

**NARAYANAN JAYARAMAN**  
**Williams-Wells Fargo Professor of Finance**  
**Georgia Institute of Technology**

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**OFFICE**

Scheller College of Business  
Georgia Institute of Technology  
800 West Peachtree Street NW  
Atlanta, GA 30332-0520  
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**HOME**

826 Brookhaven Springs Ct  
Atlanta, GA 30342

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**ACADEMIC DEGREES**

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**Doctor of Philosophy**, August 1986, University of Pittsburgh,  
(Area of Specialization: Finance)

**PGDM (MBA)**, May 1976, Indian Institute of Management,  
Calcutta, India. (Area of Specialization: Operations and Finance)

**Bachelor of Technology**, August 1974, Indian Institute of Technology,  
Madras, India (Area of Specialization: Mechanical Engineering)

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**PROFESSIONAL DEGREES**

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**Chartered Financial Analyst**, Fall 2004.

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**EMPLOYMENT**

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***Academic Experience***

- Williams-Wells Fargo Professor of Finance, Georgia Institute of Technology, June 2013-Present
- Evelyn T. and Mallory C. Jones, Jr. Professor of Finance, Georgia Institute of Technology, August 2007 – 2011
- Professor of Finance, Georgia Institute of Technology, May 2004 - Present
- Professor (Courtesy), H. Milton Stewart School of Industrial Engineering, 2002-2008
- Associate Professor of Finance, Georgia Institute of Technology, May 1994- April 2004
- Assistant Professor of Finance, Georgia Institute of Technology, August 1991 – April 1994
- Visiting Assistant Professor of Finance, University of Pittsburgh, August 1989 – July 1991

- Assistant Professor of Finance, Georgia Institute of Technology, September 1986 – July 1989
- Research/Teaching Assistant, University of Pittsburgh, August 1981 – August 1986

### **Industry Experience**

- Assistant Planning Manager, Premier Automobiles Limited, India, June 1976 – August 1981.

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### **Refereed Publications**

A Clash of Cultures: The Effect of Governance and Valuation Effects of Corporate Cultural Distance, co-authored with Steve Ferris and Teng Zhang, 2022, Forthcoming in *Journal of Business Finance and Accounting*.

The Influence of Learning and Bargaining on CEO-Chair Duality: Evidence from Firms that Pass the Baton, co-authored with Vikram Nanda and Chip Ryan, *Financial Management*, 2022, 51, 297-350.

The Effect of Investor Attention on the Corporate Litigation Process, co-authored with Anna Abdulmanova, Pratik Kothari, and Steve Ferris, *Journal of Financial Research*, 2021, 44, 513-552.

Better Directors or Distracted Directors? An International Analysis of Busy Boards, co-authored with Steve Ferris and Min-Yu Liao, *Global Finance Journal*, 2020, 44, 100437.

Labor Market Consequences for Busy Directors: Evidence from International Mergers and Acquisitions, co-authored with Steve Ferris and Min-Yu Liao, *Journal of Financial Research*, 2019, 42 (3), 449-489. (Lead Article).

The Young and the Restless: A Study of Age and Acquisition Propensity of CEOs of UK Firms, co-authored with Teng Zhang, Sanjiv Sabherwal, and Steve Ferris, *Journal of Business Finance and Accounting*, 2016, 43(9) & (10), 1385-1419.

Six Decades of CEO Successions: The Importance of Being an Insider, co-authored with Steve Ferris and Jongha Lim, *Journal of Accounting and Finance*, 2015, 15(4), 11-39.

Institutional Investors' Trading Behavior in Mergers and Acquisitions, co-authored with Rasha Ashraf, *Advances in Financial Economics* 2014, 17, 229-281. Awarded 2015 Emerald Literati Network Awards for Excellence.

Managerial Expectations of Synergy and the Performance of Acquiring Firms, co-authored with Jim Cicon, Jonathan Clarke, and Steve Ferris, *Journal of Behavioral Finance* 2014, 15, 161-175.

Overconfidence, Corporate Governance, and Global CEO Turnover, co-authored with Hyung-Suk Choi, Steve Ferris, and Sanjiv Sabherwal, *Advances in Financial Economics*, 2013, 16, 101-136.

CEO Overconfidence and International Mergers and Acquisition Activity, co-authored with Steve Ferris and Sanjiv Sabherwal, *Journal of Financial and Quantitative Analysis* 2013, 48 (1), 137-164.

Do Pension-Related Business Ties Influence Mutual Fund Proxy Voting? Evidence from Shareholder Proposals on Executive Compensation, co-authored with Rasha Ashraf and Harley Ryan, *Journal of Financial and Quantitative Analysis*, 2012, 47(3), 567-588.

Is There a Link between Money Illusion and Homeowners' Expectation of Housing Prices? co-authored with Lucy Ackert and Bryan Church, *Real Estate Economics*, 2011, 39 (2), 259-275.

Takeover Immunity, Takeovers, and the Market for Non-Executive Directors, co-authored with Rasha Ashraf, Rajesh Chakrabarti and Richard Fu, *Financial Management*, 2010, 39(1), 83-127.

Catering Effects in Corporate Dividend Policy: The International Evidence, co-authored with Steve Ferris and Sanjiv Sabherwal, *Journal of Banking and Finance*, 2009, 33(9), 1732-1738.

The Effects of Regulation on Industry Structure and Trade Generation in the U.S. Securities Industry, co-authored with Hyung-Suk Choi, Jonathan Clarke, Steve Ferris, *Journal of Banking and Finance*, 2009, 33(8), 1434-1445.

Mars-Venus Marriages – Culture and Cross-Border M&A, co-authored with Rajesh Chakrabarti and Swasti Gupta-Mukherjee, *Journal of International Business Studies*, 2009, 40, 216-236.

Is Reversal of Large Stock-Price Declines Caused by Overreaction or Information Asymmetry: Evidence from Stock and Option Markets? co-authored with Hyung-Suk Choi, *Journal of Futures Markets*, 2009, 29(4), 348-376.

The Path-to-Profitability of Internet IPO Firms, co-authored with Bharat Jain and Omesh Kini, *Journal of Business Venturing*, 2008, 23, 165-194.

Characteristics and Behavior of Newly Listed Firms: Evidence from the Asia Pacific Region, co-authored with Steve Ferris and Sanjiv Sabherwal, *Journal of International Financial Markets, Institutions & Money*, 2007, 17, 420-436.

Are Analyst Recommendations Biased? Evidence from Corporate Bankruptcies, co-authored with Jonathan Clarke, Steve Ferris, and Jinsoo Lee, *Journal of Financial and Quantitative Analysis*, 2006, Vol. 41, No. 1, 169-196.

What is the Relationship between Organizational Slack and Innovation? co-authored with David Herold and C. R. Narayanaswamy, *Journal of Managerial Issues*, 2006, Vol. XVIII, No. 3, 372-392.

Circuit Breakers with Uncertainty about the Presence of Informed Agents: I Know What You Know...I Think. Co-authored with Lucy Ackert and Bryan Church, *Financial Markets, Institutions & Instruments*, 2005, Vol. 14, No. 3, 135-167.

Price and Volume Effects of Changes in MSCI Indices – Nature and Causes, co-authored with Rajesh Chakrabarti, Wei Huang, and Jinsoo Lee, *Journal of Banking and Finance*, 2005, Vol. 29, No. 5, 1237-1264.

Bank Monitoring, Firm Performance, and Top Management Turnover in Japan, co-authored with Chris Anderson, Terry Campbell, and Gershon Mandelker, *Advances in Financial Economics*, 2003, Volume 8, 1-27.

The Determinants of Mutual Fund Mergers and their Impact on Fund Shareholders, co-authored with Ajay Khorana and Ed Nelling, *Journal of Finance*, 2002, Vol. LVII, No. 3, 1521-1551

An Experimental Study of Circuit Breakers: The Effect of Mandated Market Closures and Temporary Halts on Market Behavior, co-authored with Lucy Ackert and Bryan Church, *Journal of Financial Markets*, 2001, Vol. 4, 185-208.

Informed Trading around Merger Announcements: An Empirical Test Using Transaction Volume and Open Interest in the Options Market. Co-authored with Melissa Frye and Sanjiv Sabherwal, *The Financial Review*, 2001, Vol. 37, 45-74.

Do Country Specific Bankruptcy Codes Determine Long-Term Financial Performance? - The Case of Metallgesellschaft AG and Columbia Gas Company” co-authored with Sanjiv Sabherwal and Milind Shrikhande, *Journal of International Financial Management and Accounting*, 2001, Vol. 12, No. 2, 188-224.

CEO Founder Status and Firm Financial Performance, co-authored with Ajay Khorana, Ed Nelling, and Jeff Covin, *Strategic Management Journal*, 2000, 21, 1215-1224.

Response of Competitors to Announcements of Bankruptcy: An Empirical Examination of Contagion and Competitive Effects, co-authored with Steve Ferris, and Anil Makhija, *Journal of Corporate Finance*, 1997, Vol. 3, 367-395.

Financial Distress and Recovery at Metallgesellschaft AG: The Role of Corporate Governance and Bankruptcy Laws” co-authored with Milind Shrikhande, *Financial Practice and Education*, 1997, Vol. 7, No. 2, 7-18.

Direct Costs of Bankruptcy: Evidence from Filings of Liquidations and Reorganization by Small Firms, 1981- 1991, co-authored with Stephen Ferris and Anil Makhija, *Advances in Financial Economics*, 1997, Vol. 3, 159-186.

The Impact of Chapter 11 Filings on the Risk and Return of Securityholders, 1979-1989, co-authored with Steve Ferris and Anil Makhija *Advances in Financial Economics*, 1996, Vol. 2, 93-118.

Industry-Wide Effects of Corporate Bankruptcy Announcements, co-authored with

Robert Lawless, Steve Ferris and Anil Makhija, *Bankruptcy Developments Journal*, 1996, Vol. 12. No. 2, 293-319.

Long-Term Performance of IPOs and Non-IPOs: The Evidence from the Firms Listed on the Tokyo Stock Exchange, co-authored with Chuan-Yang Hwang, *Advances in Pacific-Basin Financial Markets*, Edited by Theodore Bos, and Thomas A. Featherston, 1995, Vol. 1, 317-338.

A Glimpse at Professional Fees and other Direct Costs in Small Firm Bankruptcies, co-authored with Robert Lawless and Steve Ferris, and Anil Makhija, *University of Illinois Law Review*, 1994, Vol. 94, No. 4, 847-888.

Efficiency in Financial Contracting: Bond Covenants and Corporate Bankruptcy, co-authored with Steve Ferris and Vidhan Goyal, *Journal of Business and Management* 1994, Vol. 2, No. 1, 102-126.

Product Market Innovations, Agency Costs, and Capital Structure: Theory and Evidence, co-authored with Anil Makhija and Praveen Kumar, Abstracted in *Journal of Finance*, July 1994.

The Ex-date Impact of Rights Offerings: The Evidence from Firms Listed on the Tokyo Stock Exchange, co-authored with Vidhan Goyal, Chuan-Yang Hwang, and Kuldeep Shastri, *Pacific-Basin Finance Journal*, 1994, Vol. 2, No. 2, 277-291.

Agency Costs, Ownership Control, and Dividend Policy: A Direct Test of Free Cash Flow Theory, co-authored with Anup Agrawal, *Managerial and Decision Economics*, 1994, Vol. 15, 139-148.

The Impact of Options Delisting on the Underlying Stock: An Empirical Analysis, co-authored with Archana Hingorani and Kuldeep Shastri. Abstracted in *Journal of Finance*, July 1993.

The Impact of International Cross Listings on Risk and Return: The Evidence from American Depository Receipts, co-authored with Kuldeep Shastri and Kishore Tandon, *Journal of Banking and Finance*, 1993, Vol. 17, No. 1, 91-104. Also abstracted in *International Society of Financial Analysts Digest*, Summer 1993, Vol. 5, No.2 pp. 34-36.

The Post-Listing Puzzle: Evidence from Tokyo Stock Exchange Listings, co-authored with Chuan-Yang Hwang, *Pacific-Basin Finance Journal*, 1993, Vol. 1, No. 2, 111-126.

The Effects of Announcement of Dividend Increases on Stock Return Volatility: The evidence from the Options Markets, co-authored with Kuldeep Shastri, *Journal of Business Finance, and Accounting*, 1993, Vol. 20, No. 5, 673-685.

Market Anticipation of Merger Activities: An Empirical Test, co-authored with Gershon Mandelker and Kuldeep Shastri, *Managerial and Decision Economics*, 1991, Vol. 12, 439-448.

Stock Authorizations and Preannouncement Price Increases: A Sequential

Equilibrium Analysis, co-authored with Tom Noe, *Review of Quantitative Finance and Accounting*, 1991, Vol. 1, 383-397.

ARCH Modeling in Finance: A Selective Review of the Theory and Empirical Evidence, with Suggestions for Future Research, co-authored with Tim Bollerslev, Ray Chou, and Ken Kroner, *Annales d'Economie et de Statistique*, 1991, No. 24, 1-59.

The Valuation Impacts of Specially Designated Dividends, co-authored with Kuldeep Shastri, *Journal of Financial and Quantitative Analysis*, 1988, Vol. 23, 301-312.

The Valuation Effects of the Inclusion of Warrants in New Security Issues” Proceedings, co-authored with Kuldeep Shastri and Kishore Tandon, *The Financial Review*, 1987, Vol. 22, No. 3.

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### Working Papers

The International Effect of Reference Point Prices on Mergers and Acquisitions, co-authored with Steve Ferris and Min-Yu Liao, 2021 (Under review)

Analyst Behavior Surrounding the Expiration of Global Research Settlement, co-authored with Jonathan Clarke and Chang Liu, 2017

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## CITATIONS IN THE POPULAR PRESS AND GOVERNMENT HEARINGS

Pension & Investment, 105/2016, “Count DC Plans amongst Wells Fargo Enablers.”

Wall Street Journal, 3/28/2014, “When Money Doesn’t Add Up.”

Washington Post, 7/18/2013, “The Consequences of Chutzpah.”

Science Daily, 7/9/2013, “Overconfident CEOs can put Companies at Risk.”

CBS, 7/1/2008, “Boomerangers Moving Home.”

Forbes, 2/1/2008, “Microsoft-Yahoo Merger.”

Index Universe.com, 8/8/2007, "Seeking Guidance for the Dow? Try GDP."

Financial World, 8/6/2007, "Tao of Dow."

CFO.com, 8/1/2007, "As the Economy Grows, So Grows the Dow."

BizEd, July/August 2007 "The Path to Profitability for IPO Firms."

The Wall Street journal, 7/28/2006, "Are Deal Makers on Wall Street Leaking Secrets."

The SEC Final Rule: Investment Company Mergers, 17 CFR Part 270, [Release No. IC-25666; File No. S7-21-01].

Chicago Tribune, 07/12/1999, Bill Barnhart, "No Strong Reasons for Merging with Weak Sisters."

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## TEACHING

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### Teaching Experience:

**Georgia Institute of Technology**, Atlanta, GA

#### ***Graduate/Undergraduate courses***

Corporate Finance: 1992-1999 (MBA)  
Corporate Finance: 1996-Present (Executive MBAMOT)  
Corporate Finance: 2008 (GEMBA), 2014-Present  
Corporate Finance: 1986-2004 (BBA)  
Corporate Restructuring: 1996-Present (MBA and BBA)  
Entrepreneurial Finance and Private Equity: 1998-Present (MBA)  
Venture Financing: 2008-Present (Executive MBAMOT)  
International Finance: 2008-Present (Executive MBAMOT, GEMBA)  
Ethical and Professional Standards for Finance Professionals, 2008-Present  
Entrepreneurial Finance: 1999 (BBA), 2021  
Ph.D. Seminar in Corporate Finance, 1997, 1999, 2002, 2005, 2015, 2016, 2018, 2019  
Principles of Management Finance Modules (online) 2014-Present

#### ***Executive Education courses***

##### ***Participated in the following programs:***

Faculty Director: Finance and Accounting Program for Delta Airlines  
Faculty Director: Finance and Accounting for Non-financial Managers

Information Technology Management Partnership  
Program for Technical Managers  
Mid-management Program  
Creating High-Performance Organizations  
Various Custom Programs – BellSouth, Apple South, Earthlink, NDC.

***Modules taught:***

Value Creation  
Corporate Restructuring  
Short-term Financial Planning  
Entrepreneurial Finance  
Long-term Financial Planning

**University of Pittsburgh**

Principles of Financial Management: 1989-1991 (BBA and MBA)  
Principles of Financial Management: 1984-86 (BBA and MBA)  
Statistics: 1984-1986 (BBA and MBA)

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**Teaching evaluations:**

Average rating over graduate/undergraduate classes taught at  
Georgia Tech (2007-2021): 4.67 out of 5.0

Average rating over executive education classes taught at  
Georgia Tech (2007-2021): 4.64 out of 5.0



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## HONORS AND AWARDS

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### Research Awards

Listed in the top four percentile in “Most Prolific Authors in Finance Literature: 1959-2008.”

Recipient of the Best Paper Award in Pacific-Basin Finance Conference, Hong Kong, 1993.

Paper Title: The Post-Listing Puzzle: Evidence from Tokyo Stock Exchange Listings, co-authored with Chuan-Yang Hwang.

Emerald Literati Network Award for Excellence, 2015

CFA Institute Investment Management First Prize at the Eighth India Finance Conference, 2018

CFA Institute Investment Management First Prize at the Ninth India Finance Conference, 2019

### Teaching Awards

Inducted into Georgia Tech Teaching Hall of Fame.

Outstanding Professor of the Year, EMBA-MOT, 2013

Nominee for the 1940 W. Howard Ector Outstanding Teaching Award, 2014

Nominee for the 1940 W. Howard Ector Outstanding Teaching Award, 2013

Brady Family Award for Faculty Teaching Excellence, 2011

Outstanding Professor of the Year, EMBA-MOT, 2011

Outstanding Professor of the Year, EMBA-MOT, 2010

Nominee for the W. Roanne Beard Outstanding Teacher Award, 2002

Nominee for the W. Roanne Beard Outstanding Teacher Award, 2001

Cited as one of the most outstanding faculty in the 1999 and 2001 BusinessWeek profile of the College of Management

Invited to the Institute Panel, “Teaching Tips from Award-Winning Professors” by the Center for Enhancement of Teaching and Learning. Participated in - October 1997, February 1998, and October 1998.

E. Roe Stamps, IV Excellence-in-Teaching Award, 1996. The award given for sustained pedagogical excellence and inspirational commitment to students at Georgia Institute of Technology.

Nominee for the W. Roanne Beard Outstanding Teacher Award, 1994

CETL/Amoco Junior Faculty Teaching Excellence Award, 1993.

Core Professor of the Year, MSM Program, 1992.

Lilly Teaching Fellowship Award, 1992.

Nominated for the Outstanding Teacher Award in the full time MBA Program at University of Pittsburgh.

### **Service Awards**

Georgia Tech. Outstanding Service Award, 2010

The Earnest Scheller Jr. Award, 2020

## **RESEARCH GRANTS**

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Determinants of Venture Capitalists' Exit Strategy  
Other Principal Investigator(s): Edward Nelling and Ajay Khorana  
Funded by: The Dupree Center for Entrepreneurship and New Venture Development (1996)

The Market Value of Founder Management  
Other Principal Investigator(s): Edward Nelling and Ajay Khorana  
Funded by: The Dupree Center for Entrepreneurship and New Venture Development (1995)

Informed Trading around Merger Announcements  
Funded by Georgia Tech Foundation (1997)

Mutual Fund Mergers  
Other Principal Investigator(s): Edward Nelling and Ajay Khorana  
Funded by Georgia Tech Foundation(1997)

International Finance Conference  
Other Principal Investigator(s): Cheol Eun  
Funded by Fortis Corporation (1999) for \$150,000

International Finance Conference  
Other Principal Investigator(s): Cheol Eun  
Funded by Fortis Corporation (2002) for \$210,000

International Finance Conference  
Other Principal Investigator(s): Cheol Eun  
Funded by Fortis Corporation (2005) for \$100,000

Determinants of Survival of Internet Firms  
Funded by: College of Management (2000)

CIBER Research Grant, 2005, 2006, 2009, 2010, 2016, 2018

Rich Foundation Ethics Grant (2007) for \$5,000

Cecil B. Day Program in Ethics (2015) for \$2,000

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## **PROFESSIONAL ACTIVITIES**

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### **Reviewer for Journals**

Associate Editor, The Financial Review 2003-2004

Reviewer for Review of Financial Studies, Management Science, Journal of Banking and Finance, Journal of Corporate Finance, Journal of Empirical Finance, Journal of Finance, Financial Management, The Financial Review, Pacific-Basin Finance Journal.

### **University and Conference Presentations/Discussions**

American Finance Association Meetings, 1993, 1994, 2007, 2017  
Association of Financial Economists Meetings, 1997  
Australasian Banking and Finance Conference, 1997  
City University of New York, Baruch College, 2000, 2006  
European Finance Association Meetings, 2001  
European Financial Management Association Meetings, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2014, 2015, 2016, 2017  
Financial Management Association Meetings, 1984-2019  
Florida International University, 1986.  
Georgia Tech International Finance Conference, 1995-2005  
Georgia Institute of Technology, 1986, 1999, 2000, 2002, 2004, 2006, 2008, 2010, 2013  
Investment Company Institute, 2000  
Pacific-Basin Financial Meetings 1993, 1994, 2002  
University of Alabama, 2001  
University of Missouri, 2006, 2007  
University of Pittsburgh, 1989, 1990, 1991  
University of Texas at Arlington. 1986  
Western Finance Association, 1984, 1999, 2003  
Indian Finance Conference, 2011, 2013, 2014, 2015, 2018, 2019

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## PROFESSIONAL AFFILIATIONS

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American Finance Association  
Financial Management Association  
The Society for Financial Studies  
CFA Institute  
Director, Eastern Finance Association (2003-2006)

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## UNIVERSITY SERVICE

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Area Coordinator - Finance, 1992-2015  
Member, Georgia Tech Athletic Association Board of Trustees, 2005-2011  
Editor, Georgia Tech Scheller College of Business Research Paper Series, 2015  
Member, Ad-hoc EMBA Task Force 2011-2012  
Member, Ad-hoc Task Force for the undergraduate program, 2007-2008  
Provost's Committee on Construction of the GT Trading Floor, 2005-2007  
Director, CFA Partnership Program, 2007-Present  
Co-Chair - Georgia Tech International Finance Conference, 2004-2005  
Chairperson, Bank of America Scholarship Committee 1995-Present  
Coordinator, Inter-Area Thursday Faculty Seminar Series, 2001-2010  
University Leadership Program, 2006-2007  
Georgia Tech 403(b) Steering Committee, 2008-2017  
Member, EMS-MOT Committee, 1999-2008  
Member, QCF Executive Committee, 1999-Present  
Chair, McDonough Chair Professor Search Committee, 2007-2008  
Chair, Ledbetter Professor of Real Estate Committee, 2008-2009  
ECE Program Representative, 1999-2004  
Member, Institute Executive Board, 1999-2003  
Member, Academic Senate, 1999-2003  
Member, Faculty Assembly, 1999-2003  
Member, Executive Round Table (ERT) Board of Directors, 2001-2005  
Member, Institute Graduate Committee, 1998-1999  
Member – College Promotion and Tenure Committee (Elected), 2004-2005, 2006-2007, 2007-2008, 2008-2009, 2009-2010, 2010-2011, 2011-2012, 2013-2014, 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021, 2021-2022  
Chair – College Promotion and Tenure Committee (Elected), 2014-2015  
Member, Dean's Advisory Committee (Elected), 2005-2014, 2015-2018  
Charter Member – Toastmasters Club, 1987-2004  
Chair – Masters Committee 1994-1999  
Member, DCOM Student Honor Committee, 2000-2003  
Faculty Advisor - Financial Management Association, Student Chapter, 1993-2000  
Chair – Ad-hoc Committee on Alternative Formats for MBA Program, 2004-2005  
Chair, Committee on Teaching Effectiveness, 2001  
Member, DCOM Undergraduate Committee, 2000  
Member, Institute Faculty Honors Committee, 2002  
Member, Dean's Advisory Committee, 2001-2002  
Member, Ad-hoc DSOM Reappointment, Promotion, and Tenure Committee, 1997  
President, Toastmasters Club, 1998  
Member, Faculty Advisory Committee for Center for Entrepreneurship, 1995-2001

Member, Ad-hoc Committee on Teaching Load, 1998  
Invited Panelist –Presidential Elections and Stock Markets, 2004  
Invited Panelist – Ph. D. Students - Balancing Research and Teaching, 2004  
Invited Talk – Ph. D. Students – Teaching Philosophy and Strategies, 2004  
Member, School of Economics Chair Search Committee 1994-1996  
Member, Diversity Task Force, IAC, 1995  
Member - Williams' Chair Search Committee 1993  
Member - Director, Undergraduate Program Search Committee, 1994  
Member, School Promotion and Tenure Committee (Elected), 1995-1996