

CURRICULUM VITAE

Paul E. Tesluk

Dean and Professor of Organizational Behavior
160 Jacobs Management Center
University at Buffalo, State University of New York
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CURRENT POSITION/ROLES

April 2016 – present Dean, School of Management, University at Buffalo
July, 2015- April 2016 Interim Dean, School of Management, University at Buffalo
July, 2011- April 2016 Donald S. Carmichael Professor of Organizational Behavior, School of Management, University at Buffalo
September, 2013 – present Academic Director, Center for Leadership and Organizational Effectiveness, School of Management, University at Buffalo

PRIOR ACADEMIC POSITIONS/ROLES

August, 2013 – June 2015 Chair, Department of Organization and Human Resources, School of Management, University at Buffalo
July, 2011- 2014 Senior Fellow, Center for Leadership, Innovation and Change, Smith School of Business, University of Maryland
July 2008-2011 Chair, Department of Management & Organization, Smith School of Business, University of Maryland, College Park
2010-2011 Co-Director, Center for Leadership, Innovation and Change, Smith School of Business, University of Maryland, College Park
2008-2011 Ralph J. Tyser Professor of Organizational Behavior and Human Resource Management, Department of Management & Organization (and Affiliate Appointment as Professor of Psychology)
2003-2008 Associate Professor, Organizational Behavior and Human Resource Management Department of Management & Organization, University of Maryland
1999-2003 Assistant Professor, Organizational Behavior and Human Resource Management, Department of Management & Organization, University of Maryland
1996- 1999 Assistant Professor, Department of Psychology, Tulane University

EDUCATION

Ph.D., 1996 **The Pennsylvania State University**; Major: Industrial/Organizational Psychology / Minor: Management & Organization
M.S., 1994 **The Pennsylvania State University**; Major: Industrial/Organizational Psychology / Minor: Management & Organization

B.S., 1991, with **Cornell University**; Major: Industrial and Labor Relations Honors

Articles in Refereed Journals

Dragoni, L., Oh, I.S., Tesluk, P.E., Moore, O., Hazucha, J., & VanKatwyk, P. (2014). Developing leaders' strategic thinking through global work experience: The moderating role of cultural distance. *Journal of Applied Psychology*, 99: 867-882.

Li, Q., Maggitti, P., Smith, K., Tesluk, P., & Katila, R. (2013). Top management attention to innovation: The role of search selection and intensity in new product introductions. *Academy of Management Journal*, 56: 893-916.

DeCelles, K.A, Tesluk, P.E., & Taxman, F. (2013). A field investigation of multilevel cynicism toward change. *Organization Science*, 24, 154-171.

Farh, C., Seo, M., & Tesluk, P.E. (2012). Emotional intelligence, teamwork effectiveness, and job performance: The moderating role of job context. *Journal of Applied Psychology*, 87, 890-900.

Seo, M, Hill, S., Taylor, S.T., Tesluk, P.E., & Lorinkova, N. (2012). The role of affect and leadership during long-term organizational change. *Personnel Psychology*, 65, 121-165

Dragoni, L. Oh, I.S., VanKatwyk, P. & Tesluk, P.E. (2011). Developing executive leaders: The relative contribution of cognitive ability, personality and the accumulation of work experience in predicting strategic thinking competency. *Personnel Psychology*, 64, 829-864

Gibson, C., Stanko, T.L., Gibbs, J., & Tesluk, P.E. (2011). Including the "I" in virtuality and modern job design: Extending the job characteristics model to include the moderating effect of individual experiences of electronic dependence and co-presence. *Organization Science*. 22, 1482-1499.

*Dragoni, L., *Tesluk, P.E., Russell, J.E.A., & Oh, I.S. (2009). Understanding managerial development: Integrating developmental assignments, learning orientation and access to developmental opportunities in predicting managerial competencies. *Academy of Management Journal*, 52, 731-743.

* First two authors contributed equally and are listed alphabetically

Hill, S., Bartol, K., Tesluk, P., Langa, G. (2009). Organizational culture and face-to-face interaction: Influences on the development of trust and cooperation in computer-mediated collaboration. *Organizational Behavior and Human Decision Processes*, 108, 187-201.

Tekleab, A., Quigley, N., & Tesluk, P. (2009). A longitudinal study of team conflict, conflict management, cohesion, and team effectiveness. *Group & Organization Management*. 34, 170 - 205.

➤ Most frequently read article in *Group and Organizational Management* in 2009

Tekleab, A., Sims, H., Yun, S., Tesluk, P., & Cox, J. (2008). Are we on the same page? Effects of self awareness of empowering and transformational leadership. *Journal of Leadership and Organizational Studies*, 14(3).

- Marrone, J.A., Tesluk, P.E., & Carson, J.B., (2007). A multilevel investigation of the antecedents and consequences to team member boundary spanning. *Academy of Management Journal*, 50: 1423-1439.
- Quigley, N., Tekleab, A., & Tesluk, P.E. (2007). Comparing consensus and aggregation based methods of measuring team-level variables: The role of relationship conflict and conflict management processes. *Organizational Research Methods*, 50: 1217-1234.
- Gupta, A.K., Tesluk., P.E., & Taylor, M.S. (2007). Innovation at and across multiple levels of analysis. *Organization Science*, 18: 885-897. [Introduction to Special Issue on Innovation at and Across Multiple Levels of Analysis; Served as Guest Co-Editor]
- Carson, J.B., Tesluk, P.E., & Marrone, J.A. (2007). Shared leadership in teams: An investigation of antecedent conditions and performance. *Academy of Management Journal*, 50: 1217-1234.
- Quigley, N., Tesluk, P.E., Bartol, K.M., & Locke, E.A. (2007). A multilevel investigation of the motivational mechanisms underlying knowledge sharing and performance. *Organization Science*, 18: 71-88
- Kirkman, B.L., Rosen, B., Tesluk, P., & Gibson, C.B. (2006). Enhancing the transfer of computer-assisted training proficiency in geographically-distributed teams. *Journal of Applied Psychology*, 91: 706-716.
- Takeuchi, R., Tesluk, P.E., Yun, S., & Lepak, D. (2005). An integrative view of international experiences: An empirical examination. *Academy of Management Journal*, 48: 85-100.
- Kirkman, B.L., Rosen, B., Tesluk, P., & Gibson, C.B. (2004). The impact of team empowerment on virtual team performance: The moderating role of face-to-face interaction. *Academy of Management Journal*, 47: 175-192.
- Findings summarized in the “Economist” (June, 2004)
- Kirkman, B.L., Tesluk, P.E., & Rosen, B. (2004). The impact of demographic heterogeneity and team leader-team member demographic fit on team empowerment and effectiveness. *Group & Organization Management*, 29: 334-368.
- Kirkman, B.L., Rosen, B., Gibson, C.B., and Tesluk, P., & McPherson, S. (2002). Five challenges to virtual team success: Lessons from Sabre, Inc. *Academy of Management Executive*, 16(3): 67-79.
- Awarded “honorable mention” for consideration as the best article in *Academy of Management Executive*, 2003, by the Academy of Management.
- Takeuchi, R., Yun, S., Tesluk, P.E. (2002). An examination of crossover and spillover effects of spouse’s and expatriate’s cross-cultural adjustment on expatriate outcomes. *Journal of Applied Psychology*, 87: 655-666.
- Burke, M.J., Sarpy, S.A., Tesluk, P.E., & Smith-Crowe, K. (2002). General safety performance: The hazardous waste worker domain. *Personnel Psychology*, 55: 429-457.

- Awarded “honorable mention” for consideration for the Scholarly Achievement Award for best publication in *Human Resources* in 2002, by the Human Resources Division, Academy of Management.

Kaufman, J.D., Stamper, C.L., & Tesluk, P.E. (2001). Do supportive organizations make for good corporate citizens? *Journal of Managerial Issues*, 8: 436-449.

Kirkman, B.L., Tesluk, P.E., & Rosen, B. (2001). Alternative methods of assessing team-level variables: comparing the predictive power of aggregation and consensus methods. *Personnel Psychology*, 54: 645-667.

Landis, R. S., Beal, D. J., & Tesluk, P. E. (2000). A comparison of approaches to forming composite measures in structural equation models. *Organizational Research Methods*, 3: 186-207.

Vance, R. J., & Tesluk, P. E. (1999). A systems perspective on employee involvement and organizational effectiveness. *Group & Organization Management*, 24: 269-270.

Tesluk, P. E., Vance, R. J., & Mathieu, J. E. (1999). Examining employee involvement in the context of participative work environments. *Group & Organization Management*, 24: 271-299.

Tesluk, P. E., & Mathieu, J. E. (1999). Overcoming roadblocks to effectiveness: Incorporating management of performance barriers into models of work group effectiveness. *Journal of Applied Psychology*, 84: 200-217

Skarlicki, D., Folger, R., & Tesluk, P. (1999). Personality as a moderator in the relationship between fairness and retaliation. *Academy of Management Journal*, 42: 100-108.

Tesluk, P. E., & Jacobs, R. J. (1998). Toward an integrated model of work experience. *Personnel Psychology*, 51: 321-355.

- Awarded the William A. Owens Scholarly Achievement Award – presented by the Society for Industrial-Organizational Psychology for the best publication in the field appearing in 1998.

Farr, J. L., & Tesluk, P. E. (1997). Bruce V. Moore: First president of Division 14. *Journal of Applied Psychology*, 82: 478-485.

Tesluk, P. E., Farr, J. L., & Klein, S. R. (1997). Influences of organizational culture and climate on individual creativity. *Journal of Creative Behavior*, 31(1): 27-41.

Tesluk, P. E., Farr, J. L., Mathieu, J. E., & Vance, R. J. (1995). Generalization of employee involvement training to the job setting: Individual and situational effects. *Personnel Psychology*, 48: 607-632.

Griffin, M. A., Tesluk, P. E., & Jacobs, R. R. (1995). Effects of bargaining cycles on work-related attitudes: Evidence for threat-rigidity effects. *Academy of Management Journal*, 38: 1709-1725.

Work Under Review

Chiu, C.Y., Tesluk, P.E., & Owens, B. (2015). Initiating and utilizing shared leadership in teams: The interactive effects of leader humility, team social context, and team composition. Under third review at *Journal of Applied Psychology*.

Campbell, E., Bartol, K., Parke, M. & Tesluk, P. (2015). Leading from afar: How virtual team leaders facilitate shared leadership emergence and team success. Under first review at *Personnel Psychology*.

Chapters in Books & Invited Articles (and other non-refereed publications)

Chen, G. & Tesluk, P.E. (in press). Team Participation and Empowerment: A Multilevel Perspective. To appear in: S.W. J. Kozlowski (Ed), *Oxford I-O Psychology Handbook*, Oxford University Press.

Tesluk, P., & Kudisch, J (2011). New directions: Perspectives on current and future leadership coaching issues. In (G. Hernez-Broome & L. Boyce, Eds.), *Advancing Executive Coaching: Setting the Course for Successful Leadership Coaching* (SIOP Professional Practice Series), (pp. 431-452). San Francisco: Jossey-Bass.

Mathieu, J.E., & Tesluk, P.E. (2009). A multi-level perspective on training and development effectiveness. In S.W. J. Kozlowski & E. Salas (Eds.), *Learning, Training, and Development in Organizations*, (pp. 405-442). SIOP Frontiers Book Series, Mahwah, NJ: LEA.

Takeuchi, R., Tesluk, P. E., & Marinova, S. V. (2006). Role of international experiences in the development of cultural intelligence. In *Cultural Intelligence: An introduction*. Andhra Pradesh, India: IFCAI University Press.

Sachwald, J., & Tesluk, P.E. (2005). Leading change in community corrections: Embracing transformational leadership. *Topics in Community Corrections*. Washington, DC: U.S Department of Justice/National Institute of Corrections.

Gerstner, C., & Tesluk, P. (2005). Peer leadership in self-managing teams: Examining team leadership through a social network analytic approach. In G. Graen (Ed.), *LMX Leadership: The Series* (pp. 131-151). Greenwich, CT: Information Age Publishing Inc.

Tesluk, P.E., & Quigley, N. (2003). Group and normative influences on health and safety. In D. Hofmann & L. Tetrick (Eds.), *Individual and Organizational Health*. San Francisco: Jossey-Bass.

Farr, J. L., Sin, H. P., & Tesluk, P. E. (2003). Knowledge management processes and work group innovation. In L. V. Shavinina (Ed.), *International Handbook on Innovation* (pp. 574-586). Oxford, UK: Elsevier Science.

Tesluk, P.E., Hofmann, D.A., & Quigley, N. (2002). Integrating the linkages between organizational culture and individual outcomes at work. In S. Sonnentag (Ed.), *The Psychological Management of Individual Performance: A Handbook in the Psychology of Management in Organizations*, (pp. 442-470). Sussex, England: John Wiley & Sons, Ltd.

Farr, J. L., Tesluk, P. E., & Klein, S. R. (1998). Organizational structure of the workplace and the older worker. In K. W. Schaie & C. Schooler (Eds.), *Impact of Work on Older Adults* (pp. 143-185). New York: Springer Publishing Company.

Tesluk, P., Zaccaro, S. J., Marks, M., & Mathieu, J. (1997). Task and aggregation issues in the analysis and assessment of team performance. In M. Brannick, E. Salas, & C. Prince (Eds.), *Assessment and Measurement of Team Performance: Theory, Research & Applications*, (pp. 197-224). Greenwich, CT: JAI Press.

Technical Reports

Kirkman, B., Tesluk, P., Gibson, C., & Rosen, B. (2001). *Creating Conditions for Virtual Team Effectiveness*. Feedback report prepared for Sabre, Inc., as part of a applied research project on virtual team effectiveness.

Tesluk, P., & Lepak, D. (2000). *Hourly Associate Value Proposition Research Report*. Final report provided to Marriott International on retention of hourly associates.

Tesluk, P. (1998). *Assessment of The Effectiveness of The Incentive Plan In The Assembly Division*. Final report provided to Laitram Corporation. Department of Psychology, Tulane University, New Orleans, LA.

Tesluk, P. E., & Mathieu, J. E. (1996). *Winter Road Crew Effectiveness Project Report and Recommendations*. Technical Report Provided to Engineering Districts 1-0 and 3-0 of The Pennsylvania Department of Transportation. Department of Psychology, The Pennsylvania State University, University Park, PA.

Landy, F. J., Vance, R. J., Tesluk, P. E., & Stevens, J. (1993). *An Assessment of Pennsylvania Department of Transportation's Employee Involvement Processes: Final Report*. Center for Applied Behavioral Sciences, The Pennsylvania State University, University Park, PA.

Book Reviews

Tesluk, P.E. (2001). Review of: M.E. Turner (Ed.), *Groups at work: Theory and research*. *Personnel Psychology*, 54: 750-754.

Tesluk, P.E. (2001). Review of: K.J. Klein & S.W.J. Kozlowski (Eds.), *Multilevel theory, research, and methods in organizations*. *Personnel Psychology*, 54: 245-248.

PRESENTATIONS OF PROFESSIONAL PAPERS

Published Refereed Conference Proceedings

Vance, R. J., & Tesluk, P. E. (1993). Factors affecting the success of an employee involvement program. *Achieving organizational success through innovative human resource strategies: Proceedings of the 1993 research symposium*, (pp. 107-132). Princeton, NJ: Princeton Academic Press.

Chaired Refereed Conference Sessions

Development and Success of Management and Leadership Talent in a Netcentric Economy. P. Tesluk (Chair), Symposium presented at the Annual Academy of Management Meeting, Denver, CO, August, 2002.

New Directions in The Measurement and Assessment of Extra-Role Behavior Constructs. J. Kaufman & P. Tesluk (Co-Chairs), Symposium presented at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA, April, 1999.

Understanding and Utilizing Work Experience: Theory, Method, and Practice Perspectives. P. Tesluk (Chair). Symposium presented at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA, April, 1999.

New Approaches to The Role of Leadership in Team Environments: Exploring What Matters Most for Work Team Effectiveness. P. Tesluk (Chair). Symposium presented at the Academy of Management 1998 Meeting. San Diego, CA, August, 1998.

Work Teams And Their Environments: Exploring The Dynamic Team-Context Relationship. P. Tesluk & J. Mathieu (Co-Chairs), Symposium presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology. St. Louis, MO, April, 1997.

Refereed Conference Paper and Poster Presentations

Over 75 conference and poster presentations – a detailed listing available upon request.

CONTRACTS AND GRANTS

Leadership Institute at Southern Maryland Hospital Center. Center for Leadership, Innovation & Change (Robert H Smith School of Business, University of Maryland), Leadership Development and Applied Research Project, ~\$230,000 during FYs 2011-2012, Program Director.

Building shared leadership to strengthen virtual teams. National Science Foundation, Virtual Organization and Social Systems Program (#014885-001), Robert H. Smith School of Business (\$398,980 over two years), Co-Investigator (with K. Bartol).

Organizational change: The role of affect and leadership. National Science Foundation, Innovation and Organizational Change Program (#0433196), Robert H. Smith School of Business (\$274,175 over years 2005-2006), Co-Investigator (with M. Seo and S. Taylor).

- Organizational change in the Maryland Division of Pre-Trial Services.* Center for Human Capital, Innovation & Technology, Applied Research Project, \$120,000 during 2006-2007, Project Co-Director & Primary Investigator.
- Leadership development at Maryland State Department of Parole and Probation,* Center for Human Capital, Innovation & Technology Applied Research Project, \$125,000 during FY 2004, Project Director & Primary Investigator.
- Leadership development at Anne Arundel Medical Center,* Center for Human Capital, Innovation & Technology, Leadership Development and Applied Research Project, \$770,000 during FYs 2004-2007, Project Director & Primary Investigator.
- Criminal justice drug abuse treatment services research program,* National Institute on Drug Addictions, (subcontractor on \$2.3 million grant for years, 2002-2007), Co-Investigator (F. Taxman, Primary Investigator).
- Organizational innovation and search,* National Science Foundation, Innovation and Organizational Change Program (#0115147), \$275,000 over years 2001-2005, Principle Investigator (with R. Katila & K. Smith).
- Factors influencing the effectiveness of virtual teams,* Center for Information and Knowledge Management (\$2,000) and Center for Netcentricity/DARPA (\$7,500) during 2000-2001, Robert H. Smith School of Business, University of Maryland, Primary Investigator.
- Influence of incentives on knowledge sharing in teams,* Center for Information and Knowledge Management, Robert H. Smith School of Business, University of Maryland (\$4,000) during 2000-2001, Co-Investigator (with E. Locke & K. Bartol).
- Tulane/Xavier Universities HAMMER Project: Health and Safety Training Reciprocity,* Project Instrument No. DE-FG06- 94RL12880, U.S Dept of Energy, \$175,000 for 1997, Co-Investigator (with M. Burke at Tulane University).

RESEARCH AWARDS

- SUNY Exceptional Scholar Award, University at Buffalo, State University of New York (2014)
- Olian Summer Research Award, Robert H. Smith School of Business (2003)
- William A. Owens Scholarly Achievement Award – presented by the Society for Industrial-Organizational Psychology for the best publication in the field appearing during the past full year (1998). *Tesluk, P. E., & Jacobs, R. J. (1998). Toward an integrated model of work experience. Personnel Psychology, 51, 321-355.*
- S. Rains Wallace Dissertation Research Award – presented by the Society for Industrial-Organizational Psychology to the author of the best dissertation in the field (1998)
- University of Maryland General Research Board Summer Award (2000).
- Tulane University Committee on Research Summer Research Award (1997)
- Dissertation Research Funding Award -- 1995, College of Liberal Arts, Pennsylvania State University

EDITORIAL BOARDS & REVIEWING ACTIVITIES

- Guest Co-Editor, Special Issue on “Innovation at and Across Multiple Levels of Analysis,” *Organization Science* (2005-06)
- Editorial Board of *Organization Science* (2006-2010)
- Editorial Board of *Journal of Organizational Behavior* (2005-2008)
- Editorial Board of *Journal of Applied Psychology* (2002-2010)
- Editorial Board of *Personnel Psychology* (2001–2012)
- Editorial Board of *Academy of Management Journal* (2004-2007; 2010-present)

Ad hoc reviewer for:

- *Academy of Management Review*
- *Journal of Applied Social Psychology*
- *Journal of Management*
- *Human Performance*
- *Sloan Management Review*
- *Human Relations*

- Reviewer, American Psychological Association Conference (Division 14), 1998
- Reviewer, Academy of Management Meetings (HR and OB Divisions), 2000-present
- Reviewer, Society for Industrial and Organizational Psychology Conference, 1999-2004

Teaching Awards

- Recipient of "Top 15% Instructor" Award, Robert H. Smith School of Business, University of Maryland, for Spring 2000 & 2001 semesters and for AY 2004, 2005, 2007

- Honored for “excellence in undergraduate teaching” by Tulane University’s Mortarboard undergraduate honor society (1997, 1998, 1999)

Advising: Research Direction

Doctoral (Chair/Co-Chair)

Narda Quigley, (2003), Placement: Villanova University (Co-Chair with E. Locke) **

Jennifer Marrone, (2004), Placement: Seattle University **

Sophia Marinova, (2005), Placement: University of Illinois at Chicago **

Lisa Dragoni, (2005), Placement: University of Iowa (Now at Cornell University) (Co-chair with C. Stevens), **

Jay Carson (2006), Placement: Southern Methodist University **

Long Jiang (2006), Placement: San Francisco State University (Co-chair with K. Smith) **

Katherine DeCelles (2007), Placement: University of Michigan (post doc), University of Toronto
**

Sheetal Singh (2010), Placement: George Washington University **

Suzanne Edinger (2012), Placement: Edinburgh University (UK) **

Chia-Yen (Chad) Chiu (2014), Placement: University of South Australia +

Maiyuwai Reeves (in progress) +

** Supervised while at University of Maryland

+ Supervised while at University at Buffalo

EDUCATIONAL EXTENSION ACTIVITIES

Professional Workshops & Mastery Sessions - have conducted approximately 75 workshops to MBA, EMBA, and executive groups on the following topics:

- Understanding Your Conflict Management Style and Managing Conflict
- Shared Leadership
- Leadership Development
- Making Teams Work
- Organizational Culture and Employee Motivation
- Managing Conflict & Promoting Collaboration In and Between Teams
- How to Develop Your Personal Professional Development Plan
- Innovation and Organizational Change

Executive Coaching -- Provide individual and team executive coaching to approximately 20 executives/year

Student Consulting Team Advising – have supervised approximately 40 MBA, EMBA and honors undergraduate (QUEST Program) Action Learning Project teams on a variety of different consulting project environments (companies have included Entergy, Anne Arundel Medical Center, Hughes Network Systems, Marriott, Black & Decker, Navy Federal Credit Union, Litton Advanced Systems).

SERVICE

Profession

- NASA human performance space flight program panel reviewer (March 2015-present)
- Workshop Presenter, “Coaching that fits: How to tailor the design and delivery of coaching to achieve greater results” SIOP Conference, San Diego, CA, April 2012
- Division Chair Track (elected), Organizational Behavior Division, Academy of Management (2010-2015 term on OB Division Executive Committee)
- Participant/Presenter, HR Jr. Faculty Consortium, Consortium at the Annual Academy of Management Meetings. 2008, 2009, 2010, 2011
- Participant/Presenter, OB Doctoral Student Consortium, Consortium at the Annual Academy of Management Meetings. 2009, 2010, 2011
- Participant/Presenter, OB “Half-Way There” PhD Student Professional Development Workshop (PDW), Annual Academy of Management Meetings. 2008, 2009, 2010
- Participant/Presenter, New Faculty Consortium, Consortium at SIOP. 2007, 2008, 2009.

- Participant, HR Division Doctoral Student Consortium, Consortium at the Annual Academy of Management Meetings. 2006
- Chair, SIOP Program APS Conference Committee, 2004
- Member, SIOP S. Rains Dissertation Award Committee, 2004
- Chair, SIOP William A. Owens Award Committee, 2004-2006
- Member, HR Division of Academy of Management Best Paper Award Committee, 2003, 2004
- Member, SIOP Distinguished Service Contributions Committee, 2002.
- Reviewer, National Science Foundation, Faculty Early Career Development (CAREER) Awards, Fall 2002.
- Panelist and presenter, Industrial-Organizational Psychology / Organizational Behavior Graduate Student Conference, George Mason University, March 1999 and March 2006
- Member, APA Program Planning Committee, Division 14, 1998
- Member, SIOP Conference Planning Committee, 1998

Departmental (Univ of Maryland)

- Member, Organizational Behavior Endowed Chair Faculty Search Committees, Spring 2001, Fall 2001-Spring 2002
- Member, Ph.D. Program Curriculum Committee, Spring 2001, Fall 2001-Spring 2002
- Member, Organizational Behavior Faculty Selection Committees, Fall 1999-Spring 2000, Fall 2000-Spring 2001, Fall 2002, Fall 2007
- Advisor, OBHR Doctoral Program, Fall 2000-Spring 2001, Spring 2007-2008
- Member, Ph.D. Student Selection Committee, Spring 2000, Fall 2002
- Department Co-Chair, January 2008-July 2008
- Department Chair, July 2008-July 2011

Departmental (Univ at Buffalo)

- Internal letter writer for Prasad Balkundi and Yong Yi promotion and tenure cases (Fall 2011)
- LeaderCORE Coach and Certification Evaluator (2011-present AY)
- Coordinator for PhD student recruiting/selection (Spring 2012)
- Chair, Department of Organization and Human Resources (Fall 2013-July 2015)

College (Univ of Maryland)

- Member, Business Communications Program Instructor Selection Committee, Spring 2000-Fall 2000, Summer 2002
- Member, MBA Core Course Coordinator Committee (Leadership & Teamwork, BMGT662), Fall 1999-Spring 2002
- Member, MBA Oversight Committee, Summer 2003-2006
- Member, MBA Strategic Redesign Committee, Summer 2005-Fall 2005
- Member, School Executive Committee, January 2008-July 2011

College (Univ at Buffalo)

- Member, PhD Committee, Fall 2011-Spring 2013
- Member, Promotion Benchmarking Project Committee, Spring 2013-Fall 2013

University (Univ of Maryland)

- Member, Advisory Board, Center for Organizational Change & Leadership, Fall 2008-present
- Member, Faculty Search Committee, Dept of Health Care Management, College of Health and Human Performance, Fall-Spring, 2009-2010
- Member, Change Consultant Search Committee, Center for Organizational Change & Leadership, Fall 2010

University (Univ at Buffalo)

- Co-Lead, Sustainable Urban Transformation Communities of Excellence Submission (final round), Spring 2014-Spring 2015
- Member, Economic Opportunity Panel (President-appointed panel), Fall 2011-Spring 2013
- Member, UB 20/20 Opportunities Advisory Council, Spring 2012-Fall 2014

Community

- Advisory Council, High Road Fellows Program, Cornell University, School of Industrial and Labor Relations, 2014-present
- Board Member, CharitySTRONG Advisory Board, Fall 2014-present
- Board Member, STAR Swim Club, Summer 2015-present

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

- Society for Industrial and Organizational Psychology (SIOP) (Elected Fellow; Distinguished Scholar)
- Society for Organizational Behavior (SOB; elected/invited research group)
- Academy of Management (AOM)
- American Psychological Association (APA)
- Society for Human Resource Management (SHRM)
- Personnel/Human Resource Research Group (PHRRG; invited research group)

PROFESSIONAL EXPERIENCE

The Following is a listing of organizations (not exclusive) I have worked with in applied research, consulting (e.g., team design, leadership development), executive education, and executive coaching capacities:

- Anne Arundel Health System
- BBYO
- Black & Decker
- Choice Hotels
- Federal Aviation Administration
- Hughes Network Systems
- Laitram
- Lockheed Martin Corporation
- Maryland Motor Vehicle Administration
- National Academy of Sciences
- National Institutes of Health
- Otis Elevator (China)
- Pennsylvania Department of Transportation
- Sabre, Inc.
- SAIC
- Sun Trust Lending

- Marriott International
- Maryland Department of Public Safety
- Maryland Administrative Office of the Courts
- Morning Star
- Independent Health / The Primary Connection
- Health Foundation of Western & Central New York
- University at Buffalo
- Sheridan Medical Group
- Steuben Foods
- Litton Industries
- Buffalo City Schools
- United States Postal Service
- University of Maryland
- U.S. Department of Energy
- USAID
- CSX
- HealthNow (Blue Cross-Blue Shield of WNY)
- FBI (Buffalo Office)
- Leadership Buffalo
- Delaware North
- Elderwood
- Northrup Grumman
- Buffalo Sabres
- NASA