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School of Business
Department of Management
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Academic Positions

- April 2012– Present Academic Director
Geno Auriemma UConn Leadership Conference
www.genoleadership.com
- August 2006 – Present Associate Professor of Management
University of Connecticut, School of Business
- August 2000 - 2006 Assistant Professor of Management
University of Connecticut, School of Business

Education

- PhD 2000 Georgia Institute of Technology. Atlanta, GA
MBA 1993 Georgia Institute of Technology. Atlanta, GA
B.S. 1987 Georgetown University. Washington, D.C. (School of Foreign Service)

Publications – Refereed Journal

- Maynard, T., & Gilson, L.L. (In Press). Shared Mental Model Development in Virtual Teams: The Impact of the Type of Technology Used. **Group and Organization Management**.
- Gilson, L.L., Maynard, T., & Bergeil, E. B. (2013). Working in Virtual Teams: An Experiential Activity. **Small Group Research**, 44(4), 412-427.
- Gilson, L.L., Lim, H.S., Luciano, M.M. & Choi, J.N. (2013). Unpacking the effects of tenure dissimilarity and diversity on individual creativity: A multi-level mediational model. **Journal of Occupational and Organizational Psychology**, 86, 203-222. (2/1)*
- Litchfield, R., & Gilson, L.L. (2013). Curating Collections of Ideas: Museum as Metaphor in the Management of Creativity. **Industrial Marketing Management**, 42, 106-112. (1/1)*
- Gilson, L.L., Lim, H.S., D’Innocenzo, L., Moyer, N. (2012). One Size Does Not Fit All: Managing for Radical and Incremental Creativity. **Journal of Creative Behavior**, 46, 169-193 (2/1)*
- Maynard, T., Mathieu, J., Gilson, L.L., Boyle, E., & Cigularov, K. (2012). Drivers and Outcomes of Team Psychological Empowerment: A Meta-Analytic Review & Model Test. **Organizational Psychology Review**, 3(2), 101-131. (1/-)*

*Citation counts (Google Scholar/Web of Science)

Maynard, T., Gilson, L.L., & Mathieu, J. (2012). Empowerment – Fad or Fab? A multilevel-review of the last decades of research. **Journal of Management**, 3, 1231-1281. (18/1)*

Maynard, T., Mathieu, J., Rapp, T., & Gilson, L.L. (2012). Something(s) old and something(s) new: Modeling drivers of global virtual team effectiveness. **Journal of Organizational Behavior**, 33, 342-365. (13/3)*

Gilson, L.L. & Madjar, N. (2011). Radical and Incremental Creativity: Antecedents and Processes. **The Psychology of Aesthetics, Creativity, and the Arts**, 5, 21-28. (9/5)*

Shalley, C.E., Gilson, L.L., & Blum, T.C. (2009). Interactive Effects of Growth Need Strength, Work Context, and Job Complexity on Self-Reported Creative Performance. **Academy of Management Journal**, 52, 489-505. (88/41)*

Mathieu, J.E., Maynard, M.T., Rapp, T. L. & Gilson, L.L. (2008). Team Effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. **Journal of Management**, 34; 410-476. (505/ 180)*

- ❖ Nominated for the 2013 Journal of Management Scholarly Impact Award

- ❖ Reprinted in: **Readings in organizational behavior**. Wagner, John A., III (Ed.); Hollenbeck, John R. (Ed.); New York, NY, US: Routledge/Taylor & Francis Group, 2010. pp. 321-380

Mathieu, J.E., Maynard, M.T., Taylor, S., & Gilson, L.L. & Ruddy, T.M. (2007). An examination of the effects of organizational district and team contexts on team processes and performance: A meso-mediational model. **Journal of Organizational Behavior**, 28; 891-910. (29/12)*

Mathieu, J.E., Gilson, L.L., & Ruddy, T.M. (2006). Empowerment and team effectiveness: An empirical test of an integrated model. **Journal of Applied Psychology**, 91, 97-108. (192/78)*

Gilson, L.L., Mathieu, J.E., Shalley, C.E., & Ruddy, T.M. (2005). Creativity and standardization: complementary or conflicting drivers of team effectiveness. **Academy of Management Journal**, 48: 521-531. (175/67)*

Ortiz-Walters, R. & Gilson, L.L. (2005). Mentoring in academia: An examination of the experiences of protégés of color. **Journal of Vocational Behavior**, 67: 459-475. (42/ 12)*

Gilson, L. L., Fedor, D. B., & Roth, J. L. (2005). What is fair and to whom? Fairness evaluations of socio-sexual behavior. **Journal of Managerial Issues**, 3: 293-309.

Martins, L.L., Gilson, L.L., & Maynard, M.T. (2004) Virtual teams: What do we know and where do we go from here? **Journal of Management**, 6: 805-835. (681/ 212)*

- ❖ Nominated for the 2009 Journal of Management Scholarly Impact Award

Gilson, L.L. & Shalley, C.E. (2004). A little creativity goes a long way: An examination of teams' engagement in creative processes. **Journal of Management**, 30: 453-470. (205/ 74)*

Shalley, C.E. & Gilson, L.L. (2004). What leaders need to know: A review of social and contextual factors that can foster or hinder creativity. **Leadership Quarterly**, 15: 33-53. (422/139)*

Gilson, L.L., Shalley, C.E, & Blum, T.C. (2001). Team and organizational attitudes as a lens and mirror impacting customer satisfaction: An empirical test in self-managed teams. **Journal of Quality Management**, 6: 235-256. (11/5)*

Shalley, C.E., Gilson, L.L., & Blum, T.C. (2000). Matching creativity requirements and the work environment: Effects on Satisfaction and Intentions to leave. **Academy of Management Journal**, 43, 215-223. (360/117)*

Publications – Book Chapters

Gilson, L.L., Litchfield, R., & Gilson, P.W. (In Press) Time and Creativity. In Shipp & Fried (Eds) **Time and Work: Current Issues in Work and Organizational Psychology**.

Gilson, L.L. (In Press) Creativity and Innovation: The Importance of Creativity and Innovation to Teams in the Creative Industries. **Oxford Handbook on the Creative Industries**.

Ortiz-Walters, R. & Gilson, L.L. (2013). Mentoring Programs for Under-Represented Groups. In Passmore, J., Person, D., & Ferira, T (Eds). **The Wiley-Blackwell Handbook of The Psychology of Coaching and Mentoring**. Wiley-Blackwell, Oxford, UK: 266-282

Mathieu, J.E., & Gilson, L.L. (2012). Critical issues and team effectiveness. In Kozlowski, S. J. W. (Ed). **Oxford Handbook of Industrial and Organizational Psychology**. 910-930

Gilson, L.L. (2007). Why be creative: A review of the practical outcomes associated with creativity at the individual, group, and organizational levels. In C. Shalley & J. Zhou (Eds), **Handbook of Organizational Creativity**, 303-322. Lawrence Erlbaum Associates, Inc.

Work Currently Under Review

Gilson, L.L., Lim, H.S., Litchfield, R. & Gilson, P.W. (Conditional Accept) Creativity in Teams: Directions for Future Research. In Shalley, Zhou & Hitt (Eds) **Oxford Handbook of Creativity, Innovation, and Entrepreneurship**. Oxford University Press.

Gilson, L.L., Maynard, T., Vartiainen M., & Hakonen, M. Virtual teams and virtuality: A review of the last decade and suggestions for the future. (Proposal Accepted – **Journal of Management**)

Rapp, T.L., Gilson, L.L., Mathieu, J.E., & Ruddy, T.M. Leading Empowered Teams: An Examination of the Role of External Team Leaders and Team Coaches. (Under First Review – **Journal of Applied Psychology**)

Lim, H.S., & Gilson, L.L. Too Much of Good Thing? The Curvilinear Relation between Individual Creativity and Employee Performance and a Moderating Effect of Team Creativity. (Under First Review - **Journal of Applied Psychology**)

Ferreira, C., Lopes, P., Gilson, L., Lourenço, R.P., & Pais, L. Innovation processes and team effectiveness: The role of clarity and commitment to team objectives, and team affective tone . (Under First Review - **Journal of Occupational and Organizational Psychology**)

Litchfield, R., Gilson, L.L., & Gilson, P.W. Creative Contributions: Toward a More Nuanced Approach. (Research Proposal Under First Review - **Group and Organization Management**)

Work in Progress

Gilson, L., Maynard, T., & Mathieu, J. The impact of personal and professional familiarity on team creative processes and outcomes. (Initial draft presented at AoM, final data analysis being conducted – target journal AMJ)

Del Mar Bornay-Barrachina, M., Gilson, L., Uhl-Bien, M., & Spain, S. An examination of the conflicting and complimentary drivers of team creativity and innovation. (Final data analysis – target special issue of Organizational Studies on Paradoxes in Innovation)

Castro, M., Abecassis-Moedas., Gilson, L., & Patient, D Co-creation in dance: Creativity and the role of the choreographer (data analysis and writing - target journal Organizational Science)

Morrow, S. L., Weltey-Peachey, J., Magley, V. J., Tuller, M. D., & Gilson, L.L. The effects of change climate on individual, group, and organizational outcomes. (final writing stage)

Gallus' J.A., Magley, V.J., Shapiro, J.A., & Gilson, L.L. Responding assertively to workplace incivility: An examination of person and gender-role congruency. (final writing stage)

Gilson, L., Maynard, T., Litchfield, R., & Lim, H.S. The relationship between team processes, team orientation, and trust in virtual team performance. (Initial Data Analysis – target Journal of Management)

Gilson, L., Maynard, T., Litchfield, R., & Lim, H.S. Creativity in virtual teams. An examination of communication patterns. (Initial Data Analysis – target Journal of Management)

Litchfield, R., Gilson, L., & Sguera, F. Creativity, Novelty, & Usefulness: Teasing apart the construct to better understand the meaning of creativity (data analysis under way)

Reilly, G., Gilson, L., Mathieu, J., & Kukenberger, M. Dynamic Virtuality as a choice behavior for team effectiveness. (Writing stage)

Burton, L., Gilson, L., Goldberg, C., & Lowe, K. (Order Alphabetical) Perceptions of leadership potential: The effects of gender and sport participation. (Data Collection underway)

Gilson, L., Madjar, N., Grosser, T., & Dong, Y. Creative prototyping and teams – data to be collected at UConn Annual Gingerbread House competition.

Awards

- 2012 University of Connecticut, School of Business MBA Teacher of the Year
2012 University of Connecticut MBA (Management) Teacher of the Year
2011 University of Connecticut MBA (Management) Teacher of the Year
2008-2010 University of Connecticut, School of Business Ackerman Scholar
2006-2008 University of Connecticut, School of Business Ackerman Scholar
2008 School of Business Outreach Award
2007 University of Connecticut MBA (Management) Teacher of the Year
2006 University of Connecticut MBA (Management) Teacher of the Year
- 2013 Eastern Academy of Management International. Best Paper - Research Methods Track
Gilson, L., Lowe, K., Goldberg, C., & Burton, L. Pilot testing in organizational behavior research: A methodological overview and example from a study on the effects of gender and sport participation on perceptions of leadership.
- 2003 Academy of Management. Careers Division - Best Symposium
Ortiz-Walters, R. & Gilson, L.L. (Chairs). Diversity and mentoring relationships: A closer look at the mentoring of racial minorities and women.
- 1998 Academy of Management. Conflict Division - Best Student Paper
Gilson, L.L. Social context and fairness: The relationship between gender and workgroup composition on perceptions of fairness.

Fellowships and Grants

Universidade Catolica Portuguesa – Visiting Research Fellow (2012-2013)

Army Research Institute (ARI) – External consultant to Personnel Decisions Research Institutes (PDR): Best Practices in e-Leadership for the Military

Advanced Institute of Management Research (AIM - UK) Visiting International Fellow (2008-2010)

Gilson, L.L. (Principal Investigator), Lim, H.S. (2013). Virtual Teams and Creativity.
Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Gilson, L.L. (Principal Investigator), Lim, H.S. (2012). Climate and Rewards on Individual Creativity" Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Gilson, L.L. (Principal Investigator), Lim, H.S., & Luciano, M. (2011). Creativity & Innovation.
Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Gilson, L.L. (Principal Investigator) Lim, H.S., & D’Innocenzo, L. (2010). Patterns in Creative Idea Generation: What Kinds of Creativity are Likely. Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Rice, S, Gilson, L.L. “The Internet and the Entrepreneur.”
Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Madjar, N, Gilson, L.L. "The Creative Process in Intrapreneurial Teams."
Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Gilson, L.L. Ba, S. "The role of computer mediated technology on team creativity"
Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)

Invited Presentations:

Gilson, L. (2013). The Curvilinear Relation between Creativity and Performance: A Moderating Effect of Team Creativity. Psychology Department – University of Connecticut.

Gilson, L. (2012). An Integrated Model of Team Creativity and Innovation: The Roles of Leadership, Climate, and Team Creative Processes. Quinnipiac University, Hamden, CT.

Gilson, L. (2011). An Integrated Model of Team Creativity and Innovation: The Roles of Leadership, Climate, and Team Creative Processes Universidade Catolica Portuguesa, Lisbon, Portugal.

Gilson, L. (2011). Running a Center, an Institute, or a Program - who does it and why. Southern Management Association Annual Meeting. Savannah, GA.

Gilson, L. (2011). An examination of creativity and innovation in teams. Whitman School of Business. Syracuse University, NY.

Gilson, L. (2011). Creativity in teams. Oxford Handbook of the Creative Industries Workshop. University of Sussex, Brighton, England.

Gilson, L. (2011). Academic Life: Building a Research Pipeline. Georgia Institute of Technology. Atlanta, GA.

Reis, S., Gilson, L., Barreca, R (2011) Women in Academia: What's now, what's next? UConn Panel Celebrating Women's History Month.

Gilson, L.L. (2011) Creativity and Innovation: So close and yet so far apart. New Horizons in Innovation Management Workshop. University of Sussex, UK.

Neale, M., Keyton, J., Weingart., & Gilson, L. (2010). Multidisciplinary and diverse teams. NSF Workshop on Interdisciplinary Collaboration in Innovative Science & Engineering Fields. Boston University, MA.

Gilson, L. (2010). Ask the Administrators - the "pros" and the "cons" of going into Academic Administration. Southern Management Association Annual Meeting. St. Petersburg, FL.

Gilson, L.L. (2010) Unpacking creativity into novel and useful and leadership for team creativity and innovation. Innovation and Entrepreneurship Group, Imperial College, London UK

del Mar Borney, M., Uhl-Bien, M., & Gilson, L. (2010) An Examination of Team Innovation: The Role of Team Creative Processes, Psychological Climate, and Leadership, Georgia Institute of Technology, Atlanta, GA.

- Gilson, L.L. (2009) Invited Discussant for AIM Research Report “Shifting Boundaries of Innovation” British Academy of Management, Brighton, UK.
- Gilson, L.L. (2008) Recruiting, Conducting, and Publishing Research with Organizations. Advanced Institute of Management Research (AIM) Capacity Building Workshop, London UK.
- Gilson, L.L. (2008) Creativity and Performance among State Police Troopers: The Effects of Organizational Structure. Center for Research and Innovation Management (CENTRUM) and Center for Science and technology Policy Research (SPRU), UK.
- Gilson, LL. (2007) Exploring the dark side of creativity: Conflicts & complementarities. The Leading Edge Consortium, SIOP, Kansas City MO.
- Gilson, LL. (2006) Academic Life, Mentoring, and Developing a Program of Research. University of Mississippi, Oxford, MS.
- Gilson, LL. (2004) Developing a Program of Research. Florida State University, Tallahassee, FL.
- Gilson, L.L. (2003) Examining Exploratory Vs. Exploitative Creative Behaviors: New Measures, New Models. Vanderbilt University, Nashville, TN

Conference Presentations (2008-2013 – earlier available upon request)

- Gilson, L., Litchfield, R., & Gilson, P. (2013). Too much time, too little time, or just the right amount of time to be creative: An examination of the role of time on the creative process and creative outcomes. *Academy of Management*, Orlando, FL.
- Lim, H.S., & Gilson, L. (2013). The Curvilinear Relation between Creativity and Performance: A Moderating Effect of Team Creativity. *Academy of Management*, Orlando, FL.
- Maynard, M.T., Gilson, L., Mathieu, J., Rapp, T., & Marshall, D. The Impact of a Teamwork Coaching Intervention on Operating Room Team Processes and Performance. *INGRoup Annual Conference*, Atlanta, GA.
- Gilson, L., Lowe, K., Goldberg, C., & Burton, L. (2013) Pilot Testing in Organizational Behavior Research: A Methodological Overview and Example from a Study on the Effects of Gender and Sport Participation on Perceptions of Leadership. *Eastern Academy of Management International*, Seville, Spain.
- Litchfield, R., Gilson, L.L., & Gilson, P.W. (2013). Creative Contributions: Toward a More Nuanced Approach. *Eastern Academy of Management*, Baltimore, MD (Proceedings).
- Gilson, L., Burton, L., Goldberg, C., & Lowe, K., A Panel Discussion on: Gender, Sports, and Leadership. *Southern Management Association*, Fort Lauderdale, FL (Proceedings).
- Maynard, M.T., & Gilson, L. (2012) Advances in Highly Virtual Teams: Key Composition, Leadership, and Shared Process Components. *Academy of Management*, Boston, MA.

- Lim, H.S., & Gilson, L. (2012) Why Be Creative: A Multilevel Examination of Individual and Group Creativity on Performance. *Academy of Management*, Boston, MA.
- Gilson, L., Gilson, P., & Litchfield, R. (2012) Creativity, Innovation, and Entrepreneurship: The Role of Opportunity Generation. *Eastern Academy of Management*, Philadelphia, PA. (Proceedings).
- Luciano, M., Luang, L., Uhl-Bien, M., & Gilson, L. (2012) Goal orientation in context: Considering individual and team orientations. *Society of Industrial and Organizational Psychology (SIOP)*, San Diego, CA.
- Walsh, B., Magley, V., & Gilson, L. (2012) Leader incivility: Indirect Negative Effects on Workgroup Efficiency. *Society of Industrial and Organizational Psychology (SIOP)*, San Diego, CA.
- del Mar Borney, M., Gilson, L., Valle-Cabrera, R., Spain, S., & Uhl-Bien, M. (2011). Role of Leader Cognitive Style in the Relationship between Team Member Heterogeneity and Creativity. *Academy of Management*, San Antonio, TX.
- Davis, W., Evans, R., & Gilson, L. (2011). Individual Proactivity and Social Capital as Enablers of Flexible Work Design. *Academy of Management*, San Antonio, TX.
- del Mar Borney, M., Gilson, L., Valle-Cabrera, R., Spain, S., & Uhl-Bien, M. (2011). LMX, Creative Processes, and Team Innovation. *Academy of Management*, San Antonio, TX.
- Rice, S., Gilson, L., & Kuruzovich, J. (2010). Investigating the Accuracy of On-line Reputation Systems. *INFORMS*, San Antonio, TX.
- Gilson, L.L., Lim, H.S., & D’Innocenzo, L (2010). Re-conceptualizing creativity: Differential effects of radical and incremental creativity. *Southern Management Association*, St. Petersburg, FL (Proceedings).
- Litchfield, R., & Gilson, L. (2010). Lost in translation: Internal and external drivers of novel and useful creative solutions. *Academy of Management*, Montreal, Canada.
- Madjar, N., Lim, H.S., Gilson, L. Creativity in Teams: The Role of Leadership and Task Complexity. *Academy of Management*, Montreal, Canada.
- Del Mar Borney-Barrachina, M., Uhl-Bien, M., & Gilson, L. (2010). Leadership for team creativity and innovation. *European Group for Organizational Studies (EGOS)*, Lisbon, Portugal.
- Johnson, N., Magley, V., & Gilson, L. (2010). Examining How Work-Family Conflict, Job Stress, and Gender Relate to Job Satisfaction. *Association for Psychological Science*, Boston, MA.
- Maynard, T., Mathieu, J., & Gilson, L. (2010). The impact of personal and professional familiarity on team information elaboration and performance: An examination in global virtual teams. *Society of Industrial and Organizational Psychology (SIOP)*, Atlanta, GA.

- Marmet, M., Magley, V.J., & Gilson, L. (2010). Assessing the role of climate for mentoring and distributive justice in the relationship between perceived organizational support and job satisfaction: A moderated mediation. *European Academy of Occupational Health Psychology* bi-annual conference, Rome, Italy.
- Douglas, C., Gilson, L., Powell, G. (2009). A female leader is a female leader, but male leaders differ: Sex, gender, and leader effectiveness. *Southern Management Association*, Asheville SC. (Proceedings).
- Lim, H.S., & Gilson, L.L. (2009). Creativity and Performance: A multilevel Approach. *Academy of Management*, Chicago, IL.
- Madjar, N., Gilson, L.L., & Mathieu, J. (2009). A Compositional approach to team creativity: Does what we know and who we know matter? *European Group for Organizational Studies (EGOS)*, Barcelona, Spain.
- Shalley, C.E. & Gilson, L.L. (2009). Virtual Teams and Creative Performance. *Hawaii International Conference on System Sciences*, Kona, HI.
- Rice, S., Gilson, L.L., & Gilson P.W. (2008). The Internet and the Entrepreneur: Investigating the Choice Not to Participate in On-Line Reputation Systems. *Southern Management Association*, St. Petersburg, FL (Proceedings).
- Madjar, N., & Gilson, L. (2008). Radical and Incremental Creativity: Antecedents and Processes. *Southern Management Association*, St. Petersburg, FL (Proceedings).
- Morrow, S. L., Magley, V. J., Tuller, M. D., Gilson, L. L. (2008). Climate for change: The importance of climate strength. *American Psychological Association*, Boston, MA.
- Gilson, L.L., & Magley, V. (2008). Creativity and Performance among State Police Troopers. *Academy of Management*, Anaheim, CA.
- Gilson, L.L (2008). The good, the bad, and the ugly of creativity and Innovation *Academy of Management*, Anaheim, CA.
- Madjar, N., & Gilson, L.L. (2008). The cost of not utilizing employee creativity: Negative organizational deviance. *Academy of Management*, Anaheim, CA.
- Davis, W., Evans, R., & Gilson, L. (2008). Translating Individual Adaptation and Role-making into Organizational Change: The Role of Flexible Organizational Routines. *Eastern Academy of Management*, Washington, DC. (Proceedings)

Professional Service

Academy of Management

OB Division: Chair, Making Connections Committee (2007-2009)
 Invited Presenter OB Doctoral Consortium (2007-2011)
 Selection Committee, Outstanding Publication (2005)
 New Member Committee (2002 – 2003)

Entrepreneurship Division: IDEA Awards Committee (2008-2010)
 Exemplars Conference Planning Committee (2008-2010)

Southern Management Association: Board Member (2009 – 2012)
 Chair, Hunt Sustained Outstanding Service Award (2010-current)
 Collaborative Luncheon Committee (2010-2012)
 International program development Committee (2011-2012)
 Invited Presenter Doctoral Consortium (2005-2012)
 Journal of Management Publisher Task Force (2009-2010)
 Paper Development Workshop Mentor (2008-2012)
 Faculty Consortium Coordinator (2009- 2010)
 Organizational Behavior Track Chair (2008)
 Ethics & Diversity Track Chair (2006)
 OB Track Best Paper Committee (2004; 2009, 2010)

Eastern Academy of Management International: OB Best Paper Committee (2013)
 International Best Paper Committee (2013)

Eastern Academy of Management: Doctoral Student Consortium Co-Chair (2009)

Editorial Service

Special Issue Editor 2014 Conceptual Issue: Group & Organization Management

Editorial Board Member: Journal of Management (2003 - current)
 Group & Organization Management (2011 – current)
 International Journal of Leadership Studies (2005 - 2010)

Ad-hoc Reviewer: Academy of Management Journal
 Academy of Management Review
 Journal of Applied Psychology
 Journal of Organizational Behavior
 Journal of Vocational Behavior
 Human Resource Management
 Journal of Personality & Social Psychology
 Organizational Behavior and Human Decision Processes
 Administrative Science Quarterly
 Creativity Research Journal
 Organizational Science
 Leadership Quarterly
 Human Relations

University Service

- University: Women’s Center New Faculty Committee (2013 – present)
 Faculty Interview Committee for Research Development Director (2012-2013)
 University Marshal (2007 – present)
 Neag School of Education, Search Committee - Sports Management, senior faculty position (2011)
 Provost’s Commission on the Status of Women (2008 – 2011)
 University Senate Budget Committee (2007 – 2008)
- School of Business: Founder and Faculty Advisor UConn Women’s MBA Association (2007-current)
 Stewardship: Coordinated and Hosted Invited Guest Speaker Networking Events for MBA and Executive Education Students working with Alumni and Development Offices - (2006 – current)
 Promotion Tenure and Renewal Committee for Full case (PTR) (2012)
 State Public Service Professionals Diploma Ceremony Invited Speaker (2011-2012)
 Developed, Promoted, and Guided Public Service Professionals Executive Education Program (2005 – 2012)
 Member of School wide PhD Program Committee (2007- 2012)
 Hosted Family Business Award Winner (2004-2011)
 Global Innovation Research Accelerator (GIRA) Development Committee
 MBA New Student Team Building Coordinator & Facilitator (2008-2010)
 Invited Presenter - Innovation Accelerator Orientation (2007-2010)
 Promotion Tenure and Renewal Committee (PTR) (2007 – 2009)
- Management Dept: Chair, Wolff Chair in Strategic Entrepreneurship Search Committee (2013)
 Chair, Department Head Search Committee (2012)
 PhD Program Coordinator (September 2007 - 2012)
 Department Head Search Committee Member (2010)
 Promotion Tenure and Renewal Committee (PTR) (2009-2012)
 PhD student evaluation and admissions committee (2000-2007)

Student Advising (PhD)

- Chair, Dissertation Committee, Hyoun Sook Lim (dissertation proposal - Current)
 Member, Dissertation Committee, Lauren D’Innocenzo (dissertation proposal - Current)
 Member, Dissertation Committee, Margaret Luciano (passed comprehensive exams - Current)
 Member, Qualifying Paper, Dale Watson (course work - Current)
 Member, Dissertation Committee (I/O), Scott Ryan (Current)
 Member, Dissertation Committee, Michael Kukenberger (2012)
 Assistant Professor Rutgers University
 Member, Dissertation Committee (I/O), David Rusbasan (2009)
 Assistant Professor Marian University
 Member, Dissertation Committee, Tammy Rapp (2009)
 Chair Dissertation Committee, Travis Maynard (2006)
 Tenured faculty member at Colorado State University
 Chair Dissertation Committee, Rowena Ortiz Walters (2003)

Tenured faculty member and department chair Quinnipiac University
Member Dissertation Committee (I/O), Daniel O'Shea (2002)

Student Advising (MBA)

Corporate Residency Program Faculty Advisor; Phillip McDonald, The Hartford (2007-2008)
Chris Beaulieu, UTC (2006-2007)

Faculty Advisor Tom Burland (2008) Independent Study. Thesis, Saving an American Icon: The Use of Full Engagement to Drive Organizational Change and Cultural Transformation

Faculty Advisor Kim Wright (2008) Independent Study. Thesis, Developing a Corporate Mentoring Program for Future Leader Development

Consulting and Corporate Sponsored Research

CT Department of Public Service	OrangeArt
CT Department of Public Health	Palmer Foods
College of Holy Cross	Bigelow Tea
Xerox Corporation	Raggozino Foods
BigY World Class Market	Ulbrich Steel
Henkel Corporation	UCONN Family Business Program

Executive Education

CT Department of Public Safety	
Webster Bank	CT Department of Public Health
Northeast Utilities	US Customs and Border Protection

Teaching

<u>PhD:</u>	Professional Development Seminar
<u>Executive MBA:</u>	Leading Complex Organization for Innovation and Change
<u>MBA</u> (full & part-time):	Leading Complex Organization Managing Innovation and Change Management Consulting Practicum
<u>Masters in Accounting:</u>	Decision Making in a Complex Work Environment Success through Managing Change
<u>Masters in Project Management:</u>	Project Leadership & Communication
<u>Undergraduate:</u>	Managerial and Interpersonal Behavior Management of Small Businesses & New Venture Creation
<u>Executive Education:</u>	Introduction to Management

Leadership in Complex Organization
Managing Innovation and Change

UCONN Continuing Studies: Summer Institute on Social Entrepreneurship
Creativity & Innovation Module
Mentoring Module