

Terry Christine Blum

Institute for Leadership and Entrepreneurship
Scheller College of Business
Georgia Institute of Technology
800 West Peachtree Street, NW
Atlanta, Georgia 30308-0520

Office Phone: 404-894-4924 Fax: 404-894-1517
Web: ILE www.ile.gatech.edu, Excel www.excel.gatech.edu
E-mail: terry.blum@ile.gatech.edu

EDUCATION

Ph.D., 1982, Columbia University.
M. Phil., 1980, Columbia University.
M.A., 1978, Columbia University.
B.A., 1976, with Honors, Brooklyn College.

CURRENT APPOINTMENT

Director (2006 to present), Institute for Leadership and Entrepreneurship, Georgia Institute of Technology.

Tedd Munchak Chair and Professor (1996 to present), Scheller College of Business, Georgia Institute of Technology.

PREVIOUS APPOINTMENTS

Dean (1999 to 2006), College of Management, Georgia Institute of Technology.

Professor (1992 to 1999) and Director (1996 to 2000), Center for Entrepreneurship and New Venture Development, DuPree College of Management, Georgia Institute of Technology.

Assistant Professor (1986 to 1988) and Associate Professor (1988 to 1992) of Organizational Behavior and Human Resource Management, School of Management, Georgia Institute of Technology.

Assistant Professor (1982 to 1986), Department of Sociology and Adjunct Assistant Professor of Biostatistics and Epidemiology, School of Public Health and Tropical Medicine, Tulane University.

PUBLICATIONS

Reported in Two Broad Topical Categories: OB/Human Resource Management and Employee Health, Workplace Substance Abuse and Sociological Approaches

Organizational Behavior and Human Resource Management

“Gender Similarity, Co-Worker Support and Job Attitudes: An Occupation’s Creative Requirement Can Make a Difference,” Koseoglu, G, Blum, TC and Shalley, *CS Journal of Management and Organization*, 2018, 1-19 doi:10.1017.jmo.2018.40

“Importance-Weighted Density: A Shared Leadership Illustration of the Case for Moving Beyond Density and Decentralization in Particularistic Resource Networks,” Lemoine, GJ, Koseoglu, Gharemani, H, and Blum, TC, in *Organizational Research Methods*, 2018, doi.org/10.1177/1094428118792077

“Detrimental Effects of “Stretch” Goals in Specialty Substance Use Disorder Treatment Organizations, Lemoine, GJ, Blum, TC and Roman, PM, in *Journal of Substance Abuse Treatment*, 64: 13:23, Feb. 2016

“Implementation of Electronic Health Records and Entrepreneurial Strategic Orientation in Substance Use Disorder Treatment Organizations” Fields D, Riesenmy K, Blum TC, Roman PM, *J Stud Alcohol Drugs*. 2015 Nov; 76(6):942-51.

“Community Practice Social Entrepreneurship: An Interdisciplinary Approach to Graduate Education,” Monica Nandan, Manuel London and Terry Blum, *International Journal of Social Entrepreneurship and Innovation*. 2014: vol 3, no 1,

Dissemination activities: a critical new role for substance abuse treatment organizations. Dail Fields, Terry C Blum, Paul M Roman, *Journal of Behavioral Health Services & Research*, *J Behav Health Serv Res* 2014, 41(4):473-87

“Adopting Evidence-Based Medically Assisted Treatments in Substance Abuse Treatment Organizations: Roles of Leadership Socialization and Funding Streams.” Terry Blum, Carolyn Davis and Paul Roman, *Journal of Health and Human Services Administration*. 2014 Summer; 37(1):37-75.

“Management systems, patient-focused quality improvement, resource availability and substance abuse treatment quality,” Dail Fields, Terry Blum and Paul Roman, *Health Services Research*, 47(3) Part 1: 1068-1088, June, 2012.

“An Exploratory Study of Alternative Configurations of Governing Boards of Substance Abuse Treatment Centers,” Dail Fields, Terry Blum and Paul Roman, *Journal of Substance Abuse Treatment*, 41(2): 156-168, September, 2011.

“Interactive Effects of Personal Characteristics, Work Context, and Job Complexity on Self-Reported Creative Performance,” Christina Shalley, Lucy Gilson & Terry Blum, *Academy of Management Journal*, 52 (3): 489-505, 2009.

“Human Resource Management Strategies Under Uncertainty: How Do U.S. and Hong Kong Chinese Companies Differ?” with Dail Fields, Chan, A., and Akhtar, S., *Cross Cultural Management Journal*, 13(2): 171-186, 2006

“Exploring predictors of alternative job changes.” Fields, D., Dingman, M., Blum, T., & Roman, P. *Journal of Occupational and Organizational Psychology*, 78: 63-82, 2005.

“Adoption of workplace substance abuse programs: strategic choice and institutional perspectives,” Chester S. Spell & Blum, T., *Academy of Management*, 48(6): 1125-1142, 2005.

“Human Resource Dependence and Organizational Demography: A Study of Minority Employment in Private Sector Companies,” with Dail Fields and Jodi Goodman, *Journal of Management*, 31(2): 167-185, 2005.

“Cracks in the glass ceiling: In what kinds of organizations do women make it to the top?” with Jodi Goodman and Dail Fields, *Groups and Organization Management*, 28: 475-501, 2003.

“Does decentralization make a difference for the organization? An examination of the boundary conditions circumscribing decentralized decision-making and organizational financial performance,” with Paul M. Roman., H.A. Richardson and R. J. Vandenberg, *Journal of Management*, 28: 217-244, 2002.

“Team and organizational attitudes as a lens and mirror impacting customer satisfaction: An empirical test in self-managed teams,” with Lucy L. Gilson and Christina E. Shalley, *Journal of Quality Management*, 6: 235-256, 2001.

“Work-Family Role Conflict and Employer Responsibility: An Organizational Analysis of Workplace Responses to a Social Problem,” with Paul Roman, in *Handbook of Organizational Behavior*. Robert Goblembiewski (ed.), 2nd ed. New York: Marcel Dekker, 415-444.

“Work-Family Human Resource Bundles and Perceived Organizational Performance,” with Jill Perry-Smith, *Academy of Management Journal*, 43(6): 1107-1117, 2000.

“Matching Creativity Requirements and Work Environment: Effects on Satisfaction and Intention to Turnover,” with Christina E. Shalley and Lucy L. Gilson, *Academy of Management Journal*, 43(2): 215-223, 2000.

“Getting Ahead: Organizational Practices that Set Boundaries around Mobility Patterns,” with Chester Spell, *Journal of Organizational Behavior*, 21: 299-314, 2000.

“The Transformation of Private Alcoholism Problem Treatment: Results of a National Study,” with P.M. Roman and J. A. Johnson, in *Advances in Medical Sociology*, Richard Stephens and Duane C. McBride, (eds.), Vol. 7. Greenwich, CT: JAI Press, 321-342, 2000.

“Externalization and Internalization As Frames for Understanding Workplace Deviance: The Management of Alcohol and Drug Abuse,” with Paul M. Roman, *Research in Sociology of Work*, Vol. 8. Stanford, CT: JAI Press, 139-164, 1999.

“Organizational Characteristics and Employer Responses to Employee Substance Abuse,” with S.H. Milne, *Journal of Management*, 24(6): 693-715, 1998.

“Alcoholism Treatment Center Death: Interorganizational Linkages in Health Care,” with P.M. Roman & S. Shane, *Frontiers of Entrepreneurship Research*. Babson College: Center for Entrepreneurial Studies, 16-29, 1996.

“Employee Satisfaction in Work Groups With Different Gender Compositions,” with D.L. Fields, *Journal of Organizational Behavior*, 18(2): 181-196.

“Assessing the Effects of Non-Random Sampling Effects of Subject Attrition in Longitudinal Research,” with J.S. Goodman, *Journal of Management*, 22(4): 627-652, 1996 .

“Workplace Characteristics and Health Care Cost Containment Practices,” with S. Milne and C. Spell, *Journal of Management*, 23(5): 675-701, 1996.

“Organizational Structure and Job Satisfaction,” with W. Finlay, J.K. Martin and P.M. Roman, *Administration and Society*, Vol. 27, No. 3, pg. 427-450, November 1995.

“Organization Level Determinants of Women in Management,” with D.L. Fields and J.S. Goodman, *Academy of Management Journal*, 37(2): 241-268, April 1994.

“Presence of Drug Screening and Employee Assistance Programs: Exclusive and Inclusive Human Resource Management Practices,” with P.M. Roman and N. Bennett, *Journal of Organizational Behavior*, 15: 549-560, 1994.

“Factors Influencing Employees’ Propensity to Use an Employee Assistance Program,” with S. Milne and P.M. Roman, *Personnel Psychology*, 47(1): 124-145, 1994.

“Work-Family Role Conflict and Employer Responsibility: An Organizational Analysis of Workplace Responses to a Social Problem,” with P. Roman, *Handbook of Organizational Behavior*, R. Golembiewski (ed.), New York: Marcel Dekker, 299-326, 1994.

“Employee Attitudes Toward Drug Testing: Effects of Individual Characteristics in Employment Settings,” with N. Bennett and P.M. Roman, *Employee Rights & Responsibilities Journal*, 7: 117-128, Summer 1994.

“A Comparison of ‘Traditional’ and ‘Atypical’ Workers: Demographic, Behavioral, and Attitudinal Differences,” with N. Bennett, P. L. Phillips, and K. D. Carson, *Journal of Business and Psychology*, 8: 467-474, 1994.

“Employee Assistance Programs As Sources of Consultation: Opportunities and Barriers,” with P.M. Roman, *Handbook of Organizational Consultation*, Robert Golembiewski (ed.). New York: Marcel-Dekker Publishers, 627-639, 1993.

“Workplace Drug Testing Programs: A Review of Research and a Survey of Worksites,” with D.L. Fields, S.H. Milne and C.S. Spell, *Journal of Employee Assistance Research*, 1(2), 1993.

“A Firm-Level Analysis of Employee Attrition,” with N. Bennett, R. Long and P.M. Roman, *Group and Organization Management*, 18(4): 482-499, December 1993.

“Drinking to Cope and Self Medication: Characteristics of Jobs in Relation to Workers' Drinking Behavior,” with J.K. Martin and P.M. Roman, *Journal of Organizational Behavior*, 13: 55-71, 1992.

“The Organizational and Structural Context of Employee Assistance Programs,” Structures of Power and Constraint, Craig Calhoun, Marshall W. Meyer and W. Richard Scott (eds.). Cambridge University Press, 321-344, 1990.

“Synergism in Worksite Adoption of Employee Assistance Programs and Health Promotion Activities,” with P.M. Roman and L. Patrick, *Journal of Occupational Medicine*, 32(5): 461-467, May 1990.

“Employee Assistance Programs and Human Resource Management,” with P.M. Roman, *Research in Personnel and Human Resource Management*, K. Rowland and G. Ferris (eds.), Vol. 7. JAI Press Inc., 259-312, 1989.

“The Emergence of an Occupation,” with P.M. Roman and D.M. Tootle, *Work and Occupations*, 15(1): 96-114, February 1988.

“Purveyor Organizations and the Implementation of Employee Assistance Programs,” with P.M. Roman, *Journal of Applied Behavioral Science*, 24(4): 397-411, 1988.

“The Relation of Employee Assistance Programs to Corporate Social Responsibility, Attitudes: An Empirical Study,” with P.M. Roman, *Research In Corporate Social Performance And Policy*, Lee Preston and William Frederick (eds.), Vol. 9. Greenwich, Connecticut: JAI Press, 213-236, 1987.

“Educating Organizational Consumers About Employee Assistance Programs,” with P.M. Roman and N. Bennett, *Public Personnel Management*, 16: 299-312, Winter 1987.

Employee Health, Workplace Substance Abuse and Sociological Approaches

“Prevention of Alcohol and Drug Abuse in the Workplace,” with P.M. Roman, Sourcebook on Substance Abuse: Etiology, Methodology, and Intervention, R. Tarter, R. Ammerman, and P. Ott, (eds). Boston: Allyn and Bacon, 307-325, 1999.

“Employee Assistance Programs and Workplace Consultation: Change, Opportunities, and Barriers as We Enter the Twenty-First Century,” with P.M. Roman and A. Johnson, in Handbook of Organizational Consultation, Robert Golembiewski (ed.), 2nd ed. New York, NY: Marcel Dekker, 865-880, 2000.

“Employee Assistance Programs and Other Workplace Preventive Strategies,” Marc Galanter and Herbert D. Kleber (eds.), with P. M. Roman, The American Psychiatric Press Textbook of Substance Abuse Treatment, 2nd ed., Washington: American Psychiatric Press, Inc., 1999.

“Optimal Staffing for Drug Abuse Treatment Services,” in NIDA Monograph Resource Center for Health Services Research, 1998.

“The Prevention of Behavioral Disabilities From Non-Work Sources: Employee Assistance Programs and Related Strategies,” with P.M. Roman, in T. Thomasson, J. Burton and D. Hyatt, (eds), New Approaches to Disability in the Workplace, Madison, WI: Industrial Relations Research Association Series, Vol. 36, pg. 87-120, 1998.

“The Workplace, Employer, and Employee,” with P.M. Roman and A. Johnson, in Alcohol Use: The Handbook, D. Cooper (ed.). London: Radcliffe Medical Publishers (Abingdon, Oxon, England), 2000.

“Employment and Drinking,” with P.M. Roman, in Gender and Alcohol, R. Wilsnack and S. Wilsnack (eds). New Brunswick: Rutgers University Press, 379-395, 1997.

“Effectiveness of Workplace Alcohol Problem Interventions,” with P.M. Roman, *American Journal of Health Promotion*, 10: 314-337, 1996.

“Job Stress, Drinking Networks, and Social Support at Work: A Comprehensive Model of Employees’ Problem Drinking Behaviors,” with J.K. Martin and P.M. Roman, *The Sociological Quarterly*, 37(4): 201-221, 1996.

“Subclinical Depression and Performance at Work,” with J.K. Martin, P.M. Roman and S. Beach, *Social Psychiatry and Psychiatric Epidemiology*, 31(11): 3-9, 1996.

“The Cost Effectiveness and Preventive Implications of Employee Assistance Programs,” with P.M. Roman, U.S. Department of Health and Human Services, Monograph, Public Health Service, SAMHSA, Center for Substance Abuse Prevention, 1995.

“Contrasts and Complements of Employee Assistance and Health Promotion Programs in the Workplace,” with P.M. Roman, in *Critical Issues in Worksite Health Promotion*, David DeJoy and Mark Wilson, (eds.). New York: MacMillan, 71-94, 1995.

“Employed Women With Alcohol Problems Who Seek Help from Employee Assistance Programs: Description and Comparisons,” with P.M. Roman and E. Harwood, in *Recent Developments in Alcoholism*, Vol. 12, Marc Galanter (ed.). New York: Plenum Press, 125-156, 1995.

“Employers,” with P.M. Roman, in *Handbook of Drug Abuse Prevention*, R. H. Coombs and D. Ziedonis,(eds.). Englewood Cliffs, NJ: Prentice Hall, 139-158, 1995.

“The Interrelations of Drug Screening and other Human Resource Management Practices,” in *Drug Testing in the Workplace: Research Findings and Perspectives*, Scott McDonald and Paul M. Roman, (eds.). Plenum Press, 1994.

“Employee Assistance Programs,” with P. Roman, in *American Psychiatric Press Textbook of Substance Abuse Treatment*, M. Galanter and H. Kleber (eds.). Washington, D.C.: American Psychiatric Press, 369-384,1994.

“The Effects of Marital and Co-Worker Relationships on Negative Affect: Testing the Central Role of Marriages,” with S.R. Beach, J.K. Martin, and P.M. Roman, *The American Journal of Family Therapy*, 21(4), Winter 1993.

“Drinking Patterns and the Gender Mix of Occupations: Evidence from a National Survey of American Workers,” with J. Kraft, J. Martin and P. Roman, *Journal of Substance Abuse*, 5(2): 157-174, 1993.

“Dealing With Alcohol Problems in the Workplace,” with P.M. Roman, in *Recent Developments in Alcoholism*, Vol. 11, Marc Galanter, (ed.). New York: Plenum Press, 473-491, 1993.

“Subclinical Depression and Role Fulfillment in Domestic Settings: Spurious Relationship, Imagined Problems, or Real Effects?” with S. Beach, P.M. Roman and J. Martin, *Journal of Psychopathology and Behavioral Assessment*, 15(2): 113-128, 1993.

“Drugs, the Workplace, and Employee-Oriented Programming,” with P.M. Roman, *Treating Drug Problems*, (Commissioned Papers on Historical, Institutional, and Economic Contexts of Drug Treatment), Vol. 2, Dean R. Gerstein and Henrick J. Harwood (eds.). Washington D.C.: National Academy Press, 197-243, 1992.

“A Description of Clients Using Employee Assistance Programs,” with P.M. Roman, *Alcohol Health & Research World*, 16(2): 120-128, 1992.

“A Research Note on EAP Prevalence, Components and Utilization,” with P.M. Roman and J.K. Martin, *Journal of Employee Assistance Research*, 1(1): 209-229, Summer 1992.

“Alcohol Consumption and Work Performance,” with P.M. Roman and J.K. Martin, *Journal of Studies on Alcohol*, 54(1): 61-70, January 1993.

“‘Enabling’ of Male Problem Drinkers in Work Groups,” with P.M. Roman and J.K. Martin, *British Journal of Addictions*, 87: 275-289, 1992.

“Life Transitions, Work and Alcohol: An Overview and Preliminary Data,” with P.M. Roman, *Alcoholism: Clinical and Experimental Research*, 16(2): 149-158, March/April 1992.

“Methodological Concerns in Worksite Drug Research,” *Research Methods in Worksite Drug Research*, Helen Axel and Dennis Couch, (eds.), U. S. Department of Health and Human Services, National Institute on Drug Abuse Monograph No. 98, 1992.

“The Medicalized Conception of Alcohol Problems: Social Sources and Consequences of Murkiness and Confusion,” with P.M. Roman, *Society, Culture and Drinking Patterns Reexamined*, David Pittman and Helene White (eds.). New Brunswick, NJ: Division of the Center of Alcohol Studies, Rutgers University, 1991.

“Employee Assistance Programs: Utilization and Referral Data, Performance Management and Prevention Concepts,” with N. Bennett, *Alcohol Problem Intervention in the Workplace: Employee Assistance Programs and Strategic Alternatives*, Paul M. Roman (ed.), Westport, CT: Quorum Press, 143-163, 1990.

“Public Images of Alcoholism: Data From a Georgia Survey,” with P.M. Roman and N. Bennett, *Journal of Alcohol Studies*, 50(1): 5-14, January 1989.

“The Presence and Integration of Drug Abuse Intervention in Human Resources Management,” in *Drugs in the Workplace: Research and Evaluation Data*, Steven W. Gust and J. Michael Walsh (eds.), U. S. Department of Health and Human Services, National Institute on Drug Abuse Research Monograph 91: 245-270, 1989.

“Alcohol Problem Intervention in the Workplace: Data on Present Status and Future Implications,” with P.M. Roman, *Alcohol and Health Research World*, 13(4): 375-380, 1989.

“New Occupations and the Division of Labor in Workplace Alcoholism Programs,” in *Recent Developments in Alcoholism*, Vol. 6. New York: Plenum Press, 205-221, 1988.

“Formal Intervention in Employee Health: Comparison of the Nature and Structure of Employee Assistance Programs,” with P.M. Roman, *Social Science and Medicine*, Vol. 26, 503-514, 1988.

“Inequality and Intermarriage: A Paradox of Motive and Constraint,” with S. Rytina, P. Blau, and J. Schwartz, *Social Forces*, 66: 645-675, March 1988.

“Occupational Program Consultants Income Differences Between Men and Women in an Emerging Field,” in *EAP Research*, Vol. 2, C. Howard Grimes (ed.). Detroit: Performance Resource Press, 1987.

“Ethics in Worksite Health Programming,” with P.M. Roman, *Health Education Quarterly*, 14: 57-70, Spring 1987.

“Notes on the New Epidemiology of Alcoholism,” with P.M. Roman, *Journal of Drug Issues*, 17(4): 321-332, Fall 1987.

“Internal vs. External EAPs,” with P.M. Roman, *Employee Assistance Programs: Benefits, Problems and Prospects*. Washington, D.C.: Bureau of National Affairs, 95-104, 1987.

“Occupational Health Programs for Alcoholism in the U.S. and Australia: Dilemmas in Technology Transfer,” with P.M. Roman, *International Journal of Sociology and Social Policy*, (Special Issue on Occupational Health), 6: 40-51, December 1986.

“The Social Transformation of Alcoholism Intervention: Comparison of Job Attitudes and Performance of Recovered Alcoholics and Non-Alcoholics,” with P.M. Roman, *Journal of Health and Social Behavior*, 26: 365-378, December 1985.

“Structural Constraints on Interpersonal Relations: A Test of Blau's Macrosociological Theory,” *American Journal of Sociology*, 90: 511-521, November 1985.

“Alcohol, Pampering and the Rise to Social Stardom,” with P.M. Roman, *Contemporary Drug Problems*, 12: 223-242, 1984. “Problem Drinking or Problem Thinking? Patterns of Abuse in Sociological Research,” *Journal of Drug Issues*, 14: 61-77, Winter 1984.

“Modes and Levels of Data Management Affecting the Employee Assistance Program Practitioner,” with P.M. Roman, in *Human Resources Management Handbook: Principles and Practice of Employee Assistance Programs*, J. L. Francek, S.H. Klarreich & C. E. Moore (eds.). New York: Praeger, 1984.

“Homeownership and Social Attachments,” with P.W. Kingston, *Sociological Perspectives*, 27: 159-180, April 1984. “Racial Inequality and Salience: An Examination of Blau's Theory of Social Structure,” *Social Forces*, 62:607-617, March 1984.

“Heterogeneity and Intermarriage,” with P.M. Blau and J.E. Schwartz, *American Sociological Review*, 47: 45-62, February 1982.

PROFESSIONAL ACTIVITIES

Editorial Service

Editorial Board, Academy of Management Journal, 2007-present
Editorial Board, Strategic Entrepreneurship Journal, 2007-2015
Advisory Board, Sustainability, Ethics and Entrepreneurship (SEE) Conference
Editorial Board, Social Forces, 1990-1993.
Editor, Organizations and Occupations Division Newsletter, American Sociological Association, 1993-94.
Associate Editor (for Worksite), American Journal of Health Promotion, 1988-1996.
Editorial Board, Alcohol, Health & Research World, 1998-2001.
Manuscript Reviewer for Social Forces, Social Science Quarterly, Journal of Drug Issues, Social Problems,
Rural Sociology, American Journal of Sociology, American Sociological Review, Sociological Quarterly,
Journal of Studies on Alcohol, Academy of Management Journal, Journal of Health and Social Behavior,
Addictions (formerly The British Journal of Addictions).

Federal Government Grant Review

2013, NIH/NCI The Comprehensive Partnerships to Advance Cancer Health Equality? (U54s) and CDC SIP Panel for Public Health Centers.
2009, 2010, 2011, 2012, 2014 National Institutes on Health, HDM Small Business Innovation Research Study Section, Healthcare Delivery and Methodologies IRG
2010, National Cancer Institute, Community Based Prevention Center Grants
2009, 2010, 2011 NIH Director Innovation Grant Proposal Review
2010, 2011: Healthcare Delivery and Methodologies SBIR/STTR Review
Member, Community Influences on Health Behavior Study Section, National Institutes of Health, 2003-2007.
Member, Community Prevention and Control Study Section, National Institutes of Health, 1997-2000.
Member, Prevention and Epidemiology Initial Review Group, National Institute on Alcohol Abuse and Alcoholism, 1988-1992.
Ad hoc reviewer, National Institute on Alcohol Abuse and Alcoholism, Prevention and Epidemiology IRG,
June, 1987. Site visit, September, 1987, IRG, October, 1987, February, 1988, June, 1988.
Regular IRG
member October 1988 - June 1992.
Ad hoc reviewer, National Institute on Drug Abuse, Epidemiology IRG, October, 1987, February, 1988, June, 1988, October, 1991, June, 1995.
Ad hoc reviewer, National Institute on Drug Abuse, Small Business Innovation Research initiative, 1987, 1988, 1993.
Ad hoc reviewer, National Institute on Mental Health, worksite initiative, 1986.

Ad hoc reviewer, National Institute on Alcohol Abuse and Alcoholism, Small Business Innovative Research initiative, 1986 (included a site visit), 1987, 1988.

Ad hoc reviewer, National Institute on Alcohol Abuse and Alcoholism, Site Visitor for Research Center Proposal, 1987.

Georgia Tech Service

2015-present

Faculty Lead-Women ERG;

SACS:Sustainability Committee; SLCE, Associate Provost for Undergrad Education;

Conduct Celebration of Tenure Workshop for VP Research and Provost (EMC²);

Faculty Leadership Roundtable:

BME, Graduate Leadership Program for doctoral students (year long);

Director, Leadership Minor Chair-Management Track;

Engineering World Health Faculty Advisor;

Alvin Ferst leadership and entrepreneurship award selection committee;

Scheller Dean's Scholars Award Interviews;

ODK Faculty Mentor;

Chair, Faculty Advisory Board of Excel;

Leadership sessions for Hola affinity group,

Office of Diversity, ESP- the Dean and Chair assistants;

Ideas to Serve Competition;

Global Social Ventures Committee

Member, Provost's Taskforce on Creating the Next in Education (CNE).

GT SLCE: Student :Leadership and Engagement Committee, 2013-present

Faculty Senate, 2013- present

Scheller College Honors Committee, 2008-present

PhD Committee, 2010-present

College of Architecture, Dean Search, Chair 2012-13

General Faculty Assembly, 2012-13

Chair and Professorship Committee, 2012-13

Alvin Ferst Leadership and Entrepreneurship Awards Committee, 2008-present

College of Management, PhD Committee, 2009-present

College of Management Honors Committee, 2008-present

Faculty Advisor, Net Impact 2007-present, Engineering World Health 2008-present

Advisory Board, Vice Provost for Academic Diversity, 2008-2010

InVenture Judge, 2009

Search Committee, Vice Provost for Academic Diversity, 2007

Executive Roundtable Board, 1999-2002

DuPree School of Management Dean's Search Committee, 1997; DuPree College of Management Dean's Search Committee, 1998-1999.

Search Committee (chair) for Lawrence Huang Chair in Engineering Entrepreneurship, 1999.

DuPree College of Management Promotion and Tenure Committee, 1997-1998, 1998-1999.

Ivan Allen Promotion & Tenure Committee, 1992-1995; Chair 1995-1997.

Institute Level Promotion and Tenure Committee, 1996-1998.

Ad-hoc DuPree School of Management Promotion and Tenure Standards and Procedures Committee, 1996.

Ivan Allen College Faculty Advisory Board, DuPree College of Management representative, 1996-1999.

Faculty Status and Grievance Committee, 1993-1996; Chair 1995-1996.

Advisory Committee, Faculty Staff Assistance Program, 1992-1996.

Advisory Board - Total Quality Management Center, 1995 – 1998

Georgia Tech Research Coordination Committee, 1994-1996.

Other Service

Board of Directors, GeorgiaWorks!, 2017-present

Board of Directors, Treasurer, Camp Twin Lakes, 2015-present

Board of Trustees, MedShare International, 2001-2008, 2009-2015

Board of Directors, Global Grower, 2013-2015

Board of Advisors, Neighborhood Nexus, 2010-2013

Board of Directors, Ferst Foundation for Childhood Literacy, 2008-2012
Advisory Board, Kennesaw State University Academy for Inclusive Learning and
Social Growth, 2013- present

Community Foundation of Greater Atlanta, Board of Directors, Morgan County, 2002-
2010

Board of Directors, Midtown Bank and Trust, 2002-2006.

Stanford Technology Ventures Program, Stanford, October 1998. Steering Committee for
the conference and participant, October 1999.

Invited to make a presentation and consult with a small group of researchers and NIDA
staffers pertaining to the integration of Health Services and Treatment Research,
September 1998.

Invited to St. Mary's Treatment Centre in New Zealand to make a presentation and
consult about behavioral health services and the privatization of health care delivery and
other health care reforms, May 1997.

Appointed Member of Study Panel, National Research Council/National Academy of
Science, 1991-1993, Committee on Drug Abuse in the Workplace.

Institute of Medicine, National Academy of Sciences, Ad Hoc Committee on the
Prevalence and Impact of Drug Abuse in the Workplace, May 19-20, 1988.

Commissioned by the National Academy of Sciences for a manuscript on Drugs and
Workplace Interventions, focusing on drug screening, EAPs, and health insurance
availability, 1988.

Scientific Advisory Board for National Institute on Drug Abuse funded project to the
Southern Electric Institute to study Georgia Power Company's comprehensive drug
program, 1988-1989.

Audit of Southern Bell's Employee Assistance Program, contracted to Center for Work
Performance Problems, Georgia Tech, 1987-1988.

Institutional Review Board for Human Subjects in Research, Georgia Power Company,
Atlanta, 1987-1989.

Honors Committee Chair: Southern Sociological Society, 1993-1996.

Program Chair: Southern Sociological Society, 1987, Program Committee, 1986.

Committee on the Profession: Southern Sociological Society, 1983-1985.

Nominations Committee: Southern Sociological Society, 1985-1987.

Section Organizer: American Sociological Association, Organizations and Occupations, 1995.

Committee on Committees: American Sociological Association, 1996-1998.

Board Member of Employee Assistance Professionals Association, 1990-1994.
Committee on Women: Association of Labor-Management Administrators and Consultants on Alcoholism, 1984-1986.

Chairperson of Research Track Program Committee: Association of Labor Management Administrators and Consultants on Alcoholism meetings, 1988, 1989, Employee Assistance Professionals Association meetings, 1990, 1991.

Education and Training Committee: Association of Labor-Management Administrators and Consultants on Alcoholism, 1986-1990.

Research Faculty of the Georgia Employee Assistance Programming Institute, 1984, 1985, 1986, and 1987.

Paper Presentations

2016. Academy of Management. Anaheim, Lemoine, G.J., Blum, T.C., Kean, W., & Watts, D Servant leadership transmission and a female advantage: Building and testing a contingent theory.

* *Best Dissertation-based Paper Award, Organizational Behavior division.*

* *Best Paper designation (top 10%), Organizational Behavior division*

2015 Academy of Management, An Integrative Network Approach to Shared Leadership: An Illustrative Case with Creative Tasks, Jim Lemoine, Gamze Koseoglu, and Terry Blum

2014 Academy of Management, Electronic Health Records and Treatment Organization Strategic Orientation, Dail Fields, Kelly Riemi, Terry Blum and Paul Roman

2014 Academy of Management, A Multi-Organization Study of Stretch Goals on SUD Treatment Centers, Jim Lemoine, Terry Blum and Paul Roman

2014 Academy of Management Symposium, Integrating Power and Faultlines to Better Explain Organizational Realities, Chester Spell, Katerina Bezrukova, and Terry Blum

2013 Academy of Management, Dissemination of evidence-based practices: A new role for substance abuse treatment organizations, Terry Blum, Dail Fields and Paul Roman

2013 Academy of Management, The Power of Followership: How Subordinate Characteristics Moderate Leader-Performance Relationships, G. James Lemoine and Terry Blum

2012 Southern Management Association, Emerging Visionaries or Self-Serving Pretenders? Shared Leadership, Narcissism, and Task Performance, G. James Lemoine and Terry Blum (Best paper with a student)

2012 ELPNO, Adaptive Leadership

2011 Southern Management Association, Social Entrepreneurial Context of Substance Abuse Treatment: Leader Socialization and Funding Source

2011 Academy of Management, Individual Differences, Motivation to Lead, and Leader Emergence: A Mediated Model

2011 Academy of Management, Management systems, resource availability, and substance abuse treatment quality (Best Paper, Health Care Division)

2011, An exploratory study of alternative configurations of governing boards of substance abuse treatment centers, Andrew Young School, GSU

2010: American Sociological Association, Innovation Adoption in Public and Private Alcohol and Drug Treatment Organizations., Atlanta, GA
2010: Academy of Management. Board of Directors of Substance Use Treatment Organizations, Montreal, Canada

2010: Southern Management Association, Faculty Consortium, Panelist, St Pete Beach, FL

2010: ELPNO, Leadership presentation, Athens, GA

2009: Southern Management Association, Faculty Consortium Keynote, SC

2009: Southern Management Association, Environmental Attitudes and Behaviors, SC

2009: Social Entrepreneurship Conference, Social Entrepreneurship and Substance Abuse Treatment Organizations, NYU

2008: Social Entrepreneurship and Innovativeness in Healthcare, USABE meetings, San Diego, CA

2001: AACSB, Public Elite Business Schools

1999: Academy of Management Meetings, Babson Conference on Entrepreneurship, Health Services Research Society, Society of Industrial and Organizational Psychologists (SIOP).

1998: Academy of Management Meetings, Southern Management Association; NIH invitational conference on the integration of health services and treatment research.

1997: Academy of Management Meetings, Babson Conference on Entrepreneurship.

1996: Society of Industrial and Organizational Psychologists (SIOP), Babson Conference on Entrepreneurship, IFSAM, American Sociological Association Meetings; Academy of Management Meetings; Southern Management Association Meetings.

1995: Academy of Management Meetings; European Group on Organizational Studies (EGOS).

1994: Academy of Management Meetings; International Federation of Societies of Academies of Management Meetings (IFSAM).

EXTRAMURAL GRANT FUNDING

Research Grants

NIDA – R01DA13110-11 4/01/11- 3/31/16
Adoption of Innovations in Private A&D Treatment Centers (Co-Investigator)
Subcontract from UGA
NIDA – R01DA13110-06 4/15/06 – 3/31/11
Adoption of Innovations in Private A&D Treatment Centers (Co-Investigator)
NIDA R01DA14482-06 9/28/07 – 8/31/12
Subcontract from UGA
CTN Membership and Adoption of Innovative Treatment Practices (Co-Investigator)
Subcontract from UGA

National Institute on Drug Abuse, sub-contact from University of GA
“CTN Membership and Adoption of Innovative Treatment Practices ”
2005-2007, Terry C. Blum, PI

National Institute on Drug Abuse
“Adoption of Innovations in Private A&D Treatment Centers,”
Terry Blum, Co-PI 1999-2004 \$352,027

National Institutes on Health
“The Organization of Private Alcoholism Treatment,”
Terry Blum, Co-PI 1994-1999 \$1,300,000

National Institute on Drug Abuse
“Employer and Employee Reactions to Drug Abuse,”
Terry Blum, PI 1991-1996 \$1,517,355

National Institute on Alcohol Abuse and
Alcoholism, “Structure and Content of Employee Alcoholism Programs,”
Terry Blum, PI 1988-1992 \$729,000

National Institute on Alcohol Abuse and
Alcoholism, Supplement to:
“Worksite Integration of ADM Disorders at the Worksite,” Terry Blum, PI,
to support Dr. Thomas D. Boston’s participation on the project. 1982-1992 \$88,897

National Institute on Alcohol Abuse and
Alcoholism and National Institute on Drug Abuse, “Worksite Integration of
ADM Disorders at the Worksite,”
Terry Blum, PI 1987-1992 \$730,534

National Institute on Alcohol Abuse and Alcoholism, “Postdoctoral Training on Employee Alcoholism Programs,” Paul Roman, PI, Terry Blum, Co-PI 1987-1992 \$480,913

ADAMHA “Medicalization of Substance Abuse Treatment and the Workplace,” Paul Roman, PI, Terry Blum, Co-PI 1986-1991 \$964,267

National Institute on Alcohol Abuse and Alcoholism, “Structure and Process in Employee Alcoholism Programs,” Paul Roman, PI, Terry Blum, Co-PI 1983-1986 \$854,317

Training Grants

NSF, IGERT, From Learning, Analytics, and Materials to Entrepreneurship and Leadership (FLAMEL), 2013-2019, \$2,800,000
Richard Fujimoto, PI
Terry Blum, Co-PI (plus others)

NCIIA, 25K Commercialization Award, Ricardo Campbell, 2006-2008.

National Institutes on Health, “Predoctoral Training Program on Worksite Alcohol Programs,” Paul Roman, PI, Terry Blum, Co-PI 1993-1998 \$540,000

Competing Continuation Awarded
“Predoctoral Training Program on Worksite Alcohol Programs and Health Services” 1998-2002 \$600,000

Kemper Foundation, “Engineering Entrepreneurship” 1998-2000 \$50,000
Whitaker Foundation, “Biomedical Engineering for Industry,” David Ku and Terry Blum, Co-PIs 1998-2001 \$1,000,000

Coleman Foundation, “Entrepreneurship for Engineering Faculty” 1999-2000 \$25,000

ILE Gifts and Awards

2016 Bradley Turner Foundation, 1 million added to endowment; 2015 \$50,000 per year from Bill Turner (\$450,000 total as of 1/16); 2013, 2014, 2015

\$20,000 per year from Hal and John Smith Foundation (\$40,000 total) for Ideas to Serve 2011, 2012, and 2013, 2014, 2015,

Grey Ghost, \$15,000 for Ideas to Serve; 2014 \$10,000

2014 Proctor and Gamble for Leading for Social Good Summer Program;

2010 John Woodall Foundation, \$25,000 Endowment for Servant Leadership;
2006 Cowan Turner Endowment, \$3,152,000
2006-2013, \$50,000 per year from Bill Turner (\$350,000 total as of 1/14)
2013 and 2014, \$20,000 per year from Hal and John Smith Foundation (\$40,000 total) for Ideas to Serve
2011, 2012, and 2013, Grey Ghost, \$15,000 for Ideas to Serve
2014 \$10,000 Proctor and Gamble for Leading for Social Good Summer Program
2010-present \$John Woodall Foundation, \$25,000 Endowment for Servant Leadership
2006-present, Cowan Turner Endowment, \$3,355,000 (as of FY 16)

Excel Program Awards

2014-2015, \$50,000, Georgia Council on Developmental Disabilities
2015-2016, \$63,000, Georgia Council on Developmental Disabilities
2016-2017, \$63,000, Georgia Council on Developmental Disabilities
2014, Rich Foundation, \$50,000
2015, Rich Foundation, \$100,000
2016, Rich Foundation, \$100,000
2017, Rich Foundation, \$100,000
2016, Believe in Me Foundation, \$25,000
2016, GT Student Alumni Association, \$40,000
2015-2016 \$50,000 Ecker Family Foundation;
2017 Ecker Family Foundation, \$25,000
2015-2016 \$4,000 Drew Keller;
2016 \$20,000 Francis Wood Wilson Foundation
2017 \$5,000 Autism Speaks
2016 \$5,000 DADS
2017-2019 \$50,000 Enterline Foundation
2017-18 GVRA, \$55,000
2017 Jose Oglesby, \$50,000
2018 GCDD, \$75,000