**DR. GREG REILLY**

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University of Connecticut 137 Pioneer Dr.

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Storrs, CT 06269-1041

(860) 486-6418

**RESEARCH INTERESTS**

Strategic human capital, turnover, compensation, teams, and time horizon.

**FORMAL EDUCATION**

*Ph.D*. (2007) Department of Management and Human Resources. University of Wisconsin, Madison. Dissertation title: *Goal-setting in the Upper Echelon.* Advisor: Mason A. Carpenter

*MBA*. (1995) University of Michigan, Ann Arbor.

*AB* (1991) Mathematics. University of Michigan, Ann Arbor.

**TEACHING AND RESEARCH POSITIONS**

*2015-Present* Associate Professor of Management, University of Connecticut.

*2007-2015* Assistant Professor of Management, University of Connecticut.

**ADMINISTRATIVE APPOINTMENTS**

*2014-Present* Academic Director, Graduate Programs in Human Resources, University of Connecticut.

Defined and executed a vision for creating the leading hybrid human resources graduate program in New England. Program aims to create a community of students, alumni, business and academic leaders in HR committed to lifelong learning, enhancing knowledge and skills of HR professionals, developing cutting-edge research, and addressing macro-level talent challenges in the region. Successfully grown program to financially sustainable target size of 80 students with focus on increasing quality of applicants each year. Developing donor program to enable low-income and under-represented groups to access graduate HR education.

**RESEARCH AWARDS**

*2017* Research Excellence Award, University of Connecticut.

The award is presented to a professor with a history of nationally and internationally recognized scholarship and research, as evidenced by publication in premiere and high quality journals from 2012-16, who has a long-term impact on the School of Business and/or UConn research and who demonstrates outstanding service in promoting research at the School.

*2012-2014*, *2015-2017, 2017-2019* Ackerman Scholar, University of Connecticut.

The award recognizes significant and continuing academic productivity among the faculty of the business school.

**PEER-REVIEWED PUBLICATIONS**

1. Nyberg, A., G. Reilly, S. Essman & J. Rodrigues. (in press) Human Capital Resources: A Call to Retire Settled Debates and an Introduction to a Few That are Needed. ***International Journal of Human Resource Management***.
2. Maltarich, M., G. Reilly, A. Nyberg, D. Abdulsalam & M. Martin (in press). Pay-For-Performance, Sometimes: An Interdisciplinary Approach to Integrating Economic Rationality with Psychological Emotion to Predict Individual Performance. ***Academy of Management Journal***.
3. Maltarich, M., M. Kukenberger, G. Reilly & J. Mathieu. (2017) Conflict in Teams: Modeling Early and Late Conflict States and the Interactive Effects of Conflict Processes. ***Group & Organization Management,*** DOI1059601116681127.
4. Souder, D., G. Reilly, P. Bromiley & S. Mitchell. (2016) A behavioral understanding of investment horizon and firm performance. ***Organization Science***, 27(5), 1202-1218.
5. Reilly, G., D. Souder, R. Ranucci. (2016) Time Horizon of Investments in the Resource Allocation Process: Review and Framework for Next Steps. ***Journal of Management***, 42(5), 1169-1194
6. Maltarich, M., J. Greenwald, & G. Reilly. (2016) Team-level goal orientation: An emergent state and its relationships with team inputs, process, and outcomes. ***European Journal of Work and Organizational Psychology***, 25(1), 68-88.
7. Mathieu, J., M. Kukenberger, L. D'Innocenzo & G. Reilly. (2015) Modeling Reciprocal Team Cohesion-Performance Relationships, as Impacted by Shared Leadership and Members’ Competence. ***Journal of Applied Psychology***, 100 (3), 713-734.

---------------------Publications submitted as part of tenure package are below-----------------------

1. Reilly, G., A. Nyberg, M. Maltarich & I. Weller. (2014) Human Capital Flows: Using Context-Emergent Turnover (CET) Theory to explore the process by which turnover, hiring and job demands affects patient satisfaction. ***Academy of Management Journal***, 57(3), 766-790.
2. Ployhart, R., A. Nyberg, G. Reilly, & M. Maltarich. (2014) Human Capital is Dead: Long Live Human Capital Resources! ***Journal of Management***, 40(2), 371-398.
3. Trevor, C. O., G. Reilly, & B. Gerhart. (2012). Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality. ***Academy of Management Journal*,** 55(3), 585-610.
4. Maltarich, M., G. Reilly, & A. Nyberg (2011). Objective and subjective overqualification: Distinctions, relationships, and a place for each in the literature. ***Industrial and Organizational Psychology: Perspectives on Science and Practice***, 4(2), 236–239
5. Maltarich, M., A. Nyberg, & G. Reilly. (2010) A Conceptual and Empirical Analysis of the Cognitive Ability – Voluntary Turnover Relationship. ***Journal of Applied Psychology***, 95(6), 1058-1070.
6. Devers, C.E., A.A. Cannella Jr., G. Reilly & M. Yoder. (2007) Executive compensation: A multidisciplinary review of recent developments. ***Journal of Management****,* 33: 1016-1072

**PEER-REVIEWED PROCEEDINGS & BOOK CHAPTERS**

1. Nyberg A, and Reilly G, (2018) A Pay System Model for Turning Human Capital into Action. In ***Strategic Human Capital Resources***, Nyberg A, and Moliterno T (editors).
2. Young, N. J., & G. Reilly, (2016) The Impact of Social Class in the Hiring Process. ***Proceedings of the 2016 Academy of Management Meeting***.
3. Carpenter, M.A., & G. Reilly (2006), Constructs and Construct Measurement in Upper Echelons Research, In D. Ketchen & D. Bergh, (Eds.) ***Research Methodology in Strategy and Management*.** New York: Elsevier, Volume 3, pp. 17-35.

**TEACHING EXPERIENCE**

Ph.D.

*University of Connecticut, School of Business*

Seminar in Human Resources and Organizational Behavior

*University of Iowa, Tippie School of Business*

Guest lecturer in Organizational Behavior Seminar

Executive

*University of Connecticut, School of Business*

Executive MBA - Competitive strategy; Value Creation and Competition, Current Topics in Business

Professionals - Leading government improvement projects

*National Arts Strategies*

Strategic Finance and Business Acumen for executive leadership teams

Los Angeles, New York, Chicago, Denver, Seattle, Minneapolis, Washington DC, Phoenix

*Luxembourg School of Business*

Strategic Human Resource Management – executive course

Luxembourg City, Luxembourg

*Stockholm School of Economics, Riga*

Strategic Management – executive course

Riga, Latvia

*University of Michigan, School of Business*

Enterprise Executive Program

BrightView Executive Program

Precision Cast Parts - General Manager Development Program

Corporate Performance Measurement: Beyond the Balanced Scorecard

Hong Kong, China

Ann Arbor, MI

Masters

*University of Connecticut, School of Business*

Capstone Strategy, Policy and Planning

Value Creation and Competition

Business Acumen and Strategic Human Resource Management

Undergraduate

*University of Connecticut, School of Business*

Capstone Strategy, Policy and Planning

*University of Wisconsin, Madison School of Business*

Strategic Management

**GRANTS**

Reilly, Greg, "Understanding the Effects of Human Capital Resources in Emerging Markets", $10000. Sponsored by UCONN SB Global Fund, Funded, (2013). 1 year

Reilly, Greg, " Multi-level examination of collective turnover and its effect on group performance ", $6250. Sponsored by UCONN SB Dean's Fund, Funded, (2011). 1 year

Reilly, Greg, " Beyond Motivation: Additional Functions of Firm Goals ", $5000.

Sponsored by CCEI, Funded, (2010). 1 year

Reilly, G. & D. Souder, "Unpacking uncertainty: Differences between investment horizon and production function uncertainty", $12000.

Sponsored by CCEI, Funded. 1 year

Reilly, Greg, "Risk taking and executive compensation in biotechnology firms", $5000.

Sponsored by CCEI, Funded, (2008). 1 year

2008 Wisconsin Center for Cooperative Studies ($10,000, PI)

2004 State of Wisconsin Investment Board ($20,000, Mason Carpenter, PI)

**INVITED ACADEMIC PRESENTATIONS**

Management department seminar, "A broader understanding of investment horizon and firm performance", Tippie School of Business, University of Iowa.

Management department seminar, "A broader understanding of investment horizon and firm performance", Moore School of Business, University of South Carolina.

Mark H. McCormack Department of Sport Management Annual Research Symposium, University of Massachusetts-Amherst. "Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality.".

Institute for Human Capital Management Seminar Series, University of Munich. "Unit-level Turnover: The process by which unit level turnover, hiring and job demands effects unit performance".

Conference on the Economic Impact of Cooperatives, Wisconsin Center for Cooperative Studies, Madison, WI. Under what conditions do risk-averse firms explore?

**ACADEMIC CONFERENCE PRESENTATIONS**

Rodrigues, J. & G. Reilly. (2018) "Executive Hiring: Setting Pay to Build Reputation", Strategic Management Society Annual Meeting.

Rodrigues, J. & G. Reilly. (2018) "Executive Hiring: Setting Pay to Build Reputation", Academy of Management.

Abdulsalam, D., M. Maltarich, G. Reilly, A. Nyberg, & M. Martin, (2017) "When Collective Equity Creates Value Slippage: Effects of Human Capital Resource Homogeneity", Academy of Management.

Maltarich, M., G. Reilly, & C. DeRose, (2017) "Between- and Within-Unit Effects of Collective Involuntary and Voluntary Turnover on Performance.” Strategic Management Society Special Conference.

Young, N. J., & G. Reilly, (2016) “The Impact of Social Class in the Hiring Process.” Academy of Management.

Wolfson, M., J. Mathieu & G. Reilly. (2016) “Team Composition Effects on Performance Trajectories” Society for Industrial and Organizational Psychology.

Ployhart, R., A. Nyberg, G. Reilly, & M. Maltarich. (2013) “Human Capital is Dead: Long Live Human Capital Resources!” Strategic Management Society Annual Meeting.

Mathieu, J., M. Kukenberger, L. D'Innocenzo & G. Reilly, (2013) "Modeling Reciprocal Team Cohesion – Performance Relationships, as Impacted by Shared Leadership and Members’ Competence." Academy of Management.

Reilly, G., M. Maltarich & A. Nyberg, (2012) "Beyond Motivation: A Theory of Firm Level Goal Setting Strategy", Strategic Management Society Annual Meeting.

Maltarich, M., G. Reilly & D. Souder, (2012) "The interactive human capital resource: Performance gains from the configuration and bundling of human capital", Strategic Management Society Annual Meeting.

Kukenberger, M., L. D'Innocenzo, J. Mathieu, & G. Reilly, (2012) "A Multi-Level Test of Team Processes and Team Interventions on Performance and Informal Learning", Academy of Management.

Maltarich, M., G. Reilly, & M. Kukenberger, (2012) "The Emergence and Management of Conflict Influences in Teams", Academy of Management.

Reilly, G., M. Maltarich, A. Nyberg, & I. Weller (2012) "The relationships of unit level turnover, hiring, and job demands with unit performance", Academy of Management.

Nyberg, A., G. Reilly & I. Weller. (2011) A Bridge to Somewhere: A Multi-level Theoretical Approach and Empirical Examination of Collective Turnover and Subsequent Group Performance. 2011 annual meeting of the Strategic Management Society, Miami, FL.

Kukenberger, M., J. Mathieu, L. D'Innocenzo & G. Reilly. (2011) Shared Leadership in Teams: An Investigation of the Impact of Team Composition and Performance. 2011 Academy of Management Meetings, San Antonio, TX.

Reilly, G. & M. Maltarich. (2011) Inputs, Process, and Outcomes as Antecedents of an Emergent State. 2011 Society for Industrial and Organizational Psychology, Chicago, IL

Maltarich, M., G. Reilly & J. Mathieu. (2010) Seeding of our (dis)content: Compositional Influences on Team Emergent States- Performance Relationships. 2010 Academy of Management Meetings, Montreal, CA.

Souder, D. & G. Reilly. (2009) Unpacking uncertainty: Differences between investment horizon and production function uncertainty. 2009 annual meeting of the Strategic Management Society, Washington, DC.

Prabhakar, S., Z. Simsek & G. Reilly. (2009) Alliance Portfolio Appropriateness: Origins and Implications for Firm Performance. 2009 annual meeting of the Strategic Management Society, Washington, DC.

Reilly, G. (2007) Goals in the Upper Echelons. Part of the Symposium: TMT and Board Social Cognition. 2007 Academy of Management Meetings, Philadelphia, PA.

Trevor, C. O., B. Gerhart & G. Reilly. (2006) Pay Dispersion and Organizational Performance: Reconciling Pay Level and Employee Inputs.

2006 Academy of Management Meetings, Atlanta, GA.

Reilly, G. & M. A. Carpenter. (2006) Upper Echelons Research: A guide to construct and measurement challenges. Part of the Symposium: Creating Actionable Knowledge about Research Methods in Strategic Management: Insights into Several Key Challenges.

2006 Academy of Management Meetings, Atlanta, GA.

Reilly, G. & S. Graffin. Exploring Characteristics of the Strategic Consensus Construct.

2005 Academy of Management Meetings, Honolulu, HI.

**OTHER PUBLICATIONS (NOT PEER-REVIEWED)**

Souder, D., P. Bromiley, S. Mitchell & G. Reilly. (2017) Does Investing in the Long Term Pay Off for Firms? ***Rutgers Business Review***, Vol. 2, No. 2, 2017. Available at SSRN: [https://ssrn.com/abstract=3014700](https://ssrn.com/abstract%3D3014700)

Souder, D., G. Reilly, & R. Ranucci. (2015) ‘Bringing long-term thinking into business,’ a systematic review. ***Network for Business Sustainability***.

Reilly, R. & G. Reilly. (2009) Building Business Acumen: What it is, why it's important and how to get it. ***HR West Magazine****.* December.

Langseth, J. & G. Reilly. (2003) When Time Is Money: Real-time performance measurement can be a big advantage for many business processes. ***Intelligent Enterprise***. April 5

Reilly, G. & C. M. DeRose. (2002) Value-linked measurement at Dell. ***Cost Management***. Boston: Vol. 16, Iss. 4; p. 45

Reilly, G. & R. R. Reilly. (2002) Performance measurement for improved working capital management. ***Cost Management***. Boston: Vol. 16, Iss. 3; p. 13

Reilly, G. & R. R. Reilly. (2002) Improving the quality of management information. ***Cost Management***. Boston: Vol. 16, Iss. 2; p. 46

Reilly, G. & K. Rambhala. (2001) Developing managers through performance measurement. ***Cost Management***. Boston: Vol. 15, Iss. 6; p. 39

Reilly, G. & R. R. Reilly. (2001) Improving corporate performance measurement. ***Cost Management***. Boston: Vol. 15, Iss. 4; p. 42

Reilly, G. & R. R. Reilly. (2000) Using a Measure Network to understand and deliver value. ***Cost Management***. Boston: Vol. 14, Iss. 6; p. 5

**INVITED SEMINAR PRESENTATIONS & WORKSHOPS**

Moderator. *Geno Auriemma Leadership Conference*, Uncasville, CT.

Keynote Speaker. *CBIA Annual Human Resources Conference*, Cromwell, CT. Today’s HR Landscape.

Moderator. *Geno Auriemma Leadership Conference*, Uncasville, CT. Building Winning Teams Panel.

Speaker. Kaman HR Conference, Manchester Village, VT.

Panelist. *UConn EMBA Seminar*, Hartford, CT. Managing Risk Seminar.

Keynote Speaker. *Meeting of CT Chapter of International Public Management Association for Human Resources*, Hartford, CT. Becoming an HR Scientist.

Keynote Speaker. *CT Association of Chamber of Commerce Executives (CACCE) Annual Meeting*, Westport, CT. Develop Strategy for Customer and Talent Markets.

Keynote Speaker. *CBIA Annual Human Resources Conference*, Cromwell, CT. Develop Strategy for Customer and Talent Markets.

Panelist. *Geno Auriemma Leadership Conference*, Uncasville, CT. Leadership in not-for-profit organizations.

Keynote Speaker. *4th annual Master of Professional Studies in Human Resource Management Symposium*, Hartford, CT. Becoming an HR Scientist.

*California Strategic HR Partnership Executive Workshop Series,* San Francisco, CA

Strategy for Competing in Talent Markets

*The HR Forum,* Atlanta, GA

Winning the Competition for Tailored Talent

*IQPC Performance Measurement for Strategic Planning* Toronto, Canada

Value Measurement: Using a Measure Network To Understand And Deliver Value

*IQPC* *Performance Measurements for Research & Development* Chicago, IL

Linking R&D to Stakeholder Value Creation

*California Strategic HR Partnership Executive Workshop Series,* San Francisco, CA Value Measurement: Using a Measure Network to understand and deliver value

*IQPC* *Balanced Scorecard Summit,* Toronto, Canada

What Exactly Will Be Measured? A Methodology For Defining Scorecard Measures

**SELECTED WORK WITH BUSINESS ORGANIZATIONS**

The Travelers Companies, Inc. - Hartford, CT & St. Paul, MN

Provide design and training for strategic initiative projects for Leadership Development Program. Developed process for identifying and developing strategic projects for high-potential leaders throughout the firm. Provide training in strategic management tools, strategy development and implementation.

Designed and deliver course – “Tech to non-tech communications”. Program helps technical high-potential leaders understand importance of communication, understand the impact of differences in communication styles, teaches how to listen effectively and improve communication success.

General Dynamics Electric Boat – Groton, CT

Delivered training seminars on Business Acumen to high potential leaders.

U.S. Trust, Bank of America Private Wealth Management – New York, NY

Delivered talk for analyst meeting on integrating strategic management thinking into assessment and reporting of fund manager performance.

Ballantyne Strong, Inc. – Omaha, NE

Designed and delivered a strategy program for top management team focused on integrating a new business acquisition. Provided advising on the development of strategic initiatives.

JCJ Architecture - Hartford, CT

Provide training and advisory services to senior leadership team of national architecture firm through strategy development and firm performance turnaround activities.

Wayne - A GE Energy Company - Austin, TX

Designed and delivered a strategy program for the CEO and top 60 global management team. Provide ongoing advising on the development of strategic initiatives.

Caterpillar, Inc. – Peoria, IL

Developed and delivered a strategy for talent management for North American dealer human resources leaders.

University of Michigan Cardiovascular Center – Ann Arbor, MI

Designed and delivered a multi-year process for creating and implementing strategy with the UMCVC leadership team.

Kelly Services Inc. – Troy, MI

Provided a strategic assessment for the Chairman and CEO.

Electronic Data Systems – Troy, MI

Led an EDS business improvement team through the development of a performance measurement system for the order-to-cash activities on EDS’s delivery of Voice-over-IP to Dow Chemical locations worldwide.

BHP Steel – Newcastle, Australia

Completed measurement system assessment for the Rod, Bar & Wire group including analysis of the measures used in steel making plants and rolling mills, and a complete analysis of key management processes such as marketing, order flow management, strategy, logistics, finance, information technology and purchasing.

Carhartt, Inc.- Dearborn, MI.

Completed an assessment and redesign of performance measurement for all areas of this work-wear clothing manufacturer.

**BOARD OF DIRECTORS AND SIMILAR APPOINTMENTS**

Connecticut Business and Industry Association – HR Advisory Committee

The CBIA is Connecticut’s largest business advocacy organization. The HR Advisory Committee provides guidance to CBIA leaders on programming and identifies key HR issues needing attention.

Human Resource Leadership Forum of Southern New England

A membership organization composed of Central Connecticut and Massachusetts senior HR professionals, learning executives and organizational leaders responsible for managing human talent.

**OTHER WORK EXPERIENCE:**

1997-2003 Founder, Measure.net, Ann Arbor, MI

Measure.net focused on research, education and application of corporate performance measurement systems. During this time, my research activities focused on the further development of the Measure Network, a framework and process for analyzing, assessing and improving performance measurement systems. The framework provides structure and insight into complex measurement systems. The process provides a method for best collecting and processing system information as well as a means to effectively implement features of measurement system redesign. I conducted research and testing of the methodology in a number of firms and taught the process to executives at the University of Michigan and in workshops at several conferences.

1995-1996 Marketing Manager, Wells Fargo Bank, San Francisco, CA

1992-1993 Process Quality Consultant, Fletcher Challenge Ltd., Auckland, NZ

**SERVICE**

School & Department

School Strategic Planning

Department PTR Chair

Hiring Committee Chair

Part-time MBA Redesign Committee

School Strategic Planning Committee

Simulation-based Teams Research Lab Leader

PhD Selection Committee

Full-time MBA Redesign Committee

HR Master’s Program Integration and Redesign

Strategy Planning and Policy Curriculum Committee.

Research Development Seminar Chair

Distinguished Scholar Series Chair

Doctoral Student Dissertation Major Advisor

Methasani, Redona (2018 graduate)

Young, Nicole Jones (2016 graduate)

Doctoral Student Dissertation Committees

Alrashdan, Abdullatif

Grove, Sergio

Abdulsalam, Dhuha (University of South Carolina)

Wolfson, Mikhail (2018 graduate)

Zinger, Jessica (Bentley University)

Fox, Brian (2017 graduate)

Ranucci, Rebecca (2015 graduate)

Luciano, Margaret (2015 graduate)

D'Innocenzo, Lauren (2014 graduate)

Doctoral Student Qualifier Committees

Badwaik, Dhvani

Rodrigues, Jenna

Alrashdan, Abdullatif

Gallagher, Peter

Grove, Sergio

Jean-Denis, Howard

Methasani, Redona

Wolfson, Mikhail

Fox, Brian

Ranucci, Rebecca

Luciano, Margaret

D'Innocenzo, Lauren

Ma, Jennifer

Calafiore, Burcin

Huvaj, Nesij