

CURRICULUM VITAE

REGINA BENTO

University of Baltimore
Merrick School of Business
Management & International Business Department
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EDUCATION

- 1990 Ph. D. in Management, Sloan School of Management, MIT (cumulative GPA: 5.00 out of a maximum of 5.00)
- 1979 M.S. in Management, Federal University of Rio de Janeiro, Brazil (cumulative GPA: 2.94 out of a maximum of 3.00)
- 1977 M.D., Psychiatry, Federal University of Rio de Janeiro ("UFRJ Medical School Award" for 3rd highest GPA among 350 students in class of 1977).

EMPLOYMENT RECORD

- 1991 to date Merrick School of Business, University of Baltimore
1991-1996: Assistant Professor
1996 -2003: Associate Professor
2003- Present: Full Professor
- 2006 - 2009 Associate Director, C. Roland Christensen Center for Teaching and Learning, Harvard Business School
- 2007 Visiting Full Professor, Sloan School of Management, MIT
- 1999 Visiting Associate Professor, Sloan School of Management, M.I.T.
- 1989 - 1991 Assistant Professor, Graduate School of Management, University of California, Riverside
- 1980 - 1983 Assistant Professor, Graduate School of Management (COPPEAD), Federal University of Rio de Janeiro, Brazil
- 1980 - 1983 MBA Program Coordinator and Director of Institute of Business Administration, Graduate School of Management (COPPEAD), Federal University of Rio de Janeiro, Brazil.

1976 - 1977 Medical Intern, Psychiatric Institute of the Federal University of Rio de Janeiro, Brazil

RESEARCH GRANTS, HONORS AND AWARDS

2014 to date BGE Distinguished Chair of Business, University of Baltimore

2014 to date Summer Research Award, University of Baltimore

2021 Soh, W. G., Antonacopoulou, E., Rigg, C., Bento, R. F. (2021). Embedding a Reflexive Mindset' to Serve the Common Good: Lessons from Reconfiguring the Internal Auditing Function. **Selected for Academy of Management Best Papers Proceedings.**

2019 Bento, R. F., Antonacopoulou, E., White, L. F. (2019). *Why Didn't The Watchdogs Bark? Internal Auditing and the Wells Fargo Scandal*. Academy of Management. **Winner of Best Ethics Paper Award - Selected for Academy of Management Best Paper Proceedings.**

2019 Bento, R. F., Mertins, L., White, L. F. (2019). Do Sustainability Measures Matter in Managerial Appraisal and Rewards? *Advances in Public Interest Accounting*, 21, 1-24. **Winner of the Literati Award from Emerald Publishing** "based on the ability to demonstrate excellence and impact in their field." <https://www.emeraldgrouppublishing.com/topics/awards/news/emerald-announces-winners-26th-annual-literati-awards-excellence>

2017 Bento, R. F., Mertins, L., White, L. F., (2017). "Ideology and the Balanced Scorecard: An Empirical Exploration of the Tension Between Shareholder Value Maximization and Corporate Social Responsibility." *Journal of Business Ethics*, 4 (142): 769-789. **Winner of 2017-18 MSB Research Award.**

2017 "Risk Management Culture: The role of accountants and skepticism" (with L. Mertins & L. White) - **Winner of Best Paper Award - 2017 Academy of Business Research (ABR) - New Orleans.**

2016 "Key Institutions and Discipline Area Competencies in Business and Management Education Research" (with J.B. Arbaugh, C. Asarta, .C. Fornaciari, A. Hwang, & K. Lund Dean). - **Winner of "Best Paper Award" - Management Education and Development Division - Academy of Management Meeting - Anaheim, CA.**

2016 "Key Authors in Business and Management Education Research" (with J.B. Arbaugh, C. Asarta, .C. Fornaciari, A. Hwang, & K. Lund Dean) - **Nominated**

**for “Best Paper Award” - Management Education and Development Division
- Academy of Management Meeting - Anaheim, CA.**

- 2011 Nominated for Board of Governors, Academy of Management
- 2010 **Nominated for Best Paper published in 2010 by the journal *Decision Sciences: Journal of Innovative Education*.** Honored in special session during 2010 DSI conference (Paper “Does the MBA experience support diversity? Demographic effects on MBA Program Satisfaction”, with J.B. Arbaugh and A. Hwang)
- 2010 Keynote Speaker - Annual Ethics Lecture Series. Wesleyan Jesuit University (“Values-Driven Leadership”).
- 2010 Keynote Speaker - Track 33 of 26th Annual EGOS Conference - Lisbon, Portugal (“A Global Agenda for Strategic Organizational Learning in Turbulent Times”)
- 2007 **Distinguished Paper Award, Decision Sciences Institute Conference** (Paper: “Does the MBA Experience Support Diversity? Regional and Demographic Differences.” Arbaugh, J., Hwang, A. & Bento, R.)
- 2007 **Nominated for Academy of Management’s “Best Applied Paper” Award** (Paper: “An Exploratory Study of Regional Effects on MBA Student Career Preparation.” Arbaugh, J., Hwang, A. & Bento, R.)
- 2007 **Paper nominated for the Carolyn Dexter Award, Careers division of the Academy of Management** (Paper: “An Exploratory Study of Regional Effects on MBA Student Career Preparation.” Arbaugh, J., Hwang, A. & Bento, R.)
- 2007 Project Advisor for international research project on “Mastering Business Practice: Building Learning Capability for Innovation and Competitiveness,” sponsored by the UK’s Advanced Institute for Management Research and the University of Liverpool’s GNOSIS Research Initiative
- 2005, 2006 Grants from Graduate Management Admissions Council (GMAC) for research project on “Regional Influences on the Pursuit of MBA Education” - \$65,250 (with Professors J. Ben Arbaugh, Principal Investigator; and Alvin Hwang)
- 2005 Keynote Speaker (“Leadership and The Changing Face of Organizational Life”), Annual International Conference of the Association of Employment Practices and Principles, Baltimore, MD, October 6-8, 2005.
- 2002 Research Award, Hoffberger Center for Professional Ethics, University of Baltimore

- 2002 Keynote Speaker ("Values Driven Leadership"), Bank Directors Forum. State of Maryland Dept. of Labor, Licensing and Regulation, Division of Financial Regulation. Cambridge, MD, November 7, 2002.
- 2001 Research Award, Hoffberger Center for Professional Ethics
- 1999 Research Award, Hoffberger Center for Professional Ethics
- 1998 **Best Symposium Award, Academy of Management** (Paper: "What Matters Most in a Virtual Learning Community" - Management Education and Development Division).
- 1998 Research Award, Hoffberger Center for Professional Ethics, University of Baltimore
- 1997-1998 Grant from the Jacob France Center for United Way project (with Dr. L. White).
- 1995, 1996 Management Department nominee for Merrick School's Black & Decker Research Award
- 1993 Recipient of **Best Paper Award, for best MIS / DSS/ Microcomputer paper in the 22nd Annual Northeastern Meeting of the Decision Sciences Institute** (Paper: "Life in the Middle: An Analysis of Information Centers from the Perspective of their Major Stakeholders.")
- 1993 **Nominated for Best Paper Award, 22nd Annual Meeting of the Northeastern Decision Sciences Institute** (Paper: "Role Creation on the Internal Boundaries of Organizations: The Case of Information Centers.")
- 1992-1993 Grant from CIBER's International Business Research Competition (with Dr. Mollie Bowers) to create the International Employee Relations Network electronic discussion list (IERN-L).
- 1989-1990 Research grant from the Harvard Business School for study on incentive compensation (with L. Ferreira)
- 1989-1990 Research grant from University of California, Riverside
- 1985-1986 Research grant from MIT's Center for Information Systems Research
- 1983-1989 Fellowship from Brazilian Ministry of Education, to support doctoral studies
- 1980-1981 Fellowship from Brazil's Federal Securities Commission to attend the IV Annual Seminar on U.S. Capital Markets, New York University (prize for 1st place in national competition for cases on decision making in capital markets)

- 1980 **"Brahma Award" for best management book of the year** ("Heads or tails? Seven myths of managerial decision-making")
- 1980 **"Brazilian Securities Commission Best Case Award"** in a national competition for cases on decision-making (case: "Industrias Reunidas Ipanema")
- 1980 **"National Best Case Award - Research and Technology,"** from the Brazilian Case Clearing House, in national competition for cases in the area of management of research and technology. (case: "Mestre Jonas")
- 1980 **"National Best Case Award- Entrepreneurship,"** from the Brazilian Case Clearing House, in national competition for cases in the area of decision-making in small businesses. (case: "Sorvetes Hebom - A, B")
- 1978 **"Best Paper Award" in Brazil's National Research Symposium on Medical Care and Social Welfare**
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REFEREED PUBLICATIONS

Book

Bento, R. *Heads or Tails? Seven Myths of Managerial Decision-Making* (Portuguese title: "Cara ou Coroa? Breve Mitologia do Processo Decisorio Administrativo"). Rio de Janeiro, RJ: Livros Tecnicos e Cientificos, 1981. (*Winner of the "Brahma National Award" for best management book in 1980*).

Refereed Journal Articles

Bento, R. F., Mertins, L., White, L. F. (2020). Calculation, Principle or Bias? Information Preference and Ethical Decision-Making. *International Studies of Management and Organization*, 50(3), 232-252.

Asarta, C. J., Bento, R. F., Ferrara, Z., Fornaciari, C. J., Hwang, A. (2020). Next Steps in Business and Management Education (BME) Scholarship. *Journal of Management Education*, 44(5), 622-634.

Bento, R. F., Sauerbronn, F., Sauerbronn, J. F. (2020). The Rose and the Cactus: The lived and unanswered callings of Manya Skłodowska (Marie Curie) and Mileva Marić (Einstein). *Cultural Studies - Critical Methodologies*. <https://doi.org/10.1177/1532708620911385>.

Lund Dean, K., Fornaciari, C., Bento, R. F., Asarta, C. (2020). Premises, Promises, and Perils of the Academic Potemkin Village. *Management Learning*, 51(4), 491-510.

Bento, R. F., Mertins, L., White, L. F. (2019). Do Sustainability Measures Matter in Managerial Appraisal and Rewards? *Advances in Public Interest Accounting*, 21, 1-24. **Winner of the Literati Award from Emerald Publishing** "based on the ability to demonstrate excellence and impact in their field"

Stickney, L. T., Bento, R. F., Aggarwal, A. K., Adlakha, V. G. (2019). Online Higher Education: Faculty Satisfaction and Its Antecedents. *Journal of Management Education*, 43(5), 509-542.

Hwang, A., Arbaugh, J. B., Bento, R. F., Asarta, C., Fornaciari, C. (2019). What Causes a Business and Management Education Article to Be Cited: Article, Author, or Journal? *International Journal of Management Education*, 17(1), 139-150.

Hwang, A., Bento, R. F., Arbaugh, J. B., Asarta, C. J., Cochran, J., Fornaciari, C. J., Jones, C. (2019). A Cluster Analysis of Highly Productive Business and Management Education Scholars. *Journal of Education for Business*, 94(1), 21-30.

Bento, R. F., Mertins, L., White, L. (2018). Risk Management and Internal Control: A Study of Management Accounting Practice. *Advances in Management Accounting*, 30, 1-25.

Antonacopoulou, E. P., Bento, R. F. (2018). "From Laurels to Learners: Leadership with Virtue". *Journal of Management Development*, 37(8), 624-633.

Asarta, C., Bento, R. F., Fornaciari, C., Lund Dean, K., Arbaugh, J. B., Hwang, A. (2018). The scholarship of teaching and learning: Changing the dominant narrative about (and in) research institutions. *Journal of Management Education*, 42(6), 731-748.

Bento, R. (2018). "Reflexivity in Research: Three Encounters and the 'I'-index." *M@n@gement*. 20(5): 523-528.

Bento, R. F., Mertins, L., White, L. F., (2017). "Ideology and the Balanced Scorecard: An Empirical Exploration of the Tension Between Shareholder Value Maximization and Corporate Social Responsibility." *Journal of Business Ethics*, 4 (142): 769-789. **Winner of 2017-18 MSB Research Award**

Bento, R. & Zacur, S. (2017). "Regarding Lupe: A One-Act Play Where Two Cultures Collide on the Road to a Latina's Performance Appraisal." *Organization Management Journal*, 14 (4): 213-230.

Fornaciari, C. J., Arbaugh, J. B., Asarta, C. J., Bento, R. F., Hwang, A., Lund Dean, K. (2017). Key Institutions in Business and Management Education Research. *Journal of Education for Business*, 92(5), 220-229.

Arbaugh, J. B., Asarta, C., Hwang, A., Fornaciari, C., Bento, R. F. & Lund Dean, K. (2017) "Key Authors in Business and Management Education Research." *Decision Sciences Journal of Innovative Education*, 15 (3): 268-302.

- Bento, A. M., Bento, R. Bento, A. F. (2015). How fast are Enterprise Resource Planning (ERP) Systems moving to the Cloud? *Journal of Information Technology Management*, 26(4)
- Bento, A. M., Bento, R. F. (2014). Access to the Cloud and Mobile Computing Technologies. *Journal of Management Systems*, 24(1), 23-37.
- Bento, A. M., Bento, R. F., White, L. F. (2014). Strategic performance management systems: impact on business results. *Journal of Computer Information Systems*, 54(3), 25-33.
- Bento, A. M., Bento, R. F., White, L. F., Bento, A. (2014). Strategic Information Systems and Business Outcomes. *International Journal of Human Capital and Information Technology Professionals*, 5(1), 15-25.
- Bento, A. M., Bento, R. F., White, L. F. (2013). Validating Cause-and-Effect Relationships in the Balanced Scorecard. *Academy of Accounting and Financial Studies Journal*, 17(3), 45-55.
- Bento, R. F., White, L. F., Zacur, S. R. (2012). The Stigma of Obesity and Discrimination in Performance Appraisal: A Theoretical Model. *The International Journal of Human Resource Management*, Vol.23 no.15: pp.3196-3224.
- Arbaugh, J. B., Bento, R. F., Hwang, A. (2011). Post-MBA Industry Shifts: An investigation of career, educational, and demographic factors. *Career Development International*, Vol. 16 (no.6): pp. 592-615.
- Bento, A. M., Bento, R. F. (2011). Cloud Computing: A New Phase in Information Technology Management. *The Journal of Information Technology Management*, Vol. XXII (no. 1): pp. 39-46.
- Arbaugh, J. B., Bento, R. F., Hwang, A (2010). Does the MBA experience support diversity? Demographic effects on MBA Program Satisfaction. *Decision Sciences Journal of Innovative Education*, Vol. 8 (no. 2): pp. 391- 415.
- Bento, A.M., Bento, R. F., White, L. F. (2010). Quality Measures that Matter. *Issues in Information Science and Information Technology*. 7: 061-072.
- Bento, R. F., Rennie, N. (2009). Visual Metaphors: A New Language for Discovery and Dialogue. *Transformative Dialogues*, Volume 2, n. 3, pp. 1-12.
- Bento, A. & Bento, R. (2006) "Factors Affecting The Outcomes of Performance Management Systems," *Journal of Information Technology Management*, vol.17, no. 2, pp. 23-32.
- Bento, R., Brownstein, B., Kemery, E. & Zacur, S. R. (2005) A Taxonomy of Participation in Online Courses. *Journal of College Teaching & Learning* , vol. 2, no. 12, pp. 79-86.
- Bento, R., Brownstein, B., Zacur, S. R. (2005) Leadership: Three Approaches to Learning. *Journal of College Teaching & Learning* . vol. 2, no. 6, pp. 63-74.

Bento, R., Brownstein, B., Schuster, C. & Zacur, S. R. (2005). Fostering Online Student Participation. *Journal of College Teaching & Learning*. vol. 2, no. 7, pp. 31-37.

Bento, A. & Bento, R. (2004). Empirical Test of a Hacking Model: An Exploratory Study. *Communications of the AIS*, Volume 14, pp. 678-690

Bento, A. & Bento, R. (2004). The Use of Causal Analysis Techniques in Information Systems Research: A Methodological Note. *Journal of Information Technology Management*, Volume XV, n. 3-4, pp. 44- 51

Schiff, A. D., Bento, R., Castaldi, R.J. and Davis, P. M. (2004/2005). Simon's Department Stores Ltd.: Taking Unauthorized Purchase Discounts and Anticipation. *Journal of Applied Case Research* vol 6, n. 1, November 2004/ January 2005 pp. 42-46.

Schiff, A. D. & Bento, R. "The Use of Financial and Non-Financial Information for Evaluating Performance: An Attributional Perspective." *Journal of Applied Business Research*. Vol. 16, n. 4, Fall 2000, pp. 47-62.

Bento, R. & Bento, A. "Using the Web to Extend and Support Classroom Learning." *College Student Journal*, Vol. 34, n. 4, December 2000, pp. 603-608.

Bento, R. "The Little Inn at the Crossroads: A Spiritual Approach to the Design of a Leadership Course." *Journal of Management Education*. Vol. 24, n. 5, October 2000, pp. 650-661.

Bento, R. and White, L. "Participants' Values and Incentive Plans." *Human Resource Management Journal*, 37(1) - Spring 1998, pp. 47-59.

Bento, R. and Bento, A. "The MIDIA_C Framework: An Exploration of the Uses of the World Wide Web for Business." *The Journal of Computer Information Systems*, 38 (2) Winter 1997-1998, p. 82- 86.

Bento, R. "Creating the Conditions for Successful Teamwork in College Courses: A Systems Approach to Teamwork Design Decisions." *College Student Journal*, vol. 31, n.1, March 1997, pp. 137-143.

Bento, R. "On the Other Hand... The Paradoxical Nature of Employee Assistance Programs." *Employee Assistance Quarterly*, Vol. 13, n.2, 1997, pp. 83-91.

Bento, R. "Faculty Decision Making About "Reasonable Accommodations" for Disabled College Students: Informational, Ethical and Attitudinal Issues." *College Student Journal*, vol. 30, n.4, December 1996, pp.494-501.

Bento, R. "The Secret of Their Success: How Does Causal Attribution Affect Personnel Decisions Involving Women and Ethnic Minorities?" *International Association of Management Journal*, vol. 8 (4), 1996, pp.12-20.

Bento, R. "Life in the Middle: An Analysis of Information Centers From the Perspective of Their Major Stakeholders." *Information and Management*, vol. 30, 1996, pp. 101-109.

Bento, R. "Cross-Cultural Teamwork in End User Computing: A Theoretical Model." *Journal of End User Computing*, Vol. 7, No.4, Fall 1995, pp.4-11.

Bento, R. "When the Show Must Go On: Disenfranchised Grief in Organizations." *Journal of Managerial Psychology*, vol. 9, n. 6, 1994, pp. 35-44.

Bento, R. "In the Eyes of the Beholder: Formulation and Test of a Theoretical Model of How Information Centers Are Evaluated by Users and MIS Managers." *The Journal of Information Technology Management*, vol. 2, n. 2, 1991, pp. 15 - 26.

Bento, R. and Bento, A. "Organizational Behavior in an Information Technology- Rich Environment." *The Journal of Computer Information Systems*, vol.3, n.4, Summer 1991, pp.67-76.

Bento, R. and Bento, A. "Research Practice in the Social Sciences: a decision and action strategy (A Pratica da Pesquisa em Ciencia Social: uma estrategia de decisao e acao)." *Revista Brasileira de Administracao Publica*, Vol.17, n.4, Oct.-Dec. 1983, pp. 4-39.

Bento, R. "The Education of Health Care Administrators (A Formacao de Administradores de Saude)," *Revista Brasileira de Administracao Publica*, vol. 15, n.1, Jan-Mar 1981, pp. 57-103.

Bento, R. "Medical Care and Social Welfare (Assistencia Medica e Previdencia Social)," *Conjuntura Social*, vol.1, no.3, April - June 1978, pp. 5-14. (Winner of the "Best Paper Award" in the National Research Symposium on Medical Care and Social Welfare, Rio de Janeiro, Brazil, January 1978).

Book Chapters

Antonacopoulou, E., Bento, R. F. (2021– In Press). Rethinking Entrepreneurial Leadership. In Kathryn Pavlovich and Gideon Markman (Ed.), *Spirituality, Entrepreneurship and Social Change*. World Scientific Encyclopedia of Business, Sustainability, Ethics & Entrepreneurship

Antonacopoulou, E., Bento, R. F. (2020). Choosing Our Cross with Wisdom: A Folktale for Living and Leading. In Wendelin Küpers & Matt Statler (Ed.), *Leadership and Wisdom* (pp. 62-82). New York: Routledge.

Antonacopoulou, E. & Bento, R. (2016). Learning Leadership: A Call to Beauty. In J. Storey (Ed) 3rd ed. *Leadership in Organizations: Current Issues and Key Trends*, NY: Routledge. Chapter 6. ISBN-13: 978-1138905696

Bento, R. F. (2012). I'm Tired, Let's Swim Back. In Joan Marques, Satinder Dhiman, Jerry Biberman (Ed.), *Teaching Leadership and Organizational Behavior Through Humor: Laughter as the Best Teacher* (pp. 111-114). New York, NY: Palgrave MacMillan.

Antonacopoulou, E. & Bento, R.F.(2010). Learning Leadership in Practice. In John Storey (Ed.), *Leadership in Organizations: Current Issues and Key Trends*. London: Routledge.

Bento, R. & Nilsson, W. (2005). Beyond Words: Visual Metaphors and Dialogue in Management Education and Development. In: Teresa Torres-Coronas, Mila Gascó Hernández & Arnaldo Coelho (Eds). *Changing the way you teach: creative tools for management educators*. Oviedo, Spain: Septem, pp. 73-84.

Antonacopoulou, E. & Bento, R. (2003). Method of 'Learning Leadership': Taught and Experiential. In John Storey (Ed.). *Leadership in Organizations: Current Issues and Key Trends*. London (UK): Routledge, pp. 81-102.

Bento, R. & Schuster, C. (2003). "Participation: The Online Challenge." In A. Aggarwal, Ed. *Web-Based Education: Learning from Experience*. Hershey PA / London, UK: Idea Group Publishing, pp. 156-164.

Aggarwal, A. & Bento, R. (2000). "Web-Based Education." In: A. Aggarwal, Ed. *Web-Based Learning and Teaching Technologies: Opportunities and Challenges*. Hershey PA / London, UK. Idea Group Publishing, pp. 2-16.

Bento, R., Schuster, C., Ramirez, A. & Salganik, T. (1999). "Eliciting Community Beliefs and Changing Attitudes Through Education: Innovative Distance Learning at the Columbus Center." In D. Schreiber & Z. Berge (Eds.). *Distance Training: How Innovative Organizations Are Using Technology to Maximize Learning and Meet Business Objectives*. San Francisco: Jossey-Bass, pp.309 - 327 (Book received the 1999 Charles A. Wedmeyer Award).

Bento, R. (1998). "Do Unto Others." In L.H. Collins, J.C. Chrisler & K. Quina (Eds). *Arming Athena: Career Strategies for Women Academics*. Thousand Oaks, CA: Sage, pp. 297-300.

Bento, R. (1997). "When Good Intentions Are Not Enough: Remedies for Unintentional Subtle Discrimination Against Latinas in the Workplace." In N. Benokraitis (Ed). *Subtle Sexism: Current Practices and Prospects for Change*. Thousand Oaks, CA: Sage, pp. 95-116.

Bento, R. and Ferreira, L. (1992). "Incentive Pay and Organizational Culture." In William J. Bruns, Jr. (Ed.), *Performance Measurement, Evaluation and Incentives: Field Study Perspectives*. Boston: MA, Harvard Business School Press, pp. 157-180.

Refereed Conference Proceedings and Presentations

Antonacopoulou, E., Bento, R. F., Pavlovich, K., Markman, G. D. (2021). Rethinking Entrepreneurial Leadership for Compassionate Change. Academy of Management.

Soh, W. G., Bento, R. F., Rigg, C., Antonacopoulou, E. (2021). Bringing back the Manager into Management: The Role of Reflexivity in Leadership Practice / Cultivating a 'Reflexive Mindset': Lessons from Reconfiguring the Internal Audit Function. **Academy of Management – Selected for Best Papers Proceedings.**

Antonacopoulou, E., Bento, R. F., Monzani, L. (2021). Emplaced Leadership: Ecological Activism as an antidote to EDI Mistreatment fostering Sustainability and Inclusiveness. International Leadership Association - Diversity Equity and Inclusion Summit.

Bento, R. F., Lund Dean, K., Fornaciari, C., Stark, J., Edwards, M., Gallagher, E. (2020). "Can we talk?" A Two-Part Symposium on COVID and faculty mental health from a 360 perspective. MOBTS – Management and Organizational Behavior Teaching Society Annual Conference - Virtual / Purdue.

Stickney, L. T., Bento, R. F., Fowler, D. C., Weiner, J. (2020). Teaching Online Courses: Instructional Models and Technological Options. Mid-Atlantic Organizational Behavior Teaching Zoom Conference.

Antonacopoulou, E., Bento, R. F., White, L. F. (2019). Why Didn't The Watchdogs Bark? Internal Auditing and the Wells Fargo Scandal. Academy of Management. **Winner of Best Ethics Paper Award - Selected for Best Paper Proceedings**

Bento, R. F., Mertins, L., White, L. F. (2019). Ethical Decision Making Under Risk: The Role of Management Accounting Information. AIMA - Advances in Management Accounting - 4th World Conference on Management Accounting Research.

Georgiadou, A., Olivas-Lujan, M., Bento, R. F. (2019). "Isms" in Academia: Exploring how to foster an inclusive culture inside and outside the classroom. Academy of Management (Boston).

Bento, R. F., White, L. F. (2019). Artificial intelligence and accounting professional judgment: an ethical partnership. IMA Research Lab at the Institute of Management Accountants Annual Conference.

Bento, R. F., White, L. F. (2019). Accountants and intelligent machines: What will happen to ethical leadership? IMA Applied Research Roundtable at the Institute of Management Accountants Annual Conference.

Antonacopoulou, E. & Bento, R. F. (2018). Sensuous Leadership for a VUCA World. Presented at ISLC – International Studying Leadership Conference - Lancaster University, UK.

Bento, R. F., Mertins, L., White, L. F. (2018). Ethics and Decision Approaches under Conditions of Risk and Uncertainty. 25th Annual International Vincentian Business Ethics Conference (IVBEC).

Fornaciari, C., Bento, R. F., Asarta, C., Hwang, A., Ferrara, Z. D., Arbaugh, J. B., Dean, K. L. (2018). Author Productivity In Business and Management Education (BME) Scholarship (2008-2017). Academy of Management

Arbaugh, J.B., Asarta, C.J., Bento, R., Ferrara, Z., Fornaciari, C., Hwang, A. & Lund.Dean, K. (2018). "Shifts in Individual and Institutional Business and Management Education (BME) Research Productivity from 2005-14 to 2008-17." NAMS – North American Management Society – Chicago.

Bento, R. F., Asarta, C., Hwang, A., Arbaugh, J. B., Fornaciari, C., Lund Dean, K. (2018). Nurturing the field of Management Education Research. RMLE - Research in Management Learning Education "Unconference".

Asarta, C. J., Arbaugh, J. B., Bento, R. F., Fornaciari, C. J., Hwang, A. H., Dean, K. L. (2018) Key Institutions and Authors in Business and Management Education (BME): 2008-2017. American Economic Association (AEA) Conference on Teaching and Research in Economic Education (CTREE).- - San Antonio May 30-June 1.

Bento, R., Sauerbronn, F. & Sauerbronn, J.F. (2017). "The rose and the cactus: The lived and unanswered callings of Manya Skłodowska (Marie Curie) and Mileva Marić (Einstein)." 2017 Conference for Journal of Vocational Behavior - Special Issue on Calling - Vrije Universiteit Amsterdam

Bento, R., Hwang, A., Asarta, C., Arbaugh, J.B., Cochran, J.D., Fornaciari, C. & Jones, C. (2017). "A Career Study of Highly Productive BME Scholars." Academy of Management – (Atlanta).

Beatty, J. E., Leigh, J., Antonacopoulou, E., Bento, R. F., Forray, J., LeClair, D. (2017). "Debating and Imagining How to Measure Impact for Management Education Contributions". Academy of Management (Atlanta).

Antonacopoulou, E., Bento, R. & Meltzer, C. (2017). "Leaders-as-Learners: Arts-based methods for leadership development" - 33rd Colloquium of the European Group for Organization Studies - Copenhagen (EGOS)

Bento, R., Mertins, L. & White, L. (2017). "Risk Management Culture: The role of accountants and skepticism." Academy of Business Research (ABR) - New Orleans (**Winner of Best Paper Award**).

Bento, R., Hwang, A., Asarta, C., Arbaugh, J.B. & Fornaciari, C. (2017). "Nurturing the field of Management Education Research." Research in Management Learning Education Un-conference – New York (RMLE)

Bento, R., Mertins, L. & White, L. (2017). "Accountants as Strategic Partners and a Risk Culture Open to Challenges." Mid-Atlantic AAA – American Accounting Association (Arlington, VA)

Bento, R. & Pezeshkan, A. (2017). "Temporariness and the pursuit of goals: The case of Brazil and Germany national teams in the 2014 World Cup." Eastern Academy of Management - (Baltimore, MD)

Stickney, L., Bento, R., Aggarwal, A. & Adlakha, V. (2017). "Faculty Satisfaction in Online Higher Education." Eastern Academy of Management (Baltimore, MD).

Bento, R. F., Antonacopoulou, E. P., Meltzer, C. (2017). Leaders-as-Learners: Arts-based methods for leadership development. 33rd EGOS Colloquium – European Group in Organization Studies Conference (Copenhagen) .

Arbaugh, J. B., Asarta, C., Bento, R. F., Fornaciari, C., Hwang, A., Lund Dean, K. (2016). Key Authors in Business and Management Education Research. Academy of Management (Anaheim, CA). **Nominated for Best Paper Award**

Arbaugh, J. B., Asarta, C., Bento, R. F., Fornaciari, C., Hwang, A., Lund Dean, K. (2016). Key Institutions and Discipline Area Competencies in Business and Management Education Research. Academy of Management (Anaheim, CA). **Winner of Best Paper Award**

Arbaugh, J. B., Asarta, C., Bento, R. F., Fornaciari, C., Hwang, A. (2016). What Causes a Business and Management Education Article to Be Cited: Article, Author, or Journal? Academy of Management (Anaheim, CA).

Antonacopoulou, E. , Bento, R. et al (2016). Realizing Y-Our Impact: Meaningfulness in Professionalism Through Reflexivity and Art- Based Methods. Academy of Management. (Anaheim, CA).

Bento, R., Asarta, C., Hwang, A., Arbaugh, J. B. & Fornaciari, C. (2016) "What Would Rankings Look Like if We Measured Schools by How Well We Actually Taught Our Students?" RMLE - Research in Management Learning Education Un-conference (Fontainebleau, France).

Bento, R. F., Mertins, L., White, L. F. (2016). "*Management Accountants and Risk Management Practices: An Exploratory Study*." 3rd Advances in Management Accounting (AIMA) World Conference on Management Accounting Research (Monterey, CA).

Bento, R. F., Mertins, L., White, L. F. (2015). Do Sustainability Measures Matter in Managerial Appraisal and Rewards? Management Accounting Section (MAS) of the American Accounting Association. Los Angeles.

Bento, R. F., Mertins, L., White, L. F. (2015). Risk Management and the Multiple Roles of Management Accountants. Research Lab at the Annual Conference of the Institute of Management Accountants.

Bento, R. F., Mertins, L., White, L. F. (2015). "Beyond Compliance: Building A Risk Management Culture In Your Organization." Annual Conference of the Institute of Management Accountants - IMA.

Bento, R. F., Mertins, L., White, L. F. (2015). Ideology and the Balanced Scorecard: An Empirical Exploration of the Tension Between Shareholder Value Maximization and Corporate Social Responsibility. Ethics Symposium of the Annual Conference of the American Accounting Association.

Bento, R. F., Sushil, B. (2014). Laughter is the Best Teacher: An Exploration of Laughter in the Classroom. Academy of Management (Philadelphia).

Bento, R. F., Bowes-Sperry, L., Goulet, L., Mazen, M., Meisel, S., Peters, T., Tromley, C. (2014). How Many Professors Does It Take To Change a Light Bulb? An Exploration of Humor in the Classroom. Eastern Academy of Management. (Newport, RI)

Bento, A. M., Bento, R. F. (2014). In Atul Gupta (Ed.), How fast are Enterprise Resource Planning (ERP) Systems moving to the Cloud? Cambridge Business & Economics Conference (Cambridge, UK).

Bento, R. F. (2014). The Three Encounters. SC'MOI - Standing Conference for Management and Organizational Inquiry (Philadelphia).

Bento, R. F., White, L. F. (2014 June 23). *Profit is not enough: How to Incorporate CSR in your scorecard*. Presented at Institute of Management Accountants Annual Conference (Minneapolis).

Bento, R. F., White, L. F. (2014 June 22). Sustainability and Enterprise Performance Management. Research Lab at the Institute of Management Accountants Annual Conference.

Bento, A. M., Bento, R. F., White, L. F., Bento, A. F. (2013). A Study of Strategic Performance Measurement Systems: Characteristics and Outcomes. CISTI'2013 - 8ª Conferência Ibérica de Sistemas e Tecnologias de Informação (Lisbon).

Bento, R. F. (2013). Concerning Lupe: A Latina's Performance Appraisal in One Act, One Vote, One Debrief. Eastern Academy of Management (Baltimore).

Bento, R. F. (2013). Cultural Scripts of Latinas and emotional Responses to Attributions to Discrimination: A conceptual framework. "Cognition in the Rough." Academy of Management Meeting (Lake Buena Vista, Florida).

Bento, A. M., Bento, R. F., White, L. F. (2012). *Validating Cause-and-Effect Relationships in the Balanced Scorecard*. Cambridge Business & Economics Conference –CBEC (Cambridge, UK).

Bento, A. M., Bento, R. F. (2011). *Access to the Cloud and Mobile Computing Technologies*. Proceedings of the ISOneWorld 2011 Conference (Las Vegas, Nevada).

Lingelbach, D., Bento, R. F. (2011). Resource Scarcity and Innovation: The Business School That Jumped Over The Moon. Ingenuity Conference (Burlington, Ontario, Canada).

Bento, R. F. (2011 August). Attention Must Be Paid: Extraordinary Leadership by Ordinary People. Academy of Management (San Antonio, Texas).

Bento, R. F., Cullen, P. (2011 August). Redesigning the MBA Curriculum. Academy of Management (San Antonio, Texas).

Bento, R. F., Bento, A. M. (2010). *Cloud Computing: IT Change or Management Revolution*. Oxford Business Economics Conference (Oxford University, U.K.)

Bento, R. F., White, L. F., (2010). *Overweight Stigma and Incentive Pay*. Proceedings of the Oxford Business and Economics Conference. (Oxford University, U.K.)

Bento, R. F. and White, L. F. (2010). Quality Measures that Matter. Proceedings of InSite:TeLE Conference- Informing Science and IT Education - Technology Enhanced Learning Environments (Bari, Italy).

Bento, R. F., Antonacopoulou, E., Rousseau, D. (2010). *Idea Generation and Use*. Proceedings of EGOS - European Group for Organizational Studies. (Lisbon, Portugal).

Bento, A. M., Bento, R. F. , White, L. F (2010). *The Business Impact of Strategic Performance Measurement Systems: Organizational, System, and Information Technology Factors*. Proceedings of the International Federation of Scholarly Associations of Management. (Paris, France).

Bento, R. F., Antonacopoulou, E., Rousseau, D. (2010). *PTC-Gnosis Project: The Impact of Learning and Knowing on Idea Generation and Use*. Academy of Management (Montreal, Canada).

Bento, R. F. (2010). When Relevance is also Rigor. Academy of Management (Montreal, Canada).

Bento, R. F. (2010 August 10). Mindfulness Meditation in the Workplace and Classroom. Presented at Academy of Management (Montreal, Canada).

Bento, R. F., A. E., R. D. (2010). "PTC-Gnosis Project." OLKC - Organizational Learning and Knowledge Conference (Boston).

Bento, R. F. (2010). "Learning Law in Cyberspace: The Harvard Experience." INTED - International Association for Technology, Education and Development.

Bento, R. F. (2010 March 3). The Impact of Learning and Knowing on Idea Generation and Use. Academy of Management Practice Theme Meeting (Manchester, U.K.).

Bento, R., Emmons, W. & Kuchar, M. (2009) "Learning from Teaching Evaluations: The Harvard Business School Experience." Academy of Management Annual Meeting (Chicago).

Arbaugh, J., Hwang, A. & Bento, R. (2007) "Does the MBA Experience Support Diversity? Regional and Demographic Differences." Decision Sciences Institute (Phoenix, AZ). **Recipient of "2007 Distinguished Paper Award" at DSI**

Arbaugh, J., Hwang, A. & Bento, R. (2007) "*An Exploratory Study of Regional Effects on MBA Student Career Preparation.*" Academy of Management Annual Meeting (Philadelphia, PA). **Nominated for the Carolyn Dexter Best Paper Award**, Career Division of the Academy of Management. Also **nominated for Academy of Management's "Best Applied Paper" Award**

Arbaugh, J., Hwang, A. & Bento, R. (2007). "MBA Experience and Diversity: A Study of Ethnicity, Region, Gender and Age on Characteristics of MBA Program Satisfaction." Graduate Management Admissions Council, Annual MBA Leadership Conference (St. Petersburg, FL). .

Antonacopoulou, E, Bento, R. et al. (2007). "Bringing Practice Back into our Scholarship." Academy of Management (Philadelphia).

Wankel, C., Bento, R. et al. (2007). "Management e-Media Networking." Academy of Management (Philadelphia).

Bento, R & Greenberg, E. (2007). "Unleashing Creativity in the Classroom: Failure is not a dirty word." Organizational Behavior Teaching Conference. (Malibu, CA).

Bento, A. & Bento, R. (2006). "Factors Affecting The Outcomes of Performance Management Systems," Association of Information Systems Americas Conference. (Acapulco, Mexico).

Wankel, C., Bento, R. et al. (2006). "*Management e-Media Networking.*" Academy of Management (Atlanta).

Baruch, Y., Metcalfe, B. D., Fielden, S., Williams, C., Altman, Y., & Bento, R. (2006). "Managing Global Diversity." Academy of Management (Atlanta).

Bento, R. & Greenberg, E. (2006). "Teaching and Learning with the Tiger in the Forest of the Night: Suffering, Joy and the Development of Human Potential." Organizational Behavior Teaching Conference (Rochester, NY).

Baker, S., Bento, R. & Martinak, L. (2006). Mid-Atlantic Organizational Behavior Conference. (Philadelphia).

Klenke, K., Bento, R., Markow, F. (2005) "*Spirituality in Organizations: Empirical And Conceptual Perspectives.*" International Conference on Advances in Management. (Washington, DC).

Sleeth, R., Bento, R., Ferris, W., Marx, R., Mazen, M., Meisel, S., Weiner, J. (2005). "*Aiming for X and Learning from Y: Legitimizing Teachable Moments in Unintended Classroom Consequences.*" Organizational Behavior Teaching Conference. (Scranton, PA).

Blood, M., Tung, R., Bailey, J. & Bento, R. (2004). "*AACSB International and the Academy of Management: Opportunities and Obstacles for Creating Actionable Knowledge.*" **All-Academy Symposium**. Academy of Management (New Orleans).

Wankel, C., Bento, R. et al. "*Management e-Media Networking.*" (2004) Academy of Management (New Orleans).

Fitzgibbons, D., Bento, R., Bardoel, E., Pragman, C., & Steingard, D. (2004). "*The Use of 'Affluenza' in the Management Classroom.*" Academy of Management (New Orleans).

Sleeth, R., Bento, R., Ferris, W., Mazen, M., Meisel, S., Weiner, J. (2004). "*You Can't Always Get What You Want: Capturing and Taming Unintended Course Consequences.*" Organizational Behavior Teaching Conference. (Redlands, CA).

Bento, R. "*Designing Bridges: High Tech, High Touch Online Leadership Learning Experiences.*" Mid-Atlantic Regional Organizational Behavior Teaching Conference. (Rutgers University. Camden, NJ).

Antonacopoulou, E., Bartunek, J., Bento, R., Boal, K., Fleming, J., Lenway, S., & Watson, C. (2003). "*Democracy in the Academy: Promoting Positive Professional Practice.*" **All-Academy Symposium**. Academy of Management (Seattle, WA).

Arbaugh, B., Bento, R., Crocitto, M. & Fornaciari, C. (2003). "*Technology and new educational experience.*" Academy of Management (Seattle, WA).

Bento, R. "*The Balancing Act: Career, Family and Community.*" (2003). Management Faculty of Color Association Panel Symposium. Academy of Management (Seattle, WA).

Wankel, C., Bento, R. et al. "*Management e-Media Networking*." (2003). Academy of Management (Seattle, WA)

Bento, R. "*Speaking in Pictures: The use of visual metaphors*." (2003). Organizational Behavior Teaching Conference.

Bento, R., Hill, H. M. & Hill, R. (2003). "*Storytelling as Art: Oral Histories and Theater of the Soul*." Organizational Behavior Teaching Conference.

Bento, R., Herron, L., Kemery, E. & Randolph, A. (2003). "*Students' Perceptions and Learning: A Multi-Faculty Study of Web and Classroom Instruction*." Eastern Academy of Management. (Baltimore, MD).

Baker, S. & Bento, R. (2003). "*Follow the Leader? Trying to Shape Ethical Footprints, While Examining Our Own*." Mid-Atlantic Organizational Behavior Teaching Conference.

Bento, R. (2002). "Unintentional Subtle Discrimination in the Workplace: how it works, how to tell it's happening and what to do about it." University System of Maryland Diversity Faculty Conference (Baltimore).

Antonacopoulou, E, Cameron, Kim, Fuller, S. and Bento, R. (2002). "The Energy of Positive Professional Practice: Examples of a Working Net." **All-Academy Symposium**. Academy of Management (Denver, CO).

Wankel, C., Bento, R. et al. (2002). "*Management e-Media Networking*." Academy of Management (Denver, CO).

Nilsson, W. & Bento, R. (2001). "Gateways to the Mind: Visual Metaphors in Management Development." Academy of Management (Washington D.C.).

Marcic, D. & Bento, R. (2001). "Composing a Career: A spiritual approach to teaching career management." Academy of Management (Washington D.C.).

Thompson, K.R., Cameron, K., Steers, R. M. & Bento, R. (2001). "Designing and Delivering Courses in Organizational Behavior: Ensuring Relevance, Student Engagement and Superior Learning." Academy of Management (Washington D.C.).

Biberman, G., King, S. & Bento, R. (2001). "Sharing Success Experiences in Teaching Spirituality in a Business Classroom." Academy of Management (Washington D.C.).

Bento, R. (2001) "A Match Made in Heaven? A Dialogue about OBTS/MED Collaboration." Organizational Behavior Teaching Conference (Harrisonburg, VA).

Bento, R. (2000). "Side Effects: Ethical Issues in Online Pharmacies." Proceedings of the International Conference Promoting Business Ethics (New York) vol. II p. 433.

Aguinis, H. et al. (1999). "Latinas and the Tenure Process." Panel on "Management of the Tenure Process for Hispanic Academics." Academy of Management (Chicago).

Bento, R., Wooten, L.P., Vance, C.M. & Miller, P. (1998). "What Matters Most in a Virtual Learning Community." Academy of Management (San Diego, CA). ***Winner of Best Symposium Award***

Bento, R. (1998). "The Balanced Scorecard: An Experiment in Distance Learning." Academy of Management (San Diego, CA).

Aggarwal, A., Nilakanta, S., Bialaszewski, D. & Bento, R. (1998). "Web-Based Teaching: Myth or Reality". 9th International Conference of the Information Resources Management Association. (Boston, MA).

Schiff, A., Davis, P.M. & Bento, R. (1997). "Simon's, LTD.II: Taking Unauthorized Discounts." Proceedings of the American Accounting Association Mid-Atlantic Regional Meeting. (Baltimore, MD), p. 91.

Bento, R. (1997). "EAP: Does P Stand for Paradox?" International Association of Employee Assistance Professionals in Education (Baltimore, MD).

Bento, R. and Bento, A. (1996). "A Framework for Analysis of the Use of the World Wide Web for Business." *Proceedings of the Association for Information Systems Americas Conference on Information Systems*. (Phoenix, Arizona), pp. 161-163.

Koop, R. and Bento, R. (1996). "Designing Collaborative Experiences for the IS Curriculum." *Proceedings of the Association for Information Systems Americas Conference on Information Systems*. (Phoenix, Arizona), pp. 926-928.

Bento, R. (1995). "Making Teamwork Work in the IS Classroom." *Proceedings of the Association for Information Systems Americas Conference on Information Systems*. (Pittsburgh, PA), pp. 609 - 611.

Bento, R. and White, L. (1995). "Intended and Unintended Effects of Fit and Misfit Between Culture and Incentive Plans." *Proceedings of the 13th Annual Meeting of the Association of Management*. (Vancouver, British Columbia, Canada), pp. 42-53.

Bento, R. (1994). "Reasonable Accommodations for the Disabled: a Study of Issues Faced by Decision-Makers." *Proceedings of the 12th Annual International Meeting of the Association of Management*. (Dallas, Texas), pp. 11-16.

Bento, R. (1994). "If It Looks Like a Duck...: A Stereotyping Exercise." Organizational Behavior Teaching Conference. (Windsor, Canada).

Rollier, B. and Bento, R. (1994). "Fostering Global Awareness through the Internet." Mid-Atlantic Organizational Behavior Teaching Conference. (La Salle University, Philadelphia).

Bento, R. and Bento, A. (1994). "Information Technology and Teamwork." National Conference on Successful College Teaching. University of Florida (Orlando).

Bento, R. (1993). "Life in the Middle: an Analysis of Information Centers from the Perspective of their Major Stakeholders." *Proceedings of the 22nd Annual Meeting of the Northeast Decision Sciences Institute*. (Philadelphia), pp. 98-100. **Winner of Best Paper Award.**

Bento, R. (1993). "Role Creation on the Internal Boundaries of Organizations: The Case of Information Centers." *Proceedings of the 22nd Annual Meeting of the Northeast Decision Sciences Institute*. (Philadelphia), pp. 291-293. **Nominated for Best Paper Award.**

Bento, R. and White, L. (1993). "Praying for Performance: Articles of Faith in the Design of Incentive Compensation Plans." Academy of Management (Atlanta, GA).

Bento, R. (1992). "Expertise Boundary Roles and the Interface Between Information Systems Departments and End Users," *Proceedings of the National Meeting of The Association of Management*. (Las Vegas), vol. 10, n. 2, pp. 25-29.

Bento, R. (1991). "Causal Attributions: Key to Discrimination in Reward Allocation?" *Proceedings of the National Meeting of The Association of Management*. (Atlantic City), pp. HRM109-113.

Lawrence, A., Stoner, J., Bento, R. and Burack, E. (1991). "The New Management Paradigm." 18th Annual Organizational Behavior Teaching Conference. (Bellingham, WA).

Lawrence, A., Stoner, J., and Bento, R. (1990). "Continuing explorations into teaching high commitment management the high commitment way." International Organizational Behavior Teaching Conference. (Singapore).

Bento, R. (1990). "Surviving (and enjoying) a three-hour evening class." 17th Annual Meeting of the Organizational Behavior Teaching Conference. (Richmond).

Bento, R. (1990). "Gender of the owner and entrepreneurial growth." Annual Meeting of the Canadian Sociology and Anthropology Association. (British Columbia, Canada).

Bento, R. (1990). "The secret of their success: how does causal attribution affect personnel decisions involving women and ethnic minorities?" Western Academy of Management Meeting. (Salt Lake City, Utah).

Bento, R. (1990). "On the other hand...: The paradoxical nature of employee assistance programs," *Proceedings of the National Meeting of The Association of Management*. (Florida), pp. 60-64.

Bento, R. (1988). "The effects of gender, race and causal attribution for success on reward allocations," ORSA/TIMS Meeting. (Denver, Colorado).

Bento, R. (1987). "Strategic choice and role emergence in Information Centers: an exploratory study," ORSA/TIMS Meeting. (St. Louis, Missouri).

Bento, R. and Bento, A. (1987). "Information Management and the Teaching of Organizational Behavior." *Proceedings of The Second Annual Meeting of the International Academy for Information Management*. (Pittsburgh, PA), pp. 229-245.

Bento, R. (1987). "Dialectics and strategy formulation in Information Centers: an exploratory study," *Proceedings, Second Annual Meeting of the Hartwick Humanities in Management Institute*, (New York), pp. 128-138.

Book Reviews in Refereed Journals

Bento, R. (2006) "Book Review: The Compleat Academic: A Career Guide." (2006). *Academy of Management Learning and Education*, vol. 5, no. 1, pp. 125-127.

Bento, R. (1995). "Book Review: Understanding Global Cultures: Metaphorical Journeys Through 17 Countries, by Martin J. Gannon and Associates. Thousand Oaks, CA: Sage" *International Journal of Organizational Analysis*, vol. 3, no. 3, pp. 314-329.

Cases

Bento, R. F., Willis, E. (2008) "Professor Rosen – parts A, B, C, D." Harvard Business School.

Bento, R. F., Willis, E. (2007) *"Have a Great Class Tomorrow"*. Harvard Business School.

Bento, R. F., Willis, E. (2006). *"How am I doing?"*. Harvard Business School.

Bento, R. - Business Cases (with Teaching Notes) published by the Brazilian Case Clearing House:

"Eucatex S.A." (1982);

"Ibrasa / Eucatex." (1982);

"Coreva - A, B." (1982);

"O Mestrado em Quimica." (1981);

"O Projeto de Reforma Curricular." (1981);

"O Mestrado em Engenharia do Solo." (1981);

"O Departamento de Parasitologia." (1981);

"Sorvetes Hebom - A, B." (1980, *winner of a "National Best Case Award," from the Brazilian Case Clearing House, in the area of decision-making in small businesses*);

"Mestre Jonas." (1980, *winner of a "National Best Case Award," from the Brazilian Case Clearing House, in the area of management of research and technology*);

"Industrias Reunidas Ipanema S.A." (1980, *winner of the "Brazilian Securities Commission Best Case Award" in a national competition for cases on decision-making in capital markets*); "Universidade Regional do Sul." (1979)

M.S. Thesis and Ph.D. Dissertation

"A theoretical model of correlates of evaluation of expertise boundary roles: formulation and empirical test." *Ph.D. Dissertation*. Sloan School of Management, MIT. Cambridge, MA. Defended and accepted on September 8, 1989.

"The Education of Health Care Administrators in Brazil (A Formacao de Administradores de Saude no Brasil)," *M.S. thesis*, Federal University of Rio de Janeiro, December 1979.

Keynote Addresses and Invited Presentations

Bento, R. (2011 February 4). The Knowing-Doing Gap. Johns Hopkins Adolescent Medicine.

Guy, A., Henderson, L., Swaim, R., Bento, R. F. (2010 October 29). Mayor's Ethics Seminar. (City Hall, Baltimore).

Bento, R. (2010 July 3). A Global Agenda for Strategic Organizational Learning in Turbulent Times. 26th Annual EGOS Conference- Track 33 Keynote (Lisbon, Portugal).

Bento, R. (2010 April 29). Values-Driven Leadership. Keynote Speaker - Annual Ethics Lecture Series. Wesleyan Jesuit University

Bento, R. (November 15, 2006). Derek Bok Seminar, Harvard University

Bento, R. (June 29, 2006). MIT Research Colloquium

Bento, R. (October 6, 2005). Keynote Speaker – Annual International Conference of the Association of Employment Practices and Principles. Baltimore.

Other Scholarly Work

Bento, R. F., White, L. F. (2021 March 11). *COVID-19 and Small Businesses: Ethical Decision-Making*. RED Talks (UB - Langsdale Library's Research Engagement Day).

Bento, R. F., White, L. F. (2020 October 21). *Professional Judgment in Small CPA Firms*. MSB Faculty Dialogues.

Bento, R. F., White, L. F. (2020 February 11). *Artificial Intelligence (AI) and Professional Judgment in Small CPA Firms*. RED Talks (UB - Langsdale Library's Research Engagement Day).

Bento, R. F., White, L. F. (2018 February 6). *What factors influence how people make decisions in risky situations?* RED Talks (UB - Langsdale Library's Research Engagement Day).

Bento, R. F., White, L. F. (2017 February 23). *Adventures in Wonderland: Explorations in management education and in decision-making under conditions of bounded-rationality*. RED Talks (UB - Langsdale Library's Research Engagement Day).

O'Neill, N., Bento, R. (10/23/15). *What Does It Mean to Foster an Inclusive Learning Environment?* 2015 CELT Fall Teaching & Learning Day, University of Baltimore.

Bento, R. F. (10/7/15). *"Unintentional Subtle Discrimination: what to do so we notice and address it when we are doing it to others, or when it is being done to us."* Presented at UB Law School Brown Bag Lunch Series in UB Law Library.

Bento, R. *What Color is Your Performance?* Langsdale Lunch and Learn Series, University of Baltimore. (03/24/15)

Bento, R. (10/17/14). Roundtable on “*Humor in the Classroom*” (2014 UB - CELT Fall Teaching & Learning Day)

Bento, R. F., Mertins, L., White, L. F. (10/15/14). Do sustainability measures matter in managerial appraisal and rewards? Presented at the University of Baltimore, Merrick School Accounting and Finance Seminar Series.

Bento, R. F. (2010 November 17). Quality Matters. Presented at CELT Fall Teaching Workshop

Bento, R. F. (2010 April 12). Ph.D.: Is a Doctoral Degree in Your Future? Presented at UB – Seminar sponsored by the International Services Office

"Unintentional Subtle Discrimination in the Workplace: How It Works, How to Tell It's Happening, and What to Do About It." University of Baltimore. Hoffberger Center for Professional Ethics, 4/30/05

"E-Commerce and Your Business." American Physical Therapy Association (5/19/02)

"Leading from Within." Hoffberger Center for Professional Ethics and Leadership Series of the Center for Student Involvement (4/17/02)

"Leading from Within." Howard Community College, Ethics Week (3/20/02)

"Women Sustaining the American Spirit." Women's History Month, Maryland Motor Vehicle Administration (3/14/02).

"Our Personal Responses to September 11th: Safety, Uncertainty and Values." UB Town Meeting, sponsored by Hoffberger Ctr. and the Center for Student Involvement (11/8/01).

"Leading from Within." Maryland Women's Network (5/2/01)

"Multicultural Issues in Employment," UB Career Center (4/3/01).

"Ethical Issues in Online Pharmacies." Hoffberger Center for Professional Ethics (3/7/01).

"Balancing Work and Personal Life" - Featured Speaker, Business Women's Network of Howard County (10/20/99)

"Using the Web for Teaching and Learning" -Featured Speaker, 1999-2000 Faculty Dinner of the College of Notre Dame (9/7/99)

"Ethical Issues in Web-Based Education". Hoffberger Center for Professional Ethics (9/23/98).

"Using the Web for Teaching and Learning." University of Baltimore. 1997 Teaching Week (11/13/97).

"Ethics: Teaching and Learning on the Web." Hoffberger University Ethics Seminar (10/15/97).

"Subtle Sexism". Panel for the Hoffberger Center for Professional Ethics. 1997 Ethics Week (4/8/97).

"Learning about Women's Studies." Presentation to the University of Baltimore's Alumni Board of Governors (3/5/97).

"Incentive Pay and Organizational Culture." Presentation to Howard County Government. (3/11/97).

"Results of the Survey on Key Human Resources Issues." Presentation to the Board of Directors of the Chesapeake Human Resources Association, with Drs. Susan Zacur and Richard Trotter (10/10/96).

"Teaching Ethical Decision-Making" Hoffberger Center for Professional Ethics (3/13/96).

"Results of the Teaching Enhancement Survey. " UB Faculty Forum (11/29/95).

"Ethics and the Internet." Hoffberger Center's Ethics Week (4/6/95).

"He Said, She Said." University of Baltimore's Office for Multi-Cultural Affairs (3/9/95).

"Effective Teaching Techniques." Merrick School's Group for Effective Teaching (3/1/95).

"Understanding Cultures Through Metaphors: Brazil". University of Maryland, College Park. (3/22/94).

"Stereotyping." University of Baltimore's Office for Multi-Cultural Affairs (11/9/94)

"Interrupting Prejudice." University of Baltimore's Diversity Awareness Month (4/7/94)

"Ph.D. Study: Is it For You?" University of Baltimore's Career Preview Month (3/16/94)

"Incentive Pay and Organizational Culture." Seminar Series in Organizational Studies, Sloan School of Management, MIT (9/13/93)

"The Role of Religious Beliefs in Professional Life." Hoffberger Center for Professional Ethics - Faculty Seminar Series (1993).

"Challenges and Triumphs of Teaching Ethics." - Hoffberger Center for Professional Ethics (4/14/93)

"Managing the Human Factor: Personnel and Incentives," with Dr. Susan Zacur. 1993
Entrepreneurial Institute (3/18/93)

"Results of the University of Baltimore Survey of Faculty Attitudes Toward Disabled Students."
University of Baltimore Faculty and Staff ADA Workshop (3/5/93)

"Building Team Skills," with Dr. Deborah Brownstein, Merrick School's Group for Effective
Teaching (2/10/93)

Seminar on International, Cross-Cultural Business Relations, with Dr. Mollie Bowers. Center for
International Trade Development, Oklahoma State University, (3 /31/92)

"Incentive Pay and Organizational Culture." Seminar Series, The Claremont Graduate School,
California (4/18/91)

"Employee Assistance Programs," Legislative Forum on Drugs in the Workplace. UC Riverside
and ALMACA. San Bernardino, California (4/28/89)

"Trends in labor-management relations in the 1990's", Office of Labor-Management Standards,
U.S. Department of Labor. San Bernardino, California (3/8/89).

Research in Progress

Antonacopoulou, E., Bento, R. F., White, L. F. Why Didn't The Watchdogs Bark? Internal
Auditing and the Wells Fargo Scandal. Under review at *Research in the Sociology of
Organizations*.

Soh, W. G., Antonacopoulou, E., Rigg, C., Bento, R. F. Embedding a 'Reflexive Mindset' to
serve the common good: Lessons from reconfiguring the internal audit approach." Under review
at *Academy of Management Learning & Education*.

Antonacopoulou, E., Edwards, G., Sklaveniti, C., Bento, R. F., Fuller, T., Georgiadou, A.,
Emplacement: A gaze towards future-making in leadership studies. Under review at *Leadership*.

Bento, R. F., Lourdes, W. F. Artificial Intelligence in Auditing: Perspectives for Small CPA
Firms. Preparing for resubmission.

EDITORIAL ACTIVITIES

Editorial Boards:

Journal of Management Education (2007)

Academy of Management Learning and Education (2002 to 2005)

Organization Management Journal (2003 -2017)

Management Learning (2002-2005)

Journal of Business Ethics (1997-2003)

Journal of Information Technology Management (1989-1994)

"*Research in Management Education and Development*" book series, Information Age Publishing, Greenwich, CT (Editorial Review Board member)

Associate Editor - *Sex Roles* (2002 to 2006)

Associate Editor - *Academy of Management Learning and Education* (2004)

TEACHING

Teaching Honors and Awards

2002 - Featured in Cover Article on Teaching Excellence, AACSB's BizEd Magazine (November / December issue)

2001- Dean James Teaching Award (co-winner)

2000 - Ethics in Teaching Award, Hoffberger Center for Professional Ethics

1999 - **University System of Maryland Regent's Award** - Teaching Excellence (highest honor in entire USM)

1998 - Invited by MIT's Sloan School for a 1999 Visiting Professorship

1998 /2001 - Yale Gordon Distinguished Professor (three-year endowed chair)

1997- Outstanding Contributions in Teaching Award, Merrick Teaching Stipend

1996 - Ethics in Teaching Award, Hoffberger Center for Professional Ethics

1993 onward - Every year among the "Top 10" Merrick School faculty with highest teaching evaluations

1993 - Ethics in Teaching Award, Hoffberger Center for Professional Ethics

1994- Dean James Teaching Award (nominated for being among the "Top 10" Merrick School faculty with highest teaching evaluations; selected by a faculty committee for this award, the highest teaching honor of the School)

1991- Nominated for "Faculty of the Year Award," Graduate School of Management, University of California, Riverside

1990- "Faculty of the Year Award," Graduate School of Management, University of California, Riverside (elected by MBA students for the School's highest teaching honor)

SERVICE

Service Honors and Awards

2004 - Academy of Management Diversity Award (Management Education and Development Division)

2001/2005 - Elected for 5-year succession of leadership roles, including Division Chair - Academy of Management's MED Division

2003/2005 - Chosen for a two-year term as "OB 1," Organizational Behavior Teaching Society

2002/2003 - Elected Co-Vice President of Local Arrangements for the Eastern Academy of Management, together with Prof. Jeffrey Mello.

2002 - Academy of Management Strategic Innovation Award ("Virtual Camp" Research Incubator Project <http://www.aom.pace.edu/med/virtualcamp.html>)

2001 - UB Alumni "Spirit of Excellence" Award

1995,1996, 1997 - Governor of Maryland's Certificate of Appreciation for Outstanding Service to the Chesapeake Human Resources Association

1995, 1996, 1997 - Board of Director's Certificate of Appreciation for Outstanding Service to the Chesapeake Human Resources Association - Student Chapters & HRCI Certification Committee

1994, 1996,1997 - Hoffberger Center for Professional Ethic's Certificate of Appreciation for Outstanding Service as Faculty Associate

1992 - Award for Outstanding Service as Chair of Behavioral/ End User Computing Track, Association of Management Conference. Las Vegas

1990 - Certificate of Appreciation from the University of California, Riverside's MBA Student Association

External Service – Discipline and Profession

Academy of Management:

Board of Governors – Nominated 2011

Practice Theme Committee – 2010

Management Education and Development Division (MED)

Executive Committee (1999 to date)

Immediate Past Division Chair (2004/2005)

Division Chair (2003/2004)

Division Chair-Elect (2002/2003)

Scholarly Program Chair (2001/2002)

Chair of Professional Development Workshops (2000/2001)

Chair of Web Policy and Webmaster (1999-2005)

Session Chair - Denver (2002), San Diego (1998)

MED/MSB International Webinar Series (2017-2019)

Proposed webinar concept at 2017 meeting of MED Executive Committee.

Coordinated 1st year speakers and launched series with Dr. Miguel Olivas Lujan (MED Division Chair), Dr. Murray Dalziel (MSB dean) and Drs. Lisa Stickney and Eusebio Scornavacca (MSB faculty)

AoM Initiatives and Committees:

Founder and Editor of the Virtual Camp, recipient of a 2002 Strategic Initiatives Award (<http://www.aom.pace.edu/med/virtualcamp.html>),

Academy-Wide Committees: Teaching Committee (2001/2002), Ethics Committee (2002/2003), Mentoring Committee (1999 to date)

Eastern Academy of Management:

Co-Vice-President of Local Arrangements, with Dr. Jeffrey Mello (2002/2003), in charge of hosting the 2003 Meeting of the EAM in Baltimore (Sheraton Inner Harbor)

Institutional Liaison (2004)

Track Chair - 2002 EAM, New Haven (Technology Track)

Program Committee (2001/2002; 2002/2003)

European Academy of Management (EURAM) – Paris, France

Track Co-convenor for EURAM Conference (2015-2016)

European Group for Organizational Studies (EGOS)

Track Co-convenor for EGOS Conference (2015-2016)

Society of Business and Management Education Researchers (SBMER)

Member of Founding Team (2015 to date)

Organizational Behavior Teaching Society:

"OB1," the Keeper of the Flame (2003-2005), Emerita (to date)

MIT Educational Council (1999 to date)

Graduate Management Admission Council (GMAC:) - Committee Member, Management Education and Research Institute (MERI)

Chesapeake Human Resource Association - Committee member - Professional Certification and Student Chapters (1992 to 1997)

Editorial Boards

Sex Roles (Associate Editor, 2002-2009)

Academy of Management Learning and Education (Editorial Board, 2002- 2005; Associate Editor, Books and Resources, 2004)

Organization Management Journal (2003 -2017)

Management Learning (Editorial Board, 2002-2005)

Journal of Business Ethics (Editorial Board, 1997-2003)

Journal of Information Technology Management (Editorial Board 1989-1994)

"*Research in Management Education and Development*" book series, Information Age Publishing, Greenwich, CT (Editorial Review Board member)

Reviewer

Journals:

Academy of Management Journal, Academy of Management Learning and Education, Management Learning, Sex Roles, Organization Management Journal, Decision Sciences Journal of Innovative Education, Advances in Public Interest Accounting Journal of Information Technology Management, Journal of

Business Ethics, Group and Organization Management, Journal of End User Computing, Journal of Social Psychology

Publishers:

Harper Collins, Prentice-Hall, McGraw-Hill, Information Age Press.

Conferences:

Academy of Management (Management Education and Development Division, Health Care Division, Human Resources Division, Women in Management Division, Management Spirituality and Religion Interest Group); Eastern Academy of Management; Organizational Behavior Teaching Conference; International Federation of Scholarly Associations of Management; Association of Information Systems

Ph.D. Dissertation Committees:

Ph.D. Dissertation Committee - University of Delaware - Economics (Zachary Ferrara) – 2018 -2020

DBA Thesis – External Examiner – University of Liverpool, UK (Woon Gan Soh) – 2018-2019

Dissertation Committee of Ph.D. Candidate (Ms. Kathy Freeman), University of Maryland at Baltimore, School of Nursing (1995 - 1997)

Dissertation Committee of Ph.D. Candidate (Prof. M.G.Hiremath), Karnataka University, Dharawad, India (2001/2002);

Dissertation Committee of Ph.D. Candidate (Prof. Smt. S. S. Aralelimath), Karnataka University, Dharawad, India (2001/2002)

External Reviewer:

Stockholm School of Economics – Sweden (Tenure and Promotion)

Hull University – UK (Tenure and Promotion)

Plymouth State University (Tenure and Promotion)

Bucknell (External Review Team)

Pace University (Tenure and Promotion)

University of Wisconsin Oshkosh (Endowed Chair)

University Massachusetts, Boston (Tenure and Promotion)

University of Redlands (Tenure and Promotion)

Outreach

Executive Development programs in health care organizations (Lifebridge Group - Sinai Hospital, Northwest Hospital, Levindale; American Association of Physical Therapists; Sheppard and Enoch Pratt Health System);

Executive Development programs in government (Motor Vehicle Administration, State of Maryland, Baltimore City);

Executive Development programs in for-profit organizations (Legg Mason, Millenium Corporation, Monitor);

Consulting and executive development projects for the Institute of Business Administration, Federal University of Rio de Janeiro.

Service - University System of Maryland

Speaker, University of Maryland College Park (11/12/02)

Member, USM Chancellor's Faculty Task Force for Diversity (2000/2001)

Member, Web Initiatives in Teaching Committee (2000/2001)

Featured Speaker, monthly meeting of the Professional Women's Association, University of Maryland College Park (2/21/00)

Featured Speaker, induction ceremony for Pharmacy Honor Society- "Challenges of the Pharmacy Profession in the New Millenium" (3/28/00).

Member, USM committee to develop faculty skills for web-based teaching (1998).

Member, Dissertation Committee of Ph.D. Candidate (Ms. Kathy Freeman). University of Maryland at Baltimore, School of Nursing (1995 - 1997)

Member, Search Committee for Director of Human Resources of the University of Maryland System (1995 - 1996)

Joint Program Curriculum Development - Developed and taught first course in the joint program between University of Baltimore and UMAB's School of Pharmacy Ph.D. (1995- 1996)

Service - University of Baltimore

UB Board of Regents and Bucher Faculty Awards (2018-2019)

UB Commencement Committee - Student Speaker Selection (2017 -2020)

UB Honors Council (2016-2018)

UB President's Award Committee (2015-2016)

UB21 Initiative - Senior Assistant to the Provost for Academic Planning (2011-2012)

Center for Excellence in Learning and Teaching - CELT- Committee member (2010)

Interim CELT Coordinator – Provost Office (2012)

Race Initiatives - Leader, Provost's Discussion Group on Race (2011-2012)

Senior Fellow, Hoffberger Center for Professional Ethics (since 2001)

Center for International and Comparative Law (since 1996)

Ass. VP, Human Resources – Search Committee Member (2011)

PDI initiative (Professional Development Institute) - Committee Member, Student Mentor (2011-2013)

UB - Sloan Work Group - Faculty Work Life and Personnel Initiatives - Committee member (2011)

Carnegie Course Redesign Award - IDIS 302 Ethics - Committee Member (2011)

CELT Teaching Workshop - Workshop Organizer (2010)

International Services Office, Diversity and Culture Center, Career Center - Guest Speaker (2010)

Web Tycho/Sakai Presentations on course development (FT, PT faculty across UB)

MS Degree in Research (2009)

Faculty Senate (2000/2002; 2002/2003 Alternate)

Presidential Search Committee (2001/2002)

Provost Council (2000/2001)

Faculty Associate, Hoffberger Center for Professional Ethics (1993/2001)

Chair, University-Wide Provost's Committee for Teaching Enhancement (1993-1997),

Chair, "Classroom Issues" Committee on UB's Compliance with the ADA (1992/1993)

Chair, University of Baltimore 1st "Teaching Week" (1997)

Coordinator / Organizer:

Seminar on Cross-Cultural Aspects of Domestic Violence, sponsored by the Women's Studies Specialization (10/23/96); Teaching Enhancement Survey of UB faculty (1995/1996); UB Faculty Forum (1995/1996); Two UB Teaching Brainstorm sessions (1995/1996); Focus Group for Faculty and Staff Development (1993); Special interest group for UB students with disabilities (1992/1993); Survey of Faculty Attitudes Toward Disabled Students (1992/1993); UB Faculty and Staff Workshop on the Americans with Disabilities Act (3/5/93)

Faculty co-advisor, UB Student Chapter of the Chesapeake Human Resources Association - Human Resources Management Club (1992-1997), UB Student Chapter of the American College of Health Care Executives (1996-1997)

Presenter, "Family Matters" (Career Center Workshop - 2001), African-American Student Roundtables (1999, 2000)

Committee Member:

Search Committee - Head of Media Services (1999/2000), UB Web Teaching Policy Committee (2001), UB Women's Studies Specialization (since 1994), UB's Cultural Diversity Committee (1994/1995)

UB Representative, Forum on Exemplary Teaching - American Association of Higher Education (AAHE) - Chicago (March 23-26, 1994) and Washington, D.C. (March 19-22, 1995)

Participant, Conference on Faculty Roles and Rewards: Research, Teaching and Service Redefined. Co-sponsored by the AAHE and the University of Maryland System (1993)

Volunteer - President Turner's "Bow Tie" Ball. (2000)

Service - Merrick School of Business

Assessment Coordinator - LO 6.1—Teams: Critical Factors (MGMT 301); LO 2.2 – Approaches for collaboration in teams (MGMT 615/625)

Promotion & Tenure – MSB P&T Committee Member (started 2021), Departmental P&T Committee (2019), Substitute MSB T&P Committee member (2017-2018), External Contributor (2015-2016)

MSB Faculty Development Committee (2020-2021)

MSB Online Education Task Force (2017-2018)

MSB Mission Task Force (2015-2016)

Faculty Recruitment – International, Strategy positions - Committee Member (2014)

UB/TU MBA Redesign Committee - Committee member (2012 to date), head of 2 sub-committees (2014)

Graduate Curriculum Committee - Committee Member (2012 to date), Chair (2012)

Grant proposal for UB Foundation's Fund for Excellence Award to fund 11/13 MSB Retreat about AACSB reaccreditation process - Grant writer, team member (2013)

MSB Strategic Planning - Committee Member (2012)

Beta Gamma Sigma - MSB Faculty Advisor (2009-2012)

Rethinking the MBA - Harvard Prof. David Garvin MSB Program Organizer (2010)

Transforming Education for the 21st Century - Prof. Chris Dede MSB Program Organizer (2010)

MSB Faculty Senate – Vice President (1996/1997), Executive Committee (2000/2003), Nominating Committee (2001)

Coordinator, Web Teaching and Interactive Video pedagogical initiatives (1997/1998)

Co-Chair, Teaching Committee (1994/1995)

MSB Committee Member:

Teaching Committee; Scholarship Continuous Improvement Committee (2005/2006); Graduate Curriculum Committee (2003/2004; 2004/2005); Enrollment Committee (2002), E-Commerce Committee (1999/2001), Awards Committee (2000/2001), Assessment Committee (1999), Tenure and Promotion (1998/1999), Web-MBA Team (1998/1999), Teaching Committee (1991/1992, 1993/1997); planning team for "Leading Edge Series - Balanced Scorecard Conference" (1997); AMBA Committee (1995/1996), New Building Committee (1992/1993), Merrick School Committee on Cultural Diversity (1991/1992)

Management Department - Ad-hoc Committee Member: Research (2008), Curriculum (2009)

Faculty Mentor, Merrick School (1999/2000)

Presenter: Adjunct Faculty Orientation (1999), Leadership Development Initiative of the Academic Resource Center; Orientation for first Saturday MBA (7/12/97), "Access UB" - New Undergraduate Student Orientation (9/7/96), MBA Orientation Forum - Internet Demonstration

(1/21/95), various recruitment events (Saturday Sampler, 3/8/97; Breakfast Open House, 8/7/97, etc.)

Faculty Speaker, 1st SMBA cohort graduation ceremony (1999).

Participant, Merrick School Student Recruitment "Phonathon" (8/22/96)

Curriculum development - created master syllabus for MGMT765- Management of Health Care, for the Health Care specialization of the new MBA program (1993/1995); Management department representative to workshop on Internationalizing Management Core Courses (CIBER, University of Maryland, College Park, 1993)

Service - University of California, Riverside (UCR)

Elected Member, Executive Committee of the Graduate School of Management (elected by faculty vote to serve two consecutive terms - 1989/1990, 1990/1991)

Member, UCR Committees (1989/1990): Pre-Professional Qualification; MBA Admissions; Ph.D. Planning; Organizational Behavior Faculty Search; Academic Computing Committee

Community Service

Committee Member, Multi-Hazard Plan Committee (2000/2001), Centennial High School

Chair, Technology Committee of the PTA (1995/1996), Northfield Elementary School

School Improvement Team (1995/1996), Northfield Elementary School

Board of Directors (1990/1991), San Gabriel / Pomona Regional Center (a non-profit organization that provides and coordinates services for over 5,000 handicapped and developmentally delayed persons in Southern California)

Other Volunteer Service:

Howard County Public School System (1992 to date); Pro-bono training and organizational development, Baltimore Care Givers (1998 -2000); Translator / Interpreter, Howard County FIRN- Foreign Information and Referral Network (1996); Meals on Wheels (La Verne, California, 1990/1991); Parent volunteer, Casa Colina Program for Children with Disabilities (Pomona, CA 1988/1990)

LANGUAGES

Fluent in English and Portuguese; understand and read Spanish, French and Italian