (NCPEA) Conference, San Antonio, TX, 8-10 August 2001.
- Hite, J.M.**, Williams, E. J., & Baugh, S. C. (2001). Strategic educational networks: A network study of public school administrators. Paper presented at AERA 2001, Seattle, WA, 5-9 April 2001.
- Hite, J. M.** (2000). Patterns of multidimensionality in embedded network ties of emerging entrepreneurial firms. Paper presented at the Academy of Management Conference, Toronto, Canada, August 2000.

Zeitsma, C. & **Hite, J. M.** (2000). An activity-based definition of entrepreneurship and its implications for the entrepreneurship/firm performance relationship. Paper presented at the Academy of Management Conference, Toronto, Canada, 4-9 August 2000.

Hite, J. M. (2000). Qualities of embedded network ties in emerging entrepreneurial firms. Paper presented at the Babson-Kauffman Entrepreneurship Research Conference, Boston, MA, 8 June 2000.

Hite, J. M. & Hesterly, W. S. (1999). The evolution of entrepreneurial dyadic network ties. Invited paper presented at the Strategic Networks Conference of the Strategic Management Society, Chicago, IL, 17 April 1999.

Hite, J. M. (1999). Entrepreneurial networks: Patterns, processes and paths. Invited paper presented at the presentation, University of Louisville, Louisville, KY, 1 March 1999.

Hite, J. M. (1998). The influence of the early firm life cycle on the evolution of entrepreneurial dyadic network ties. Paper presented at Academy of Management, San Diego, CA, 10-12 August 1998.
**Winner: Entrepreneurship Theory and Practice -- Best Conceptual Paper.

Hite, J. M. (1998). Entrepreneurial networks: Patterns, processes and paths. Invited presentation, San Diego State University, San Diego, CA. 18 December 1998.

Hite, J. M. (1998). The evolution of entrepreneurial dyadic network ties. Inaugural Speaker, Brown & Williamson Research Series in Entrepreneurship, University of Louisville, Louisville, KY, 19 November 1998.

Hite, J. M. (1998). Entrepreneurial journeys: 1981-1998. Invited presentation at the University of Louisville, Louisville, KY, 19 November 1998.

Hesterly, W. S. & **Hite, J. M.** (1997). Interconnections within the field of strategic management: The network structure of strategic management scholars. Paper presented at 17th Annual International Conference, Strategic Management Society, Barcelona, Spain, 5-8 October 1997.

Gregersen, H. B., Black, J. S., & **Hite, J. M.** (1993). Performance appraisal policies for expatriates in U.S. and Canadian multinationals. Paper presented at Academy of International Business Conference, Maui, HI, 21-24 October 1993.

Regional & Local Presentations

Hite, J. M. & Young, J. (2012). Program learning outcomes. Workshop presentation at the McKay School of Education Conference, Provo, UT, 22 August 2012.

Walker, T. D. & **Hite, J. M.** (2010). Towards measuring relational embeddedness: Two-factor analyses of TRENDS pilot survey data. Research presentation at the BYU Mary Lou Fulton Mentored Learning Conference, Brigham Young University, Provo, UT, 8 April 2010. **Presentation awarded 1st place.

Reynolds B. A., **Hite, J. M.**, Hite, S. (2010). Strategic networks in rural school districts. Paper presented at Utah Rural Schools Conference, Southern Utah University, Cedar City, UT, 12-14 July 2010.

Baldwin, C., **Hite, J. M.**, Hite, S. J. & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate student research paper presented at LDS Philanthropies, Semi-annual Meeting of the President's Leadership Council (PLC). Brigham Young University, Provo, UT, 15 October 2009.

Evans, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Agents of political socialization of youth in Mukono, Uganda. Undergraduate student research paper presented at the BYU Inquiry Conference, Provo, UT, 4-6 March 2009.

Evans, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Agents of political socialization of youth in Mukono, Uganda. Undergraduate student research paper presented at Utah Conference of Undergraduate Research, Salt Lake City, UT, 20 February 2009.

Baldwin, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate research paper presented at the BYU Inquiry Conference, Provo, UT, 4-6 March 2009.

Baldwin, C., **Hite, J. M.**, Hite, & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate student research paper presented at Utah Conference of Undergraduate Research, Salt Lake City, UT, 20 February 2009.

Hite, J. M. (2000). Wanting it all: The role of priorities, focus and balance. Invited presentation for BYU Honors Devotional, Provo, UT, 15 February 2000.

STUDENT RESEARCH MENTORING & FUNDING

- 2012 BYU Undergraduate Honor's Thesis Chair, for Jonathan Ammons (Humanities major). Leading by virtue: The role of *Plutarch's Lives* in moral leadership development. Brigham Young University.
- 2012 Student Research Mentor for Timothy D. Walker, EIME doctoral student in McKay School of Education. EDLF research assistantship.
- 2011 Faculty Mentor & External Masters Committee Member for Taralyn Clark, master's student in Youth and Recreation Leadership. Thesis fieldwork using qualitative method of case studies. Article format thesis, submitted for publication.
- 2011 Student Research Mentor for Timothy D. Walker, EIME doctoral student in McKay School of Education. EDLF research assistantship.
- 2010 Faculty Mentor & External Masters Committee Member for Rachel Adams, master's student in Youth and Recreation Leadership. Master's fieldwork in Uganda, May 2009. Qualitative methods: Interviews & observation. Article format thesis, submitted for publication.
- Student Paper Presentation: Adams, R., Taniguchi, S., **Hite, J. M.**, Mugimu, C., Hite, S., & Widmer, M. (2010). Fortifying leisure: A qualitative investigation of family leisure in Uganda. Research paper presented at the Leisure Research Symposium held in conjunction with the Annual National Recreation and Parks Association Conference, Minneapolis, MN, 25-29 October 2010.
- 2010 Student Research Mentor for Timothy D. Walker, EIME doctoral student in McKay School of Education. EIME research assistantship.
- Student Presentation: Walker, T. D., & **Hite, J. M.** (2008). Towards measuring relational embeddedness: Two Factor Analysis of TRENDS Pilot Survey Data. Research paper presented at BYU Mary Lou Fulton Conference, Sociology Research Conference, Brigham Young University, Provo, UT, 8 Apr 2010. *Poster presentation winner: 1st place.*
- 2009 Student Research Mentor for Timothy D. Walker, EIME doctoral student in McKay School of Education. EIME research assistantship.
- 2009 ORCA Mentoring Grant. Served as faculty mentor to Martha Howard for work on gender equity in Ugandan secondary schools. Grant funding for student: \$1,500.
- Student Presentation: Howard, M., Lowe, B., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Gender Equality in Ugandan Secondary Schools. Undergraduate research paper presented at Comparative International Education Society, Charleston, SC, 24 March 2009.

- 2009 ORCA Mentoring Grant. Served as faculty mentor to Caleb Baldwin for work on sleep habits and academic performance of secondary students in Mukono, Uganda. Grant funding for student: \$1,500.
- Student Presentations:
 - Baldwin, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate research paper presented at LDS Philanthropies, Semi-annual Meeting of the President's Leadership Council (PLC). Brigham Young University, Provo, UT, 15 October 2009.
 - Baldwin, C., **Hite, J. M.**, Hite, S. J. & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate research paper presented at the Comparative International Education Society (CIES) Conference, Charleston, SC, 24 March 2009.
 - Baldwin, C., **Hite, J. M.**, Hite, S. J., Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate research paper presented at the BYU Inquiry Conference, Provo, UT, 4-6 March 2009.
 - Baldwin, C., **Hite, J. M.**, Hite, & Mugimu, C. B. (2009). Sleep habits and academic performance in secondary schools in Mukono, Uganda. Undergraduate research paper presented at the Utah Conference of Undergraduate Research, Salt Lake City, UT, 20 February 2009.
- 2009 Undergraduate Research Mentoring. Student research papers presented:
- Feb 2009 --Two student papers, Utah Conference on Undergraduate Research
 - March 2009 --Four student papers, BYU Kennedy Center Inquiry Conference
 - March 2009 --Four student papers, Comparative & International Education Society Conference
 - April 2009 --One student paper, National Conference on Undergraduate Education
- 2009 ORCA Mentoring Grant. Served as faculty mentor to Cortney Evans for work on political socialization of Ugandan secondary students. Grant funding for student: \$1,500.
- Student Presentations:
 - Evans, C., **Hite, J. M.**, Hite, S. J. & Mugimu, C. B. (2009). Agents of Political Socialization of Youth in Mukono, Uganda. Undergraduate research paper presented at Comparative International Education Society, Charleston, SC, 24 March 2009.
 - Evans, C., **Hite, J. M.**, Hite, S. J., & Mugimu, C. B. (2008). Agents of Political Socialization of Youth in Mukono, Uganda. Undergraduate research paper presented at National Conference of Undergraduate Research, LaCrosse, WI, 16-18 April 2009.
 - Evans, C., **Hite, J. M.**, Hite, S. J., Mugimu, C. B. (2009). Agents of political socialization of youth in Mukono, Uganda. Undergraduate research paper presented at Utah Conference of Undergraduate Research, Salt Lake City, UT, 20 February 2009.
 - Evans, C., **Hite, J. M.**, Hite, S. J., Mugimu, C. B. (2009). Agents of political socialization of youth in Mukono, Uganda. Undergraduate research paper presented at the BYU Inquiry Conference, Provo, UT, 4-6 March 2009.
- 2009 ORCA Mentoring Grant. Served as faculty mentor to Lauren Hagee for work on awareness of human rights among Uganda secondary school students. Grant funding for student: \$1,500.
- 2008 Field-based Student Research Mentoring. Facilitated 9 undergraduate and 2 graduate students in field research in secondary schools in Mukono, Uganda. Provided research mentoring for these students over three semesters (both on campus and in the field) across eight different student-led, field-based research projects, including obtaining IRB approvals, research design, data collection, analysis and write-ups.

- 2008 Student Research Mentor for Michelle Kincaid, EDLF masters student and BYU Law School student, for her field-based research on women's property transference in Mukono District, Uganda.
- Student paper: Kincaid, Michelle. (2009). A will written solution. *The Journal of Inquiry: Student Cross-Cultural Field Research*, 5, 45-55. [<http://kennedy.byu.edu/events/inquiry/journal.php>]
- 2008 ORCA Mentoring Grant. Served as co-faculty mentor to David S. Hite for research on vision of secondary students and school performance in Mukono District, Uganda. Grant funding for student: \$1,500.
- 2004 Undergraduate Research Trainee (URT) Program. Mentored Tara McIntosh (one-half URT position–Winter semester only). Project: Networks of Private Schools in Uganda: A qualitative and network analysis.
- 2004 ORCA Mentoring Grant. Served as faculty mentor to Jackie Skinner for work on the challenges of Ugandan girls. Grant funding for student: \$1,500.
- Student publication: Skinner, Jackie. (2005). The influence of struggles faced by Ugandan female students in secondary education on their enrollment and academic performance. *The Journal of Undergraduate Research and Creative Activities*. [<http://orca.byu.edu/Journals/JUG2005.aspx>]
- 2004 Graduate Mentoring Environment Grant. Brigham Young University, McKay School of Education. Funding approved for \$7,200 for W. Joshua Rew. Project: Planning and Resources in International Private Education: A GIS and Network Analysis of Private Schools in Uganda.
- 2003 Research Assistants. Mentored undergraduate Research Assistant, funded by the McKay School of Education: Tara McIntosh. Project: Ugandan networks of private schools.
- 2003 ORCA Mentoring Grant. Served as co-faculty mentor to Allyson Flake for work on the Ugandan networks of primary school headmasters. Grant funding for student: \$1,000. Original faculty mentor: Dr. Steven J. Hite.
- Student publication: Flake, Allyson (2003). Networks of primary school headmasters in Uganda. *The Journal of Undergraduate Research and Creative Activities*, Vol. 2003. [<http://orca.byu.edu/Journals/JUG2003.aspx>]
- 2003 Undergraduate Research Trainee (URT) Program. Mentored Allyson Flake (Fall semester only). Project: Networks of Private Schools in Uganda: A qualitative and network analysis.
- 2003 Research Assistants. Mentored 8 undergraduate Research Assistants, funded by the McKay School of Education. Project: Ugandan networks of private schools.
- 2003 ORCA Mentoring Grant. Faculty sponsor for Troy Smith's ORCA work on the role of strategic networks on school performance in Uganda. Grant funding for student: \$1,500.
- Student publication: Smith, T. (2003). Determinants of School Success: Performance in Secondary Schools in Mukono, Uganda. *The Journal of Undergraduate Research and Creative Activities*, Volume 2003. [<http://orca.byu.edu/Journals/JUG2003.aspx>]
- 2003 Graduate Fellow Dissertation Grant. Faculty sponsor for Tanise Chung-hoon's dissertation research on Turning the Organization Inside-Out. Grant funding for student: \$5,000.
- 2003 Undergraduate Research Trainee (URT) Program. Mentored Erin Yamashita (Winter semester only). Project: Networks of Private Schools in Uganda: A qualitative analysis.
- 2002 Research Assistants. Mentored 4 undergraduate Research Assistants, funded by the McKay School of Education. Projects included: Ugandan networks of private schools and strategic networks in education.
- 2002 Undergraduate Research Trainee (URT) Program. Mentored Troy Smith (Fall semester only). Project: Networks of Private Schools in Uganda: A qualitative analysis.

- 2001 Research Assistants. Mentored 6 undergraduate Research Assistants, funded by the McKay School of Education and the Kennedy Center. Projects included: Ugandan networks of private schools, strategic networks in education and networks literature review.
- 2001 ORCA Mentoring Grant. Served as faculty mentor to Dustin Stucki for his work on the synthesis of strategic network theory and research literature. Grant funding for student: \$1,000.
- Student publication: Stucki, D. (2002). Review of literature and research of informal and social networks. *The Journal of Undergraduate Research and Creative Activities*, Vol. 2001/2002, p. 431-433.
- 2001 Undergraduate Research Trainee (URT) Program, 2001-2002. Mentored URT: Dustin Stucki. Project: Literature review on strategic network theory and research.

SERVICE & COMMITTEE ASSIGNMENTS

Department Service

- 2013-present **Committee Chair**, EDLF Faculty Search Committee
- Facilitate search for three open faculty positions
- 2009-present **Committee Member**, School Leadership Program Committee
- Facilitate admissions, academic curriculum, public relations, assessment & accreditation
- 2010-2013 **Chair**, TEAC Committee (School Leadership Program accreditation)
- Strategic oversight of TEAC processes
 - Preparation of TEAC Inquiry Brief Proposal
 - Development of program quality control system, including initial student and program assessments
- 2008-2011 **Committee Member**, Executive School Leadership Program Committee (ExSL)
- Strategic revision of the program as a track of the School Leadership Program
 - Coordination of academic curriculum, scheduling & assessment
- 2007-2008 **Chair**, Ad-hoc School Leadership Program Committee
- Strategic program analysis of and recommendations for School Leadership Program (M.Ed.)
- 2006-2007 **Committee Member**, EDLF Assessment and Improvement Committee
- Facilitated and prepared the BYU Departmental Unit Review (much of which while on sabbatical out of the country)
- 2005-2006 **Chair**, Assessment and Improvement Committee
- 2002-2006 **Committee Member**, Doctoral Committee
- 2003-2005 **Committee Member**, Assessment and Improvement Committee
- 2004 **Chair**, Resource Committee
- 2001-2003 **Chair**, Standards & Expectations Committee
- 2000-2001 **Committee Member**, Strategic Planning Committee
- 2000-2002 **Assistant Director**, Leader Preparation Program (LPP)
- 2000-2002 **Committee Member**, Masters' Committee

College Service: McKay School of Education

- 2013-present **Committee Chair**, McKay School of Education Rank & Status Committee
- 2011-present **Committee Member**, MSE Public Relations Committee
- Multi-department planning for joint MSE program recruitment PR strategies
- 2009-2013 **Committee Member**, MSE Research Committee
- Review & evaluate MEG & MSE research grant applications
- 2010 **ORCA Reviewer**, BYU ORCA Research Scholarship Applications
- Review & evaluation of 8 MSE ORCA Scholarship Applications
- 2002-2006 **Committee Member**, MSE Graduate Assessment Committee
- Development of graduate program assessment framework
 - Encourage departmental progress in assessment and evaluation procedures
 - Liaison for departmental contribution to MSE NCATE review
 - Planning for MSE graduate program assessment database
- 2004-2005 **Committee Member**, MSE Interdisciplinary Ph.D. Committee
- Represent EDLF in the development and revision of proposed interdisciplinary PhD program for the McKay School of Education
- 2002 **Committee Member**, MSE Research Committee
- Represented EDLF as the qualitative research representative
 - Explore potential points for school-wide collaboration
- 1999-2000 **Assistant Committee Chair**, Committee for Entrepreneurship & New Venture Program Development. David Eccles School of Business, University of Utah.
- Initial development of entrepreneurship program, networking and development activities
- 1999-2000 **Faculty Advisor**, Utah Entrepreneurial Challenge & Entrepreneurship Club, University of Utah

University Service

- 2012-present **Committee Member**, BYU Human Subjects Committee. IRB reviews for Office of Research and Creative Activities.
- 2007-2009 **Associate Director**, BYU Uganda Field Studies Program, BYU Kennedy Center.
- 2001-2004 **Associate Director**, BYU Uganda International Volunteers Program, BYU Kennedy Center.
- 2001 **Inter-College Reviewer**, BYU ORCA Research Scholarship Applications
- Review & evaluation of 13 ORCA Scholarship Applications from the Marriott School of Management for the School of Education
- 2000 **Ambassador**, Brigham Young University, Seventh Annual Law and Religion Symposium, Comparative Constitutional Perspectives on Freedom of Religion and Belief. October 7, 2000.

Academic Community Service

Education Journals

2010-present	Reviewer , <i>Journal of School Choice</i>
2006-present	Reviewer , <i>International Journal of Leadership Education (IJLE)</i>
2005-present	Reviewer , <i>Education Administration Quarterly (EAQ)</i>
2005-present	Reviewer , <i>NCPEA Educational Leadership Review (ELR)</i>
2001-present	Reviewer , <i>Education and Urban Society (EUS)</i>
2002-2003	Research Editor , <i>The Journal of Educational Research, Theory and Practice in East Africa</i> . Kampala, Uganda: M. K. Publishers
2002-2003	Scholarly Board Member , <i>The Educational Magazine</i> . Kampala, Uganda: M. K. Publishers

Education Associations

2003-2008	Reviewer , American Education Research Association (AERA)
2003-2006	Plenum Representative , University Council of Educational Administration (UCEA)

Management Journals

2006-present	Reviewer , <i>International Journal of Management Reviews (IJMR)</i>
2005-present	Reviewer , <i>Journal of Business Venturing (JBV)</i>
2005-present	Reviewer , <i>Organization Science (OS)</i>
2004-present	Reviewer , <i>Entrepreneurship Theory and Practice (ETP)</i>
2004-present	Reviewer , <i>Journal of Management Studies (JMS)</i>
2004-present	Reviewer , <i>Journal of Small Business Management (JSMB)</i>
2003-present	Reviewer , <i>Academy of Management Review (AMR)</i>
2003-present	Reviewer , <i>Academy of Management Journal (AMJ)</i>
2001-present	Reviewer , <i>Journal of Business Research (JBR)</i>

Management Associations

2003-2010	Reviewer , Academy of Management, Organizational Management & Theory Division
1999-2010	Reviewer , Academy of Management, Entrepreneurship Division
2006-2007	Chair , Academy of Management, Newman Award Nomination Committee
2006	Reviewer , Academy of Management, Newman Award Nomination Committee
2002	Workshop Co-Organizer , with Athanaseas, N., Borgatti, S., Brass, D., & Krackhardt, D. Pre-Conference Professional Development Workshop on Social Network Methods and Analysis. Academy of Management, August, Denver, CO. 9-11 August 2002.

Memberships in Academic & Professional Associations

2000-present	University Council of Education Administration (UCEA)
2000-present	Faculty Women's Association, Brigham Young University (FWA)
1999-present	International Network of Social Network Analysts (INSNA)
1996-present	Academy of Management (AoM)
1995-present	Phi Kappa Phi
1995-present	Golden Key, Brigham Young University Chapter
1993-present	Beta Gamma, Beta of Utah Chapter
2003-2010	Comparative International Education Society (CIES) ¹
2000-2010	American Education Research Association (AERA) ¹
2000-2008	Association of Supervision and Curriculum Development (ASCD)
1996-2003	Western Academy of Management (WAM)
1996-1999	Strategic Management Society (SMS)

¹ Dropped CIES and AERA memberships due to departmental budget constraints. Travel budget generally facilitates travel to one conference a year. While CIES and AERA conferences are relevant to my research, they are secondary to my main professional research associations (INSNA and Academy of Management). Access to CIES and AERA journals is available through BYU.

Local Community Service (selected)

2003-present **Vice President**, TRUE Africa, Inc., volunteer position for non-profit educational charity
1982-present **Consultant**, Family history research (volunteer)
2005-2006 **Secretary**, Heber Valley Camp, Young Women's Camp Committee, LDS Church, Utah
2002-2003 **Host Family**, international student from Nepal
1995-1998 **President**, Young Women's local organization, LDS Church, Orem, Utah
1994-1997 **Coordinator**, Utah Youth Soccer Association, young women, age 12-18, Orem, UT
1994-1995 **Den Leader**, Boy Scouts of America, Troop 3431, Orem, UT
1990-1991 **Troop Leader**, Girl Scouts of America, Junior Troop 2061, Gilbert, AZ
1984-1987 **President**, Young Women's local organization, LDS Church, Boston, MA
1979 **Volunteer Worker**, Kibbutz Degania "A", Galilee, Israel
1977-78 **Director**, ASBYU Student Community Service "Adopt-A-Grandparent" program