

Marla M. Kameny, Ph.D.
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- Education** **UNIVERSITÄT ST. GALLEN** **St. Gallen, Switzerland**
Institute of Management
Ph.D. in Management, April 2006
Advisors: Professor Georg von Krogh, Ph.D.; Professor Martin Hilb, Ph.D.
Dissertation: Layoff Alternatives and Firm Performance: The case of the consulting industry
Research Assistant, 9/2000 – 7/2003
- CORNELL UNIVERSITY** **Ithaca, NY**
S.C. Johnson Graduate School of Management and
NYS School of Industrial and Labor Relations
Master of Business Administration, Master of Industrial and Labor Relations; Spring 2000
- BINGHAMTON UNIVERSITY** **Binghamton, NY**
School of Management
Bachelor of Science, Management, May 1993
- Honors** **INSEAD (Institut Européen d'Administration des Affaires)** **Fontainebleau, France**
Visiting Researcher, INSEAD-PwC Research Initiative on High Performance Work Organizations, 2004
- Louisiana State University** **Baton Rouge, LA**
E.J. Ourso College of Business Administration, Rucks Department of Management
Visitor, Fall 2003
- 64th annual conference of the Academy of Management, New Orleans, 2004**
Selected to participate in Human Resources Doctoral Consortium
- Teaching Experience** **UNIVERSITY at BUFFALO** **Buffalo, NY**
Fall 2023 - Present
Clinical Assistant Professor, Organization and Human Resources Department
Courses: LeaderCORE Development I & II, Leadership: Executive Presence and Emotional Intelligence, Workforce Engagement
- BATON ROUGE COMMUNITY COLLEGE** **Baton Rouge, LA**
Spring 2007-Spring 2023
Professor (2021-2023), Associate Professor (2017-2020), Assistant Professor (2013-2016), Instructor (2008-2012)
Courses: Introduction to Business; Human Resource Management, Principles of Marketing, Retail Management
Adjunct Faculty Member (Spring 2007, Fall 2007)
Courses: Introduction to Business; Principles of Management
- UNIVERSITÄT ST. GALLEN** **St. Gallen, Switzerland**
Lecturer, Strategic Management in the Knowledge Economy
Responsible for developing, designing, and grading MBA level course consisting of lecture, case study and presentation, and final research paper
Spring 2001-Fall 2002
- Teaching Assistant, Industry and Competitive Analysis*
Responsible for leading group on semester-long industry study at both undergraduate and MBA Levels. Conducted weekly group meetings to guide and monitor progress
Spring 2001, Summer 2002

Leadership and Service**UNIVERSITY at BUFFALO****Buffalo, NY***Faculty Program Director, Master of Science in Management (Fall 23-Present)**Faculty Program Director, LeaderCORE (Fall 23-Present)**Member, Search Committee – Student Services Advisor (Fall 23)***UNIVERSITÄT ST. GALLEN****St. Gallen, Switzerland***Executive Director, International Study Program, 2000-2003 (www.isp.unisg.ch)*

Responsible for development, content, and daily oversight of global MBA exchange program (25-30 students/semester). Collaborated with faculty in curriculum development and garnered financial support and participation (e.g. guest lectures, company visits) from partner organizations

BATON ROUGE COMMUNITY COLLEGE**Baton Rouge, LA***Chair, Faculty Senate Personnel Policies Committee (Fall 2022-Present)**Chair, Faculty Senate Courses and Curricula Committee (Fall 2019-Spring 2021)**Senator, Faculty Senate (Spring 2020-Spring 2021)**Treasurer, Faculty Senate (Fall 2012-Spring 2013)**Member, Faculty Senate Election Committee; Faculty Senate Courses and Curricula Committee; Faculty Senate Personnel Policies Committee***ACADEMY OF MANAGEMENT***Reviewer, Academy of Management Annual Meeting (2008-2018)*

Human Resources Division, Management Education Division, Management Consulting Division

UNIVERSITÄT ST. GALLEN**St. Gallen, Switzerland***Member, International Exchange Committee (2000-2003)*

Met on a regular basis with the Director of International Exchange Programs as well as representatives from the Exchange Office. Provided input on how to improve service to both incoming and outgoing exchange students, as well as foster relationships with partner universities.

Grants

Schweizerischer Nationalfonds zur Foerderung der Wissenschaftlichen Forschung (Swiss National Fund for the Advancement of Scientific Research) - *One year grant (2004) to carry out doctoral research (35,000 USD)*

Presentations 2007 “Layoff Alternatives in Knowledge-Intensive Firms: An Exploratory Study of Management Consulting”, Presented at the 67th annual conference of the Academy of Management, Philadelphia

2004 “Layoff Alternatives and Firm Performance: Improving Research and Practice Through Theory Development”, Presented at the 64th annual conference of the Academy of Management, New Orleans

Publications

von Krogh, G. & Kameny M. (2002) “Leap Before You Lay Off: Look for Creative Alternatives”, *European Management Journal*, Vol. 20, No. 6, pp. 664-670. (refereed article)

Kameny, M. (2002) Commentary on feature written by Antal, A.B. & Krebsbach-Gnath, C. based on “Auf der Suche nach ‘internen Aussenseitern’”, in “*Wo waeren wir ohne die Verrueckten? Zur Rolle von Aussenseitern in Wissenschaft, Politik und Wirtschaft*,” eds. Antal, A.B. & Krebsbach-Gnath, C., Berlin: edition sigma, pp. 165-203, 2001), *Reflections - The Society of Organizational Learning Journal*, MIT Press, Vol. 4 No. 2.

Franz, M., Freudenthaler, K., Kameny, M., & Schoen, S. (2002) “Communities of Practice: The Development of the Siemens Knowledge Community Support”, case study included in the Knowledge Management Case Book: Siemens Best Practises, eds. Davenport, Thomas H. & Probst, Gilbert J.B., Second Edition, John Wiley & Sons.

Professional**Experience PHILIP MORRIS USA New York, NY**Summer 1999 *Organizational Development Intern*

- Analyzed, created and presented guidelines on Needs Assessment interventions to the Human Resources Development Council to ultimately assist managers in identifying gaps between departmental training and development needs and ensuring successful implementation of meeting those needs
- Conducted extant data analysis of Executive Education within the company to determine what knowledge, skills, attitudes, and behaviors such a program should address, and to recommend an appropriate method of instructional design in conjunction with external organizations

Summer 1998 **SUNMICROSYSTEMS, INC. Palo Alto, CA***Educational Development Intern*

- Designed and developed marketing material to improve exposure of the Leadership & Management Education curriculum to Sun managers
- Contributed to content development for Team Effectiveness curriculum
- Researched and recommended addition of Leadership curriculum based on assessment of current course offerings and needs of Sun senior managers

1996-1997 **CARNIVAL HOTELS & CASINOS, PARK CENTRAL HOTEL New York, NY***Human Resources Manager*

- Designed and maintained HR function for The Manhattan Club time share (35+ employees)
- Improved communication between HR department and line departments
- Integrated Carnival's and Hotel's Employee Handbook; analyzed job descriptions

1995-1996 **BLACKROCK FINANCIAL MANAGEMENT, INC. New York, NY***Human Resources Coordinator*

- Developed post-acquisition seminars to educate and direct employees on the integration of BlackRock's and PNC Bank's policies and procedures
- Evaluated effectiveness of post-acquisition seminars, discussed feedback with Management Committee and recommended appropriate actions

Personal

English (mother-tongue), German (conversational)

Member, Academy of Management

PHR (Professional in Human Resource Management), 1996-2002

Enjoy volunteering, yoga, downhill skiing, travel, ballroom dancing