

Curriculum Vitae

Sujin K. Horwitz, Ph.D., SPHR, SHRM-SCP

Google Scholar: https://scholar.google.com/citations?view_op=view_org&hl=en&org=5333259845542145118

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Cameron School of Business
University of St. Thomas
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Academic Credentials

Ph.D. Education University of Minnesota, Minneapolis **January 2005**

- Areas of Concentration: Human Resource Development
- Areas of Research: Team Diversity and Outcomes, Strategic HR, and Research Methods
- Dissertation: The Impact of Team Diversity on Team Outcomes: Meta-analytic Findings of Team Demography.

M.A. HRIR University of Minnesota, Minneapolis **May 2000**

- Major: Human Resources and Industrial Relations
- Recipient of the Yoder-Heneman Award from the Industrial Relations Center in the Carlson School of Management for Top Student Scholar of the class of 2000.

B.S. University of Maryland, University College **August 1998**

- Major: Management
- Awarded three consecutive academic scholarships for academic excellence and community involvement from the University of Maryland, University College.

Professional Credentials

- **Certification for the Senior Professional in Human Resources (SPHR)** by the Human Resource Certification Institute **July 2014-Current**
- **Certification for the Senior Certified Professional (SHRM-SCP)** by the Society for Human Resource Management **July 2015-Current**

Academic and Teaching Appointments

August 2018– Present: **Professor of Management**, Cameron School of Business, University of St. Thomas

Courses Taught: *Organizational Behavior; Human Resource Management; Global Human Resources; International Business; Principles of Management; Leadership and Business Success for Translational Medicine; Freshman Symposium*

August 2014 – June 2016: **Chair of the Management and Marketing Department.** Cameron School of Business, University of St. Thomas

August 2012 – July 2018: **Associate Professor of Management.** Cameron School of Business, University of St. Thomas

Courses Taught: *Freshman Symposium; Principles of Management; Human Resource Management; Organizational Behavior; Introduction to Business; International Business; Management and Organization of Translational Medicine*

August 2007 – July 2012: **Assistant Professor of Management.** Cameron School of Business, University of St. Thomas

Courses Taught: *Principles of Management; Management and Social Environment; Organizational Behavior; Human Resource Management.*

August 2006 – June 2007: **Assistant Professor of Management.** College of Business Administration, Lamar University.

Courses Taught: *OB/HRM; Compensation and Benefits; International Management*
Faculty advisor to the Lamar Chapter of the Society for Human Resource Management

August 2002 – May 2004: **Instructor.** Human Resource Development Program, University of Minnesota.

Courses Taught: *Survey of Human Resource Development and Adult Education; Training and Development; Psychological Foundations of HRD; Economic Foundations of HRD*

Professional Experience and Service

Educational Outcomes Evaluator **HCDE, Houston TX** **2005-2006**

- Evaluated educational outcomes of federally-funded 21st CCLC and Partnership After School Programs for 51 schools in Houston and Harris Country School District.
- Conducted workshops on SPSS and statistical methods for school administrators and researchers in the Houston area.
- Published, presented, and disseminated research findings on after-school programs in state and national meetings and conferences.

Research Associate **UNCI Consulting Inc, MN** **2002-2003**

- Performed statistical analyses and prepared summary reports on trends, indemnity, and costs associated with workplace injuries in health care settings.
- Maintained a large database of multistate Workers' Compensation claim information for a Minneapolis-based consulting firm on health care research projects.

Publications

Peer-Reviewed Book Chapters:

- Santillan, C. & **Horwitz, S. K.** (2016). Application of collaboration technology to manage diversity in global virtual teams: The thinkLet-based CE approach. *Handbook of Research on Race, Gender, and the Fight for Equality*. **Publisher: IGI Global Publishing**.
- **Horwitz, S. K.** (2015). Functional diversity in project teams: Working across boundaries. *The Psychology and Management of Project Teams: An Interdisciplinary Perspective*. **Publisher: Oxford University Press**.
- Santillan, C. & **Horwitz, S. K.** (2012). Using global virtual teams to leverage workforce diversity in global environments. *The Handbook of Research on Workforce Diversity in a Global Society*. **Publisher: IGI Global Publishing**.
- **Horwitz, S. K.**, Horwitz, I. B., & Barshes, N. (2011). Addressing dysfunctional relations among health care teams: Improving team cooperation through applied organizational theories. *Organization Development in Healthcare: Conversations on Research and Strategies*. **Publisher: Emerald Group Publishing**.

Peer-Reviewed Journal Publications:

- **Horwitz, S. K.** (Revised and Resubmitted on August 21, 2022). Who is Willing to Lead: The Impact of Personal Reputation on Leader Emergence in Autonomous Work Teams. *The European Journal of Management Studies* (**C Category Journal: Cabell's List**)
- **Horwitz, S. K.** & Horwitz, I. B. (2017). The effects of organizational commitment and structural empowerment on patient safety culture: An analysis of a physician cohort. *Journal of Health Organization and Management*, 31(1). (**B Category Journal: ABDC List**)
- Canac, P., Davis, C. K., & **Horwitz, S. K.** (2014). Teaching globalization globally and virtually: Case study and teaching note, *Journal of International Business Education*, Vol. 9. (**B Category Journal: ABDC List**)
- Canac, P., Davis, C. K., & **Horwitz, S. K.** (2014). Case teaching note: Teaching globalization globally and virtually: Case study and teaching note, *Journal of International Business Education*, Vol. 9. (**B Category Journal: ABDC List**)
- **Horwitz, S. K.** & Santillan, C. (2012). Knowledge sharing in global virtual team collaboration: Applications of CE and thinkLets. *Knowledge Management: Research and Practice*, 10. (**A Category Journal: ABDC List**)
- **Horwitz, S. K.** & Horwitz, I. B. (2012). Small is beautiful: Implications of reliability and statistical power for testing the efficacy of HR intervention, *Human Resource Management*, 51 (1). (**A+ Category Journal: ABDC List**)

- Horwitz, I. B., Sonilal, M. & **Horwitz, S. K.** (2011). Improving healthcare quality through culturally competent physician leadership and organizational diversity training. *Journal of Health Care Leadership, Vol.3.* (**Q1 Journal with an impact factor of .54 by Scientific Journal Rankings***)
- Horwitz, I. B., **Horwitz, S. K.**, Brunicardi, C., & Awad, S, S. (2011). Improving surgical resident training through use of the NEO Five Factor Personality Inventory: Results from a cohort-based trial. *American Journal of Surgery, 201*(6). (**Q1 Journal with an impact factor of .87 by Scientific Journal Rankings**)
- Horwitz, I. B., **Horwitz, S. K.**, Daram, P., Brandt, M. L., Brunicardi, C., & Awad, S, S. (2008). Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort - Analysis using the multifactor leadership questionnaire. *Journal of Surgical Research, 144*(2). (**Q1 Journal with an impact factor of .70 by Scientific Journal Rankings**)
- Horwitz, I. B., **Horwitz, S. K.**, Brandt, M. L., Brunicardi, F. C., & Samir, S. A., (2007). Assessment of communication skills of surgical residents using the social skills inventory. *American Journal of Surgery, 194*(3). (**Q1 Journal with an impact factor of .87 by Scientific Journal Rankings**)
- **Horwitz, S. K.** & Horwitz, I. B. (2007). The effects of team diversity on team outcomes: A meta-analytic review of team demography (Annual Review Issue). *Journal of Management, 33*(6). (**A+ Category Journal: ABDC List**)
- Horwitz, I. B., McCall, B. P., & **Horwitz, S. K.** (2006). An assessment of workplace assault injuries: Analysis of Rhode Island workers' compensation claims, 1998-2003. *Preventive Medicine. 43*(5). (**A Category Journal: Cabell's List**)
- **Horwitz, S. K.** (2005). The compositional impact of team diversity on performance: Theoretical considerations. *Human Resource Development Review 4*(2). (**B Category Journal: ABDC List**)
- Bartlett K., **Horwitz, S. K.**, Ipe M., & Liu Y. (2005). The Perceived influence of industry-sponsored credentials on recruitment in the information technology industry: Employer and employee perspectives. *Journal of Career and Technical Education, 21* (2).
- **Kim S.** (2003). Research paradigms in organizational learning and performance. *Information Technology: Learning and Performance Journal, 21*(1).

□ *Scientific Journal Rankings classify journals from Q1/Highest-Impact to Q4/Lowest-Impact*

Peer-Reviewed Conference Proceedings:

- **Horwitz, S. K.** (2022). The Impact of Inter- and Intra-functional Diversity on Project Teams. *The Southwestern Business Administration Teaching Conference Proceedings., Houston, TX.*
- **Horwitz, S. K.** (2018). Ethics and Competency Dimensions in Cross-Cultural Research. *The Southwestern Business Administration Teaching Conference Proceedings., Houston, TX.*
- **Horwitz, S. K. & Godwin, L.** (2015). Performance-based Compensation: Issues and recommendations. *The Society of Interdisciplinary Business Research Conference Proceedings., Hong Kong, China.*
- **Horwitz, S. K.** (2014). Mosaic mentoring for health care professionals: A preliminary literature review. *The Academy of Human Resource Development Conference Proceedings., Houston, TX.*
- **Horwitz, S. K. & Horwitz, I. B.** (2013). Managing diversity through the lived experience of diversity trainers. *The Academy of Human Resource Development Conference Proceedings.* Washington DC.
- **Horwitz, S. K. & Snatilan, C.** (2012). The effects of virtualness and diversity on global virtual Teams: Collaboration technology for facilitating global virtual team process. *The Academy of Human Resource Development Conference Proceedings.* Colorado Spring, CO.
- **Horwitz, S. K. & Horwitz, I. B.** (2012). An integrative review of effects of emotions on an escalation of commitment: Past, present, and future. *The Asia Academy of Management Conference Proceedings,* Seoul, Korea.
- **Horwitz, S. K. & Horwitz, I. B.** (2011). The effects of affective commitment and empowerment on patient safety culture. *The Academy of Human Resource Development Conference Proceedings.* Chicago, IL.
- **Horwitz, I. B. & Horwitz, S. K.** (2011). Critical review of the effects of bureaucratic structure on ethical accountability. *The Academy of Human Resource Development Conference Proceedings.* Chicago, IL.
- **Horwitz, S. K. & Horwitz, I. B.** (2009). Reliability, statistical power, cost optimization: Implications for human resource interventions. *The Academy of Human Resource Development Conference Proceedings.* Washington DC ****This Paper won the 2008 AHRD Cutting Edge Award.***
- **Barshes, N. Horwitz, I. B., & Horwitz, S. K.** (2008). The impact of conflict and communication failure on medical team decision making: Theoretical solutions from the fields of HRD and Organizational Psychology. *The Academy of Human Resource Development Conference Proceedings.* Panama City, FL.

- Bartlett K., Ipe M., **Kim S.**, Liu, Y. (2002). The perceived influence of industry-sponsored credentials on recruitment and training in the information technology industry. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.
- **Kim S.** (2002). Research Paradigms: Competing Modes of Inquiry in Human Resource Development. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.

Encyclopedia Contribution:

- **Horwitz, S. K.** (2016). Diversity, tasks, and strictures in teams. *The Blackwell Encyclopedia of Race, Ethnicity and Nationalism*. **Publisher: Wiley-Blackwell**.

Custom Title Textbook

- **Organizational Behavior** for MBA 5322, CSB (2009, 20012), Pearson Custom Publishing

Conference Presentations:

- **Horwitz, S. K.** (2022). The Impact of Inter- and Intra-functional Diversity on Project Teams. *The 29th Southwestern Business Administration Teaching Conference, Houston, TX*
- **Horwitz, S. K.** (2020). Purposeful Ambiguity in Organizational Communication. The 20th International and Virtual Conference on Diversity in Organizations, Communities & Nations. *Common Ground Research Networks*.
- **Horwitz, S. K.** (2018). Ethics and Competency Dimensions in Cross-Cultural Research. *The 25th Southwestern Business Administration Teaching Conference, Houston, TX*
- **Horwitz, S. K.** (2018). Mosaic Mentoring and Cross-cultural Training for Medical Professionals. *The Science of Team Science Conference, Galveston, TX*
- **Horwitz, S. K.** (2016). The Effects of organizational commitment and employee empowerment on patient safety culture using physician cohort, *Science of Team Science Conference, Phoenix, AZ*.
- **Horwitz, S. K.** & Godwin, L. (2015). Performance-based compensation: Issues and recommendations. *The Society of Interdisciplinary Business Research Conference., Hong Kong, China*.
- Canac, P., Davis, C. K., & **Horwitz, S. K.** (2015). Teaching globalization online: A case study, Southwest Decision Science Institute, Houston, TX.

- **Horwitz, S. K.** (2014). Mosaic mentoring for health care professionals: A preliminary literature review. The Academy of Human Resource Development Conference, Houston, TX.
- **Horwitz, S. K.** (2014). Cross-cultural competency in surgical education: Implications for clinical practice. The Global Academic Programs Conference, Seoul, South Korea.
- **Horwitz, S. K. & Horwitz, I. B.** (2013). Managing diversity through the lived experience of diversity trainers. The Academy of Human Resource Development Conference, Washington DC.
- **Horwitz, S. K. & Horwitz, I. B.** (2012). An integrative review of effects of emotions on escalation of commitment: Past, present, and future. The Asia Academy of Management, Seoul, Korea.
- Santillan, C., & **Horwitz, S. K.** (2012). The effects of virtualness and diversity on global virtual teams: Collaboration technology to facilitate global virtual team processes. Academy of Human Resource Development, Colorado Spring, CO.
- **Horwitz, S. K.** (2012). Designing valid, reliable, and respondent-friendly surveys in global marketing: Implications for marketing professionals. Global Marketing Conference, Seoul, South Korea.
- **Horwitz, S. K.** (2011). Managing patient and team diversity in clinical practice: Improving healthcare quality through culturally competent leadership. Academy of International Business U.S. Southwest Chapter Annual Conference, Houston, TX
- **Horwitz, S. K. & Horwitz, I. B.** (2011). Riding an Emotional Roller Coaster: Effects of Emotions on Escalation of Commitment. *The Western Academy of Management Conference*, Victoria, BC.
- **Horwitz, S. K. & Horwitz, I. B.** (2011). The effects of affective commitment and empowerment on patient safety culture. *The Academy of Human Resource Development Conference*, Chicago, IL.
- Horwitz, I. B. & **Horwitz, S. K.** (2011). Critical review of the effects of bureaucratic structure on ethical accountability. *The Academy of Human Resource Development Conference*. Chicago, IL.
- Santillan, S. & **Horwitz, S. K.** (2010). Developing Structure in the Uncertain Environment: How Virtual Teams Can Benefit from Collaboration Engineering. *The Western Academy of Management Conference*, Kona, HI.
- **Horwitz, S. K. & Horwitz, I. B.** (2010). Improving Resident Training through the Use of NEO-PI-R: Results from a Cohort-Based Trial. *The Western Academy of Management Conference*, Kona, HI.
- **Horwitz, S. K. & Horwitz, I. B.** (2009). Reliability, statistical power, cost optimization: Implications for human Resource interventions. *The Academy of Human Resource Development Conference*. Washington DC.

- **Horwitz, S. K.**, Horwitz, I. B., Brunicardi, C., & Awad, S, S. (2009). Assessment of cross-cultural training needs among surgical residents: Implications for surgical education curriculums. *Academic Surgical Congress Conference*. Fort Myers, FL
- Horwitz, I. B., **Horwitz, S. K.**, Brunicardi, C., & Awad, S, S. (2009). Targeting educational interventions to enhance the ACGME core competencies using the NEO-5-factor personality inventory. *Academic Surgical Congress Conference*. Fort Myers, FL.
- Horwitz, I. B., **Horwitz, S. K.**, Daram, P., Brandt, M. L., Brunicardi, C., & Awad, S, S. (2008). Transformational, transactional and passive-avoidant leadership characteristics of a surgical resident cohort - Analysis using the multifactor leadership questionnaire. *Academic Surgical Congress*. Huntington Beach, CA
- Barshes, N. Horwitz, I. B., & **Horwitz, S. K.** (2008). The impact of conflict and communication failure on medical decision making: Theoretical solutions from the fields of HRD and Organizational Psychology. *The Academy of Human Resource Development Conference*. Panama City, FL.
- Horwitz, I. B., **Horwitz, S. K.**, Brandt, M. L., Brunicardi, F. C., & Samir, S. A. (2007). Assessment of communication skills of surgical residents using the social skills inventory. *Academic Surgical Congress*. Phoenix, AZ
- Bartlett, K., Ipe, M., **Kim, S.**, Liu, Y. (2002). The perceived influence of industry-sponsored credentials on recruitment and training in the information technology industry. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI
- **Kim S.** (2002). Research Paradigms: Competing Modes of Inquiry in Human Resource Development. *The Academy of Human Resource Development Conference Proceedings*. Honolulu, HI.
- **Kim. S.** (2003). Mentoring for women: Findings from the literature. *The 27th Pacific Circle Consortium*. Minneapolis, MN.
- **Kim S.** (2002). Corporate volunteering and social accountability in modern organizations. *The 17th IAVE World Volunteer Proceedings*. Seoul, Korea.

Other Presentations (Representative)

- Presentation on Cultural intelligence invited by the Initiative for University Excellence at UST (with Dr. Michalos 2014, with Ms. Swan, 2017)
- International HR Workshop for the Brazilian Executive Group Training in CSB (February 2016)
- Guest lecture in Cross-cultural management session at Texas A & M-Galveston, Maritime Administration (Fall 2014)

- Guest lecture in Human Resource Development session at Seoul National University, Korea (2013)
- Team building workshop for the CSB MBA Orientation Event (2008-2012)
- Round-table session for Organization development in healthcare, The Academy of Management Conference (2011)
- Workshop for the Houston International HR Roundtable LLC (HR Brown Bag Series in collaboration with the University of Houston, College of Technology, 2010)
- Guest lecture in team diversity session, University of Texas, School of Public Health, TX (Spring 2007)

Research in Progress:

- **Horwitz, S. K.** Street-Level Bureaucracy and Ideological Currency for Participatory Health Promotion through Empowered Nurses (In preparation for Public Management Review)
- **Horwitz, S. K.** Mosaic mentoring and Cross-cultural training implications for health care professionals (In preparation for submission to the Journal of Vocational Behavior).

Service Experience

Service to the Department and College

- Chair of the CSB Faculty Development Committee (2018-Present)
- Department Chair of the Management and Marketing, CSB (2014-2016)
- Chair of CSB Curriculum Committee (2013-2017)
- Chair of CSB Strategic Management Faculty Search Committee (2014)
- Chair of CSB Business Law Faculty Search Committee (2016)
- Member of the Oversight Committee for the AACSB Reaccreditation (2021-Present)
- Faculty Advisor to the CSB Alumni Mentorship Program (2012-Present)
- Mentor for the CSB Faculty Mentoring Program (2014 - 2020)
- Member of the Emerging Leader Coaching Scholarship Program (ELCSP) Selection Committee (2013)
- Member of the Articulation Taskforce (2014-2016)
- Committee Member: CSB Faculty Development Committee (2014-2017)
- Committee Member: CSB Strategic Planning Committee (2103-2016)
- Committee Member: CSB Assessment Committee (2009-2014)
- Committee Member: CSB Curriculum and Standards Committee (2007-2009)
- Committee Members: Accounting Faculty Search Committee (2014)
- Committee Members: Endowed Chair of Ethics Search Committee (2015)
- Course Champion for MBA 5322 (2007-2013) and MGMT 2347 (2014-Current)
- CSB/UST Academic Advising: I advise about 60 to 80 students per semester ranging from freshmen to graduate students in CSB and UST

Service to the University

- UST First-Year Experience Advisor (2009- Present)
- UST Freshman Symposium Faculty Mentor (2012, 2013, 2015, 2019-Present)
- Committee Members: UST Promotion and Tenure Committee (2019-Present)
- Advisory member for the Promotion and Tenure Task Force (Spring 2022-Present)
- UST Faculty Senate (2011-2016 & 2021-Present)
- Member of the Psychology Faculty Search Committee (2021)
- Committee Member: UST Scholarship Appeals Committee (2014-2019)
- Committee Member: UST Academic Calendar Committee (2011-2013)
- Committee Member: UST Undergraduate Research Committee (2008-2013)
- Chair of the Undergraduate Research Funding Subcommittee (2011-2013)
- Faculty Representative for the UST Family Weekend Committee (2008-2014)
- Member of the Promotion & Tenure Taskforce (2012-2013)
- Member of the Course and Peer Evaluation Task Force (2013-2014)
- Member of the Mid-Tenure Mentoring Committee for Dr. Nevine Sultan (2017)
- Teaching Fellow for the Initiative for University Excellence (2014)
- Member of the Blended Learning-Learning Community (2011)
- Student Research Advisor: UST Honor's Program (2009-2010)

Service to the Academy and Profession

Journal Reviewer:

- Editorial Board Member: The Journal of Agricultural Education and Human Resource Development for the KSAE & HRD
- Academy of Management Review
- Organizational Behavior and Human Decision Processes
- Group and Organization Management
- Managerial International Review
- Journal of Vocational Behavior
- Journal of Managerial Issues
- Small Group Research
- Psychological Reports
- Employee Relations
- Human Relations
- Human Resource Development Review
- Journal of Health Organization and Management
- International Journal of Management Science and Engineering Management
- Knowledge Management: Research and Practice
- International Journal of Educational Research

Session Chair/Moderator for Conferences:

- Southern Management Conference
- Academy of Management Conference

- The Asia Academy of Management Conference
- The Academy of Human Resource Development Conference
- The Society of Interdisciplinary Business Research Conference

Reviewer for Conference Proceedings:

- The Academy of Human Resource Development Conference Proceedings
- The Academy of Management Conference Proceedings
- The Asia Academy of Management Conference Proceedings
- Southern Management Association Conference Proceedings
- Western Academy of Management Conference Proceedings
- The US Association for Small Business and Entrepreneurship Conference Proceedings
- The Computer Supported Cooperative Workgroup Conference Proceedings

Community Engagement

- Served as an external reviewer for a management faculty candidate for tenure and promotion in the School of Business and Economics at Indiana University-Northwest, IN.
- Reviewer for the annual UST/Archdiocesan Essay Contest (2009-2014)
- Judge, National Youth Leadership Forum in Public Health, High School Competitions, Houston (2004-2005)
- Volunteer Member of Harris County Department of Education program for Katrina Victim Relocation (Fall 2005)
- Volunteer Korean interpreter for the Texas Medical Center, Houston TX (2008-Present).

Academic and Professional Associations

- Member of the Academy of Management
- Member of Southern Management Association
- Member of the Society for Human Resource Management
- Member of the American Psychological Association