NORA MADJAR

University of Connecticut  
 School of Business  
 Department of Management  
 2100 Hillside Road Unit 1041   
  Storrs, CT 06269-1041  
  Tel. (860) 486-6417; Fax. (860) 486-6415  
 Email. [nora.madjar@business.uconn.edu](mailto:nora.madjar@business.uconn.edu)

**Education**

**Ph.D.** 2002 **University of Illinois at Urbana - Champaign,**

**Department of Business Administration.**

Major: Organizational Behavior Minor: International Business

**B.S., M.A.** 1997 **Sofia University**, Sofia, Bulgaria.

Major: Business Administration

1994 **University of Complutense**, Madrid, Spain.

A six-month TEMPUS program sponsored by the European Union.

**Academic positions**

Associate Professor (2010 - present) Department of Management, School of Business, University of Connecticut

Fulbright Scholar (08/2011 – 01/2012) Department of Business Administration, Sofia University, Bulgaria

Assistant Professor (2002 – 2010) Department of Management, School of Business, University of Connecticut

Graduate Student Instructor (1999 – 2002) Department of Business Administration, School of Business, University of Illinois at Urbana - Champaign

**REFEREED Publications**

Madjar, N. (In Press) Family and its Influences on Work Creativity In J. Zhou & E. Rouse (Eds)  *Handbook of Research on Creativity and Innovation.*

Leroy, S. A., Schmidt, A. M. & Madjar, N. (2020) Interruptions and Task Transitions:   
Understanding Their Characteristics, Processes, and Consequences, *Academy of Management Annals*. 14(2), 661-694.

Madjar, N. (2020). Incremental and Radical Creativity. In Mark A. Runco & Steve R. Pritzker (Eds.) *Encyclopedia of Creativity*, 3rd edition. Academic Press: San Diego, California, 637-641

Madjar, N., Shalley, C. E. & Herndon, B. (2019), Taking Time to Incubate: The Moderating Role of ‘What You Do’ and ‘When You Do It’ on Creative Performance. *Journal of Creative Behavior*, 53 (3), 377-388. doi:[10.1002/jocb.362](https://doi.org/10.1002/jocb.362)

Mochi F. & Madjar, N. (2018) Interruptions and Multiple Tasks: Advantages and Disadvantages for Creativity at Work*.*in Roni Reiter-Palmon, Victoria L. Kennel & James C. Kaufman (Eds). *Individual Creativity in the Workplace, 102 – 127.*

Choi, W., Madjar, N. Y., Yun, S., (2018). Suggesting Creative Solutions or Just Complaining: Perceived Organizational Support, Exchange Ideology and Learning Goal Orientation as Determining Factors. *Psychology of Aesthetics, Creativity and the Arts,* 12 (1), 68 -78.

Madjar, N., Greenberg, E. & Chen, Z. (2011). Factors for radical creativity, incremental creativity and routine noncreative performance*. Journal of Applied Psychology*, 96, 730-743.

Gilson, L. L., Madjar, N. (2011). Radical and incremental creativity: Antecedents and processes. *Psychology of Aesthetics, Creativity, and the Arts,* 5, 21-28.

Madjar, N., & Ortiz-Walters, R. (2009). Trust in supervisors and trust in customers: Their independent, relative, and joint effects on employee performance and creativity. *Human Performance, 22*, 128-142.

Madjar, N., & Ortiz-Walters, R. (2008). Customers as contributors and reliable evaluators of creativity in the service industry. *Journal of Organizational Behavior*, 29, 949-966.

Madjar, N. & Shalley, C. E. (2008). Multiple tasks and multiple goals effect on creativity: Forced incubation or just a distraction? *Journal of Management*, 34, 786-805.

Madjar, N. (2008). Emotional and informational support from different sources and employee creativity. *Journal of Organizational and Occupational Psychology*, 81, 83-100.

Madjar, N., & Oldham, G. R. (2006). Task rotation and polychronicity: Effects on individuals’ creativity. *Human Performance*, 19, 117-131.

Madjar, N. (2005). The Contributions of different groups of individuals to employees' creativity. *Advances in Developing Human Resources*, 7, 182-206**.**

Madjar, N., Oldham, G. R., & Pratt, M. G. (2002). There’s no place like home?: The contributions of work and non-work creativity support to employees’ creative performance. *Academy of Management Journal*, 45, 757-767.

Madjar, N., & Oldham, G. R. (2002). Preliminary tasks and creativity on a subsequent task: Effects of time on preliminary tasks and amount of information about a subsequent task. *Creativity Research Journal*, 14, 239-251.

Kopka, D., Laurance, L., & Madjar, N. (1999). Working in teams: A cross-cultural experience using the Internet. *Journal of Studies in International Education*, 3 (2), 47-56.

**Selected Work in Progress**

Bissola, R., Imperatori, B., Madjar, N. & Mochi, F. *Do we see eye to eye? The influence of personal characteristics and cognitive processes in selecting creative ideas.*

Byron, K., Perry-Smith, J., & Madjar, N. *Did they just say that? How negative family input influences the entrepreneurial process.*

Madjar, N. Y., Perry-Smith, J., *Familial relationships & creativity: the effect of multiple family roles on creative performance at work.*

Madjar, N. Y., Oldham, G. R., Pratt, M. G., *Creative employees - potential drawbacks for the organization.*

Madjar, N. *Gender, International and Local Experiences and Incremental and Radical Creativity.*

Madjar, N., Gilson, L, & Mathieu, J. *A Compositional approach to team creativity: Does what we know and who we know matter?* *Factors for idea generation and implementation in problem solving teams*

**SELECTED PResentations**

Leroy, S. A., Schmidt, A. M. & Madjar, N. (August, 2019) Interrupted Work: An Integrated Review of Task Transitions and Future Directions, Academy of Management Annual Conference, Boston, MA.

Grosser, T., Gilson, L. L., Dong, Y., & Madjar, N. (August, 2018) *Overestimating Creativity: Creative Self-Enhancement in a Team Context.* Academy of Management Annual Conference, Chicago, IL.

Bissola, R., Imperatori, B., Mochi, F. & Madjar, N. (July, 2018) *A trouble shared is a trouble halved. Team creativity even with negative mood and without supportive leadership style* EGOS Annual Conference, Tallin, Estonia.

Grosser, T., Madjar, N., Dong, Y. & Gilson, L. (August, 2017).  *Hypercompetitiveness, Team Creative Performance, and Individual Satisfaction.* Academy of Management Annual Conference, Atlanta, GA.

Madjar, N. (July, 2016) The Power of International Experiences for Creativity, EGOS Annual Conference, Naples, Italy.

Byron, K., Madjar., N., & Perry-Smith, J. (August, 2015). *Creativity in Unexpected Places: The Role of Non-work Others from an Identity Perspective*. Academy of Management Annual Conference, Vancouver, BC.

Wolfson, M. &Madjar, N. (August, 2014) *Advocacy, Gender and Reputation; a Motivational Framework for Creativity in* Negotiations, Academy of Management Annual Conference, Philadelphia, PA.

Choi, W. & Madjar, N. (August, 2014). Networks and creativity: The effect of functional diversity and goal orientation on creativity", Academy of Management Annual Conference, Philadelphia, PA.

Madjar, N., Herndon, B., & Shalley, C. E., (August, 2014). Taking Time to Incubate: Moderating Role of 'What You Do’ and ‘When You Do It’ on Creativity, Academy of Management Annual Conference, Philadelphia, PA.

Choi, W., Madjar, N., & Yun, S. (August, 2013). *Suggesting Creative Solutions or Just Complaining*. Academy of Management International Conference, Orlando, FL.

Madjar, N., Byron, K., & Perry-Smith, J. (October, 2012). Leading for Creativity in Business Schools. Mid-Atlantic Association of Colleges of Business Administration Deans Annual Conference.

Madjar, N. (August, 2012). *Gender, International and Local Experiences and Incremental and Radical Creativity*. Academy of Management National Conference, Boston, MA.

Madjar, N. (December, 2011). *Gender, International Experiences and Creativity*, Israel Organizational Behavior Conference, Tel Aviv, Israel

Madjar, N. (December, 2011). *Leadership Emergence in Advice and Friendship Networks: A Social Network Perspective.* Israel Organizational Behavior Conference, Tel Aviv, Israel

Choi, W. P., Madjar, N., & Yun, S. (August, 2010). *Perceived Organizational Support, Goal Orientation, Exchange Ideology and Creativity*. Academy of Management National Conference, Academy of Management, Montreal, Canada.

Madjar, N., Lim, H. S., & Gilson, L. (August, 2010). *Creativity in Teams: The Role of Leadership and Task Complexity*. Academy of Management National Conference, Academy of Management, Montreal, Canada.

Perry-Smith, J., & Madjar, N. (August, 2010). *Familial Relationships and Creativity.* Academy of Management National Conference, Academy of Management, Montreal, Canada.

Madjar, N., Gilson, L., & Mathieu, J (2009, August) *Is Compositional Balance the Key to Team Creativity?*  Academy of Management National Conference, Academy of Management, Chicago, IL.

Madjar, N., Gilson, L, & Mathieu, J. (2009, July) *A Compositional Approach to Team Creativity: Does What we Know and Who we Know Matter?* *Factors for idea generation and implementation in problem solving teams.* Annual Colloquium of the European Group for Organizational Studies (EGOS), Barcelona, Spain.

Madjar, N., & Gilson, L.L., (2008, November). *Radical and Incremental Creativity: Antecedents and Processes*, Southern Management Association, Florida.

Madjar, N. (2008, August) *The cost of not utilizing employee creativity – negative organizational deviance.*  Academy of Management National Conference, Academy of Management, Anaheim, CA. (August 2008).

Madjar, N., & Gilson, L., (2008, August) *Differentiating the Effects of Work Pressures and Frustrations on Incremental and Radical Creativity*, Academy of Management National Conference, Academy of Management, Anaheim, CA.

Madjar, N., & Ortiz-Walters, R. (2007, August). *Trust in Supervisors and Trust in Customers: Their Independent and Joint Effects on Employee Creativity.* Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Madjar, N., Greenberg, E. & Chen, Z. (2007, April) *Factors for Adaptive and Radical Creativity.* Paper presented at the Annual SIOP Meeting, New York, NY.

Madjar, N., & Shalley, C. E. (2006, August). *Multiple Tasks and Multiple Goals Effect on Creativity: Forced Incubation or Just a Distraction?* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Madjar, N., & Ortiz-Walters, R. (2005, August) *Employee Creativity – The Influence of the Customer.* Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.

Madjar, N., & Oldham, G. R. (2004, August) *Support, Information and Employee Creativity: The Relative Importance of Different Groups Of Individuals.* Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.

Madjar, N., & Oldham, G. R. (2003, April). *Task Rotation and Time Orientation: Effects on Individuals’ Creativity.* Paper presented at the SIOP Annual Meeting, Orlando, FL.

Madjar, N., Oldham, G. R., & Pratt, M. G. (2000, August). *There’s no Place like Home?: The Contributions of Work and Non-work Creativity Support to Employees’ Creative Performance.* Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada.

Pratt, M. G., Madjar, N., Rock, K. W., & Kaufmann, J. (2000, August). *“Negative” stories – Good Doctors?: Stories as a Key Symbol in the Presocialization Process of Physicians*. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada.

Madjar, N., & Oldham, G. R. (2000, April). *Preliminary tasks and creativity on a subsequent task: Effects of time on preliminary tasks and amount of information about a subsequent task*. Paper presented at the SIOP Annual Meeting, New Orleans, LA.

Kopka, D., Laurance, L., & Madjar, N. (1998, May). *Introducing an international perspective to the classroom using the Internet*. Paper presented at the Lilly-Atlantic Conference on College Teaching, Towson University.

**ORGANIZED SymposiA and Invited Presentations**

Grosser, T. & Madjar, N. (Co-chairs) (August, 2014) *Social Network Drivers of Creativity and Innovation at the Individual and Team Leve*l, Academy of Management Annual Conference, Philadelphia, PA.

Madjar, N. (December, 2011) *From Distractive Voice and Deviance to Creativity.  
Could We Turn Employee Frustrations into Innovation?,* Technion University, Haifa, Israel.

Madjar, N. – Co-chair with J. Perry-Smith (August, 2010) *Social Relationships and Creativity at Work: Creativity as an Interpersonal Social Process,* Academy of Management National Conference, Academy of Management, Montreal, Canada.

#### Madjar, N. – Symposium Discussant (April, 2007) Toward a Global Understanding of Innovation and Creativity, Society for Industrial and Organizational Psychology Annual Conference, New York City, NY

**GRANTS, Honors and Awards**

2020 – UConn School of Business Graduate Teaching Award

2018 – School of Business Service Awards

2014/2015, 2015/2016, 2016/2017, 2017/2018, 2019/2020 - MBA Teacher of the Year, Management - Student Award

2014 UConn School of Business Innovation in Teaching Award, Faculty Award

Outstanding Reviewer Award, OB Division, Academy of Management – 2013

NSF “ASCCEND: Addressing Social Challenges through Creativity Engineering, Nanotechnology, and Diversity,” Co-PI with Shor, L., Agrios, A., Huey, B. & Silva, H. NSF Nanotechnology Undergraduate Education Program, NSF #12xxxxx. $199,999,000. 09/01/12-08/31/16.

Connecticut Center for Entrepreneurship and Innovation, University of Connecticut - Leadership and Decision Making for Creativity in Intrapreneurial Teams", (Funded), $12 000. (with L. Gilson) April 2009.

Connecticut Center for Entrepreneurship and Innovation, University of Connecticut "The Creative Process in Intrapreneurial Teams", Connecticut Center for Entrepreneurship and Innovation, $5000. (with L. Gilson) May 2008.

CIBER Grant, University of Connecticut - Factors for creativity in times of adversity and frustration: Insights from Bulgaria, $5000. February 2004.

Recognized as “Teacher ranked as excellent by their students” for Individual Behavior in Organizations – Fall 2000, Summer 2001, Spring 2002, Summer 2002. Ranked among the top 10% of instructors at the University of Illinois.

FMC Graduate Fellowship, 2000 – 2002.

Graduate Teacher Certificate Recipient, University of Illinois, Office of Instructional Resources, 1999.

Harry J. Gray Fellowship. University of Illinois, Department of Business Administration, 1997 – 2001.

**STUDENT ENGAGEMENT SERVICE:**

**Negotiation and Case Competition Coach** -

**2020, 2019, 2018, 2017, 2016 – Coach to MBA and Law students competing in the Negotiation challenge** – International Business Law Negotiation Competition – Vienna; Bogota, Columbia; San Francisco, Kyoto, Barcelona – The UConn team placed 3rd in the Negotiation Challenge in Barcelona (performed virtually) and 4th in the final round out of 18 International teams of students in Vienna.

**2018** –**Coach to MBA and Law students competing in the Warsaw Negotiation Round** – International Business Law Negotiation Competition – Warsaw, Poland

**2017 – Coach - Two undergraduate negotiation teams** competing at a National Negotiation Competition – Baylor University, Texas.

**2015 – 2017 - Coach, Graduate students** competing in UCLA/Villanova negotiation competition.

**2009 - New York Times, MBA case competition** – Team placed 2nd.

**Students advising**

**Ph. D:**

Chair, Dissertation Committee, Wonseok Choi (2015)

Member, Dissertation Committee Hyoun Sook Lim (2015)

Member, Qualifying paper committee Michael Wolfson (2014)

Chair, Qualifying paper committee Dana Dudzinski (2005)

**Undergraduate advising:**

2011 – Honors Thesis – Nina Sacco

2016 – Honors Thesis – Carlynne Leonard, Crystal Mier

2014 – 2016 – Advisor, Management Honor students

**Teaching Experience**

**GRADUATE LEVEL**

2002 – Present Instructor, Managing Organizations (Management 338/5138/5182/5183),

Core Management classes for MBA curriculum – Taught six times in the last 5 years to a total of 283 students, average of 47 students per class

2007 - Present Instructor, Negotiation Strategies (Management 5674)

Elective class for Master level students **-** Taught 16 times in the last 5 years to a total of 616 students, average of 39 students per class.

**UNDERGRADUATE LEVEL**

2016 – Present Instructor – Managerial Negotiations (MGMT 3236) Elective course for Management and Business Majors - Taught six times in the last 5 years to a total of 174 students, average of 29 students per class.

2013 – 2016 Instructor – Managing Creativity and Innovation in the Context of Nano-Enabled Technologies

## Interdisciplinary course for business and engineering students

2002 – Present Instructor, Interpersonal and Managerial Behavior (MGMT 3101/301)

Required senior level course for all Business Majors

2000 – 2002 Instructor, Individual Behavior in Organizations (Business Administration 321), University of Illinois.

Summer 2000 Instructor, Introduction to Management (Business Administration 210), University of Illinois.

**Business Experience**

1995 – 1997 **Cross-cultural Coordinator**, Peace Corps Bulgaria.

Designed and directed cross-cultural training programs for new Peace Corps volunteers.

1994 – 1997 **Business Associate**, Lefkowitz & Co, Ltd.

Coordinated business projects, organized marketing research and staff recruitment.

**Professional Service**

**Editorial Service**

Editorial Board, Journal of Organizational Behavior (2012 - present)

Ad Hoc Reviewer: Academy of Management Journal; Journal of Management; Journal of Applied Psychology; Journal of Creative Behavior; Psychology of Aesthetics, Creativity, and the Arts.

**Community Service**

2019 – Fulbright commission. Reviewer for AY2020-2021 Fulbright Egyptian Student Program  in the field of Business.

2018 – Organizational Behavior Program Track Chair – Academy of Management Specialized Conference - *From Start-Up to Scale-Up: Coping with Organizational Challenges in a Volatile Business Environment*, Tel Aviv, Israel

2017 - Panelist, Leading for Creativity Conference, St. Louis University – A conference on integrating research and practice on creativity.

2017 – Practitioner workshop on “Issues in negotiating with women and other diverse populations” – Universidad de los Andes, Bogota, Columbia.

2015, 2010, 2009 – Member, Fulbright National Screening Committee – student business grants for Spain and Mexico.

2010 – 2012 – Advisor, Connecticut Invention Convention

**University and School of Business Service**

**Highlights and Major Volunteer and Service Initiatives**

**2017, 2018 – Co-organizer – Creativity Collaboratorium** – Creativity conference to foster collaboration and research development among creativity researchers from around the world hosted at UConn for the last two years.

**2015 – Present – Co-organizer of UConn Business Law Graduate Students Negotiation -** An annual negotiation competition for Business and Law Graduate Students students.

**2014 – 2017 – Initiated, organized and coordinated an Interdisciplinary Creativity Brown Bag.**

**2014 – Present – Chair, Undergraduate Programs and Students Committee – UConn School of Business**

**Workshops**

**2020 – February – Myths about creativity. How to overcome our barriers and foster our creativity.** – presentation and workshop for the Center for Learning in Retirement, UConn – Storrs.

**2018 , 2017 – Negotiation Tactics Workshop for Manchester High Students –** Co-organized with CIBER.

**2017 – UConn Center for Career Development** – Professional development negotiation workshop.

**2017 – UConn Women’s Advance Conference** – Negotiation workshop to 70+ women on how to negotiate job offers and promotions.

**2016 – xCite Conference** - **Connecticut's Conference for Women in Innovation, Technology, and Entrepreneurship** – Negotiations for Entrepreneurs workshop.

**2013 – 2017 - Invited presenter** – Fostering and Managing Creativity workshop for engineering senior design and Innovation House undergraduate students.

**2012 – 2013** – Team Building and Facilitation Workshops for full time MBA

**Management Department**

2014 – 2015 – Chair, Management Undergraduate Task Force – charged with establishing a Management Minor for undergraduate students and restructuring the Management Major and Concentrations.

2014 – 2016 – Advisor, Management Honor students

2013 – 2015 - Management Strategic Direction Task Force

**Media mentions**

# CNet - Amazon's worldwide worker walkout is just the tip of employee activism

<https://www.cnet.com/news/amazons-worldwide-worker-walkout-is-just-the-tip-of-employees-activism/>

UConn Today – Why the Uptick in strikes

<https://today.uconn.edu/2019/04/uptick-strikes-negotiations-expert-responds/>

**CONSULTING AND CORPORATE SPONSORED RESEARCH**

Big Y World Class Market

Collins & Aikman Products Co

Connecticut Invention Convention

Headliners Salon and Spa

New York Times, MBA case competition – Team placed 2nd, 2009