

## ELIZABETH KLOCK

University of Connecticut | School of Business | Management Department  
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Website: <https://uchuskypack.com/>

Research Interests: Teams, Team Composition, Personality, Collective Humility

### EDUCATION

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<b>UNIVERSITY OF CONNECTICUT</b>	<b>STORRS, CT</b>
<u>PhD Candidate in Management, 4<sup>th</sup> Year</u>	Aug 2016-Present
<i>Graduation Expected: 2022</i>	
<i>Dissertation: The Emergence of Collective Humility</i>	
<b>WASHINGTON &amp; JEFFERSON COLLEGE</b>	<b>WASHINGTON, PA</b>
<u>Bachelor of Arts in Psychology</u>	Aug 2014-May 2017
<i>Honors College</i>	

### PEER-REVIEW JOURNAL PUBLICATIONS

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Mathieu, J. E., Wolfson M., Park S., Luciano, M. M. Bedwell W., Ramsay, P. S., **Klock E. A.**, Tannenbaum, S. (In Press). A Multitrait-Multimethod Investigation of Alternative Measures of Team Processes. *Journal of Applied Psychology. (Monograph)*

Rapp, T., Maynard, T., Domingo, M., **Klock, E. A.**, (2021). Team Emergent States: What has Emerged in the Last Two Decades? *Small Group Research*.

Mathieu, J. E., Luciano, M. M., D’Innocenzo, L., **Klock, E. A.**, & LePine, J. A. (2019). The Development and Construct Validity of a Survey Measure of Team Processes. *Organizational Research Methods*.

### BOOK CHAPTER

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Mathieu, J. E., Gallagher, P. T., Domingo, M. A., & **Klock, E. A.** (2019). Embracing Complexity: Reviewing the Past Decade of Team Effectiveness Research. *Annual Review of Organizational Psychology and Organizational Behavior*.

### UNDER REVIEW

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**Klock, E.A.**, Gallagher, P., Domingo, M., Mathieu, J., & Maynard, T. The moderating effects of unit non-punitive climate on the relationships between trainees’ emotional exhaustion and efficacy on training outcomes. Under Review at *Personnel Psychology*.

### CONFERENCES

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**Klock, E. A.** & Tannenbaum, S. I. (2020). A Configural Approach to Understanding Personality Compatibility within Astronaut Teams. INGRoup Conference, Online

**Klock, E. A.**, Domingo, M. A., Gallagher P. T., & Mathieu J. E. (2019). Work Contexts on Trainees': Emotional Exhaustion and Team Effectiveness. SIOP Conference, D.C.

Mathieu, J. E., Luciano, M. M., D'Innocenzo, L., LePine, J. A. & **Klock, E. A.** (2018). The Development and Construct Validity of a Survey Measure of Team Processes. Measurement Advances in Assessing Team Processes. SIOP Conference, Chicago, IL

#### **WORK IN PROGRESS**

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**Klock E.A.**, Mathieu J., Tannenbaum S., & Humphrey S., A Configural Approach to Understanding Personality Compatibility within Astronaut Teams. In preparation for submission to the Journal of Applied Psychology.

**Klock E.A.**, Mathieu, J.E., & Bergman D., Tannenbaum, S., Haung, T., Optimizing Team Composition. In preparation for submission to Personnel Psychology.

**Klock E.A.**, & Gallagher, P. A compositional lens to psychological safety. Data Analysis Stage Target: Journal of Applied Psychology.

**Klock E.,A.**, Easton, N., & Mathieu, J. Measuring for team resilience. Data Analysis Stage. Target: Organizational Research Methods.

#### **TEACHING**

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##### **University of Connecticut**

Managerial and Interpersonal Behavior, MGMT 3101

Instructor, In-Person, Eval Score: 4.4/5 2019

Instructor, Hybrid (Zoom), Eval Score: 4.5/5 2019

Instructor, Hybrid (Kaltura Live Recordings) Eval Score: 5/5 2020

Teaching Assistant 2017-2020

Strategy, Policy, and Planning MBA Capstone MGMT 5800

Teaching Assistant 2021

#### **SERVICE**

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##### **Service to Academia**

Academy of Management Reviewer 2020-2021

##### **Service to Community**

Alumni Advisor, UConn Pi Beta Phi Fraternity 2018 Present

Wish Granter, Make A Wish 2019-Present

#### **AWARDS**

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MGMT Outstanding TA Award 2021

Graduate Assistantship 2017-Present

Pre-Doctoral Fellowship 2017-2020

**CORPORATE EXPERIENCE**

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Group for Organizational Effectiveness, Albany, NY	2019-Present
Research Consultant	
<i>Project:</i> Optimizing Team Composition: Theoretical and Computational Advancements	
<i>Sponsors:</i> The Army Research Institute & NASA	
Make A Wish Foundation, Pittsburg, PA	2016
Program Services Intern	
Compassionate Friends Foundation, Oakbrook, IL	2016
Executive Intern	