

M. Travis Maynard

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Fort Collins, CO 80523-1275

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ACADEMIC APPOINTMENTS

College of Business, Colorado State University, Fort Collins, CO

L. Carl and Wilma G. Bailey University Endowed Chair of Business – 2024 – present
Senior Associate Dean of Academic Programs – 2023 – present
Professor, Department of Management, 2019 - present
Associate Dean of Graduate Programs – 2020 – 2023
L. Carl and Wilma G. Bailey Professor – 2022 - 2024
Department Chair, Department of Management, 2018 – 2020
Associate Professor, Department of Management, 2013 – 2019
Assistant Department Chair, Department of Management, 2017 – 2018
Assistant Professor, Department of Management, 2007 – 2013

Semester at Sea

Academic Dean, fall 2022; Global Teaching Scholar, spring 2017

SRH – Heidelberg, Heidelberg, Germany

Visiting Professor, summer 2016; summer 2018

ISCTE – Instituto Universitario Lisboa, Lisbon, Portugal

Fulbright Scholar, spring 2015

Aalto University – Aalto Science Institute (ASCI), Helsinki, Finland

Visiting Professor, summer 2014

Foreign Trade University, Hanoi, Vietnam

Visiting Professor, summer 2012; winter 2017

College of Business, University of Connecticut, Storrs, CT

Instructor & Graduate Research Assistant, Department of Management, 2002-2006

Daniels College of Business, University of Denver, Denver, CO

Graduate Research Assistant, Department of Management, 2000-2002

EDUCATION

PhD	2007	University of Connecticut (Organizational Behavior)
MBA	2002	University of Denver, Daniels College of Business
BBA	1993	The College of William & Mary (Accounting)

RESEARCH INTERESTS

My research interests focus on organizational teams and the impact that team processes have in shaping their performance. Additionally, I consider how team composition, leadership and contextual variables influence team processes and performance. Further, I am interested in assessing the differential impact that team psychological or emergent states may have on team performance and the underlying factors that may impact the development of such emergent states. Much of my recent research has been conducted within the dynamic environment of healthcare teams. Seeing how some teams are able to adjust to disruptions in the healthcare context has fostered an interest in understanding the factors that shape team adaptation and resilience in teams. As a result, I am currently working on several projects on this topic with teams in extreme environments and with a variety of organizations including NASA and the U.S. Army.

REFEREED JOURNAL ARTICLES

Domingo, M. A, Gallagher, P. T., Mathieu, J. E., Maynard, M. T., & D’Innocenzo, L. (In Press). I feel safe, do we? Differentiating the multilevel moderation of psychological safety on the psychological empowerment – performance relationship. *Group & Organization Management*.

Marques-Quinteiro, P., Schmutz, J. B., Antino, M., Maynard, M. T., & Eppich, W. J. (In Press). A process model of team effectiveness in extreme environments. *Applied Psychology*.

Raetze, S., Steputat-Raetze, A., Mueller, H., Maynard, M. T., & Schmutz, J. B. (In Press). Teamwork under adversity: An integrative review and future research agenda. *Academy of Management Annals*.

Maynard, M. T., Landon, L. B., & Kennedy, D. M. (In Press). Good things can come in smaller packages if given the chance: Let’s not forget that when conducting organizational team research. *Group & Organization Management*.

Marques-Quinteiro, P., Schmutz, J. B., Antino, M., Eppich, W. J., & Maynard, M. T. (In Press). Event characteristics and team adaptation in extreme contexts: Evidence from an Antarctic summer campaign. *Group & Organization Management*.

Pasarakonda, S., Maynard, M. T., Schmutz, J. B., Luthold, P., and Grote, G. (In Press). How Team Familiarity Mitigates Negative Consequences of Team Composition Disruptions: An Analysis of Premier League Teams. *Group & Organization Management*.

Gaskill, C. E., Langdale, L. A., Maynard, M. T., Kim, G., Knight, A. W., & LaGrone, L. N. (2024). Emotional Intelligence in Surgical Training: The Five Love Languages Applied. *International Journal of Surgical Education*.

Schmutz, J. B., Bienefeld, N., Maynard, M. T., & Rico, R. (2023). Exceeding the Ordinary: A Framework for Examining Teams Across the Extremeness Continuum and Its Impact on Future Research. *Group & Organization Management*, 48(2) 581-628.

REFEREED JOURNAL ARTICLES (continued)

Raetze, S., Duchek, S., Maynard, M. T., & Wohlgemuth, M. (2022). Resilience in Organization-Related Research: An Integrative Conceptual Review Across Disciplines and Levels of Analysis. *Journal of Applied Psychology*, 107(6), 867-897.

Tannenbaum, S., Mathieu, J., Levy, J., Watson, D., Maynard, M. T., Beard, R., Salas, E., Boyle, B., Cato, C., Berry, C., & Blue, S. (2022). The Development and Validation of an Army Team Resilience Measure. *Military Psychology*, 1-13.

Raetze, S., Duchek, S., Maynard, M. T., & Kirkman, B. L. (2021). Resilience in Organizations: An Integrative Multilevel Review and Editorial Introduction. *Group & Organization Management*, 46(4), 607-656.

Gilson, L. L., Costa, P., O'Neill, T. A., & Maynard, M. T. (2021). Putting the "TEAM" back into virtual teams. *Organizational Dynamics*, 50(1).

Maynard, M. T. & Gilson, L. L. (2021). Getting to know you: The importance of familiarity in virtual teams. *Organizational Dynamics*, 50(1), 100844.

Maynard, M. T., Conroy, S., Lacerenza, C. N., & Barnes, L. Y (2021). Teams in the Wild are Not Extinct, but Challenging to Research: A Guide for Conducting Impactful Team Field

Research with Ten Recommendations and Ten Best Practices. *Organizational Psychology Review*. 2041386620986597.

Santos, C. M., Uitdewilligen, S., Passos, A. M., Marques-Quinteiro, P., & Maynard, M. T. (2021). The effect of a concept mapping intervention on shared cognition and adaptive team performance over time. *Group & Organization Management*. 1059601120981623.

Buljac-Samardzic, M., Dekker-van Doorn, C., & Maynard, M. T. (2021). What do we really know about Crew Resource Management (CRM) in healthcare?: An umbrella review on CRM and its effectiveness. *Journal of Patient Safety*.

Pina, J. A., Passos, A. M., Maynard, M. T., & Sinval, J. (2021). Self-efficacy, mental models and team adaptation: A first approach on football and futsal refereeing. *Psychology of Sport and Exercise*, 52, 101787.

Rapp, T. L., Maynard, M. T., Domingo, M., & Klock, E. (2020). Team Emergent States: What has Emerged in the Last Two Decades? *Small Group Research*, 52, 68-102.

Mumford, T., & Maynard, M. T. (2020). Mines in the end zone: Are there downsides to team performance? *The Spanish Journal of Psychology*, 23, E49. Doi: 10.1017/SJP.2020.44

Maynard, M.T., Mathieu, J.E., Gilson, L.L., Rapp, T.L. & Kleiner, C. (2020). Team leader coaching: An intervention within operating room teams. *Journal of Applied Psychology*

REFEREED JOURNAL ARTICLES (continued)

- Sinval, J., Aragao, J., Sinval, J., Maroco, J., Santos, C., Uitdewilligen, S., Maynard, M. T., & Passos, A. M (2020). Development of the Referee Shared Mental Models Measure (RSMMM). *Frontiers in Psychology*, 11.
- Maynard, M. T., Falcone, E. C., Petersen, K. J., Fugate, B. S., & Bonney, L. (2020). Conflicting paradigms in manufacturing and marketing decisions: The effects of situational awareness on team performance. *International Journal of Production Economics*, 230, 107801.
- Wolfson, M. A., Mathieu, J. E., Tannenbaum, S. I., & Maynard, M. T. (2019). Informal field-based learning and work design. *Journal of Applied Psychology*, 104, 1283.
- Pina, J., Passos, A., Carvalho, H., & Maynard, M. T. (2019). To be or not to be an excellent football referee: Different experts' viewpoints. *Journal of Sports Sciences*, 37, 692-700.
- Maynard, M. T., Mathieu, J.E., Gilson, L.L., Sanchez, D., & Dean, M.D. (2019). Do I really know you and does it matter? Unpacking the relationship between familiarity and information elaboration in global virtual teams. *Group & Organization Management*, 44, 3-37.
- ❖ Best Empirical Paper – *Group & Organization Management*
- Maynard, M. T., Conroy, S.A., & Lacerenza, C. (2018). It takes two to tango: The management of academic-industry partnerships requires multiple perspectives. *Industrial & Organizational Psychology*, 11, 625-629.
- Maynard, M. T., Kennedy, D. M., & Resick, C. J. (2018). Teamwork in extreme environments: Lessons, challenges, and opportunities. *Journal of Organizational Behavior*, 39, 695-700.
- Shuffler, M. L., DiazGranados, D., Maynard, M. T., & Salas, E. (2018). Developing, sustaining, and maximizing team effectiveness: An integrative, temporally driven perspective of team development interventions. *Academy of Management Annals*, 12, 688-724.
- Balde, M., Ferreira, A., & Maynard, M. T. (2018). SECI driven creativity: Roles of team trust and motivation. *Journal of Knowledge Management*, 22, 1688-1711.
- Luciano, M. M., Bartels, A., D'Innocenzo, L., M. M., Maynard, M. T., & Mathieu, J.E. (2018). Shared team experiences and team effectiveness: Unpacking the contingent effects of entrained rhythms and task characteristics. *Academy of Management Journal*, 61, 1403-1430.
- Wolfson, M. A., Tannenbaum, S. I., Mathieu, J. E., & Maynard, M. T. (2018). A cross-level investigation of informal field-based learning and performance improvements. *Journal of Applied Psychology*, 103, 14-36

REFEREED JOURNAL ARTICLES (continued)

Buljac-Samardzic, M., Dekker-van Doorn, C., & Maynard, M. T. (2018). Teamwork and teamwork training in healthcare: An integration and a path forward. *Group & Organization Management*, 43, 351-356.

Pina, J., Passos, A., Duarte, A., & Maynard, M. T. (2018). Football refereeing: An integrative review. *Psychology of Sport and Exercise*, 35, 10-26.

Maynard, M. T., Resick, C. J., Cunningham, Q., & DiRenzo, M. S. (2017). Ch-Ch-Ch-changes: How action phase functional leadership, team human capital, and interim vs. permanent leader status impact post-transition team performance. *Journal of Business & Psychology*, 32, 575-593.

❖ Received 2017 Editor Commendation Award - *Journal of Business & Psychology*

Kennedy, D. M., Landon, L., & Maynard, M. T. (2016). Extending the conversation: Employee resilience at the team level. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 466-475.

D’Innocenzo, L., Luciano, M., Mathieu, M. E., Maynard, M. T., & Chen, G. (2016) Empowered to perform: A multi-level investigation of the influence of empowerment on performance in hospital units. *Academy of Management Journal*, 59, 1290-1307.

Maynard, M. T., Kennedy, D. M., & Sommer, S. A. (2015). Team adaptability: A synthesis and framework for how this literature needs to “adapt” going forward. *European Journal of Work & Organizational Psychology*, 24, 652-677.

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

❖ Editor’s Choice Collection – *Journal of Management*

❖ *Journal of Management* Scholarly Impact Award – 2020

Killumets, E., D’Innocenzo, L., Maynard, M.T., & Mathieu, J.E. (2015). A multilevel examination of the impact of team interpersonal processes. *Small Group Research*, 46, 227-259.

Maynard, M. T., Luciano, M., D’Innocenzo, L., Mathieu, J. E., & Dean, M. D. (2014). Modeling time-lagged reciprocal psychological empowerment – performance relationships. *Journal of Applied Psychology*, 99: 1244-1253.

Maynard, M.T., & Gilson, L.L. (2014). The role of shared mental model development in understanding virtual team effectiveness. *Group & Organization Management*, 39: 3-32.

❖ Editor’s Choice Collection – *Group & Organization Management*

Kleiner, C., Link, T., Maynard, M. T., & Halverson-Carpenter, K. (2014). Coaching to improve the quality of communication during briefings and debriefings. *AORN (Association of perioperative Registered Nurses) Journal*, 100, 358-368.

REFEREED JOURNAL ARTICLES (continued)

Gilson, L.L., Maynard, M.T., & Bergiel, E. (2013). Virtual team effectiveness: An experiential activity. *Small Group Research*, 44: 412-427.

Maynard, M.T., Mathieu, J.E., Gilson, L.L., Cigularov, K., & O'Boyle, E. (2013). Drivers and outcomes of team psychological empowerment: A meta-analytic review and model test. *Organizational Psychology Review*, 3: 101-137.

Maynard, M.T., Gilson, L.L., & Mathieu, J.E. (2012). Empowerment – fad or fab? A multi-level review of the last two decades of research. *Journal of Management*, 38: 1231-1281.

Maynard, M.T., Mathieu, J.E., Rapp, T.L., & Gilson, L.L. (2012). Something(s) old and something(s) new: Modeling drivers of global virtual team effectiveness. *Journal of Organizational Behavior*, 33: 342-365.

Mathieu, J.E., Maynard, M.T., Rapp, T.L., Mangos, P.M. (2010). Interactive effects of team and task shared mental models as related to air traffic controllers' teamwork. *Human Performance*, 23: 22-40.

Mathieu, J.E., Maynard, M.T., Rapp, T.L., & Gilson, L.L. (2008). Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. *Journal of Management*, 34: 410 - 476.

- ❖ *Journal of Management* Scholarly Impact Award – 2013
- ❖ Editor's Choice Collection – *Journal of Management*
- ❖ Reprinted in: *Readings in organizational behavior*. Wagner, John A., III (Ed.); Hollenbeck, John R. (Ed.); New York, NY, US: Routledge/Taylor & Francis Group, 2010. pp. 321-380.

Mathieu, J.E., Maynard, M.T., Taylor, S., Gilson, L.L., & Ruddy, T. (2007). An examination of the effects of organizational district and team contexts on team processes and performance: A meso-mediational model. *Journal of Organizational Behavior*, 28: 891-910.

Maynard, M.T., Mathieu, J.E., Marsh, W.E., & Ruddy, T. (2007). A multi-level investigation of the influences of employees' resistance to empowerment. *Human Performance*, 20: 147-171.

Martins, L.L., Gilson, L.L., & Maynard, M.T. (2004). Virtual teams: What do we know and where do we go from here? *Journal of Management*, 30: 805-835.

- ❖ *Journal of Management* Best Paper Nominee – 2009
- ❖ Reprinted in: *Sage benchmarks in psychology: Work and organizational psychology (Vol. 1-5)*. London: SAGE Publishers.

CITATION COUNTS ON REFEREED JOURNAL ARTICLES

- ❖ Google Scholar (as of October 20, 2025): 13,318 citations
 - H-index of 36
 - I10-index of 53

BOOKS

Gilson, L. L., O'Neill, T., Maynard, M. T. (2023). *Handbook of Virtual Work*. Edward Elgar Publishing Limited, Ehltenham, UK.

BOOK CHAPTERS

O'Neill, T., Maynard, M. T., Gilson, L. L., Hughes, J. M., & Easton, N. (2023). Virtual work – where do we go from here? Setting a research agenda. In Gilson, L. L., O'Neill, T., & Maynard, M. T., (Eds), *Handbook of Virtual Work*. Edward Elgar Publishing.

Maynard, M. T., Kennedy, D. M., Tannenbaum, S. I., Mathieu, J. E., & Levy, J. (2020). Team adaptation and resilience: Where the literature currently stands and how it applies to long-duration isolated, confined, and extreme contexts. In Landon, L. B., Slack, K. J., & Salas, E. (Eds), *Psychology and Human Performance in Space Programs: Research at the Frontier*. CRC Press.

Maynard, M. T., Gilson, L. L., Jones Young, N., & Vartiainen, M. (2018). Virtual teams. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), *The Wiley-Blackwell Handbook of the Psychology of the Internet at Work*. London, UK: Wiley.

Maynard, M. T., & Sanchez, D. (2018). Virtual teams. In Griffin R. (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.

Maynard, M. T., Vartiainen, M., & Sanchez, D. (2017). Virtual teams: Utilizing talent management thinking to assess what we currently know about making virtual teams successful. *Oxford Handbook of Talent Management*. New York: Oxford University Press. Volume 1: 193-214.

Kennedy, D. M. & Maynard (2017). It is about time: temporal considerations of team adaptation. *Team Dynamics Over Time: Advances in Psychological Theory, Methods, and Practice*. *Research on Managing Groups and Teams*, Volume 18: 29-49.

Maynard, M. T., Kennedy, D. M., Sommer, S. A., & Passos, A. M. (2015). Team Cohesion: A theoretical consideration of its reciprocal relationships within the team adaptation nomological network. In E. Salas, *Research on Managing Groups and Teams*, Volume 17: 83-111.

Maynard, M.T., Marshall, D.A., & Dean, M.D. (2013). Crew resource management and teamwork training in healthcare: A review of the literature and recommendations for how to leverage such interventions to enhance patient safety. In Friedman, L. H., Savage, G. T., & Goes, J. *Annual Review of Health Care Management: Strategy and Policy Perspectives on Reforming Health Systems*. *Advances in Health Care Management*, Volume 13: 59-94.

TECHNICAL REPORTS

Tannenbaum, S., Mathieu, J., Levy, J., Watson, D., Maynard, M. T., Beard, R., Salas, E., Boyle, B., Cato, C., Blue, S., & Berry, C. (2023). Developing and Validating Measures of Army Unit Resilience. Technical Report 1429. United States Army Research Institute for the Behavioral and Social Sciences.

Marques-Quinteiro, P., Schmutz, J., Eppich, W., Mirko, A., & Maynard, M. T. (2020). Teamwork in Antarctica. ETH Zurich.

Maynard, M. T., & Kennedy, D. M. (2015). Team Adaptation and Resilience: What do We Know and What Can Be Applied to Long-Duration Isolated, Confined, and Extreme Contexts NASA/TM-2016-218597

APPLIED RESEARCH & CONSULTING ORGANIZATIONAL PARTNERS

- Connecticut Department of Public Safety
- Group for Organization Effectiveness
- INOVA Health System
- International Business Machines (IBM)
- Midland Memorial Hospital
- National Aeronautics and Space Administration (NASA)
- Prisma Peremarket (Estonia)
- Safer Healthcare
- Swedbank (Estonia)
- University of Colorado Hospital
- Medical Center of the Rockies
- Portuguese Polar Program
- Portuguese Football Association

PROFESSIONAL AFFILIATIONS

- Academy of Management, member (OB, HR, HCM, and RM divisions)
- Society for Industrial and Organizational Psychology – member
- Interdisciplinary Network for Group Research (INGRoup) - member

GRANTS, SCHOLARSHIPS & AWARDS

External Grants

Developing and Validating Measures of Army Unit Resilience

Tannenbaum, S.I., Mathieu, J. E., Maynard, M. T., Salas, E., & Watson, D. (The Group for Organizational Effectiveness, Inc.) Army Research Institute. 9/16-9/18.

A Multi-faceted Approach to Examine Team Adaptation & Resilience within Isolated, Confined, and Extreme Environments

External Grants (continued)

Tannenbaum, S. I., Maynard, M. T., & Mathieu, J. E. (The Group for Organizational Effectiveness, Inc.) NASA. 9/16 – 9/19.

Review of Team Adaptation and Resilience Related to Long Duration Exploration Missions. Maynard, M. T., & Kennedy, D. M. (Safer Healthcare) NASA 9/14 – 9/15.

Internal Grants & Scholarships

- Colorado State University College of Business Research Grant, 2007; 2008; 2009; 2012; 2013; 2014; 2016; 2017; 2018
- Supply Chain Forum Research Grant (CSU), 2017
- Research Travel Grant from the Office of International Programs (CSU), 2011; 2018
- Institute for Learning & Teaching Innovation Grant (CSU), 2008
- University of Connecticut Doctoral Dissertation Fellowship, 2006
- Academy of Management HR Division/SHRM Foundation Dissertation Grant, 2005
- Gerald & Paul D'Amour Founders' Scholarship for Academic Excellence, 2005
- CIBER Grant, University of Connecticut with John E. Mathieu, 2004

Honors & Awards

- Distinguished Service Award - CSU Office of International Programs - 2024
- Excellence in Research Award – CSU College of Business – 2019
- CSU College of Business Sonny Lubick Pinnacle Award Winner – 2017
- Journal of Business & Psychology Editor Commendation Award - 2017
- Dean's Distinguished Research Fellow – 2016
- Excellence in Research Award – CSU College of Business – 2015
- Colorado State University – Global Teaching Scholar, 2015
- Fulbright Award – ISCTE Lisbon, Portugal – spring 2015
- Researcher of the Year – CSU Department of Management – 2015
- Academy of Management Annual Conference (Health Care Management Division) Best Paper Award, 2014
- *Journal of Management* Scholarly Impact Award, 2013
- Dean's Scholar for Published Research (CSU), 2008; 2010; 2012; 2013; 2014; 2015; 2016
- Selected to Attend CSST Summer Research Institute, 2012
- CSU Alumni Association Best Teacher Nominee, 2009; 2011
- *Journal of Management* Best Paper Award Nominee, 2009
- Accenture Outstanding Achievement in Teaching Award (CSU), 2007
- CSU – Beta Gamma Sigma Most Influential Professor Nominee, 2007
- University of Connecticut School of Business Student Hall of Fame Inductee, 2006
- University of Connecticut Management Ph.D. Student Teaching Award Nominee, 2005

PROFESSIONAL ACTIVITIES

Academy of Management

- Making Connections Speaker (2021; 2022)
- OB Division Doctoral Consortium Speaker (2025)
- HR Division/SHRM Foundation Dissertation Grant Committee Chair (2016)

Interdisciplinary Network for Group Research

- McGrath Lifetime Achievement Award Committee (2021; 2022; 2023)
- Best Student Paper Award Committee (2018)
- Dissertation Award Committee (2016)

Group & Organization Management

- Associate Editor (2014-2018)
- Editorial Review Panel (2020-present)
- Special Issue Editor:
 - 2024: Topic: Small sample studies on organizational teams
 - 2021: Topic: Organizational Resilience
 - 2016: Topic: Teamwork and Teamwork Training within Health Care

Journal of Organizational Behavior

- Editorial Review Board (2020-2023)
- Special Issue Editor:
 - 2016: Topic: Teamwork in Extreme Environments

National Science Foundation

- Reviewer (2016)

Colorado State University

- International Affairs Committee – 2022-present
- Associate Deans Committee – 2022-present
- Student Success Curricular Implementation Team – 2023-present
- Graduate Education Committee – 2022 - present

Colorado State University College of Business

- Executive Committee Member – 2018 - present
- Administrative Committee Member – 2018 – present
- AACSB Review - 2021
- Strategic Planning Committee Member – 2018
- Faculty Advisor – Dean's Student Leadership Council – 2016 - 2020
- Management Department Representative - Graduate Program Committee – 2015 - 2018
- Management Department – Journal List Committee – 2015 - 2016
- Faculty Representation – Dean's Faculty Advisory Committee – 2014

PROFESSIONAL ACTIVITIES (continued)

Colorado State University College of Business (continued)

- OB/HR Faculty Search Committee Member, Dept. of Management, 2007, 2008, 2013
- Faculty Coordinator – CSU COB/Accenture Case Competition, 2007 – 2013
- Coordinator for CARMA Research Webcasts, 2006 – 2009
- Management Department Chair Search Committee Member, 2008

Practitioner Communities

- Certified Public Accountant (State of Virginia & Colorado), 1995 - 2002

Thesis Committee Member:

Colin Willis (CSU – I/O Psychology) – 2017; Alyssa Marshall (CSU – I/O Psychology) – 2016; Alyssa Marshall – 2016; Hillary Smith – 2016; Cameron Delphia – 2014; Clifford In – 2014; Lauren Garrison – 2013; Paul Rosser – 2013; Jenn Smith – 2013; Susan Visscher – 2013; Erin Crane – 2013; Helen Hawkins – 2012; Rachel Marsh – 2012; Kristi Muldoon – 2012; Susan Visscher - 2011; Tim Wood – 2009; Jenny Pitts – 2008; Martin Lanik – 2007

Dissertation Committee Member:

Scott Freshwater (CSU – Education) – 2025; Colin Willis (CSU – I/O Psychology) – 2018; Christina Grant (CSU – Education) – 2018; Va Hayman Barber (CSU – Education) – 2018; Dea Robinson (CSU – Education) – 2018; Elar Killumetts (Tartu University – Estonia) – 2018; Diana Sanchez (CSU – I/O Psychology) – 2017; Joy Wagner (CSU – Education) – 2016; Daniel Graff (Aalto University – Finland) – 2015; Pedro Marques Quinteiro (ISCTE – Portugal) – 2015; Paul Rosser (CSU – Education) – 2015; Jaclyn Margolis (Drexel University) – 2015; Margaret Luciano (University of Connecticut) – 2015; Lauren Garrison (CSU – I/O Psychology) – 2014; Rachel Marsh (CSU – I/O Psychology) – 2014; Tommy Cavanaugh (CSU – I/O Psychology) – 2014; Helen Hawkins (CSU – Education) – 2014; Lara Summers (CSU – I/O Psychology) – 2013; Steve Charlier (University of Iowa) – 2012; Jenny Pitts (CSU – I/O Psychology) – 2010; Martin Lanik (CSU – I/O Psychology) - 2009

TEACHING ACTIVITIES

Ph.D.:	Seminars at ISCTE University – Lisbon, Portugal
Executive MBA:	Leadership & Motivation (CSU)
MBA:	Building & Leading Exceptional Teams (CSU) Effective Teams (Impact MBA)
Undergraduate:	Contemporary Management Principles/Practices (CSU) Leadership & Organizational Behavior (CSU) Leading High-Performance Teams (CSU) Fundamentals of Management (CSU) Strategy, Policy, and Planning (UCONN) Managerial and Interpersonal Behavior (UCONN)
Executive Education:	Leadership & Teamwork (CSU)

INDUSTRY EXPERIENCE

EKS&H (via Two Degrees), Denver, CO

Senior Consultant (1999-2002)

Responsible for managing all aspects of financial audits. Assessed the market value of several businesses as part of acquisition process.

Newmont, Denver, CO

Internal Auditor (1998-1999)

Responsible for conducting financial and procedural audits of various locations in North America and Asia.

Johnson Lambert & Company, Washington, D.C.

Senior Associate (1993-1998)

Responsible for litigation support and financial audit services, with a focus on insurance companies and financial institutions.