

## Curriculum Vitae

### **KRISTIN J. BEHFAR**

**Maiden name: Jackson\***

United States Army War College  
Department of Command, Leadership, & Management  
School of Strategic Land Power  
Carlisle, PA 17013  
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### **EDUCATION**

<b>2003-2005</b>	<b>Kellogg School of Management, Northwestern University</b> Post-Doctoral Fellow	<b>Evanston, IL</b>
<b>1997-2003</b>	<b>Cornell University</b> Ph.D. in Organizational Behavior, Johnson Graduate School of Management	<b>Ithaca, NY</b>
<b>1994-1996</b>	<b>Boston University</b> M.S. in Communication	<b>Boston, MA</b>
<b>1990-1994</b>	B.S. in Communication	

### **ACADEMIC POSITIONS**

<b>2017-present</b>	<b>United States Army War College</b> Professor of Strategic Leadership and Ethical Development	<b>Carlisle, PA</b>
<b>2011-2017</b>	<b>Darden School of Business, University of Virginia</b> Associate Professor of Business Administration	<b>Charlottesville, VA</b>
<b>2005-2011</b>	<b>Merage School of Business, University of California, Irvine</b> Assistant Professor of Organization and Management	<b>Irvine, CA</b>

### **RESEARCH INTERESTS**

Group processes and performance, conflict management, multi-cultural teams, cross-cultural leadership, and research methods.

### **AWARDS**

<b>Scholarship</b>	<i>Most Influential Paper Award Published between 2008-2011, Academy of Management Conflict Management Division, 2016</i> <i>Wells Fargo Award for Excellence in Significant Publication, Darden School of Business, 2015</i> <i>Best Paper: Empirical or Theoretical, Academy of Management Conflict Management Division, 2014</i> <i>Best paper published in 2010-2011, Small Group Research, 2011</i> <i>Outstanding Paper Published in 2008, International Association for Conflict Management, 2010</i> <i>Ascendant Scholar, Western Academy of Management, 2010</i>
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## **AWARDS (continued)**

- Teaching**      *Excellence in Teaching for an Elective* (a student elected award, UCI MBA program), 2011  
*Excellence in Teaching for a Core Class* (a student elected award, UCI FEMBA program), 2011  
*Dean's Honoree for Teaching Excellence in Undergraduate Education*, UCI, 2010  
*Excellence in Teaching for an Elective* (a student elected award, UCI MBA program), 2010  
*Excellence in Teaching for an Elective* (a student elected award, UCI MBA program), 2009  
Kellogg School of Management "Top 25%" Teacher Course Evaluations, Winter 2005  
Johnson Graduate School of Management "4.5 Club," Recognition of Teaching Excellence, 2002
- Community**      *Outstanding Community Partner*, District 65 Evanston/Skokie Schools, 2005  
*Excellence in Academics and Service*, Cornell Public Service Center & the Cornell Tradition, 2002

## **PUBLICATIONS**

### **Refereed Journal Articles**

1. Behfar, K. and Okhysuen, G. (2018). Discovery within validation logic: Deliberately surfacing, complementing, and substituting abductive reasoning in hypothetic-deductive inquiry. *Organization Science*.
2. Behfar, K., Friedman, R., and Oh, S. (2016). How team members allocate credit for work: The impact of team (dis)satisfaction and psychological safety on performance evaluation biases. *Small Group Research*, 47(1), 77-107.
3. Behfar, K., Friedman, R., and Brett, J. (2016). Managing co-occurring conflicts in teams. *Group Decision and Negotiation*, 25: 501-536. 10.1007/s10726-015-9450-x.
4. Weingart, L., Behfar, K., Bendersky, C., Todorova, G., and Jehn, K. (2015). The directness and oppositional intensity of conflict expression. *Academy of Management Review*, 40(2), 235-262.  
\* **Award for Best Paper: Empirical or Theoretical**, Academy of Management, Conflict Management Division, 2014
5. Behfar, K., Mannix, E. A., Peterson, R. S., & Trochim, W. M. (2011). Conflict in small groups: The meaning and consequences of process conflict. *Small Group Research*, 42(2), 127-176.  
\* **Award for Best Paper published in 2010-2011**, *Small Group Research*
6. Behfar, K., Peterson, R., Mannix, E., and Trochim, W. M. (2008). The critical role of conflict resolution in teams: A close look at the links between conflict type, conflict management strategies, and team outcomes. *Journal of Applied Psychology*, 93(1), 170-188.  
\* **Most Influential Paper Published between 2008-2010 Award**, Academy of Management, Conflict Management Division, 2016  
\* **Outstanding Paper Published in 2008**, International Association for Conflict Management, 2010
7. Peterson, R. and Behfar, K. (2003). The dynamic relationship between performance feedback, trust, and conflict in groups: A longitudinal study. *Organizational Behavior and Human Decision Processes*, 92, 102-112.
8. Jackson\*, K. and Trochim, W.M. (2002). Concept mapping as an alternative approach for the analysis of open-ended survey responses. *Organizational Research Methods*, 5(4), 307-336.

## **PUBLICATIONS (continued)**

### **Invited Journal Articles**

9. Adair, W., Behfar, K., Olekalns, M., Shapiro, D. (2016). Celebrating the work of Jeanne M. Brett: Building bridges and making connections. *Negotiation and Conflict Management Research*, 9: 292-308.

### **Scholarly Book**

10. Behfar, K. and Thompson, L. (Eds.) (2007). *Conflict in organizational groups: New directions in theory and practice*. Evanston, IL: Northwestern University Press.  
9A: European edition: Behfar, K. and Thompson, L. (Eds.) (2008). *Conflict in organizational groups: New directions in theory and practice*. London, UK: Kogan Page Press.

### **Refereed Book Chapters**

11. Brett, J., Behfar, K., and Sanchez-Burks, J. (2014). Managing cross-cultural conflicts: A close look at the implication of direct versus indirect confrontation. In N. Ashkanasy, O. Ayoko, & K. Jehn (Eds.), *Handbook of research in conflict management* (pp. 136-154). United Kingdom: Edward Edgar Publishing.
12. Bendersky, C., Bear, J., Behfar, K., Weingart, L., Todorova, G., and Jehn, K. (2014). Identifying gaps between the conceptualization of conflict and its measurement. In N. Ashkanasy, O. Ayoko, & K. Jehn (Eds.), *Handbook of research in conflict management* (pp. 79-89). United Kingdom: Edward Edgar Publishing.
13. Behfar, K. and Thompson, L. (2007). Conflict within and between organizational groups: Functional, dysfunctional, and quasi-functional perspectives. In K. Behfar and L. Thompson (Eds.), *Conflict in organizational groups: New directions in theory and practice* (pp. 3-35). Evanston, IL: Northwestern University Press.
14. Behfar, K., Kern, M., and Brett, J. (2006). Managing challenges in multicultural teams. In Y. Chen (Ed.), *Research on managing groups and teams: National culture and groups* (Vol. 9, pp. 233-262). Oxford: Elsevier Science Press.
15. Susskind, A., Behfar, K., and Borchgrevink, C. (2006). An exploration of the relationship between communication network structures, team-member exchange quality and teamwork. In G. Graen (Ed), *Sharing network leadership*, Volume 4: pp. 119-136. Greenwich CT: Information Age Publishing, Inc.
16. Peterson, R. and Behfar, K. (2005). Leadership as group regulation. In D. Messick & R. Kramer (Eds.), *The psychology of leadership: New perspectives and research*: 143-162. Mahwah, NJ: Lawrence Erlbaum Associates.

### **Journal Articles for the Practicing Manager**

17. Brett, J, Friedman, R. and Behfar, K. (2009). How to manage your negotiating team: The biggest challenge may lie on your side of the table. *Harvard Business Review*. September, pp. 105-109.
18. Brett, J., Behfar, K., and Kern M. (2006). Managing multicultural teams. *Harvard Business Review*. November, pp. 84-91.  
*18A*. Included in: *Harvard Business Review On Point*. Special issue on "Leading high impact teams." February 2008.  
*18B*. Included in: *The Essential Guide to Leadership* (2009): 85.

## **PUBLICATIONS (continued)**

### **Journal Articles for the Practicing Manager (continued)**

18B. Included in: *HBR's Building Better Teams* (2011).

18C. Included in: *HBR's 10 Must Reads on Teams* (2013).

18D. Included in: *HBR's 10 Must Reads on Managing Across Cultures* (2016).

19. Behfar, K. (2004). Presenting evaluation results. Special issue on Program Evaluation in *Volunteer Leadership*, Spring/Summer, p. 14.

### **Case Studies & Case Teaching Notes**

20. *Why is the universe against me? (A)*, with Jolene Bodily (UVA-OB-1069)

20A. *Why is the universe against me? (B)* (UVA-OB-1073)

20B. *Why is the universe against me? (Abridged)* (UVA-OB-1081)

20C. *Why is the universe against me? (Teaching note)*, UVA-OB-1069TN)

21. *Sold—to the highest bidder in Japan*, with Gerry Yemen and Allison Elias (UVA-OB-1064)

21A. *Sold—to the highest bidder in Japan (Teaching note)*, UVA-OB-1064TN)

22. *The global software team: Jugaad needed*, with Gerry Yemen (UVA-OB-1054, rev 2015)

22A. *The global software team: Jugaad needed (Teaching Note)*, UVA-OB-1054TN)

23. *Conflict in teams: The “chatty” accusation at the call center*, with Gerry Yemen and Martin Davidson (UVA-OB-1046)

23A. *Conflict in teams: The “chatty” accusation at the call center (Teaching Note)*, UVA-OB-1046TN)

24. *The troubled team at Universal Telecom: Managing process and personalities*. In *Negotiation, teamwork, and decision making exercises*. Published by Kellogg School of Management Dispute Resolution Research Center (DRRC) and Kellogg Team and Groups Center (KTAG), Northwestern University.

24A. *The troubled team at Universal Telecom (Teaching note)*

25. *The three-hour tour: Team leadership and communication at Electronic Design, Incorporated*. In *Negotiation, teamwork, and decision making exercises*. Published by Kellogg School of Management Dispute Resolution Research Center (DRRC) and Kellogg Team and Groups Center (KTAG), Northwestern University.

25A. *The three-hour tour (Teaching note)*

### **Technical Notes for Teaching Purposes**

26. *Conflict management in teams: For military and government*, with Steve Gerras and Rebecca Goldberg (UVA-OB-1208)

27. *Conflict management in teams*, with Rebecca Goldberg (UVA-OB-1072)

28. *Confronting directly and indirectly: Are you attuned to notice?* with Jeanne Brett, Jeffrey Sanchez-Burks, and Allison Elias (UVA-OB-1055)

## **PUBLICATIONS (continued)**

### **Technical Notes for Teaching Purposes (continued)**

29. *The influence of national culture on business practice*, with Sylvie Thompson and Gerry Yemen (UVA-OB-1056)
30. *The team norms/agreement memo*, with Sarah Wilcox-Elliott (UVA-PHA-0070, rev 2014)

### **Media for the Practicing Manger**

31. “Advice from the trenches: How to lead multicultural teams,” Darden Ideas to Action (May 2017)  
<https://ideas.darden.virginia.edu/2017/05/advice-from-the-trenches-how-to-lead-multicultural-teams/>
32. “Six strategies for resolving—and preventing—workplace conflict,” UVA Today (April 2017)  
<https://news.virginia.edu/content/6-strategies-resolving-and-preventing-workplace-conflict>
33. “In defense of indirect confrontation: Managing cross-culture conflict,” Darden Ideas to Action (April 2017)  
<https://ideas.darden.virginia.edu/2017/04/in-defense-of-indirect-confrontation-managing-cross-culture-conflict/>
34. “Credit where credit is due: Creating teams without a self-serving bias,” Darden Ideas to Action (August 2016)  
<http://ideas.darden.virginia.edu/2016/07/credit-where-credit-is-due-creating-teams-without-a-self-serving-bias/>
35. “Bringing the team together,” *UVA Magazine* (September 2015)  
[http://uvamagazine.org/articles/bringing\\_the\\_team\\_together](http://uvamagazine.org/articles/bringing_the_team_together)
36. “Clash of the teammates: How the ideal team works through conflict,” *Darden Ideas to Action* (April 2015)  
<http://ideas.darden.virginia.edu/2015/04/clash-of-the-teammates-how-the-ideal-team-works-through-conflict/>
37. “On how we fight and why it matters,” *Strategy and Business* (February 2015)  
<http://www.strategy-business.com/article/00314?gko=3180a>
38. “Why can’t we be friends? Saving workplace relationships,” *Darden Ideas to Action* (July, 2014)  
<http://ideas.darden.virginia.edu/2014/07/why-cant-we-be-friends-saving-workplace-relationships/>
39. “How to argue across cultures,” *Harvard Business Review Blog* (December, 2013)  
<http://blogs.hbr.org/2013/12/how-to-argue-across-cultures/>
40. Venting at work,” *Darden Biz Basics Series* (December, 2013)  
<http://www.youtube.com/watch?v=ncUgTY6cPZg>

## **MANUSCRIPTS UNDER PEER-REVIEW**

Behfar, K., Cronin, M., and McCarthy, K. “Venting about work related annoyances: How the responses of third-party listeners impact the venter’s ability to re-appraise problems.”

Raz, K., Cowen, A., Behfar, K., and Thomas-Hunt, M. " In pursuit of status at work: How individuals’ goals influence status-seeking behavior.”

## **WORKING PAPERS**

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., and Jehn, K. “Measuring conflict expression: directness and intensity in expressed opposition.”

## **MANUSCRIPTS IN PREPARATION**

“Fundamental assumptions about team leaders in face, honor, and dignity cultures.”

“Team dynamics, team coaching, and the accuracy of team predictions over time.”

## **CONFERENCE PRESENTATIONS**

Behfar, Peterson, Hu, Lynch, Ginena (2018) Leaders’ perspectives on team conflict: Lay theories of effective conflict management in face, honor, and dignity cultures. Paper presented at the Academy of Management, Chicago, IL.

Raz, K., Cowen, A., Behfar, K., and Thomas-Hunt, M. (2018). In pursuit of status at work: How individuals’ goals influence status-seeking behavior.” Paper presented at INGROUP, Bethesda, MD.

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., Jehn, K (2017, July). Measuring conflict expression: A complementary approach to understanding conflict. Paper presented at INGROUP, St. Louis, MI.

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., Jehn, K (2016, August). Measuring conflict expression: A complementary approach to understanding conflict. Paper presented at the Academy of Management, Anaheim, CA.

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., Jehn, K (2016, April). The development and validation of the DICE Scale. Paper presented at the Society for Industrial and Organizational Psychology, Anaheim, CA.

Okhyusen, G., and Behfar, K. (2015, August). The use of abduction for generating explanation and theory. Paper presented at the Academy of Management, Vancouver, BC.

Weingart, L., Behfar, K., Bendersky, C., Todorova, G., Jehn, K. (2014, August). The directness and oppositional intensity of conflict expression. Paper presented at the Academy of Management, Philadelphia, PA.

### **\* Winner of the Conflict Management Division's Best Paper: *Empirical or Theoretical***

Behfar, K., Friedman, R. and Brett, J. (2013, August). Managing co-occurring team challenges: How simultaneous substantive and procedural challenges influence team process. Paper presented at the Academy of Management, Orlando, FL.

Swaab, R. and Behfar, K. (2013, July). Coordinating expertise in knowledge worker teams: The impact of peer appraisals and superordinate goal discussions. Paper presented at the Interdisciplinary Network for Groups Research (INGROUP), Atlanta, GA.

Behfar, K., Cronin, M., McCarthy, K. (2013, July). Enhancing the effectiveness of individuals in responding to conflict: The important role listeners play when we vent. Paper presented at the International Association for Conflict Management (IACM), Seattle, WA.

Crotty, S., Behfar, K. and Peterson, R. (2012, August). Understanding and managing value asymmetry in multicultural teams with Western and Middle Eastern Members. Paper presented at the Academy of Management, Boston, MA.

## **CONFERENCE PRESENTATIONS (continued)**

Behfar, K., Friedman, R. and Oh, S. (2012, August). From Self-to Other-Centric: The impact of team (dis)satisfaction and psychological safety on performance evaluation biases. Paper presented at the Interdisciplinary Network for Groups Research (INGRoup), Chicago, IL.

Behfar, K., Cronin, M., and McCarthy, K. (2011, July). Heat transfer: Why complaining outside of the group enhances team performance. Paper presented at the Interdisciplinary Network for Groups Research (INGRoup), Minneapolis, MN.

Behfar, K., Friedman, R., and Oh, S. (2011, July). From ego-to other-centric: The impact of team (dis)satisfaction and psychological safety on self-serving bias. Paper presented at the International Association for Conflict Management (IACM), Istanbul, Turkey.

Behfar, K. and Cronin, M. (2010, August). The efficacy of venting as a function of the response of third-party listeners. Paper presented at the Academy of Management, Montreal, Canada.

Bendersky, C., Behfar, K., Weingart, L., Jehn, K., Todorova, G., and Bear, J. (2010, August). Revisiting the dimensions of intra-group conflict. Paper presented at the Academy of Management, Montreal, Canada.

Behfar, K., Friedman, R., and Brett, J. (2010, July). How challenges can act as catalysts or suppressors of effective team process. Paper presented at the Interdisciplinary Network for Groups Research (INGRoup), Washington, DC.

Bendersky, C., Behfar, K., Weingart, L., Jehn, K., Todorova, G., and Bear, J. (2010, June). Revisiting the dimensions of intra-group conflict: Theoretical and psychometric construct refinement. Paper presented at the International Association for Conflict Management, Boston, MA.

Behfar, K and Swaab, R. (2010, March). Reflexivity interventions in the field: Reflexivity on team versus individual feedback and the impact on team viability. Paper presented at the Western Academy of Management, Kona, HI.

Cambell, T., Behfar, K., Cleary, J., Hauser, J., and Preodor, M. (2010). Building effective hospice and palliative care teams (P4). *Journal of Pain and Symptom Management*, 39(2): 321-322.

Behfar, K. and Cronin, M. (2009, July). Venting about teamwork: When venting is useful and the impact of those who listen. Paper presented at INGRoup, Colorado Springs, CO.

Behfar, K., Friedman, R., and Brett, J. (2009, March). Managing negotiating teams: How team challenges can act as catalysts and suppressors of effective team process. Paper presented at the Western Academy of Management, Midway, UT.

### **\* Finalist for best paper award**

Behfar, K., Mannix, E., Peterson, R., and Trochim, W. (2008, August). Coordinating both people and task: Revisiting and explicating the process conflict construct. Paper presented at the Academy of Management, Anaheim, CA.

Behfar, K., Friedman, R., and Brett, J. (2008, July). The team negotiation challenge: Defining and managing the internal challenges of negotiating teams. Paper presented at International Association of Conflict Management, Chicago, IL.

Behfar, K. and Swabb, R. (2007, July). Group process and shared cognition in teams: How and why shared cognition deteriorates over time. Paper presented at INGroup, East Lansing, MI.

## **CONFERENCE PRESENTATIONS (continued)**

Behfar, K. and Swabb, R. (2006, August). Shared cognition and conflict in teams: Content and adherence. Paper presented at the Academy of Management, Atlanta, GA.

Behfar, K., Thompson, L., Leonaradelli, G., and Kern, M. (2005, August). Intra-team and inter-team conflict: The impact of feedback from a multiple round negotiation on strategy and outcomes. Paper presented at the Academy of Management, Honolulu, HI.

Behfar, K., Burris, E., and Thomas-Hunt, M. (2004, August). Group conflict, expertise, and performance: How functional role behaviors mediate effective utilization of expertise. Paper presented at the Academy of Management, New Orleans, LA.

Jackson\*, K., Peterson, R., Mannix, E., and Trochim, W. (2002, August). Conflict resolution strategies in leaderless groups: An exploratory study of their impact. Paper presented at the Academy of Management, Denver, CO.

Jackson\*, K., Mannix, E., Peterson, R., and Trochim, W. (2002, June). A multi-faceted approach to process conflict. Paper presented at the International Association for Conflict Management, Salt Lake City, UT.

Jackson\*, K., Peterson, R., and Trochim, W. (2001, August). The importance of process in leaderless teams: Performance, satisfaction, and the cycle of conflict. Paper presented at the Academy of Management. Washington, D.C.

Peterson, R. and Jackson, K. \* (2001, August). The origins of task and relationship conflict in work teams: A longitudinal study. Paper presented at the Academy of Management. Washington, D.C.

Jackson\*, K. and Trochim, W. (2000, November). Concept mapping encounters qualitative data: An alternative approach to content analysis. Paper presented at the American Evaluation Association: Increasing Evaluation Capacity. Honolulu, Hawaii.

Peterson, R. and Jackson, K. \* (2000, August). The role of leadership in group regulation: An open systems view. Paper presented at the Conference on New Thinking About the Psychology of Leadership, Kellogg Graduate School of Management. Chicago, IL.

Jackson\*, K. and Susskind, A. (2000, April). An exploration of the relationship between communication structure and team member exchange quality. Presented at Sunbelt XX: the Annual International Network of Social Network Analysis Conference. Vancouver, BC.

## **INVITED PRESENTATIONS**

<b>2017</b>	University of Virginia Medical School
<b>2016</b>	United States Army War College George Mason School of Business Minnesota National Guard, Women's Leadership Forum
<b>2013</b>	Department of Psychology, University of Virginia
<b>2011</b>	Darden Business School, University of Virginia
<b>2010</b>	Business School, Rutgers University
<b>2009</b>	Wharton School of Management, Organizational Behavior Conference Anderson School of Management, University of California, Los Angeles



## **INVITED PRESENTATIONS (continued)**

- 2008** University of Michigan, American National Election Studies
- 2007** Graduate School of Business, Stanford University
- 2005** Sloan School of Management, Massachusetts Institute of Technology  
Wharton School of Management, University of Pennsylvania  
School of Management, Yale University  
Merage School of Business, University of California, Irvine
- 2005** McCombs School of Business, University of Texas, Austin
- 2003** Tepper School of Business, Carnegie Mellon  
Jesse H. Jones Graduate School of Management, Rice University  
London Business School  
Rutgers Business School

## **TEACHING EXPERIENCE**

### **United States Army War College**

#### Core Classes

Introduction to Strategic Studies  
Strategic Leadership

#### Elective Classes

Strategic Teaming

### **University of Virginia, Darden School of Business**

#### *Darden MBA Degree Programs*

##### Core Classes

Leading Organizations (MBA)  
Innovation, Design, and Entrepreneurship in Action (IDEA, MBA)

#### *Darden MBA Degree Programs (continued)*

##### Core Classes

Leading Global Strategic Change (Global Executive MBA)

##### Elective Classes

Leadership Strategies (MBA)  
Leading Teams (MBA)  
Interpersonal Behavior (MBA)

#### *Darden Executive Education Programs*

##### Open Enrollment

Creating an Innovative Workplace (online offering)  
Managers Development Program  
Power and Leadership  
Women in Leadership

##### Custom Programs

Army Intermediate  
Credit Union Executive Summit (CUES)  
Foreign Service Institute

## **TEACHING EXPERIENCE (continued)**

### *Darden Executive Education Programs, Custom (continued)*

FTI Consulting  
Genworth Financial  
Global Travellers Business Association (GBTA)  
International Food Distributors Association (IFDA)  
Navy Federal Credit Union (NCFU)  
Navy Insights into Industry  
Nigerian School Leadership Program  
Northrup Grumman  
Partnership for Leaders in Education (PLE), Faculty leader for Boot Camp and Year 1 programs  
Smyth County Educators  
State Superintendent Program

### *Darden Doctoral Program*

Kelly Raz, Committee Member

## **University of California, Irvine, Merage School of Business**

### *Merage MBA Programs*

#### Core Classes

Organizational Analysis (FEMBA program)  
Executive Leadership (FEMBA program)

#### Elective Classes

Leadership Strategies (Full-Time MBA program)

### *Merage Executive Education Programs*

CIO Roundtable  
Experian  
MBA Update  
State Street Bank  
UCI Medical School

### *Merage Doctoral Program*

Committee Member for Dana McDaniel  
Committee Member for Kimberly McCarthy

### *Merage/UCI Undergraduate Programs*

Foundations for Teams (elective)  
Freshman Seminar (required elective)

## **Northwestern University, Kellogg School of Management**

### *Kellogg MBA Programs*

#### Elective Classes

Leading and Managing Teams (Full-Time program)  
Leading and Managing Teams (Fully Employed MBA program)

## **UNIVERSITY SERVICE**

### **University of Virginia**

#### *Darden School of Business Committees*

Senior Director and Chief of Programs Search Committee, PLE 2016-2017

Operations area Faculty Search Committee, 2016

Marketing area Faculty Search Committee, 2016

Management Communications area Faculty Search Committee, 2016

Engagement Committee Member, The Darden/Curry Partnership for Leaders in Education, 2016-present

Research Culture Committee 2016

Research and Course Development Committee 2015-2017

Academic Standards Committee 2013-2016

Emerging Capabilities Task Force 2013

Executive Education Engagement Sub-Committee on Faculty Leaders 2014

#### *University of Virginia Committees*

Jefferson Scholars Foundation, Fellow Selection Committee 2016-2017

### **University of California, Irvine**

#### *Merage School of Business*

Master's Program Committee 2008-2011

Ph.D. Committee 2005-2007

#### *University Committees*

Senate Committee, Council on Student Experiences, 2009-2011

Diversity Development Program, Advisory Board Member 2008-2011

## **PROFESSIONAL SERVICE**

### **Editorial Board Member**

*Academy of Management Review* 2017

*Small Group Research* 2011 – present (in second term appointment)

### **Ad hoc reviewer**

*Academy of Management Journal*

*Journal of Applied Psychology*

*Journal of Business Ethics*

*Negotiation and Conflict Management Research*

*Organizational Behavior and Human Decision Processes*

*Organization Science*

*Organizational Research Methods*

### **Conference program reviewer**

Conflict Management Division, Academy of Management

International Association for Conflict Management

Interdisciplinary Network for Group Research (INGRoup)

### **Award Decision Committee member**

*Academy of Management, Conflict Management division best paper award* selection committee 2017

*IACM conference best paper award* selection committee 2016

*IACM conference best dissertation award* selection committee 2015, 2016

2017 *INFORMS* dissertation reviewer 2012, 2013, 2014

## **PROFESSIONAL SERVICE (continued)**

### **Professional Development Workshops**

Academy of Management, *Conducting State of the Art Negotiation Research* 2018, Chicago, IL  
Academy of Management, *Conflict Management Doctoral Consortium* 2017, Atlanta, GA

## **PROFESSIONAL AFFILIATIONS**

Academy of Management, Member  
International Association for Conflict Management, Member  
The Interdisciplinary Network for Group Research (INGRoup), Member

## **COMMUNITY SERVICE**

Faculty Member, Honor Foundation 2015-2017