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What has been your career path? My path took unexpected twists. At 17, I received a Master's in International Relations (UIUC), leading to graduate work in Mass Communications (University of Wisconsin-Madison) and a Master's and PhD in International Business/Management (NYU). Mostly, I have been a professor at major educational institutions in the USA, Mexico, Singapore, Australia and New Zealand. My jobs en route included as consultant (Italy), journalist (Texas), speech writer (UN).

Who are your mentors and how have they influenced your career? I am a work-in-progress who benefitted from numerous mentors, women and men, within and without academia: parents, doctoral advisors, colleagues in business, government and academia. All made me a better person, more rigorous scholar, better teacher, someone who can navigate corridors of Congress, board rooms and classrooms, while keeping my soul. My spouse, George, has supported me for half my life.

Best advice for a woman wanting to enter education? I have most familiarity with higher education. Women constitute the majority of non-tenure track instructors, but less than half of tenure-track faculty and a third of full professors. Women of color are especially underrepresented. Women earn less than men at every faculty rank and in most positions. Less than a third of college presidents and boards of directors are women. Why? Major advancement opportunities come during childbearing years. Two-academic families struggle for two jobs within commuting distance. Publications matter; yet, research shows women receive less credit than male authors for similar records. My best advice – persevere and find supporters. Be the best version of yourself, rather than a poor version of another. Take calculated risks. When you fail, and everyone does, take stock and act. Multiple paths exist for success or equifinality. Investigate these paths for options.

What do you like most about your job? I learn continuously. I have lived and worked on five continents, researched interesting phenomena, seen my ideas blossom in policy and in companies, and molded minds. I wake up wanting to work. How can one do better?