

M. Travis Maynard

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College of Business
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ACADEMIC APPOINTMENTS

College of Business, Colorado State University, Fort Collins, CO
Associate Professor, Department of Management, 2013 – present

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

College of Business, Colorado State University, Fort Collins, CO
Assistant Professor, Department of Management, 2007 – 2013
Special Appointment, Department of Management, 2006 - 2007

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**
Major: Organizational Behavior

MBA 2002 **University of Denver, Daniels College of Business**
Major: Organizational Behavior

BBA 1993 **The College of William & Mary**
Major: 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 I am currently working on several projects on this topic with teams in extreme environments (i.e. spaceflight, oil platforms, expedition racing, etc.).

REFEREED JOURNAL ARTICLES

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

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.

❖ 10th “Most Read” Article in *Journal of Management*—as of 12/11/15

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.

❖ 9th “Most Read” Article in *Group & Organization Management*—as of 12/11/15

❖ 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.

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

REFEREED JOURNAL ARTICLES (continued)

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.

- ❖ 32rd “Most Read” Article in *Organizational Psychology Review*—as of 1/3/16
- ❖ 21st “Most Cited” Article in *Organizational Psychology Review*—as of 1/3/16

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.

- ❖ 29th “Most Read” Article in *Journal of Management*—12/11/15
- ❖ 10th “Most Cited” Article in *Journal of Management*—12/11/15
- ❖ *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

CITATION COUNTS ON REFEREED JOURNAL ARTICLES

- ❖ ISI Web of Science: 760 (as of January 3, 2016)
- ❖ Google Scholar: 2,312 (as of January 3, 2016)

BOOK CHAPTERS

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

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.

MANUSCRIPTS UNDER REVIEW & WORK IN PROGRESS

Maynard, M. T., & Resick, C. J. Leader Transitions: An Examination of Interim vs. Full-Time Leaders in Major League Baseball. (3rd Review – *Journal of Business & Psychology*).

Bonney, L., Fugate, B., Maynard, M.T., & Petersen, K. The effects of situational awareness accuracy & sharedness on cross-functional supply chain teams. (1st Review - *International Journal of Production & Operations Management*)

Maynard, M. T., Mathieu, J.E., Gilson, L.L., Sanchez, D., & Dean, M.D. The impact of personal and professional familiarity on team information elaboration and performance: An examination in global virtual teams (1st Review - *Organizational Behavior and Human Decision Processes*).

Maynard, M.T., Mathieu, J.E., & Ruddy, T. Detailing multiple forms of team interdependence influences on team context-empowerment-performance relationships. (1st Review - *Journal of Applied Psychology*).

Maynard, M.T., Mathieu, J.E., Gilson, L.L., Rapp, T.L. & Kleiner, C. Team Leader Coaching: An Intervention within Operating Room Teams (Target: *Academy of Management Journal*).

Mathieu, J.E., Luciano, M., Maynard, M.T., Farh, C., & Marshall, D.A. Teamwork Training: What is the Impact of Using a Train-the-Trainer Methodology? (Target: *Personnel Psychology*).

D’Innocenzo, L., Maynard, M. T., Luciano, M. M., & Mathieu, J.E. When past meets present: The influence of temporal factors in surgical teams (Target: *Organization Science*).

Mathieu, J.E., Maynard, M.T., Luciano, M., & Marshall, D.A. Cross-Team Communication within a Multi-Team Operating Room Context (Target: *Academy of Management Journal*).

Pina, J., Passos, A., Maynard, M.T., & Mathieu, J.E. Keeping the Beautiful Game Beautiful: The Impact of Referee Team Performance (Target: *Academy of Management Journal*).

CONFERENCE & ACADEMIC PRESENTATIONS

Larson, B. Z., Leung, O., & Maynard, M. T. (2015). Large-scale virtual team simulations: A road map for implementation. AOM Conference (TLC Session); Vancouver, Canada.

Maynard, M. T. (2015). Familiar internal team contexts: The effect on knowledge sharing and performance. AOM Conference (OCIS Division); Vancouver, Canada.

Wolfson, M. A., Mathieu, J. E., & Maynard, M. T. (2015). Multilevel interactionist perspective of field-based learning-performance relations. AOM Conference (OB Division); Vancouver, Canada.

D'Innocenzo, L., Luciano, M. M., Mathieu, J. E., & Maynard, M. T. (2015). When past meets present: The influence of temporal factors in surgical teams. AOM Conference (OB, RM, & HR Divisions); Vancouver, Canada.

Frick, S. E., Ramsay, P. S., Bedwell, W. L., Maynard, M. T., Sommer, A., & Summers, J. (2015). Panel: Adaptation from a multilevel perspective. INGRoup Annual Conference; Pittsburgh, PA.

Maynard, M. T., & Kennedy, D. M. (2015). Team adaptation & resilience: A review of the literature with emphasis on isolated, confined, and extreme (ICE) contexts. INGRoup Annual Conference; Pittsburgh, PA.

Kjellsen, K., & Maynard, M. T. (2015). Leading organizational restructuring: A field study of virtual team and individual members' reactions. European Association of Work and Organizational Psychology; Oslo, Norway.

Maynard, M. T., Kennedy, D. M., & Sommer, S. A. (2015). Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process. European Association of Work and Organizational Psychology; Oslo, Norway.

Cunningham, Q., Maynard, M. T., & Resick, C. (2015). Team Leader Change: Do Permanency and Active Leadership Matter? SIOP Annual Meeting; Philadelphia, PA.

Maynard, M. T., Mathieu, J. E., Gilson, L., Sanchez, D., & Dean, M. (2015). Familiarity and information elaboration and performance in global virtual teams. SIOP Annual Meeting; Philadelphia, PA.

Wolfson, M. A., Mathieu, J. E., & Maynard, M. T. (2015). Antecedents and contextual effects on field-based learning and performance. SIOP Annual Meeting; Philadelphia, PA.

Kennedy, D. M., Maynard, M. T., Sommer, S. A., Stillman, A., Thayer, A., & Xu, J. (2014). The effects of disruptions to lean operations: How responding means waste creation. INFORMS; San Francisco, CA.

CONFERENCE & ACADEMIC PRESENTATIONS (continued)

Maynard, M. T., Kennedy, D. M., & Sommer, S. A. (2014). Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process. EAWOP Small Group Meeting on Dynamics of Team Cognition and Team Adaptation. Lisbon, Portugal.

Luciano, M. M., Maynard, M. T., Mathieu, J. E., Kleiner, C., and Marshall, D. A. (2014). Improving internal and external team briefings: A field-based quasi-experimental teamwork training intervention. AOM Conference (OB & OMT Divisions); Philadelphia, PA.

D’Innocenzo, L. D., Luciano, M. M., Mathieu, J. E., Maynard, M. T., & Chen, G. (2014). Empowered to perform: A multi-level investigation of empowerment on performance in hospital units. AOM Conference (HCM Division); Philadelphia, PA.

- ❖ Selected for Best Paper Proceedings
- ❖ Health Care Management Division Best Paper Award

Cunningham, Q., Maynard, M. T., & Resick, C. (2014). Ch-Ch-Ch-Changes: An examination of the impact of strategic and non-strategic as well as interim vs. full-time leadership changes on team performance. INGRoup Annual Conference; Raleigh, NC.

Maynard, M. T., Kennedy, D. M., & Sommer, S. A. (2014). Team adaptation: A fifteen-year synthesis (1998-2013) and framework for how this literature needs to “adapt” going forward. INGRoup Annual Conference; Raleigh, NC.

Litchfield, R. C., Gilson, L. L., Shalley, C. E., Maynard, M. T., & Woldoff, R. A. (2013) The Link Between Spontaneous, Face-to-Face Interaction and Creativity: Myth or Requirement? Southern Management Association Conference (OB Track); New Orleans, LA.

Maynard, M. T., & Gilson, L. L. (2013). Pedagogical Insights for Teaching Teamwork. AOM Conference. (PDW Session); Orlando, FL.

Gilson, L. L., & Maynard, M. T. (2013). Team Member Externalization in Global Virtual Teams. AOM Conference. (OB & HR Divisions); Orlando, FL.

Kennedy, D.M., Sommer, A., & Maynard, M. T. (2013). Triggers and Trajectories: A Framework of Team Disruptions and Recovery. AOM Conference. (ODC); Orlando, FL.

Maynard, M. T., Gilson, L. L., Mathieu, J. E., Rapp, T. L., & Marshall, D. A. (2013). The Impact of a Teamwork Coaching Intervention on Operating Room Team Processes and Performance. INGRoup Annual Conference; Atlanta, GA.

Killumets, E., D’Innocenzo, L. D., Maynard, M. T., & Mathieu, J. E. (2013). A Multi-Level Examination of the Impact of Team Interpersonal Processes. INGRoup Annual Conference; Atlanta, GA.

CONFERENCE & ACADEMIC PRESENTATIONS (continued)

Sommer, S. A., Maynard, M. T., & Kennedy, D. M. (2013). Leadership in Trans-boundary Crisis: Team Adaptation Across Boundaries. EGOS Annual Conference; Montreal, Canada.

Vartiainen, M. & Maynard, M.T. (2013). From Distributed Teams to Collaboration in Fully Virtual Settings. European Association of Work and Organizational Psychology; Münster, Germany.

Maynard, M. T., Mathieu, J. E., Luciano, M. M., & Marshall, D. A. (2013). Training Teamwork in Healthcare: Participant, Session, and Contextual Effects. SIOP Annual Meeting; Houston, TX.

Horn, Z. N. J., Fiore, S. M., Maynard, M. T., McCormack, R., Shuffler, M. L., & Weise, C. (2013). The digital frontier: Facilitating teamwork through bits and bytes. SIOP Annual Meeting; Houston, TX.

Killumets, E., Maynard, M.T., Mathieu, J.E., & D'Innocenzo, L. (2012). Impact of Interpersonal Processes on Team Effectiveness: A Multi-level Model. British Academy of Management Conference; Cardiff, UK.

D'Innocenzo, L., Mathieu, J.E., Maynard, M.T., Chen, G., & Marshall, D.A. (2012). Cross-Level Investigation of Unit-Level Leadership Climate & Processes on Empowerment & Performance. AOM Conference. (OB Division); Boston, MA.

❖ Selected for Best Paper Proceedings

Maynard, M.T., & Gilson, L.L. (2012). Knowledge Sharing in Global Virtual Teams: The Effect on Performance and the Role of Team Familiarity. Academy of Management Conference. (OB, OCIS, HR Divisions); Boston, MA.

Maynard, M.T., & Dean, M.D. (2012). Prior Working Experiences in Teams: An Examination in Financial Audit Teams. INGRoup Annual Conference; Chicago, IL.

Maynard, M.T., Mathieu, J.E., & Ruddy, T. (2011). Detailing multiple forms of team interdependence influences on team context-empowerment-performance relationships. Academy of Management Conference (OB Division); San Antonio, TX.

Mumford, T.V., Maynard, M.T., & Henle, C. (2011). Shared role cognitions as antecedents and consequences of team outcomes. Annual Meeting of the Society of Industrial and Organizational Psychology; Chicago, IL.

Maynard, M.T., Mathieu, J.E., & Gilson, L.L. (2010). The role of familiarity on team processes and performance: An examination in global virtual teams. Annual Meeting of the Society of Industrial and Organizational Psychology; Atlanta, GA.

CONFERENCE & ACADEMIC PRESENTATIONS (continued)

Bonney, L., Fugate, B., Maynard, M.T., & Petersen, K. (2009). The effects of situational awareness accuracy & sharedness on cross-functional supply chain teams. Front Range Research Seminar (Fall); Boulder, CO.

Maynard, M.T., Rapp, T.L., & Dean, M. (2009). Team creative environment: An expanded view of the nomological network within supply chain teams. Academy of Management Conference (OB Division); Chicago, IL.

Maynard, M.T., & Dean, M. (2009). Are all experiences created equal? The role of shared team experience in project teams. Western Academy of Management Conference; Park City, UT.

Maynard, M.T., Gilson, L.L., & Rapp, T.L. (2007). Ability-based trust development in project teams: The role of diversity, personality, and justice. Academy of Management Conference (OB Division); Philadelphia, PA.

Mathieu, J.E., Maynard, M.T., Rapp, T.L., & Gilson, L.L. (2007). Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. Academy of Management Conference (OB Division); Philadelphia, PA.

Mathieu, J.E., Maynard, M.T., Rapp, T.L., Mangos, P.M. (2006). Interactive effects of team/task shared mental models as related to air traffic controllers' teamwork. Academy of Management Conference (OB/MOC Divisions); Atlanta, GA.

Maynard, M.T. (2005). Group potency: Are virtual teams at a developmental disadvantage? Academy of Management Conference (OCIS Division); Honolulu, HI.

Maynard, M.T., & Gilson, L.L. (2005). Shared mental model development in virtual teams: A conceptual framework and cognitive bridge. Southern Management Association Conference (OB/OT/OD Track); Charleston, SC.

Maynard, M.T., Mathieu, J.E., Marsh, & W.M. Ruddy, T.M. (2005). A multi-level investigation of the influence of employees' resistance to teams and empowerment. Academy of Management Conference (OB Division); Honolulu, HI.

Mathieu, J.E., Maynard, M.T., Taylor, S., Gilson, L.L., & Ruddy, T. (2005). A meso-mediational model of contextual and work design influences on team processes and performance. Annual Meeting of the Society of Industrial and Organizational Psychology; Los Angeles, CA.

Maynard, M.T., Gilson, L.L., & Ammeter, A.P. (2004). Initial trust formation: An integrative model test in short-term project teams. Southern Management Association Conference (OB/OT/OD Track); San Antonio, TX.

Maynard, M.T. (2004). Shared mental model development: The role of team virtualness. Academy of Management Conference (OCIS Division); New Orleans, LA.

CONFERENCE & ACADEMIC PRESENTATIONS (continued)

Martins, L.L., Gilson, L.L., & Maynard, M.T. (2004). Virtual teams: A review of the literature and future directions. Academy of Management Conference (OCIS/OB Divisions); New Orleans.

Maynard, M.T. (2003). The ethical implications of virtual team membership. Academy of Management Conference (OCIS Division); Seattle, WA.

Maynard, M.T., & Taylor, S. (2003). Rethinking the team empowerment nomological network. Academy of Management Conference (OB Division); Seattle, WA.

GRANTS, SCHOLARSHIPS & AWARDS

Grants & Scholarships

Research Grant - NASA/Johnson Space Center, 2014-2015

Colorado State University College of Business Research Grant, 2007; 2008; 2009; 2012; 2013; 2014

Research Travel Grant from the Office of International Programs (CSU), 2010-2011

Institute for Learning & Teaching Innovation Grant (CSU), 2007-2008

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

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

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, 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 AFFILIATIONS

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

PROFESSIONAL ACTIVITIES

Colorado State University:

- ❖ Management Department Representative - Graduate Program Committee – 2015 - present
- ❖ Management Department – Journal List Committee – 2015 - present
- ❖ Faculty Representation – Dean’s Faculty Advisory Committee – 2014
- ❖ GSSE Admissions Committee – 2014
- ❖ Dream Scholarship Committee – 2013, 2014
- ❖ Faculty Representative to RamWelcome 2008, 2009, 2010, 2013, 2015
- ❖ OB/HR Faculty Search Committee Member, Dept. of Management, 2007, 2008, 2013
- ❖ Faculty Coordinator – CSU COB/Accenture Case Competition, 2007 – 2013
- ❖ CSU COB Business Leadership Institute Committee Member and Speaker, 2009
- ❖ Coordinator for CARMA Research Webcasts, 2006 – 2009
- ❖ Management Department Chair Search Committee Member, 2008
- ❖ OB Curriculum Ad-hoc Committee Member, Department of Management, 2006 – 2007
- ❖ Workload Document Ad-hoc Committee Member, Department of Management, 2007

Academic Journals:

- ❖ Associated Editor:
 - 2014-present: *Group & Organization Management*
- ❖ Special Issue Editor:
 - 2016-present: *Group & Organization Management*
Topic: Teamwork and Teamwork Training within Health Care
 - 2016-present: *Journal of Organizational Behavior*
Topic: Teamwork in Extreme Environments
- ❖ Ad Hoc Reviewer:
 - 2015: *Academy of Management Journal, Journal of Management*
 - 2014: *Journal of Management; Journal of Health & Organization; Academy of Management Journal; Small Group Research*
 - 2013: *Organizational Psychology Review, Group & Organization Management, Human Relations, Journal of Management, Journal of Managerial Psychology*
 - 2012: *Human Relations, MIS Quarterly, Small Group Research*
 - 2011: *MIS Quarterly, Small Group Research*
 - 2010: *Decision Sciences, Human Relations*
 - 2009: *Academy of Management Journal, MIS Quarterly, IEEE Transactions on Professional Communication*
 - 2005: *Information Systems Research*
 - 2004: *Journal of Management*

PROFESSIONAL ACTIVITIES (continued)

Academic & Practitioner Communities:

- ❖ Academy of Management HR Division/SHRM Foundation Dissertation Grant
Committee Chair: 2015-2016
- ❖ Academy of Management annual meeting – Session Chair
PDW: 2013
OB Division: 2007; 2014; 2015
- ❖ Academy of Management annual meeting - Reviewer
OB Division: 2005 – 2008; 2013; 2015
OCIS Division: 2003 – 2008
HR Division: 2008
- ❖ Academy of Management annual meeting – Discussant
OB Division: 2008
- ❖ Academy of Management annual meeting – Facilitator
OB Division New Member Networking & Research Forum: 2015
- ❖ Society for Industrial and Organizational Psychology – Reviewer: 2011, 2012
- ❖ Society for Industrial and Organizational Psychology – Session Chair: 2013
- ❖ Western Academy of Management – Reviewer: 2008
- ❖ Southern Management Association annual meeting
Discussant - OB/OT/OD Track: 2005
Reviewer – OB/OT/OD Track: 2004, 2005, 2013
- ❖ Certified Public Accountant, 1995 - 2002

Dissertation Committee Member:

Elar Killumetts (Tartu University – Estonia) – 2016; Rachel Marsh (CSU – I/O Psychology) – 2016; Joy Wagner (CSU – Education) – 2016; Colin Willis (CSU – I/O Psychology) – 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

Thesis Committee Member:

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

TEACHING ACTIVITIES

<u>Colorado State University</u>	Instructor	Course
BUS690, Building & Leading Exceptional Team Seminar	4.9/5.0	4.9/5.0
MGT411, Leading High Performance Teams, Fall 2014	5.0/5.0	5.0/5.0
MGT411, Leading High Performance Teams, Fall 2014	4.9/5.0	4.8/5.0
BUS 620, Leadership & Motivation (EMBA), Fall 2014	9.6/10	9.7/10
BUS690, Effective Teams (GSSE MBA – 7), Fall 2014	4.7/5.0	4.2/5.0
MGT411, Leading High Performance Teams, Spring 2014	4.9/5.0	4.9/5.0
MGT411, Leading High Performance Teams, Spring 2014	5.0/5.0	4.9/5.0
MGT411, Leading High Performance Teams, Fall 2013	4.8/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Fall 2013	4.9/5.0	4.8/5.0
BUS690, Effective Teams (GSSE MBA - 6), Fall 2013	4.9/5.0	4.6/5.0
BUS690, Effective Teams (GSSE MBA - 7), Fall 2013	4.6/5.0	4.0/5.0
MGT305, Fundamentals of Management, Summer 2013	4.8/5.0	4.2/5.0
MGT411, Leading High Performance Teams, Spring 2013	4.9/5.0	4.8/5.0
MGT411, Leading High Performance Teams, Spring 2013	4.8/5.0	4.6/5.0
BUS690, Effective Teams (GSSE MBA - 6), Spring 2013	4.9/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Fall 2012	4.8/5.0	4.6/5.0
MGT411, Leading High Performance Teams, Fall 2012	4.9/5.0	4.9/5.0
BUS690, Effective Teams (GSSE MBA - 5), Fall 2012	4.7/5.0	4.4/5.0
BUS690, Effective Teams (GSSE MBA - 6), Fall 2012	4.6/5.0	4.2/5.0
MGT411, Leading High Performance Teams, Spring 2012	4.9/5.0	4.8/5.0
MGT411, Leading High Performance Teams, Spring 2012	4.9/5.0	4.9/5.0
BUS690, Effective Teams (GSSE MBA - 5), Spring 2012	4.5/5.0	4.3/5.0
MGT411, Leading High Performance Teams, Fall 2011	4.9/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Fall 2011	4.9/5.0	4.8/5.0
BUS690, Effective Teams (GSSE MBA - 5), Fall 2011	4.3/5.0	3.6/5.0
BUS690, Effective Teams (GSSE MBA - 4), Fall 2011	4.6/5.0	4.4/5.0
MGT411, Leading High Performance Teams, Spring 2011	4.9/5.0	4.8/5.0
MGT411, Leading High Performance Teams, Spring 2011	5.0/5.0	5.0/5.0
BUS690, Effective Teams (GSSE MBA - 4), Spring 2011	4.1/5.0	3.7/5.0
MGT411, Leading High Performance Teams, Fall 2010	4.8/5.0	4.8/5.0
MGT411, Leading High Performance Teams, Fall 2010	4.9/5.0	4.8/5.0
MGT305, Fundamentals of Management, Summer 2010	4.8/5.0	4.7/5.0
MGT305, Fundamentals of Management, Summer 2010	4.6/5.0	4.2/5.0
MGT411, Leading High Performance Teams, Spring 2010	4.9/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Spring 2010	4.8/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Fall 2009	4.7/5.0	4.5/5.0
MGT411, Leading High Performance Teams, Fall 2009	4.9/5.0	4.8/5.0
MGT305, Fundamentals of Management, Summer 2009	4.4/5.0	4.1/5.0
MGT305, Fundamentals of Management, Summer 2009	4.7/5.0	4.4/5.0
MGT411, Leading High Performance Teams, Spring 2009	4.9/5.0	4.6/5.0
MGT411, Leading High Performance Teams, Spring 2009	4.9/5.0	4.9/5.0
BUS690, Effective Teams (GSSE MBA - 3), Spring 2009	4.5/5.0	4.4/5.0

TEACHING ACTIVITIES (continued)

Colorado State University

	Instructor	Course
MGT411, Leading High Performance Teams, Fall 2008	4.8/5.0	4.7/5.0
MGT411, Leading High Performance Teams, Fall 2008	4.6/5.0	4.5/5.0
MGT305, Fundamentals of Management, Summer 2008	4.5/5.0	4.3/5.0
MGT305, Fundamentals of Management, Summer 2008	4.6/5.0	4.4/5.0
MGT411, Leadership and Teams Management, Spr. 2008	4.9/5.0	4.8/5.0
MGT411, Leadership and Teams Management, Spr. 2008	4.6/5.0	4.5/5.0
MGT411, Leadership and Teams Management, Fall 2007	4.8/5.0	4.6/5.0
MGT411, Leadership and Teams Management, Fall 2007	4.7/5.0	4.3/5.0
BN320, Contemporary Management, Summer 2007	4.6/5.0	4.3/5.0
BN411, Leadership and Teams Management, Fall 2006	4.8/5.0	4.7/5.0
BN411, Leadership and Teams Management, Fall 2006	4.9/5.0	4.8/5.0

University of Connecticut

	Overall Evaluation
MGMT 201, Managerial and Interpersonal Behavior, Spring 2005	9.4/10.0
MGMT 201, Managerial and Interpersonal Behavior, Fall 2004	9.4/10.0
MGMT 290, Strategy, Policy, and Planning, Spring 2004	8.5/10.0
MGMT 290, Strategy, Policy, and Planning, Fall 2003	8.0/10.0

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.

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.