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ACADEMIC EXPERIENCE

ASSOCIATE PROFESSOR (with tenure), School of Management, University at Buffalo, The State University of New York, 2016 – present.

ASSISTANT PROFESSOR, Department of Psychology, Santa Clara University, 2008 – 2016.

ASSISTANT PROFESSOR, Department of Psychology, Rutgers University, 2003 – 2008.

POST DOCTORAL FELLOW, The Wharton School, University of Pennsylvania, 2000-2003.

EDUCATION

Ph.D. in Social/Organizational Psychology, Department of Psychology, Moscow State University (Russia), 1999.

B.S/M.S. in Psychology, Department of Psychology, Moscow State University (Russia), 1995.

PUBLICATIONS

[1,839 citations according to Google Scholar]

1. **Bezrukova, K.**, Spell, C.S., Perry, J., & Jehn, K.A. (2016). A Meta-Analytical Integration of 40 Years of Research on Diversity Training. Forthcoming in *Psychological Bulletin*.
2. **Bezrukova, K.**, Spell, C., Caldwell, D., & Burger, J. (2016). A Multilevel Perspective on Faultlines: Differentiating the Effects between Group- and Organizational-Level Faultlines. *Journal of Applied Psychology*, 101 (1), 86-107. doi.org/10.1037/apl0000039.
3. Pham, T., Metoyer, R., **Bezrukova, K.**, & Spell, C.S. (2014). Visualization of Cluster Structure and Separation in Multivariate Mixed Data: A Case Study of Diversity Faultlines in Work Teams. *Computers & Graphics*, 38, 117-130.
4. Smith, J. & **Bezrukova, K.** (2013). Towards an Understanding of the Endogenous Nature of Identification in Games. *The Social Science Journal*, 50. 204-212.

5. **Bezrukova, K.**, Thatcher, S.M.B., Jehn, K., & Spell, C. (2012). The Effects of Alignments: Examining Group Faultlines, Organizational Cultures, and Performance. *Journal of Applied Psychology*, 97 (1), 77-92. doi: 10.1037/a0023684.
6. **Bezrukova, K.**, Jehn, K., & Spell, C. (2012). Reviewing diversity training: Where we have been and where we should go. *Academy of Management Learning & Education*, 11(2), 207-227.

Notable Information: Nominated for the Best Paper Published in 2012 award from the GDO division of the Academy of Management.

7. Patel, P., Thatcher, S.M.B., & **Bezrukova, K.** (2012). Organizationally-relevant configurations: The Value of modeling local dependence. Forthcoming in *Quality & Quantity*. Online First. doi: 10.1007/s11135-011-9520-3
8. Cronin, M., **Bezrukova, K.**, Weingart, L., & Tinsley, C. (2011). The Assets and liabilities of active faultlines: The role of cognitive and affective processes in team performance. *Journal of Organizational Behavior*, 32, 831–849. doi: 10.1002/job.707.
9. Ramarajan, L., **Bezrukova, K.**, Jehn, K.A., & Euwema, M. (2011). From the Outside In: The negative spillover effects of boundary spanners' relations with members of other organizations. *Journal of Organizational Behavior*, 32, 886-905. doi: 10.1002/job.723
10. Spell, C.S., **Bezrukova, K.**, Haar, J., & Spell, C.J. (2011). Faultlines, Fairness, and Fighting: A Justice Perspective on Conflict in Diverse Groups. *Small Group Research*, 42(3), 309-340.
11. **Bezrukova, K.**, Spell, C.S., & Perry, J. (2010). Coping with injustice: Faultlines and mental health in diverse workgroups. *Personnel Psychology*, 63, 719-751.

Notable Information: Nominated for the Best Paper Published in 2010 award from the GDO division of the Academy of Management.

12. Jehn, K. & **Bezrukova, K.** (2010). The Faultline Activation Process and the Effects of Activated Faultlines on Coalition Formation, Conflict, and Group Outcomes. *Organizational Behavior and Human Decision Processes*, 112(1), 24-42.
13. Zanutto, E., **Bezrukova, K.**, & Jehn, K. (2010). Revisiting Faultline Conceptualization: Measuring Faultline Strength and Distance. *Quality & Quantity*. doi 10.1007/s11135-009-9299-7
14. **Bezrukova, K.**, Jehn, K., Zanutto, E., & Thatcher, S.M.B. (2009). Do workgroup faultlines help or hurt? A moderated model of faultlines, team identification, and group performance. *Organization Science*, 20(1), 35-50.
15. Jehn, K. & **Bezrukova, K.** (2004). A field study of group diversity, group context, and performance. *Journal of Organizational Behavior*, 25 (6): 703-729.

16. Ramarajan, L., **Bezrukova, K.**, Jehn, K., Euwema, M., & Kop, N. (2004). The relationship between Peacekeepers and NGOs: The role of training and conflict management styles in international peacekeeping. *International Journal of Conflict Management*, 15: 167-191.

Notable Information: Paper Made the SSRN's (Social Science Research Network) Top Ten Download List for Third-Party Intervention. As of 11/14/2009 the paper has been downloaded 349 times.

17. Kochan, T., **Bezrukova, K.**, Ely, R., Jackson, S., Joshi, A., Jehn, K., Leonard, J., Levine, D., & Thomas, D. (2003). The effects of diversity on business performance: Report of a feasibility study of the diversity research network. *Human Resource Management Journal*, 42 (1): 3-21.

Notable Information: Awarded Best Article (published in 2003) by Human Resources Management Journal.

18. **Bezrukova, K.**, Blinova, Yu, Lyamin, A., & Joukov, Yu. (2001). Team building in real time. *Spravochnik Kadrovika* [Journal of Human Resource Management], 2: 34-41.

19. **Bezrukova, K.** (1998). Team building: Managing groups and teams in organizations. *Technologies in Economics, Management and Politics*, 2: 11-17.

20. **Bezrukova, K.** & Joukov, Yu. M. (1997). A scientific, ideological, and metaphorical meaning of the team concept. *Technologies in Economics, Management and Politics*, 1: 51-55.

BOOK CHAPTERS AND BEST CONFERENCE PAPER PROCEEDINGS

1. Said, H., Ngo, Vy J., & **Bezrukova, K.** (2016). Introducing Civil Engineering Students to Ethical Infrastructure Development: Toll Road Design Exercise. In the *2016 Construction Research Congress conference proceedings*.
2. Spell, C. & **Bezrukova, K.** (2013). A Theory of Preventive Health in Organizations. In J. Miles (Ed.), *New Directions in Management and Organization Theory: Best Papers from the 1st Management Theory Conference* (pp.231-268). Newcastle: Cambridge Scholars Publishing.
3. Bezrukova, K. (2013). Social interactions at work (competition, conflict, politics, anger, complaints). In V. Smith & J. G. Golson (Eds.), *Encyclopedia: Sociology of Work* (pp. 793-799). Sage Publications.
4. Spell, C. & **Bezrukova, K.** (2012). Perceptions of Justice in Employee Benefits. In J. Sirgy, N. Reilly, & A. Gorman, (Eds.), *Handbook of Quality-of-Life Programs: Enhancing Ethics and Improving Quality of Life at Work* (pp. 237-249). Springer.
5. Pham, T., Metoyer, R., Bezrukova, K., & Spell, C.S. (2012). "Show Me the Cracks in Our Teams": Visual Representations of Demographic Diversity Faultlines. In *VisWeek*

Conference Paper Proceedings.

6. Spell, C.S. & Bezrukova, K. (2010). A Question of balance? Women, men and high performance organizations. *French review of social sciences "Travail, Genre et Société,"* 23, 193-201.
7. Bezrukova, K. & Uparna, J. (2009). Group splits and culture shifts: A new map of the creativity terrain. In M.A.Neale, B.Mannix & J.Goncalo (Eds.), *Research on Managing Groups and Teams* (pp.161-191), Vol. 12. Stamford, CT: JAI Press.
8. Jehn, K., Bezrukova, K., & Thatcher, S.M.B. (2008). Conflict, diversity, and working in teams. In C. K.W. De Dreu and M. Gelfand (Eds.), *The Psychology of Conflict and Conflict Management in Organizations* (pp.179-210). The SIOP Frontiers Series, New York, NY: Lawrence Erlbaum Associates.
9. Bezrukova, K., Thatcher, S.M.B., & Jehn, K. (2007). Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition. In K. J. Behfar and L.L. Thompson (Eds.), *Conflict in Organizational Groups: New Directions in Theory and Practice* (pp.57-92). Evanston, IL: The Northwestern University Press.
10. Bezrukova, K., Ramarajan, L., Jehn, K.A., & Euwema, M. (2003). The role of conflict management styles and content-specific training across organizational boundaries. *Academy of Management Best Paper Proceedings*, CM: C6. ISSN: 1543-8643

Notable Information: Nominated for the Carolyn Dexter Best International Paper Award.

11. Bezrukova, K. (1999). Team building technology: Methods and perspectives. *International Symposium "Where is Russia: The Crisis of Institutional Systems" Best Papers Proceedings*. Moscow: The Moscow School of Social and Economic Sciences.
12. Bezrukova, K. (1997). Informational and methodical tools: Group activities in the team building process. *Scientific and Practical Conference of the Junior Scientists "The Management Problems - 97" Best Paper Proceedings*. Moscow: The State University of Management.
13. Bezrukova, K. (1996). Building and managing cross-functional teams. *International Conference on Fundamental Sciences "LOMONOSOV - 96" Best Paper Proceedings*. Moscow: Moscow State University.

BOOKS

1. Sturm, S., Jehn, K., Bezrukova, K., Elting, H., Egan, M., Scott, E., Zanutto, E., Tudor, P., Derry, R., Hernandez, H., & Holland, R. (2002). *Probing the complexities of diversity in the workplace and its influence on performance*. The George Harvey Program on Redefining Diversity: Value Creation through Diversity, Volume II. The Wharton School, University of Pennsylvania.

2. Bezrukova, K. & Khrenov, D. (1995). *Fundraising for elective campaign*. Moscow: Publishing Center of Liberal - Conservative Politics.

PAPERS UNDER REVIEW

1. Cronin, M. & **Bezrukova, K.** The Evolution and Transformation of Conflict Over Time. *R&R at the Journal of Applied Psychology*.
2. Spell, C.S., **Bezrukova, K.**, & Phillips, J. Using Micro to Think Macro about Conflicts, Faultlines, Drugs, and Healthier Organizations. *Under review at Personnel Psychology*.

MANUSCRIPTS IN PREPARATION

1. Bezrukova, K., Greer, L., Spell, C.S. *Unpacking Team Chemistry Through Analytics*. [targeted for Science].
2. Bezrukova, K., Spell, C.S., & Jehn, K. *Faultlines and Climate Change*. [targeted for AMJ].
3. Bezrukova, K., Spell, C.S., & Caldwell, D. *Here Today, Gone Tomorrow: Baseball Players, Shocks to the System, and the Unfolding Model of Faultlines and Employee Turnover* [targeted for ASQ].
4. Bezrukova, K. & Roseman, I. *Faultlines, faults, and feelings: The effects of subgroup formation and appraisals on emotions in groups*. [targeted for JPSP]
5. Griffith, T., Spell, C.S., & Bezrukova, K. *A Stress Impact Model of Meetings: Combating Collaboration Process Bias*. [targeted for AMR].
6. Bezrukova, K., Spell, C.S., & Chin, J. *Diversity Faultlines and Ethical Behavior in Groups*. [targeted for PSPB].
7. Cronin, M. & Bezrukova, K. *Sweet and sour conflict: Looking deeper into what makes conflict functional*.

OTHER PUBLICATIONS

1. Bezrukova, K. (2006). Generating predictability: Pros and cons. *PsycCRITIQUES – Contemporary Psychology: APA Review of Books*, 51 (30).
2. Bezrukova, K. (2005). Looking back: Comments on EAESP Medium Size Meeting on Social Identity in Organisations. *European Bulletin of Social Psychology*, 17 (2): 26-27.
3. Bezrukova, K. (1996). Building high performance teams. *A Yearbook of the Russian Psychological Society*, 2(2): 92-95.

GRANTS AND AWARDS

1. A Faculty-Student Research Assistant Award (FSRAP) (2016) – USD 1,000 for the study titled “*Team Chemistry in Sports Teams.*” Role: PI.
2. Santa Clara University Dean’s Travel Grant (2015) – USD 4,500 for the study titled “*Effects of Crew Mix in Long-Duration Space Expeditions.*” Role: PI.
3. A Faculty-Student Research Assistant Award (FSRAP) (2015) – USD 1,000 for the study titled “*Quantifying Team Chemistry in Sports Teams.*” Role: PI.
4. Santa Clara University Thomas Terry Grant (2014) – USD 5,000 for the study titled “*A Meta-Analysis of the Effect of Diversity Training.*” Role: PI.
5. Santa Clara University Dean’s Travel Grant (2014) – USD 1,500 for the Academy of Management meetings in Philadelphia, PA.
6. Santa Clara University Hackworth Grant for Research in Applied Ethics (2013) – USD 1,000 for the experimental study titled “*Impact of Group Composition and Faultlines on Ethical and Technical Performance in Civil Engineering Projects.*” Role: Co-PI.
7. A Sustainability Research Grant (2013) – USD \$20,000 for the project titled “*Organizations as health, wealth and wise: Human sustainability and aligning employer and individuals interests in health behaviors.*” Role: PI.
8. A Faculty-Student Research Assistant Award (FSRAP) (2013) – USD 1,000 for the study titled “*Baseball Players, Shocks to the System, and the Unfolding Model of Faultlines and Employee Turnover.*” Role: PI.
9. Santa Clara University Dean’s Travel Grant (2013) – USD 1,500 for the Academy of Management meetings in Orlando FL.
10. A Faculty-Student Research Assistant Award (FSRAP) (2012) – USD 1,000 for the study titled “*Diversity Faultlines and Ethical Behavior in Groups.*” Role: PI.
11. Santa Clara University Presidential Research Grant (2012) – USD 5,000 for the project titled “*Health disparities.*” Role: PI.
12. Santa Clara University Dean’s Travel Grant (2011) – USD 1,500 for the Academy of Management meetings in San Antonio TX.
13. Santa Clara University Junior Faculty Development Grant (2011) – USD 4,600. Role: PI.
14. A Faculty-Student Research Assistant Award (FSRAP) (2011) – USD 1,000 for the study titled “*Who Cares and Why? Explaining Organizations’ Role in Employee Health.*” Role: PI
15. Santa Clara University Thomas Terry Grant (2011) – USD 5,000 for the study titled “*Here Today, Gone Tomorrow: Baseball Players, Shocks to the System, and the Unfolding Model of Faultlines and Employee Turnover.*” Role: PI

16. Santa Clara University Center for Science, Technology & Society Roelandts Fellows Grant (2010) - USD 1,000 for the experimental study "*Out of Reach: Examining Group Faultlines, Climate change, and Distance in Virtual Teams.*" Role: PI.
17. Santa Clara University Hackworth Grant for Research in Applied Ethics (2010) – USD 4,000 for the experimental study "*When No One Is Watching: Ethical Behavior in Groups.*" Role: PI.
18. Santa Clara University Thomas Terry Grant (2009) – USD 4,146 for the experimental study "*Emotional Processes in Diverse Groups.*" Role: PI.
19. Rutgers University Research Council (2007) – USD 500 for the experimental study "*Role of Demographic Alignments in Identification Processes.*" Role: PI.
20. Rutgers University Research Council (2006) – USD 700 for the experimental study "*Information and Affront as Active Ingredients of Disagreements.*" Role: PI.
21. Rutgers University Research Council (2005) – USD 1,000 for the experimental study "*Faultlines, Faults, and Feelings: The Effects of Subgroup Formation and Appraisals on Emotions in Groups.*" Role: PI.
22. Human Resources Management Journal (2004) -- the 2004 Ulrich & Lake Award for Excellence for 2004 – USD 1,000 for the paper (with Kochan, T., Ely, R., Jackson, S., Joshi, A., Jehn, K., Leonard, J., Levine, D., and Thomas, D.) "*The Effects of Diversity on Business Performance: Report of the Diversity Research Network*" (HRMJ, 42[1]).
23. Rutgers University Research Council (2004) – USD 1,000 for the experimental study "*Exploring Ethnic Faultlines and Escalating Conflict Situations.*" Role: PI.
24. Solomon Asch Center for the Study of Ethnopolitical Conflict at the University of Pennsylvania (2003) – USD 8,000 for an experimental study, "*Exploring Ethnic Faultlines and Escalating Conflict Situations: The Role of Leadership and Coalitions.*" Role: Co-PI.
25. University Research Foundation at the University of Pennsylvania (2002) – USD 14,150 for an experimental study, "*Exploring Ethnic Faultlines and Escalating Conflict Situations: The Role of Leadership, Identity and Coalitions.*" Role: Co-PI.
26. University Research Foundation at the University of Pennsylvania (2001) – USD 11,750 for a field study, "*Faultlines, Conflict, and Effectiveness of Peacekeeping Troops in Bosnia*". Role: Co-PI.
27. SEI Center for Advance Studies in Management of the Wharton School and The George Harvey Program on Redefining Diversity: Value Creation through Diversity (2001) – USD 8,000 for a review piece, "*The Effects of Diversity Training Programs.*" Role: PI.
28. Alfred P. Sloan Foundation and the Society for Human Resource Management, The BOLD Initiative (2000) – USD 24,000 for a field study, "*The Effects of Diversity on*

Business Performance: Report of a Feasibility Study of the Diversity Research Network.
Role: Lead Researcher.

29. Moscow State University (1996) — Award for the Best Paper in Social Sciences, Section: Psychology, “*Building and managing cross-functional teams,*” presented in the International Conference on Fundamental Sciences “LOMONOSOV – 96.”

REFEREED PRESENTATIONS

1. Bezrukova, K., DeChurch, L.A., Halevy, N., Leonardelli, G.J., Spell, C.S., Stouten, J., Tripp, T.M., Bottom, W.P., Peterson, R.C., Sitkin, S.B., & Thatcher, S.M. (2016). *Bringing Conflict and Leadership Together: A Research Incubator for Junior Faculty.* Academy of Management Meetings. Anaheim, CA.
2. Haar, J., Spell, C.S., & Bezrukova, K. (2016). *A Longitudinal Study of Conflict and Work-Life Balance: Solutions via a Family-Based Faultline.* Academy of Management Meetings. Anaheim, CA.
3. Bezrukova, K., Griffith, T., Contractor, N., Mathieu, J., Salas, E., Spell, C.S., Stuster, J. (2016). *Team Chemistry in Outer Space: Getting Along With Your Crew When You Know You Can't Quit.* Interdisciplinary Network for Group Research conference. Helsinki, Finland.
4. Spell, C.S., Bezrukova, K., Lindsey, A., King, E. (2016). *The Ins and Outs in Team Chemistry: The Why, the How, and the When.* The 2016 Annual Conference of the International Association for Conflict Management. New York City, NY.
5. Haar, J., Spell, C.S., & Bezrukova, K. (2016). *Family Faultlines towards Work-Life Balance: A Longitudinal Study.* The 2016 SIOP Annual Conference. Anaheim, CA.
6. Said, H., Ngo, Vy J., & Bezrukova, K. (2016). *Introducing Civil Engineering Students to Ethical Infrastructure Development: Toll Road Design Exercise.* The 2016 Construction Research Congress. San Juan, Puerto Rico.
7. Bezrukova, K., Spell, C.S., Olhausen, J., & Hartman, E. (2015). “*Effects of Crew Mix in Long-Duration Space Expeditions.*” The 31th Annual Meeting of the American Society for Gravitational and Space Research (ASGSR). Alexandria, VA.
8. Bezrukova, K. (2015). *Evidence-Based Diversity Education: Using Diversity Research in Classes.* PDW on Ramping up our Game! How We Can Do a Better Job Teaching Diversity. Academy of Management Meetings, Vancouver, Canada.
9. Ngo, Vy J., Said, H. & Bezrukova, K. (2015). *Splits to keep it honest! How faultlines influence ethical and technical performance of civil engineering teams.* Interdisciplinary Network for Group Research conference. Pittsburgh, PA.
10. Spell, C.S. & Bezrukova, K. (2014). *Wants, needs, and gives: An alignment theory of employer and individual interests in health behaviors.* Southern Management Association Meeting. Savannah, Georgia.

11. Bezrukova, K. (2014). *Faultlines in Diverse Groups*. Symposium on Measuring and Detecting Faultlines and Subgroups: Current Methods, Possibilities, and Challenges. Interdisciplinary Network for Group Research conference. Raleigh, NC.
12. Spell, C.S. & Bezrukova, K. (2014). *Can conflict make teams sick? The role of a culture of drugs and 'other' people in baseball teams*. Interdisciplinary Network for Group Research conference. Raleigh, NC.
13. Bezrukova, K. & Spell, C.S. (2014). *Cracking under pressure: A context-centered attention-based perspective on faultlines*. International Association for Conflict Management. Leiden, The Netherlands.

Notable Information: Winner of Best Empirical Paper Award.

14. Bezrukova, K., Spell, C.S., Perry, J.L., & Jehn, K.A. (2014). *A Meta-Analytical Integration of over 40 years of Research on Diversity Training Evaluation*. Academy of Management Meetings, Philadelphia, PA.
15. Bezrukova, K., Spell, C.S., & Blum, T.C. (2014). *From Micro to Macro and Back: Getting the Most out of Faultline Theory in Understanding Multi-Team Systems*. Symposium on "Integrating Power and Faultlines to Better Explain Organizational Realities." Academy of Management Meetings, Philadelphia, PA.
16. Bezrukova, K. (2013). *Understanding and addressing faultlines*. Junior Faculty Research Incubator at the Academy of Management Annual Meetings in Orlando, FL.
17. Spell, C.S., Baveja, A., & Bezrukova, K. (2013). *A new methodology for investigating health disparities*. INFORMs conference. Minneapolis, MN.
18. Spell, C.S. & Bezrukova, K. (2013). *A Theory of Preventive Health in Organizations*. Management Theory Conference. San Francisco, CA
19. Bezrukova, K., Spell, C.S., & Jehn, K.A. (2013). *Are Faultlines at Fault? A Diversity Based Perspective on Creativity and Performance*. Interdisciplinary Network for Group Research conference. Atlanta, GA.
20. Spell, C.S. & Bezrukova, K. (2013). *Can Conflict Make You Sick? The Role of Drugs and 'Other' People in Baseball Teams*. International Association for Conflict Management. Seattle, WA.
21. Spell, C.S. & Bezrukova, K. (2013). *Demographic faults in baseball: We shall overcome?* Industry Studies Association. Kansas, KS.
22. Bezrukova, K., Spell, C.S., Caldwell, D., & Burger, J. (2012). *Faultlines and Ultimate Performance in the Dynamic Environment of Baseball Teams*. Symposium on "Contextualizing Faultlines: Exploring the Role of Environmental Contexts in Team Faultline Dynamics." Academy of Management Meetings. Boston, MA.

23. Bezrukova, K., Spell, C.S. & Dhillon, S. (2012). *Diversity Training*. PTC Awards and Reception Academy of Management Meetings. Boston, MA.

Notable Information: a finalist for the 2012 Academy of Management International Online Teaching Resource Library video competition

24. Pham, T., Metoyer, R., Bezrukova, K., & Spell, C.S. (2012). *"Show Me the Cracks in Our Teams": Visual Representations of Demographic Diversity Faultlines*. VisWeek 2012. Seattle, WA.
25. Spell, C.S., Griffith, T., & Bezrukova, K. (2012). *Meetings that suck! The ultimate price of collaboration process bias*. Interdisciplinary Network for Group Research conference. Chicago, IL.
26. Spell, C.S. & Bezrukova, K. (2012). *Understanding the Organization's Role in Employee Health Behavior*. Western Academy of Management. San Diego, CA.
27. Bezrukova, K, Spell, C.S., & Jehn, K. (2011). *Faultlines and Climate Change*. Symposium on "Broader, Deeper, and Richer Faultlines: New Thinking and Data about Social Fissures in Work Teams." Academy of Management Meetings, San Antonio TX.
28. Bezrukova, K., Spell, C.S., Arakeri, S., Sharma, S., & Schreier, M. (2011). *Out of Reach: Examining Group Faultlines in Virtual Teams*. Interdisciplinary Network for Group Research conference, Minneapolis, MN.

Notable Information: Winner of Best Poster Award.

29. Graves, S., Bezrukova, K., Spell, C.S., & Dhillon, S. (2011). *Evolution of Conflict*. Human Rights and Technology Conference, UC Berkeley, CA.

Notable Information: Winner of the 'Dream Meets Reality Challenge' competition of the Human Rights and Technology Conference. Link to our video: www.youtube.com/watch?v=5re7Q0GXBDM".

30. Bezrukova, K., Spell, C.S., & Campion, M. (2011). *Here Today, Gone Tomorrow: Baseball Players, Shocks to the System, and the Unfolding Model of Faultlines and Employee Turnover*. Symposium on "Composing Effective Teams: One Size Does Not Fit All." The 26th Annual SIOP Conference, Chicago, IL.

Notable Information: The session was approved for PHR, SPHR, and GPHR recertification credits.

31. Bezrukova, K., Spell, C.S., & Perry, J. (2010). *Who Cares? Explaining the Organization's Role in Employee Health*. Academy of Management Meetings, Montreal, Canada.
32. Bezrukova, K., Spell, C.S., Haar, J., & Spell, C.J. (2010). *Faultlines, Fairness, and Fighting: A Justice Perspective on Conflict in Diverse Groups*. Interdisciplinary Network for Group Research conference, Washington, DC.

33. Perry, J. & Bezrukova, K. (2010). *Conflicting Divides: A Multilevel Perspective on Conflict in Faultline Groups*. Interdisciplinary Network for Group Research conference, Washington, DC.
 34. Jehn, K. & Bezrukova, K. (2010). *Perceived Demographic Faultlines in Groups and the Effects on Conflict, Coalition Formation and Group Outcomes*. Symposium on perceived diversity, ICAP 2010, Melbourne, Australia.
 35. Bezrukova, K. & Jehn, K. (2009). *Can we teach diversity? A review of diversity trainings in organizational and educational settings*. Academy of Management Meetings, Chicago, IL.
 36. Bezrukova, K. & Spell, C. (2009). *Fighting Conflict: Violent Splits or Healthy Divides?* International Association for Conflict Management. Kyoto, Japan.
 37. Uparna, J. & Bezrukova, K. (2009). *Informational Group Splits and Creativity: An Empirical Analysis of Group Functioning*. Interdisciplinary Network for Group Research conference, Colorado Springs, CO.
 38. Spell, C., Bezrukova, K., & Spell, C. (2009). *Sidekick to a Star: The effects of faultlines on behavioral health and performance in baseball teams*. Interdisciplinary Network for Group Research conference, Colorado Springs, CO.
 39. Smith, J. & Bezrukova, K. (2008). *Towards an Understanding of Endogenous Identity in Games*. International Association for Research in Economic Psychology/Society for the Advancement of Behavioral Economics World Meeting, LUISS Guido Carli, Rome, Italy.
 40. Jehn, K. & Bezrukova, K. (2008). *The effects of faultline activation on coalition formation, conflict, and group outcomes*. Academy of Management Meetings, Anaheim, CA.
- Notable Information:** Nominated for the Carolyn Dexter Best International Paper Award.
41. Cronin, M.A. & Bezrukova, K. (2008). *Sweet and sour conflict: Information and affront as active ingredients of disagreements*. Academy of Management Meetings, Anaheim, CA.
 42. Bezrukova, K. & Uparna, J. (2008). *Creativity, culture shifts and diversity faultlines: A new map of the innovation terrain*. Research on Managing Groups and Teams Conference, Stanford University, CA.
 43. Smith, J. & Bezrukova, K. (2008). *Towards an Understanding of Endogenous Identity in Games*. Economic Science Association, California Institute of Technology, Pasadena, CA.

44. Bezrukova, K. (2007). *Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition*. Frontiers Plenary Panel, The 22nd Annual SIOP Conference, New York, NY.
45. Bezrukova, K. (2007). *Cultural shifts in groups with faultlines*. Academy of Management Meetings, Philadelphia, PA.
46. Bezrukova, K. (2007). *Faultlines in diverse groups: Past developments, contradictions, and new directions*. Interdisciplinary Network for Group Research conference, East Lansing, MI
47. Cronin, M., Bezrukova, K., Weingart, L., & Tinsley, C. (2007). *The Assets and liabilities of active faultlines: The role of cognitive and affective processes in team performance*. Interdisciplinary Network for Group Research conference, East Lansing, MI
48. Cronin, M.A. & Bezrukova, K. (2006). *Sweet and sour conflict: Information and affront as active ingredients of disagreements*. Symposium on Understanding and Intervening in Relationship Conflict in Organizations: New Perspectives. International Association for Conflict Management, Montreal, Canada
49. Cronin, M.A. & Bezrukova, K. (2006). *Conflict, learning, and frustration: A Dynamic model of conflict over time*. International Association for Conflict Management, Montreal, Canada
50. Bezrukova, K. (2006). *Subgroup relations: The role of demographic alignments in identification processes*. SPSSI Convention in Long Beach, CA.
51. Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. (2006). *Consistency matters! The multilevel effects of group and division cultures on the faultline-outcomes link*. Interdisciplinary Network for Group Research conference, Pittsburgh, PA.
52. Bezrukova, K. & Spell, C.S. (2006). *The role of faultlines in diverse workgroups: Reconsidering the justice-psychological distress relationship*. Academy of Management Meetings, Atlanta, GA.
53. Bezrukova, K. (2005). *Subgroup relations: Effects of demographic alignment and social identity*. The KNAW/EAESP Conference on Social Identity in Organizations, Amsterdam, The Netherlands.
54. Bezrukova, K., Thatcher, S.M.B., & Jehn, K. (2005). *Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition*. Conflicts in Teams Conference. Northwestern University, Evanston, IL.
55. Bezrukova, K., Roseman, I., & Phebus, J. (2005). *Faultlines, faults, and feelings: The effects of subgroup formation and appraisals on emotions in groups*. International Association for Conflict Management, Seville, Spain.

56. Bezrukova, K., Jehn, K.A., Zanutto, E., & Thatcher, S.M.B. (2005). *Do faultlines hurt or help? Exploring distance, identity, task conflict, and individual performance in diverse groups*. International Association for Conflict Management, Seville, Spain.
57. Bezrukova, K. & Jehn, K. (2004). *The Effects of diversity training programs*. The 19th Annual SIOP Conference, Chicago, IL.
58. Cronin, M., Bezrukova, K., Weingart, L., & Tinsley, C. (2004). *Agree or not agree? The role of cognitive and affective processes in group disagreements*. International Association for Conflict Management, Pittsburgh, PA.
59. Bezrukova, K & Jehn, K. (2004). *Who runs faster and lasts longer? A study of group faultlines, group values, and employee mobility*. Society for the Advancement in Socio-Economics, Washington, DC.
60. Bezrukova, K., Thatcher, S.M.B. & Jehn, K. (2004). *Consistency matters! The effects of group and organizational culture on the faultline-outcomes link*. Academy of Management Meetings, New Orleans, LA.
61. Jackson, S., Lau, D., Murnighan, K., Thatcher, S., Bezrukova, K., Shaw, J., Joshi, A., Li, J., Tsui, A., & Jehn, K. (2004). *Statistical methods for assessing faultlines in teams: Directions for research on team composition*. Academy of Management Meetings, New Orleans, LA.
62. Bezrukova, K., Ramarajan, L., Jehn, K.A., & Euwema, M. (2003). *The Role of conflict management styles and content-specific training across organizational boundaries*. Academy of Management Meetings, Seattle, WA.
63. Bezrukova, K., Thatcher, S.M.B. & Jehn, K. (2003). *Comparing the effects of group heterogeneity and faultlines on conflict and performance: An empirical assessment of contrasting models*. Academy of Management Meetings, Seattle, WA.
64. Bezrukova, K. & Jehn, K. (2003). *The role of group values in the relationship between group faultlines and performance*. International Association for Conflict Management, Melbourne, Australia.
65. Bezrukova, K. & Jehn, K. (2003). *Examining ethnic faultlines in groups: A multimethod study of demographic alignment, leadership profiles, coalition formation, intersubgroup conflict and group outcomes*. International Association for Conflict Management, Melbourne, Australia.
66. Bezrukova, K., Jehn, K., & Zanutto, E. (2002). *A field study of group faultlines, team identity, conflict, and performance in organizational groups*. Academy of Management Meetings, Denver, CO.
67. Bazerman, M., Barry, B., Bezrukova, K., Putnam, L., & Tyler, T. (2002). *Friends, strangers, and enemies: Resolving or managing value - or ideologically - based conflicts*. Academy of Management Meetings, Denver, CO.

68. Bezrukova, K. & Jehn, K. (2002). *The effects of cross-level conflict: The moderating effects of conflict culture on the group faultlines – performance link*. International Association for Conflict Management, Park City, UT.
69. Bezrukova, K., Jehn, K. & Gounder, M. (2002). *Persistence and visibility of group faultlines: The effects of team identity on the group faultlines-intersubgroup conflict link*. International Association for Conflict Management, Park City, UT.
70. Bezrukova, K., Jehn, K., Euwema, M., & Kop, N. (2002). *Individual dissimilarities, conflict and satisfaction in peacekeeping: The role of mission context*. International Association for Conflict Management, Park City, UT.
71. Ramarajan, L., Bezrukova, K., Jehn, K., Euwema, M., & Kop, N. (2002). *Successful conflict resolution between peacekeepers and NGOs: The role of training and preparation in international peacekeeping in Bosnia*. International Association for Conflict Management, Park City, UT.
72. Bezrukova, K. & Jehn, K. (2001). *Whiteness versus blackness in organizational groups and the links to group processes and performance*. Society for the Advancement in Socio-Economics, Amsterdam, The Netherlands.
73. Bezrukova, K. & Jehn, K. (2001). *Exploring ethnic faultlines and escalating conflict situations: The role of leadership, identity and coalitions*. International Association for Conflict Management, Cergy, France.
74. Jehn, K. & Bezrukova, K. (2001). *Exploring ethnic values, group culture, and conflict*. International Association for Conflict Management, Cergy, France.
75. Bezrukova, K. & Jehn, K. (2001). *A Study of diversity, team processes, organizational context, and performance*. Academy of Management Meetings, Washington, DC.
76. Bezrukova, K., Thatcher, S., & Jehn, K. (2001). *Comparing the effects of group heterogeneity and faultlines on performance: An empirical assessment of contrasting models*. Academy of Management Meetings, Washington, DC.
77. Bezrukova, K. (2000). *Team building in Russia: A method to handle organizational conflict*. International Association for Conflict Management, St. Louis, MO.
78. Jehn, K., Thatcher, S., & Bezrukova, K. (2000). *Exploring faultlines in diverse groups*. Academy of Management Meetings, Toronto, Canada.

INVITED TALKS

1. Bezrukova, K. (2016). *Faultlines, Conflict, and Team Chemistry*. The Keynote Speaker at the Western Psychology Conference for Undergraduate Research (WPCUR). *Saint Mary's College of California*, Moraga, CA.

2. Bezrukova, K. & Spell, C.S. (2014). *Team Chemistry through Analytics. NBA Summer League*. Las Vegas, NV.
3. Bezrukova, K. & Spell, C.S. (2014). *Using Analytics as a tool to predict Team Chemistry. 2014 GMs & Coaches Clinic – GRGFEST*. Chicago, IL.
4. Bezrukova, K. (2013). *Understanding and Addressing “Fault Lines.”* Workshop on Team Dynamics and Effectiveness, July 1, 2013. National Research Council, Board on Behavioral, Cognitive, and Sensory Sciences, Committee on the Science of Team Science. *National Academies of Science*. Washington DC.
5. Bezrukova, K. (2013). *Research in the fast lane: Strategies for enhancing research productivity*. The Junior Faculty Research Incubator at the *Academy of Management Annual Meetings*. Orlando, FL.
6. Bezrukova, K. (2013). *Understanding Faultlines*. Psychology seminar series, *Santa Clara University*. Santa Clara, CA.
7. Bezrukova, K. (2012). *“Kicking and Screaming: Commitment and Resistance in Organizational Diversity Programs.”* Psychology seminar series, *Santa Clara University*. Santa Clara, CA.
8. Spell, C.S. & Bezrukova, K. (2010). *Who Cares? Explaining the Organization’s Role in Employee Health*. Management research seminars. Santa Clara University, *Leavey School of Business*. Santa Clara, CA.
9. Bezrukova, K. (2007). *Coordination, Motivation, and Communication in Groups. Cooper Joint & Bone Institute*. Camden, NJ.
10. Bezrukova, K. (2006). *Subgroup Relations: The Role of Demographic Alignments in Identification Processes*. Solomon Asch Center for Study of Ethnopolitical Conflict. *University of Pennsylvania*. Philadelphia, PA.
11. Bezrukova, K. (2005). *Consistency Matters! The Multilevel Effects of Group and Division Cultures on the Faultline-Outcomes Link*. OB research seminars. *The School of Business, Rutgers University*. Camden, NJ.
12. Bezrukova, K. (2005). *Subgroup Relations: Effects of Demographic Alignment and Social Identity. Academy Colloquium: “Social Identity in Organizations.”* Amsterdam, The Netherlands.
13. Bezrukova, K. (2004). *Gender Faultlines in Workgroups*. Presentation in honor of Women's History Month, *Rutgers University*. Camden, NJ.
14. Bezrukova, K., Tudor, P., & Elting, H. (2003). *Value Creation through Diversity – Presentation of George Harvey/Wharton Research Findings. The 4th Annual Summit on Leading Diversity*. Atlanta, GA.

15. Bezrukova, K., Holland, R., Dollar, D., Tudor, P., and Egan, M.L. (2003). *Working In Teams: Does Diversity Add Value?* **The World Bank Group**. Washington, DC.
16. Bezrukova, K. (2003). *Faultlines in Diverse Workgroups*. **The Yale School of Management**. Yale University. New Haven, CT.
17. Bezrukova, K., Jehn, K., & Zanutto, E. (2002). *A Field Study of Group Faultlines, Team Identity, Conflict, and Performance in Organizational Groups*. M squared meetings. **The Wharton School**, University of Pennsylvania. Philadelphia, PA.
18. Bezrukova, K. & Jehn, K. (2001). *Exploring Ethnic Faultlines and Escalating Conflict Situations: The Role of Leadership, Identity and Coalitions*. M squared meetings. **The Wharton School**, University of Pennsylvania. Philadelphia, PA.

SERVICE TO THE PROFESSION

Editorial:

- Associate Editor of Small Group Research (SGR) Journal, 2015 -
- Member of the SGR Editorial Board, 2009 - 2015.
- Member of Advisory Board for the Conflict and Dispute Resolution Journal within the Social Science Research Network (SSRN).

External Funding Reviewer:

- NSF Review Panelist for the Human and Social Dynamics (HSD) competition.
- Israel Science Foundation (ISF)
- Swiss National Science Foundation

Ad hoc Reviewer for the following journals and conferences:

Administrative Science Quarterly
 Academy of Management Journal
 Academy of Management Review
 Journal of Personality and Social Psychology
 Journal of Organizational Behavior
 Organizational Behavior and Human Decision Processes
 International Journal of Conflict Management
 Journal of Management Studies
 Group Decision and Negotiations
 Group & Organization Management
 Organization Science
 Human Relations
 Journal of Occupational and Organizational Psychology
 Public Administration Review
 Small Group Research
 Group Dynamics: Theory, Research, and Practice
 European Journal of Work and Organizational Psychology
 Corporate Governance: An International Review
 Academy of Management Meetings
 International Association for Conflict Management
 Interdisciplinary Network for Group Research Association

Leadership:

- Division-Program Chair Elect for the Conflict Management Division at the Academy of Management, 2015-2019.
- Member of the Program Committee for INGRoup.
- Member of the IACM Best Dissertation Committee.
- Coordinator for the Pitney Bowes Awards for Outstanding Ph.D. Thesis in the Field of Diversity offered by the George Harvey Program on Redefining Diversity: Value Creation Through Diversity and sponsored by the SEI Center for Advanced Studies in Management in the Wharton School, University of Pennsylvania.

SERVICE TO THE UNIVERSITY

- Member of the Santa Clara University Research Committee, 2013-2016.
 - Reviewing and selecting recipients for scholarship summer stipends and course releases
 - Coordinating the campus-wise student mentorship survey
 - Reviewing sabbatical applications in 2014
- Faculty Senate Representative, 2013-2014.
- Member of the Hayes Fellowship Selection Committee, 2014.
 - Reviewing and selecting student recipients for the award
- Member of the Faculty Focus Group on Provost Website Redesign, 2015.
- Faculty Organizer of research seminars in the Department of Psychology at Santa Clara University, 2009 – to present.
 - Organizing and promoting quarterly seminars with internal and external speakers
- Faculty Supervisor of SONA (Student subject pool), 2009-2014.
- Faculty liaison for corporate and academic guest speakers, 2009 – present.
 - Bringing corporate quest speakers (e.g., Google, Cisco Systems)

TEACHING EXPERIENCE**Courses Taught**

- Managing Diverse Workforce (SCU)
- Industrial/Organizational Psychology (Rutgers, SCU)
- Advanced Topics: I-O Psychology (SCU)
- Statistical Data Analysis (SCU)
- Negotiations (Rutgers)
- Method & Theory in Psychology (Rutgers)
- Statistics for Social Sciences (Rutgers – undergraduate and graduate)
- Organizational Behavior (Wharton)
- Dynamics of Small Groups (Wharton)
- Introductory Social Psychology (Department of Psychology, Moscow State Pedagogical University)

Courses Created/Developed

- Managing Diverse Workforce (SCU)

- Negotiations (Rutgers)
- ***Executive Education (international):***
 - Baseball and Business (ESADE International, Santa Clara University)
 - Organizational Behavior (Business College at Moscow State University, Moscow State Institute of International Relations (MGIMO), Academy of Practical Psychology)
 - Groups and Teams (Academy of Practical Psychology, Moscow State University, National Economical Academy, Moscow State Institute of International Relations (MGIMO))

Advising & Mentoring

- Member of the dissertation committee for Suzanne Richards (a Ph.D. candidate at George Washington University in Washington, D.C.)
- Advisor to graduate students: Jamie Perry (placement: Ph.D. program at Rutgers University, Business School-Newark) and Jayaram Uparna (placement: Ph.D. program at Northwestern University, Kellogg Business School)
- Research advisor to over 44 undergraduate students.

PROFESSIONAL ASSOCIATIONS:

- Member: Academy of Management
- Member: Society of Industrial and Organizational Psychology
- Member: International Association of Conflict Management
- Member: Interdisciplinary Network for Group Research
- Member: Human Factor & Ergonomics Society

CONSULTING EXPERIENCE

SEI CENTER OF THE WHARTON SCHOOL (2000 – 2002). Philadelphia, PA U.S.A.

- *Data Analyst* – Conducted the Glass Ceiling Audit for a Fortune 500 information processing company.

CENTER OF ORGANIZATIONAL CONSULTATION (1996 - 1999). Moscow, Russia.

- *Organizational Development Consultant*- Conducted customized training in sales presentations, leadership, negotiation, decision-making, and team building for public and private sector groups, including SBERBANK of Russian Federation, MOSBUSINESSBANK, "Democratic Choice of Russia" political party, local government administrations of Primorye, Vorkuta, Ekaterinburg, Rostov-na-Donu, and Tver.
- *Organizational Development Consultant*- Advised Russian small business companies in the areas of personnel assessment & training, leadership, negotiations, and organizational development and transformation.

CONSULTING COMPANY "LASPI PLUS" (1994 - 1996). Moscow, Russia.

- *Consultant*- Developed job simulations to conduct personnel assessment. Performed diagnostic structured interviews to recruit employees for client organizations.

REFERENCES

Karen (Etty) A. Jehn

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Melbourne Business School
200 Leicester Street
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