

## LUCY L. GILSON

University of Connecticut  
School of Business  
Department of Management  
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### Academic Positions

August 2014 – Present Professor, University of Connecticut  
June 2012 – Present Visiting Research Professorship, Universidade Catolica Portuguesa  
(Lisbon, Portugal)  
June 2008 – 2010 Visiting International Fellow, Advanced Institute of Management  
(Sussex, England)  
August 2006 – 2014 Associate Professor, University of Connecticut  
August 2000 - 2006 Assistant Professor, University of Connecticut

### Administrative Positions

August 2015 – Present Management Department Head, UConn School of Business  
April 2012– Present Academic Director: Geno Auriemma UConn Leadership Conference  
[www.genoleads.com](http://www.genoleads.com)  
August 2014 – Present Senior Associate Editor: Group & Organization Management  
<http://gom.sagepub.com/>  
August 2007 – 2012 Management Department PhD Program Coordinator

### 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

Shalley, C.E. & Gilson, L.L., (In Press). Creativity and the management of technology: Balancing creativity and standardization. **Production and Operation Management (POM) Journal**.

Goldberg, C.B., & Gilson, L.L. (In Press). What makes the GOM Special Conceptual Issue, Special? **Group and Organization Management**.

Rapp, T.L., Gilson, L.L., Mathieu, J.E., & Ruddy, T.M. (In Press). Leading Empowered Teams: An Examination of the Role of External Team Leaders and Team Coaches. **Leadership Quarterly**.

Gilson, L.L., Maynard, T., Jones-Young, N., Vartiainen M., & Hakonen, M. (2015). Virtual teams research: Ten years, ten themes, and ten opportunities. **Journal of Management**, 41(5), 1313-1337.

- Ferreira Peralta, C., Lopes, P., Gilson, L.L., Lourenço, R., & Pais, L. (2015). Innovation processes and team effectiveness: The role of clarity and commitment to team objectives, and team affective tone. **Journal of Occupational and Organizational Psychology**, 88, 80-107.
- Litchfield, R., Gilson, L.L., & Gilson, P.W. (2015). Creative Contributions: Toward a More Nuanced Approach. **Group and Organization Management**, 40(2), 238-265.
- Gilson, L.L., & Goldberg, C.B. (2015). Editors' Comment: So, what is a conceptual paper? **Group and Organization Management**, 40(2), 127-130.
- Maynard, T., & Gilson, L.L. (2014). Shared Mental Model Development in Virtual Teams: The Impact of the Type of Technology Used. **Group and Organization Management**, 39, 3-32.
- 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.
- ❖ Best Paper Award: 2013 Journal of Occupational and Organizational Psychology
- Litchfield, R., & Gilson, L.L. (2013). Curating Collections of Ideas: Museum as Metaphor in the Management of Creativity. **Industrial Marketing Management**, 42, 106-112.
- 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.
- 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.
- 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.
- 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.
- Gilson, L.L. & Madjar, N. (2011). Radical and Incremental Creativity: Antecedents and Processes. **The Psychology of Aesthetics, Creativity, and the Arts**, 5, 21-28.
- 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.

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.

❖ Scholarly Impact Award: 2013 Journal of Management

❖ 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.

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.

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.

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.

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.

❖ Scholarly Impact Award: 2009 Journal of Management

❖ Reprinted in: **Work and Organisational Psychology (Vols 1-5)**. Boyle, G.J., O’Gorman, J.G., & Fogarty, G.J. (Eds.); London: SAGE Publishers, 2015.

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.

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.

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.

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.

### **Publications – Book Chapters**

- Maynard, M. T., Gilson, L. L., Jones Young, N., & Vartiainen, M. (In Press). Virtual teams. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), **The Wiley-Blackwell Handbook of the Psychology of the Internet at Work**. London, UK: Wiley.
- Litchfield, R., Gilson, L.L., & Shalley, C.E. (In Press) Can Teams Have a Creative Personality? In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.) **The Cambridge Handbook of Creativity and Personality Research**.
- Gilson, L.L., Lim, H.S., Litchfield, R. & Gilson, P.W. (2015) Creativity in Teams: Directions for Future Research. In C.E. Shalley, M. A. Hitt, & J. Zhou (Eds.) **The Oxford Handbook of Creativity, Innovation, and Entrepreneurship**. Oxford University Press: New York, NY, 177-205.
- Gilson, L.L. (2015) Creativity in Teams: Processes and Outcomes in Creative Industries. In C. Jones, M. Lorenzen, & J. Sapsed (Eds.) **Oxford Handbook of Creative Industries**. Oxford University Press: London, UK: 50-74.
- Gilson, L.L., Litchfield, R., & Gilson, P.W. (2014). An examination of the relationship between time and creativity. In A. Shipp, & Y. Fried (Eds) **Time and Work: Current Issues in Work and Organizational Psychology**. Psychology Press: New York, NY, 141-162.
- Ortiz-Walters, R. & Gilson, L.L. (2013). Mentoring Programs for Under-Represented Groups. In J. Passmore, D. Person, & T. Ferira (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**. Lawrence Erlbaum Associates, Inc, 303-322.

### **Work in Progress**

- Shalley, C.E. Litchfield, R., & Gilson, L.L Organizational Context for Team Creativity.
- Maynard, T., Mathieu, J., Gilson, L.L., Sanchez, D., & Dean, M. The Impact of Personal and Professional Familiarity on Team Information Elaboration and Performance: An Examination in Global Virtual Teams.
- Abecassis-Moedas., & Gilson, L.L. Co-creation in dance: Creativity and the role of the choreographer
- Gilson, L., Madjar, N., Grosser, T., & Dong, Y. Building a Gingerbread House: Creative Prototyping in Teams.
- Burton, L., Gilson, L., Goldberg, C., & Lowe, K. (Order Alphabetical) Perceptions of leadership potential: The effects of gender and sport participation.

### **Awards and Honors**

- 2015 Distinguished Civilian Participant, U.S. Army War College - National Security Seminar  
 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**

- Patient, D., Sguera, F., Giordano, A.P., & Gilson, L. (2016). The emergence and consequences of collective psychological ownership in teams. Funded by PTDC/IIM-GES/3501/2014, €90K
- Gilson, L.L. (Principal Investigator) (2015). Unpacking Idea Generation Novelty and Usefulness: Effects of Learning Goal Orientation and Creative Self-efficacy: Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)
- Mathieu, J.E., & Gilson, L.L. (2014) Army Research Institute (ARI) – External consultant to Personnel Decisions Research Institutes (PDRI): Best Practices in e-Leadership for the Military
- Gilson, L.L. (Principal Investigator) (2014). Creativity in multicultural teams: Funded by Connecticut Center for Entrepreneurship and Innovation (CCEI)
- 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. (2016). Creativity in multicultural teams: The ARC of team cultural metacognition. Imperial College, London, England.

Gilson, L. (2015). Virtual team research: Ten years, ten themes, and ten opportunities. Rawls College of Business – Texas Tech University, Lubbock, TX.

Gilson, L. (2014). Innovation processes and team effectiveness: The role of clarity and commitment to team objectives, and team affective tone. Scheller School of Business, Atlanta, GA.

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.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, L.L. (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 (earlier available upon request)**
- Shalley, C., Koseoglu, G., & Gilson, L. (2016). Harnessing the power of multiculturalism for team creativity. *European Group for Organizational Studies (EGOS)*, Naples, Italy.
- Castro, M., Abecassis-Moedas., & Gilson, L. (2015). Leading Creative Collaboration in Dance. *European Group for Organizational Studies (EGOS)*, Athens, Greece.

- Shalley, C., Koseoglu, G., & Gilson, L. (2015) Creativity in multicultural teams: the ARCS of team metacognition. *Society for Industrial and Organizational Psychology (SIOP)*, Philadelphia, PA.
- Goldberg, C., Burton, L., Gilson, L., & Lowe, K. (2015). The impact of biased perceptions of leadership potential on job prospects for male and female athletes. *Eastern Academy of Management International*, Lima, Peru.
- Maynard, T., Mathieu, J., Gilson, L., Sanchez, D., & Dean, M. (2015). The Impact of Personal and Professional Familiarity on Team Information Elaboration and Performance: An Examination in Global Virtual Teams. *Society for Industrial and Organizational Psychology (SIOP)*, Philadelphia, PA.
- Castro, M., Abecassis-Moedas., & Gilson, L. (2014). Co-creation in dance: Creativity and the role of the choreographer. *Academy of Management*, Philadelphia, PA.
- Gilson, L., Lim, H.S., Litchfield, R. & Gilson, P.W. (2014) Creativity in Teams. *INGRoup*, Raleigh, NC.
- Peralta, C., Lopes, P., Gilson, L., Lourenço, P., & Pais, L. (2014). Team innovation processes and effectiveness: The role of clarity and commitment to objectives, and affective tone. *International Congress of Applied Psychology*, Paris, France.
- Bizarro, A.M., Gilson, L., & Magley, V.J. (2014). Trust and displays of emotion: A multi-level investigation. *Society for Industrial and Organizational Psychology (SIOP)*, Honolulu, HI.
- 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. (2013). The Impact of a Teamwork Coaching Intervention on Operating Room Team Processes and Performance. *INGRoup*, 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 Bornay-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.

**Professional Service**

Academy of Management

OB Division: Executive Committee (2014-2017)  
 Coordinator, OB Division Volunteer Initiatives (2016-2017)  
 Coordinator, OB Doctoral Consortium (2015, 2016)  
 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: Executive Board (2009 – 2012)  
 Chair, Jerry Hunt Sustained Service Award (2010-2013)  
 Collaborative Luncheon Committee (2010-2013)  
 International Program Development Committee (2011-2012)  
 Invited Presenter Doctoral Consortium (2005-2012)  
 Journal of Management Publisher Task Force (2009-2010)  
 Paper Development Workshop Mentor (2008-2013)  
 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

Senior Associate Editor Group & Organization Management (2014 – current)

Special Issue Editor Conceptual Issue: Group & Org Management (2014- current)

Editorial Board Member: Journal of Management (2003 - current)  
International Journal of Leadership Studies (2005 - 2010)

Ad-hoc Reviewer: Academy of Management Journal  
Academy of Management Review  
Administrative Science Quarterly  
Journal of Applied Psychology  
Creativity Research Journal  
Journal of Organizational Behavior  
Journal of Vocational Behavior  
Human Resource Management  
Organizational Science  
Leadership Quarterly

### **University Service**

University: Search Committee: Associate Vice President for Human Resources (2015-16)  
Selection Committee: UConn Leadership Legacy (2015-current)  
University Graduation Marshal (2007 – current)  
Founding Member & Advisor: UConn Women’s Philanthropy Initiative (2015-current)  
Panelist: UConn Department of Athletics (2016) – Women in Sport Leadership.  
Panelist: A Discussion on Corporate Governance hosted by the UConn School of Law (2015)  
Featured Panelist: Department of Dramatic Arts (2014) *From Power Suits to Power Pink: Professional Women in Pop Culture*  
Panel Moderator: UConn, Lincoln Financial *Invest in You* Leadership (2014)  
Faculty Interview Committee - Research Development Director (2012-2013)  
Committee Member: Women’s Center New Faculty Luncheon (2013 - current)  
Search Committee: Neag School of Education, senior faculty position (2011)  
Committee Members: Provost’s Commission on the Status of Women (2008 – 2011)  
Committee Member: University Senate Budget (2007 – 2008)

School of Business: Founder and Faculty Advisor Women’s MBA Association (2007- current)  
Graduate Programs Committee (2014- 2015)  
Stewardship: Coordinated and Hosted 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)  
Invited Speaker: Public Service Professionals Diploma Ceremony (2011-2012)  
Executive Education: Developed & Promoted Public Service Professionals Certificate 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) (2009-2014)  
PhD student evaluation and admissions committee (2000-2007)

**Student Advising (PhD)**

Member, Qualifying Paper, Dale Watson (passed comps - Current)

Chair, Dissertation Committee, Hyoun Sook Lim (2015)

Member, Dissertation Committee, Margaret Luciano (2015)

Assistant Professor Arizona State University

Member, Dissertation Committee, Lauren D’Innocenzo (2014)

Assistant Professor Drexel University

Member, Dissertation Committee, Michael Kukenberger (2012)

Assistant Professor University of New Hampshire

Member, Dissertation Committee (I/O), David Rusbasan (2009)

Assistant Professor Marian University

Member, Dissertation Committee, Tammy Rapp (2009)

Post-Doc University of Alabama

Chair Dissertation Committee, Travis Maynard (2006)

Associate Professor Colorado State University

Chair Dissertation Committee, Rowena Ortiz Walters (2003)

Dean SUNY Plattsburg

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
BNP Paribas	Santander Bank
Hallmark Cards Distribution Center	Bank of America Women’s Group

**Executive Education**

UConn Foundation	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 (full &amp; part-time):</u>	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 Managing Innovation and Change Leading for Creativity and Innovation
<u>UConn Continuing Studies:</u>	Summer Institute on Social Entrepreneurship Creativity & Innovation Module Mentoring Module