

**Vanessa Urch Druskat**  
**Curriculum Vitae**  
**Spring, 2007**

Department of Management  
Whittemore School of Business and Economics  
University of New Hampshire  
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**EDUCATION**

Ph.D.	1996	Boston University, Boston, Massachusetts Social Psychology Dissertation: <i>A Team Competency Study of Self-Managed Work Teams</i> Committee: David C. McClelland, Chair; J. Richard Hackman; Philip E. Kubzansky
Certificate	1993	National Training Laboratories, Bethel, Maine Group Dynamics and Facilitation (2 year program)
M.A.	1988	Columbia University, New York, New York: Organizational Psychology
B.A.	1982	Indiana University, Bloomington, Indiana: Psychology/Business

**POSITIONS HELD**

2003 – present	Associate Professor of Organizational Behavior, Whittemore School of Business and Economics, The University of New Hampshire
Fall 2006	Visiting Professor, International Studies Center, Corvinus University of Budapest, Budapest, Hungary
2002- 2003	Associate Professor of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
1995-2002	Assistant Professor of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
1990-1993	Instructor, School of Management, Boston University
1989-1993	Teaching Assistant, Department of Psychology, Boston University

### **RESEARCH HONORS & AWARDS**

Finalist, **The Academy of Management Journal 2003 Best Paper of the Year Award** for: “Managing from the boundary: The effective leadership of self-managing work teams,” (with J. V. Wheeler, 2004).

Article selected for inclusion in the **Harvard Business Review List of Breakthrough Ideas in 2001**: “Building the emotional intelligence of groups,” (with S. Wolff), 2001.

Manuscripts selected for the **Annual Academy of Management Conference Best Paper Proceedings, Organizational Behavior Division** (indicates paper falls within the top 10% of papers submitted):

Druskat, V. U., & Wheeler, J. V. “Managing from the boundary,” Washington D.C., August, 2001.

Druskat, V. U., & Wolff, S. B. “The link between emotions and team effectiveness: How teams engage members and build effective task processes,” Chicago, IL, August, 1999.

Received the **Center for Creative Leadership Walter F. Ulmer, Jr., Applied Research Award** (w. Jane Wheeler) for manuscript: “Effective leadership of self-managing teams,” 1999.

Received the **Center for Creative Leadership Kenneth E. Clark Research Award** for manuscript: “Gender & Leadership Style: Transformational and Transactional Leadership in the Roman Catholic Church,” 1992.

### **TEACHING HONORS & AWARDS**

Invited to join the **Faculty Advisory Board of the Case Western Reserve University Center for Innovation in Teaching and Education**, 2002 until 2003 when I left CWRU.

Received the **Case Western Reserve University John S. Diekhoff Award for Outstanding Graduate Teaching and Advising**, 2001. (Awarded once every three years to a faculty member in one of the professional schools at CWRU.)

Named to the 1999 **Organizational Behavior Teaching Society Teaching Honor Roll** for evidence of outstanding teaching in Organizational Behavior.

Named a **Case Western Reserve University Glennan Fellow**. Selected as one of five CWRU junior faculty members demonstrating strong evidence of outstanding teaching and scholarship. A one-year position serving as a speaker and role model, 1998-1999.

“Named runner-up” for the **Case Western Reserve University John S. Diekhoff Award for Outstanding Graduate Teaching and Advising**, 1998. (Awarded once every three years to a faculty member in one of the professional schools at CWRU.)

## **I. RESEARCH**

### **A. REFEREED JOURNAL PUBLICATIONS**

- Campany, N., Dubinsky, R., Druskat, V. U., Mangino, M., & Flynn, E. (2007). What makes good teams work better: Research-based strategies that distinguish top-performing cross-functional drug development teams. Organization Development Journal, 25(2), 179-186.
- Druskat, V. U., & Wheeler, J. V. (2004). How to lead a self-managing team. Sloan Management Review, 45(4), 65-71.
- Druskat, V. U., & Wheeler, J. V. (2003). Managing from the boundary: The effective leadership of self-managing work teams. The Academy of Management Journal, 46(4), 435-457.
- Finalist for The Academy of Management Journal 2003 Best Paper of the Year Award.
  - Received the Walter F. Ulmer, Jr., Applied Research Award, The Center for Creative Leadership, Greensboro, NC.
- Wolff, S. B., Pescosolido, A. T., & Druskat, V. U. (2002). Emotional intelligence as the basis of leadership emergence in self-managing teams. Leadership Quarterly, 13(5), 505-522.
- Druskat, V. U., & Pescosolido, A. T. (2002). The content of effective teamwork mental models in self-managing teams: Learning, ownership, and heedful interrelating. Human Relations, 55(3), 283-314.
- Thoms, P., Pinto, J. K., Parente, D. H., & Druskat, V. U. (2002). Adaptation to self-managing work teams. Small Group Research, 33(1), 3-31.
- Druskat, V. U., & Kayes, D. C. (2000). Learning versus performance in short-term project teams. Small Group Research, 31(3), 328-353.
- Druskat, V. U., & Wolff, S. B. (1999). Developmental peer appraisals in self-managing work groups. The Journal of Applied Psychology, 84(1), 58-74.
- Smith, R., Turner, T., Garonzik, R., Leach, C., Druskat, V. U., & Weston, C. (1996). Envy and schadenfreude. Personality and Social Psychology Bulletin, 22(2), 158-168.
- Druskat, V. U. (1994). Gender & leadership style: Transformational and transactional leadership in the Roman Catholic Church. Leadership Quarterly, 5(2), 99-119.
- Received the Kenneth E. Clark Research Award, The Center for Creative Leadership, Greensboro, NC.

## B. INVITED JOURNAL PUBLICATIONS

Druskat, V. U. (2006). Scholarship that works. Academy of Management Journal, 48(6), 952-955.

Druskat, V. U., & Wolff, S. B. (2001). Building the emotional intelligence of groups. Harvard Business Review, 79(3), 81-90.

- Included in the Harvard Business Review List of Breakthrough Ideas in 2001.
- Reprinted in: The Harvard Business Review on Teams That Succeed, 2004, Boston, MA: Harvard Business School Press.

## C. EDITED BOOK

Druskat, V. U., Sala, F., Mount, G. (2006). Linking emotional intelligence and performance at work: Current research evidence with individuals and groups. Mahwah, NJ: Lawrence Erlbaum.

## D. REFEREED BOOK CHAPTERS

Druskat, V. U., & Pescosolido, A. T. (2006). The impact of emergent leader emotionally competent behavior on team trust, communication, engagement, and effectiveness. In W. J. Zerbe, N. Ashkanasy, and C. Hartel (Eds.) Research on Emotions in Organizations, Volume 2: Individual and organizational perspectives on emotion management and display (pp. 25-55). Oxford, UK: Elsevier JAI.

Druskat, V. U., & Kayes, D. C. (1999). The antecedents of team competence: Toward a fine-grained model of self-managing team effectiveness. In M. A. Neale & E. A. Mannix (Series Eds.) and R. Wageman (Vol. Ed.), Research on managing groups and teams: Context (Vol. 2, pp. 201-231). Stamford, CT: JAI Press.

## E. INVITED BOOK CHAPTERS

Druskat, V. U., & Wolff, S. B. (forthcoming, 2007). The effect of confronting members who break norms on team effectiveness. In L. Thompson, and K. Behfar (Eds.) Conflict in organizational teams. Evanston, IL: Northwestern University Press.

Druskat, V. U., & Druskat, P. D. (2006). Applying emotional intelligence in project management. In S. Pryke and H. Smyth (Eds.) The management of complex projects: A relationship approach (pp.78-96). Oxford, UK: Blackwell.

Wolff, S. B., Druskat, V. U., Koman, E. S. & Messer, T. E., (2006). The link between group emotional competence and group effectiveness. In V.U. Druskat, F. Sala, and G. Mount (Eds.) Linking emotional intelligence and performance at work: Current research evidence with individuals and groups (pp. 223-242). Mahwah,

NJ: LEA

Druskat, V. U., & Dahal, D. (2004). Leadership and self-managing teams: Leading a team that manages itself. In L. Neider and C. Schriesheim (Eds.) Research in management: Teams and team processes (volume 4). Greenwich, CT: Information Age Publishing.

Druskat, V. U., & Wolff, S. B. (2001). Group emotional competence and its influence on group effectiveness. In Cary Cherniss and Daniel Goleman (Eds.), The emotionally intelligent workplace (pp. 132-155). San Francisco: Jossey-Bass.

## **F. BEST PAPER PROCEEDINGS**

Druskat, V. U., & Wheeler, J. V. (2001). Managing from the boundary: The effective leadership of self-managing work teams. In D. H. Nagao (Ed.) Academy of Management Best Papers Proceedings 2001.

Druskat, V. U., & Wolff, S. B. (1999). The link between emotions and team effectiveness: How teams engage members and build effective task processes. In S. J. Havlovic (Ed.) Academy of Management Best Papers Proceedings 1999.

## **G. MANUSCRIPTS UNDER REVIEW**

Druskat, V. U., & Wolff, S. B. Using group member skills and abilities to predict emotionally competent group norms. (Received revise and resubmit from the Journal of Applied Psychology.)

## **H. WORK IN PROGRESS**

### **Book in process**

Druskat, V. U., & Wolff, S. B. Building Emotionally Competent Teams (tentative title, manuscript under preparation for Harvard Business School (HBS) Press). Invited book that will present our full socio-emotional theory of team effectiveness and its empirical support from 10 years of quantitative and qualitative research in 14 organizations.

### **Journal Articles in Process**

Druskat, V. U. & Jordan, P. J. Emotional intelligence and workplace performance. (Invited article for special section of the American Psychologist.)

Druskat, V. U. & Wolff, S. B. A socio-emotional theory of workgroup effectiveness.

(Targeted to The Academy of Management Review.)

Druskat, V. U., Wolff, S. B., Messer, T., & Stubbs, E., Emotionally competent group norms and group effectiveness. (Targeted to The Journal of Applied Psychology.)

Druskat, V. U. Equifinality in self-managing work teams: Multiple paths to effectiveness. (Targeted to the Academy of Management Journal.)

Druskat, V. U., & Mainemelis, C. A model of the team norms and behaviors that predict short and long-term effectiveness in MBA student teams. (Targeted to Academy of Management Learning Journal.)

## **I. CHAIRED CONFERENCE SYMPOSIA**

Druskat, V.U. (Symposium Chair). Emotional intelligence in groups: Benefits and costs for the management of groups in the 21<sup>st</sup> Century. Presented at the Annual Academy of Management Conference, Honolulu, August, 2005.

## **J. REFEREED CONFERENCE PRESENTATIONS**

Jordan, P. J., & Druskat, V. U. (forthcoming May 2007) A review and integration of the literature on emotional intelligence in the workplace. To be presented at the Annual Conference for the Society of Industrial and Organizational Psychologists, New York, May 2007.

Druskat, V. U., & Wolff, S. B. Team-level emotional competence in cross-functional product development teams. Presented at the Annual Academy of Management Conference, Atlanta, August, 2006.

Jordan, P. J., & Druskat, V. U. Emotional intelligence and team performance: Findings and future issues. Presented at the Fifth International Conference on Emotions and Organizational Life, Atlanta, August, 2006

Druskat, V. U., & Wolff, S. B. Effective boundary management activities in cross-functional decision-making teams. Presented at the Annual Academy of Management Conference, Honolulu, August, 2005.

Wolff, S. B., & Druskat, V. U. Group emotional competence and its link to group performance. Presented at the Annual Academy of Management Conference, Honolulu, August, 2005.

Druskat, V. U., & Pescosolido, A. T. The impact of emergent leader emotionally competent behavior on team trust, communication, engagement, and effectiveness. Presented at the Fourth International Conference on Emotions and Organizational Life, London, June, 2004.

- Druskat, V. U., Wolff, S. B., Messer, T., & Stubbs, E., Emotionally competent group norms and group effectiveness. Presented at the Annual Academy of Management Conference, Seattle, August, 2003.
- Wolff, S. B. & Druskat, V. U. A socioemotional theory of workgroup effectiveness. Presentation at the Annual Meeting of the American Psychological Association, Toronto, August, 2003.
- Druskat, V. U., & Wheeler, J. V. Managing from the boundary: The effective leadership of self-managing work teams. Presented at the Annual Meeting of the Academy of Management, Washington D.C., August 2001.
- Druskat, V. U., Wolff, S. B., & Dyck, L. R. Relating member abilities to emotionally competent group norms and group effectiveness. Presented at the Annual Meeting of the Academy of Management, Washington D.C., August 2001.
- Druskat, V. U., & Pescosolido, A. T. The content of effective teamwork mental models in self-managing teams: Learning, ownership, and heedful interrelating. Presented at the Annual Meeting of the Academy of Management, Toronto, August 2000.
- Druskat, V. U., & Wolff, S. B. The link between emotions and team effectiveness: How teams engage members and build effective task processes. Presented at the Annual Meeting of the Academy of Management, Chicago, IL, August 1999.
- Kayes, D. C., & Druskat, V. U. Team-level competencies: Best practices in MBA learning groups." Presented at the Organizational Behavior Teaching Conference, Las Cruces, NM, June 1999.
- Kayes, D. C., & Druskat, V. U. The effective team: A competency based model of management education learning teams. Paper presented at the 5th Conference on Educational Innovations in Economics and Business, Cleveland, OH, Sept. 1998.
- Druskat, V. U., & Wheeler, J. V. Effective leadership of self-managing teams: Behaviors and cognitions that matter most and the contextual issues that support them. Paper presented at the Academy of Management Annual Meeting, San Diego, CA, August 1998.
- Druskat, V. U., & Kayes, D. C. The influence of context on the team level competencies exhibited by self-managing work teams. Paper presented at the Second Annual Conference on Research on Managing Groups and Teams, Stanford University, May 1998.
- Druskat, V. U. Managing the internal and external boundary in self-managing production teams. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA, August 1997.

- Druskat, V. U. Team-level competencies in superior self-managing teams. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati, OH, August 1996.
- Kubzansky, P. E., & Druskat, V. U. Effects of employee empowerment and enhanced stock value on psychological sense of ownership. Paper presented at the Annual Meeting of the American Psychological Society, San Francisco, CA, August 1996.
- Druskat, V. U., & Kubzansky, P. E. Measuring the psychological sense of ownership in the workplace. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada, August 1995.
- Kubzansky, P. E., & Druskat, V. U. Psychological sense of ownership in the workplace: Conceptualization and measurement. Paper presented at the 101st meeting of the American Psychological Association, Toronto, Ontario, Canada, August 1993.
- Seaman, E., Kubzansky, P. E., & Druskat, V. U. Psychological sense of ownership: Place attachment, territoriality, and responsibility in the residential environment. Paper presented at the meeting of the New England Psychological Association, Manchester, New Hampshire, May 1993.

#### **K. INVITED COLLOQUIA AND RESEARCH PRESENTATIONS**

- Ege University, Izmir, Turkey, Department of Communication, "Building Relationships through Emotional Intelligence," 2007.
- University of Alberta, Medical School, "Building Effective Leadership through Emotional Intelligence," 2005.
- State University of New York at Plattsburgh, "A Socio-Emotional Theory of Group Effectiveness," 2005.
- Bartlett School, University of London, "Building Emotionally Competent Teams," 2005.
- Harvard University, Harvard Business School, "A Socio-Emotional Theory of Group Effectiveness," 2004.
- Harvard University, Department of Psychology, "Group Emotional Competence and Group Effectiveness," 2004.
- The University of Connecticut, School of Business, "Toward a Socio-Emotional Theory of Group Effectiveness," 2004.
- Bowling Green State University, Department of Management, The Bowling Green Excellence in Management Series, "Building Effective Work Teams: A Research

Journey,” 2003.

University of Arkansas, Sam M. Walton College of Business, “The Role of Group Emotional Competence in Group Effectiveness,” 2003.

Boston University, School of Management, Meeting on Advances in Team Learning, “Developing the Weatherhead School of Management Team Skills Building Lab,” 2001.

Organizational Development Network, Cleveland Chapter, “The Advantage of Group Emotional Competence,” 2001.

President’s Forum, Division of Community Psychology, American Psychological Association, “Group Emotional Competence and its Influence on Group Effectiveness,” Washington, DC, 2000.

Keynote Speaker for The 7<sup>th</sup> International Conference on Using Competency-Based Tools & Applications to Drive Organizational Performance, “The Conflict of Learning versus Performance in Project Team,” Chicago, IL, 1999.

The 3rd International Conference on Organizational Learning, “Advancing Team Learning,” Recife, Brazil, 1999.

The Center for Creative Leadership, “Effective Leadership of Self-Managing Work Teams,” Greensboro, NC, 1999.

The 2nd International Conference on Using Competency-Based Tools & Applications to Drive Organizational Performance, “Required Competencies for Effective Self-Managing Teams,” Boston, MA, 1995.

The Center for Creative Leadership, “Gender and Transformational Leadership,” Greensboro, NC, 1993.

## **L. RESEARCH GRANTS**

### **Weatherhead School of Management**

2002: \$6,000 Summer Research Grant to complete study on the psychological sense of ownership in organizations.

2001: \$6,000 Summer Research Grant to study the influence of context and leadership competencies on team-level competencies.

2000: \$6,000 Summer Research Grant to study the influence of context and leadership competencies on team-level competencies.

1999: \$6,000 Summer Research Grant to study informal leadership in self-managing

work teams.

1998: \$10,000 Summer Research Grant to study effectiveness, satisfaction and development in diverse, multi-cultural work teams (with Susan Case).

1997: \$5,000 Summer Research Grant to conduct field research on the external leadership of self-managing work teams.

#### **Case Western Reserve University**

1998: \$6,000 Glennan Fellowship to develop MBA course on team effectiveness.

\$5,000 Research Initiation Grant to conduct field research on the external leadership of self-managing work teams.

#### **Other Sources**

1996-2000: \$14,355 Grant from The Society for Human Resource Management Foundation: To study the competencies required for effectiveness in self-managing teams.

1993: \$1,500 Grant from Human Resources Policy Institute, Boston University, School of Management: To study the impact of a peer review performance appraisal process on MBA work teams.

1992-1995: \$10,000 Grant from Hay/McBer & Co., Boston: For dissertation research on effectiveness in self-managing work teams.

## **II. TEACHING -- Courses Taught**

### **A. Undergraduate**

Organizational Behavior

Leadership & Personal Development

### **B. MBA**

Human Behavior in Organizations

Organizational Behavior & Analysis

Leadership Assessment & Development

Developing Leadership & Interpersonal Skills

Team Leadership Skills Laboratory

Management & Career Skills

Organizations, Leadership and Environments

### **C. Masters of Science in Organization Development**

Group, Interpersonal, & Intergroup Relations

### **D. Executive MBA**

Organizational Behavior

Leading Effective Work Teams  
Leading with Emotional Intelligence

**D. Ph.D.**

Clinical Research Methods

**III. DISSERTATIONS AND SUPERVISED RESEARCH**

**A. SUPERVISED INDEPENDENT STUDIES AT THE UNIVERSITY OF NEW HAMPSHIRE**

Sean Driscoll, MBA, 3 credits, Spring 2007  
Kelley Ann Tremblay undergraduate honors thesis, Spring 2007  
Andrew Shepard, EMBA, 3 credits, Summer 2006  
Daniel Moffroid, EMBA, 3 credits, Summer 2006  
Josina Fluehr-Lobban, 3 credits, Masters in Liberal Arts, Summer 2006  
Abigail While, MBA, 3 credits, Fall 2005  
Christopher Weiss, undergraduate, 3 credits, Summer 2005  
Linda Gavin, MBA, 3 credits, Summer 2005  
Theresa Hammer, MBA, 3 credits, Summer 2005  
Ross Smith, undergraduate, 5 credits, Summer 2004  
Andrew Schulkind, EMBA, 3 credits, Summer 2004  
Kristalynne Morris, MBA, 3 credits, Fall 2004

**B. SUPERVISED RESEARCH AT CASE WESTERN RESERVE UNIVERSITY**

**Ph.D. Dissertation Committees**

Committee Member, Obasi Akan, ORBH, completed 2002  
Committee Member, Russel Griffin, ORBH, completed 2002  
Committee Member, Bridgette Rapisarda, EDM, completed 2002  
Committee Member, Leslie Sekerka, ORBH, completed 2002  
Committee Member, Rama Bhalla, ORBH, completed 2001  
Committee Member Alex Citurs, MIS, completed 2001  
Committee Member, D. Christopher Kayes, ORBH, completed 2000  
Committee Member, Tuck Pescosolido, ORBH, completed 2000  
Committee Member, Kathryn Kaczmariski, ORBH, completed 1999  
Committee Member, Leonard McKendrick, ORBH, completed 1999  
Committee Member, Donald Haselwood, ORBH, completed 1998  
Committee Member, Cynthia Staehle Moody, ORBH, completed 1998  
Committee Member, Nancy Haus, ORBH, in process  
Committee Member, Alka Srivastva, ORBH, completed 2004  
Committee Member, Elizabeth Stubbs Koman, ORBH, completed 2004  
Committee Member, Velvet Weems, ORBH completed 2004  
Committee Member, Yoshi Yamazaki, ORBH, completed 2003

**Ph.D. Qualifying Committees** (Students' research project of publishable quality)

Chair, Tracey Messer, ORBH, completed 2002  
Chair, Elizabeth Stubbs, ORBH, completed 2002  
Committee Member, Obasi Akan, completed 2001  
Committee Member, Velvet Weems, ORBH completed 2001  
Committee Member, Alka Srivastva, completed 2000  
Committee Member, Russel Griffin, ORBH, completed 1999  
Committee Member, D. Christopher Kayes, ORBH, completed 1998  
Committee Member, Nancy Moleski, ORBH, completed 1998  
Committee Member, Esther Wyss, ORBH, completed 1998  
Committee Member, Rama Bhalla, ORBH, completed 1997  
Committee Member, Leonard McKendrick, ORBH, completed 1997  
Committee Member, Tuck Pescosolido, ORBH, completed 1997  
Committee Member, Param Srikantia, ORBH, completed 1997  
Committee Member, Kathryn Kaczmarek, ORBH, completed 1996

**Supervised Independent Studies**

Joshua Shade, MBA student, 3 credits, 2002  
Mark Mullen, MBA student, 3 credits, 2001  
Velvet Weems, Ph.D. student, 3 credits, 1998  
Alisa M. Lewis, Undergraduate, 3 credits, 1998  
Jason Oster, Undergraduate, 3 credits, 1998  
Elizabeth Littman, Undergraduate, 3 credits; MBA, 6 credits, 1997  
Pooja Bhatia, Undergraduate, 3 credits, 1997  
Rana Singh, Undergraduate, 2 credits, 1997  
Tara Stortz, Undergraduate, 8 credits, 1997  
Danielle Eugene, Undergraduate; 3 credits, 1996  
Timothy Richard, MBA; 3 credits, 1996

**IV. INVITED EXECUTIVE EDUCATION & WORKSHOPS**

Europe Talks Tickets, Amsterdam, Netherlands: 2007

Johnson & Johnson, Corporation, various locations in New Jersey, Philadelphia, and Cincinnati: 2001, 2002, 2003, 2004, 2005, 2006, 2007

New York State Leadership Development Seminars, Albany, NY: 2001, 2002, 2005, 2006, 2007

ESADE Executive MBA class, Barcelona, Spain (Through Weatherhead School of Management Executive Education Programs), 2002, 2003, 2004, 2005, 2006, 2007

American Leadership Forum, Houston, TX: 2001, 2002, 2003, 2004, 2005

American Leadership Forum, Sacramento, CA: 2004, 2005

British Aerospace & Electronics (BAE) Systems, NH: 2004

Exeter, New Hampshire, Hospital Leadership Retreat: 2004

Rockwell Automation, Cleveland, OH: HR Leadership Team, April 2003; Executive Team, June 2003

Arkansas Executive Forum, Fayetteville, Arkansas, 2003

Family Foundation Association, New Orleans, 2002

Eaton Corporation, Cleveland, OH: Financial Services Leadership Team, 2001; Engineering Leadership Team, 2001

Dirt Devil Product Development Leadership Team, Cleveland, 2001

Step2 Leadership Team, Cleveland, 2000

Roadway Leadership Team, Cleveland, 2000

## **V. SERVICE**

### **A. SERVICE TO THE PROFESSION**

#### **Professional Affiliations**

Academy of Management

American Psychological Association,

Society for Industrial and Organizational Psychology

Consortium for Research on Emotional Intelligence

#### **Associate Editor**

*Small Group Research* (January, 2006 – present)

#### **Editorial Boards**

*Small Group Research*, 2003 - 2006

*Human Relations*, 2006 - present

#### **Ad hoc Reviewer:**

*Academy of Management Journal*, 1999-present

*Academy of Management Review*, 2007

*Group Dynamics: Theory, Research, and Practice*, 2000-present

*Journal of Applied Psychology*, 2002-present

*Journal of Management Education*, 1998-2004

*Journal of Management Studies*, 2005-present

*Journal of Occupational and Organizational Psychology*, 2000-present

*Managerial and Organizational Cognition Division, Academy of Management Meeting, 2005-present*

*Organizational Behavior Division, Academy of Management Meeting, 1998-present*

*Organizational Development and Change Division, Academy of Management Meeting, 1998-present*

*Society of Industrial & Organizational Psychology, Annual Meeting, 2001-present*

*Harvard Business School Press, Book Reviewer*

*Lawrence Erlbaum, Inc., Book Reviewer*

## **B. SERVICE TO THE UNIVERSITY**

### **The University of New Hampshire**

- Selected a University of New Hampshire “Outreach Scholar” 2005-2006
- Elected member of Whittemore School of Business & Economics Promotions and Tenure Committee, 2005-2006
- Chaired Hiring Committee for Management Department, 2005
- Member of University of New Hampshire Writing Committee 2004-present
- Invited Speaker: UNH Breakfast of Champions, 2004; Freshman Camp, 2004; UNH Extension School Staff Retreat, 2004, 2005.
- Member of MBA Program Redesign Committee
- Lead Part-time MBA New Student Orientation, 2003, 2004, 2005
- Coordinator of MBA Personal & Career Development Workshops, 2004
- Faculty Marshall, UNH Graduation Ceremony, 2006

### **Case Western Reserve University**

- Co-lead MBA New Student Orientation Sessions 1995-2002
  - Led Task Force to Design MBA required Team Laboratory Course
  - Ph.D. Admissions Committee
  - Faculty Marshall at Weatherhead School of Management Graduation Ceremony 1995-2002
  - Led annual Team Building Sessions for School of Engineering, 1996-2002
  - Led annual workshop on “Using Teams in the Classroom,” at University Center for Innovation in Teaching
  - Led workshop on “Creating a Cohesive Classroom Community” for University Center for Innovation in Teaching.
  - Invited Speaker at “Presidents Weekend Luncheon” for major donors to the university
  - Member of Weatherhead International Programs task-force
  - Led Annual Student Orientation Session for M.S. in Management Information Systems Program.
  - Judge for Annual John Jay High School Case Competition.
-