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### **Service Statement**

My approach to service is grounded in the belief that strong academic communities are built through intellectual generosity, professional stewardship, and sustained attention to inclusion and belonging. As a scholar in organizational and management theory, I view service not as separate from research and teaching, but as an important way to support institutions, professional networks, and developmental environments that make scholarly work possible. My service to date reflects a commitment to contributing to the field, supporting doctoral and student communities, and helping create collegial spaces where people can connect and thrive.

A central component of my service has been engagement with the broader management scholarly community. I have served as a reviewer for the Organizational and Management Theory and Strategy Divisions for the Academy of Management Annual Meeting, contributing to the peer-review process that shapes one of the field's most important intellectual gatherings. I have also served as an Academy of Management Review Bridge Reviewer, which has allowed me to support developmental reviewing and contribute to the advancement of high-quality scholarship. These experiences have deepened my appreciation for constructive, developmental feedback and reinforced my commitment to being an active contributor to the professional associations that sustain our field. As I move forward in my career, I hope to continue expanding my scholarly service through conference reviewing, symposium and PDW organization, journal reviewing, and participation in professional committees within the Academy of Management and related associations.

I have also contributed to program and departmental service in ways that support recruitment, doctoral education, and institutional community. As a Doctoral Student Ambassador, I helped represent the doctoral program to prospective students and visitors, offering insight into the academic, professional, and social dimensions of doctoral training. This role strengthened my commitment to mentoring and to demystifying academic pathways, particularly for students who may be navigating graduate education for the first time. I have also served on the Admissions Committee, contributing to the evaluation and recruitment of future members of the academic community. Through this work, I gained experience balancing multiple criteria in admissions decisions and developed a stronger appreciation for the role of service in shaping inclusive and intellectually vibrant cohorts.

In addition, I have taken on several roles focused on community-building and organizational culture. As a Retreat Committee Member, I helped support planning efforts designed to foster reflection, connection, and shared purpose among colleagues. I also served on the Academy of Management Conference Reception Planning Committee, contributing to events that create opportunities for networking, professional development, and community engagement. Within my own program, I held roles such as Coffee Connections Czar and Shake and Bake Commissioner, which, while informal in title, reflected a serious commitment to creating spaces for collegiality, peer support, and belonging. These roles involved organizing recurring opportunities for doctoral students and faculty to connect, exchange ideas, and sustain morale during the often demanding rhythms of academic life. I see this kind of service as especially important in business schools,

where collaboration, mentoring, and cross-disciplinary exchange are essential to a thriving intellectual environment.

As a faculty member, I hope to contribute to service in ways that align with my strengths and with the needs of my department, school, university, and profession. In the near term, I would be eager to serve on committees related to doctoral student development, seminar programming, admissions, research culture, and community engagement. I am particularly interested in helping create inclusive structures that support junior scholars, facilitate meaningful intellectual exchange, and strengthen connections across faculty, students, alumni, and professional networks. Over time, I look forward to taking on broader leadership roles in departmental governance, professional associations, and editorial service.

In the longer term, I would also be excited to help build interdisciplinary infrastructure around complex systems, organizations, and management. Inspired by models such as the University of Michigan's Center for the Study of Complex Systems, I see significant value in creating spaces where scholars from management, sociology, psychology, economics, engineering, public policy, information, and related fields can come together around shared questions of emergence, adaptation, networks, organizational change, and collective behavior. Depending on the needs and resources of the institution, this could take the form of a seminar series, reading group, methods workshop, doctoral training initiative, research cluster, or eventually a formal center. My goal would be to support intellectual exchange across disciplinary boundaries, create developmental opportunities for students and junior scholars, and help position the school as a hub for research on organizations as complex social systems.

Overall, my service record reflects a commitment to stewardship, inclusion, and community. I aim to be the kind of colleague who not only contributes to formal committee work, but also helps cultivate the everyday practices of support, feedback, and connection that allow academic communities to flourish.