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ACADEMIC POSITIONS

The George Washington School of Business

Since 2023 **Full Professor**, Management
2014–2023 **Associate Professor**, Management
2008–2014 **Assistant Professor**, Management

University of Maryland, College Park
2004–2008 **Research Associate**, Center for Leadership Innovation and Change,

EDUCATION

Ph.D. **University of Maryland, College Park**
Organizational Behavior/Human Resources (*Phi Kappa Phi*)

M.B.A. **University of Missouri, Kansas City**
Concentration: International Business (*Beta Gamma Sigma*)

B.Eng. **University of Bath, England**
Mechanical Engineering with German (*First Class Honors*)

RESEARCH

Refereed Publications

Hincapie, M., & Hill, N. S. (in press). The impact of team virtuality on the performance of on-campus student teams. *Academy of Management Learning & Education*.
<https://journals.aom.org/doi/10.5465/amle.2022.0397>

Related articles:

[The hidden impact of virtual communication for student teams.](#) *Newswise*

Hill, N. S., Axtell, C., Nurmi, N., & Raghuram, S. (in press). Unpacking virtual work's dual effects on employee well-being: An integrative review and future research agenda. *Journal of Management*. <https://journals.sagepub.com/doi/10.1177/01492063221131535>

Villamor, I., Hill, N. S., Kossek, E. E., & Foley, K. (2023). Virtuality at work: A double-edged sword for women's career quality? *Academy of Management Annals*, 7(1), 113-140.

*** [#4 most cited and #10 most read of all Annals articles published in 2023](#)

Related articles:

[Virtual work offers pros and cons for women's careers.](#) *Academy of Management Insights*
[3 ways remote work is a double-edged sword for women's careers.](#) *World Economic Forum*

Bell, B. S., McAlpine, K. L., & Hill, N. S. (2023). Leading virtually. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 339-362.

Summarized in [Leading Virtually](#). Research Brief, *Center for Advanced Human Resource Studies, Cornell University*

Hill, N. S., & Villamor, I. (2023). The influence of team cultural value orientations on norms of conduct in hybrid teams: Implications for team cohesion and performance. *Group Processes & Intergroup Relations*. 26(7), 1436-56.

- Hill, N. S. (April, 2023). Leadership strategies for the hybrid workforce. *MIT Sloan Management Review*.
- Hill, N. S., Aguinis, H., Drewry, J. M., Patnaik, S., & Griffin, J. (2022). Using macro archival databases to expand theory in micro research. *Journal of Management Studies*, 59(3), 627-659.
- Brown, S. G., Hill, N. S., & Lorinkova, N. M. (2021). Leadership and virtual team performance: A meta-analytic investigation. *European Journal of Work and Organizational Psychology*, 30(5), 672-685.
- Aguinis, H., Hill, N. S., & Bailey, J. R. (2021). Best practices in data collection and preparation: Recommendations for reviewers, editors, and authors. *Organizational Research Methods*, 24(4), 678-693.
- Hill, N. S., Zhang, H., Zhang, X., & Ziwei, Y. (2020). The impact of surface and deep acting on employee creativity. *Creativity Research Journal*, 32(3), 287-298.
- Raghuram, S., Hill, N. S., & Gibbs, J. L., & Maruping, L. M. (2019). Virtual work: Bridging research clusters. *Academy of Management Annals*, 13(1), 308-341.
- Hill, N. S., Offermann, L. R., & Thomas, K. (2019). Mitigating the detrimental impact of maximum negative affect on team cohesion and performance through face-to-face communication. *Group and Organization Management*, 44(1), 211-238.
- Bell, B. S., McAlpine, K. L., & Hill, N. S. (2019). Leading from a distance: Advancements in virtual leadership research. In R. N. Landers (Ed.) *Cambridge Handbook of Technology and Employee Behavior* (pp. 387-418). Cambridge, UK: Cambridge University Press.
- Hill, N. S., & Bartol, K. M. (2018). Five ways to improve communication in virtual teams. *MIT Sloan Management Review*, 60 (1), 1-5.
- Hill, N. S., & Bartol, K. M. (2016). Empowering leadership and effective collaboration in geographically dispersed teams. *Personnel Psychology*, 69(1), 159-198.
- ***Second most downloaded article published in *Personnel Psychology* in 2016
- Hill, N. S., Kang, J., & Seo, M. (2014). The interactive effect of leader-member exchange and electronic communication on employee psychological empowerment and work outcomes. *Leadership Quarterly*, 25, 772-783.
- Latham, A., & Hill, N. S. (2014). Preference for anonymous classroom participation: Linking student characteristics and reactions to electronic response systems. *Journal of Management Education*, 38 (2), 192-215.
- Hill, N. S., Seo, M., Kang, J., & Taylor, M. S. (2012). Building employee commitment to change across organizational levels: The influence of hierarchical distance and direct managers' transformational leadership. *Organization Science*, 23(3), 758-777.
- Seo, M., Taylor, M. S., Hill, N. S., Zhang, X. M., Tesluk, P. E., & Lorinkova, N. (2012). The role of affect and leadership during radical organizational change. *Personnel Psychology*, 65(1), 121-165.
- Hill, N. S. & Wouters, K. (2010). *Comparing apples and oranges: Toward a typology for assessing e-learning effectiveness*. In J. Martocchio (Ed.), *Research in Personnel and Human Resources Management*, Vol. 29. Bingley, UK: Emerald Group Publishing Limited.
- Hill, N. S., Bartol, K. M., Tesluk, P. E., & Langa, G. A. (2009). Organizational context and face-to-face interaction: Influences on the development of trust and cooperation in computer-mediated groups. *Organizational Behavior and Human Decision Processes*, 108 (2), 187- 201.

Seo, M., & Hill, N. S. (2005). Understanding the human side of merger and acquisition: An integrative framework. *Journal of Applied Behavioral Science*, 41(4), 422-443.

***Remained on list of top 25 most-downloaded articles for several years after publication

Hill, N. S. (2005). Leading together, working together: The role of team shared leadership in building collaborative capital in virtual teams. In M. Beyerlein, S. Beyerlein, & F. Kennedy (Eds.), *Collaborative Capital: Advances in Interdisciplinary Studies of Work Teams* (Vol. 11, pp. 183-209). New York: Elsevier JAI.

Best Paper Conference Proceedings

Seo, M., Taylor, M. S., & Hill, N. S. (2007). The role of affect and leadership during radical organizational change. In George T. Solomon (Ed.) *Best Paper Proceedings of the Sixty-Sixth Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

Other Publications

Bailey, J., Villamor, I., & Hill, N.S. (December 11, 2021). 2022 needs to be the year virtual leadership gets better. Here are 5 ways to make it happen. *Fast Company*.

Hill, N. S., & Bartol (January-February, 2018). The best virtual behaviors. *BizEd: AACSB International*.

Hill, N. S. (2017). The communication choice. *Communication Director*, (2), 64-67.

Manuscripts under Review/Revision (titles omitted to protect the double-blind review process)

Hill, N. S., & Bartol, K. A.. *Human Relations (under first review)*

Hill, N. S., & Hincapie, M. *Information & Management (second revise and resubmit)*

Kossek, E. E., Perrigino, M., Lautsch, B, Hill, N. S., & Villamor, I. *Harvard Business Review (under first review)*

Working Papers (titles omitted to protect the double-blind review process)

Villamor, I. & Hill, N. S. (*Target Journal: Organization Science*)

Shapiro, D., Hill, N.S., Hincapie, M. & Kirkman, B. L. (*Target Journal: Organization Science*)

Hill, N. S., Axtell, C., Nurmi, N., & Raghuram, S. (*Target Journal: MIT Sloan Management Review*)

Hill, N. S., Bartol, K. & Hincapie, M. (*Target Journal: Information Systems Research*)

Works In Progress

Burnett, L. & Hill, N. S. Black women's experience in virtual work.

Raghuram & Hill, N. S. Remote worker performance and promotability: Is there a gender gap?

Villamor, I. & Hill, N. S. Virtual work and women's careers: New themes and opportunities.

Refereed Conference Presentations

Hill, N. S. (2023). *Insights from research on women's career equality in virtual work: Where do we go from here?* Conference on women in hybrid and remote work, Rutgers University, NJ (2023)

Hill, N. S. (2023). *Building Bridges in Virtual Work Research*. Caucus presentation at Academy of Management National Conference, Boston, MA. (2023)

- Hincapie, M. X., & Hill, N. S. *Gender differences in virtual collaboration effectiveness*. Academy of Management National Conference, Boston, MA. (2023)
- Villamor, I., & Hill, N. S. *How virtual work changes implicit leadership theories*. Academy of Management National Conference, Boston, MA. (2023)
- Villamor, I., & Hill, N. S. *The role of gender in implicit virtual leadership theories*. Academy of Management National Conference, Boston, MA. (2023)
- Raghuram, S. & Hill, N. S. *Remote worker performance and promotability: Is there a gender gap?* European Group for Organizational Studies, Sardinia, Italy. (2023).
- Romero, M. R., Salvas, L. S., Offermann, L. R. & Hill, N. S. (2022). *Multiple team membership: Managing competing demands for member time and attention*. International Network for the Science of Team Science (INSciTS), Bethesda, MD. (virtual conference)
- Hill, N. S. (2022). *Promoting employee well-being in remote work*. Academy of Management National Conference, Seattle, WA. (presented as part of **Showcase Symposium**)
- Villamor, I., Hill, N. S., Kossek, E. E., Foley, K. (2022). *The double-edged sword of working from home for women's career equality*. Academy of Management National Conference, Seattle, WA. (presented as part of **Showcase Symposium**)
- Romero, M. R., Salvas, L. S., Offermann, L. R. & Hill, N. S. (2021). *ACE-ing science team socialization*. International Network for the Science of Team Science (INSciTS), Blacksburg, VA. (virtual conference)
- Hill, N. S., Aguinis, H., Drewry, J. M., Patnaik, S., & Griffin, J. (2021). *Using macro archival databases to expand I-O psychology research*. Society for Industrial and Organizational Psychology (virtual conference)
- N. S. Hill. (2021). *Managing distributed teams*. Society for Industrial and Organizational Psychology (virtual conference).
- Hill, N. S. (2021). *Gender equality in remote work*. Academy of Management National Conference (virtual conference).
- Hill, N. S., Axtell, C. A., Nurmi, N. & Raghuram, S. (2021). *An integrative conceptual model of well-being in virtual work*. Distances in Organizations conference. McGill University, Montreal, QC, Canada. (virtual conference)
- Salvas, L. S., Hill, N. S., & Offermann, L. R. (2020). *Staying connected: Strategies to improve virtual communication in science research teams*. International Network for the Science of Team Science (INSciTS), Durham, NC. (virtual conference)
- Hill, N.S., Axtell, C. A., Nurmi, N., & Raghuram, S. (2019). *Unpacking the duality of well-being in virtual work: An integrative conceptual model*. Academy of Management National Conference, Boston, MA.
- Aguinis, H., Hill, N. S., & Bailey, J. R. (2019). *Best practices in data collection and preparation: Recommendations for reviewers, editors, and authors*. Academy of Management National Conference, Boston, MA. (presented as part of **OB Division Showcase Symposium**)
- Raghuram, S., Hill, N. S., Gibbs, J. L., & Maruping, L. M. (2018). *Telecommuting: Bridging virtual work domains*. Academy of Management National Conference, Chicago, Illinois.
- Foley, K., Villamor, I. & Hill, N. S. (2018). *Gender and virtual work: A review and future research directions*. Academy of Management National Conference, Chicago, Illinois.
- Hill, N. S., Raghuram, S., & Villamor, I. (2018). *At the crossroads of geographic and gender distance: Implications for career and work outcomes*. Distances in Organizations conference. McGill University, Montreal, QC, Canada.

- Hill, N. S. (2017). *The role of team agreeableness for cooperation and performance in virtual collaboration*. Academy of Management National Conference, Atlanta, Georgia.
- Ji, Y. H., & Hill, N. S. (2016). *The role of team cultural orientation and virtuality in shaping team norm clarity and its outcomes*. Academy of Management National Conference, Anaheim, California.
- Hill, N. S., Lorinkova, N. M., Karaca, A. (2016). *Virtual team leadership: A review and conceptual framework for future research*. Academy of Management National Conference, Anaheim, California.
- Hill, N.S. (2016). *Not so traditional after all! The impact of virtual communication in collocated student project teams*. Eastern Academy of Management Conference, New Haven, Connecticut.
- Hill, N.S., Offermann, L. R., & Thomas, K. (2014). *The interactive effects of negative affect and face-to-face interaction on team effectiveness*. Academy of Management National Conference, Philadelphia, Pennsylvania.
- Sheetal, S., Hill, N.S., & Bartol, K. M. (2014). *The role of actor and partner affect on dyad knowledge sharing, cohesion, and performance*. Academy of Management National Conference, Philadelphia, Pennsylvania.
- Hill, N. S., Lorinkova, N. M., Karaca, A. (2014). *A critical review and meta-analysis of leadership behaviors and virtual team performance*. Academy of Management National Conference, Philadelphia, Pennsylvania.
- Hill, N. S., Lorinkova, N. M., Karaca, A. (2013). *Leadership in virtual groups: A critical review of the literature*. Academy of Management National Conference, Orlando, Florida. (presented as part of **Showcase Symposium**)
- Zhang, H., Hill, N. S., & Zhang, X. (2013). *A multilevel model linking emotional labor and employee creativity*. Academy of Management National Conference, Orlando, Florida.
- Cohen, A., Hill, N. S., Offermann, L. R., Thomas, K. R., & Crane, B. (2013). *Choosing virtuality: Team virtuality, shared leadership, and team performance*. Society for Industrial and Organizational Psychology Conference, Houston, Texas.
- Latham, A. & Hill, N. S. (2012). *Preference for anonymous classroom participation: Linking student characteristics and reactions to electronic response systems*. Eastern Academy of Management Conference, Philadelphia, Pennsylvania.
- Hill, N. S., & Bartol, K. M. (2011). *Antecedents and outcomes of team member attitude toward virtual teamwork*. Academy of Management National Conference, San Antonio, Texas.
- Hill, N. S., Seo, M., Kang, J., & Taylor, M. S. (2010). *The influence of employee virtuality and LMX on job satisfaction and organizational commitment*. Academy of Management National Conference, Montreal, Canada.
- Kang, J. Hill, N. S., & Seo, M. (2009). *Distance matters: Influences on top management communication and commitment to change*. Academy of Management National Conference, Chicago, Illinois.
- Hill, N. S., & Bartol, K. M. (2008). *Virtual team member performance and satisfaction: The influence of individual characteristics and empowering team leadership*. Academy of Management National Conference, Anaheim, California. Presented as part of symposium for **SHRM Foundation-HR Division Dissertation Grant Award** winners.
- Seo, M., & Hill, N. S. (2008). *Role of top management communication and managers' commitment and behavior in building commitment to change*. Society for Industrial and Organizational Psychology Conference, San Francisco, California.

- Seo, M., Taylor, M. S., & Hill, N. S. (2007). *The role of affect and leadership during radical organizational change*. Academy of Management National Conference, Philadelphia, Pennsylvania. **Organizational Development and Change Division Best Paper Award**
- Hill, N. S., & Bartol, K. M. (2007). *Understanding the "I" in virtual teams: Individual characteristics and virtual team member outcomes*. Academy of Management National Conference, Philadelphia, Pennsylvania.
- Hill, N. S. (2006). *Organizational capabilities for virtual teamwork: A strategic view of virtual team effectiveness*. Academy of Management National Conference, Atlanta, Georgia.
- Hill, N. S., & Wouters, K. (2006). *Toward an integrated theoretical model for e-learning research*. Society for Industrial and Organizational Psychology Conference, Dallas, Texas.
- Hill, N. S., Bartol, K. M., Tesluk, P. E., & Langa, G. A. (2005). *The influence of face-to-face interaction and organizational culture on knowledge sharing in computer-mediated groups*. Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.
- Hill, N. S. (2005). *Working across distance: The influence of virtualness and cultural diversity on knowledge exchange in teams*. Academy of Management National Conference, Honolulu, Hawaii.
- Hill, N. S., & Bartol, K. M. (2005). *Making the horse drink: The role of organizational efficacy for change in innovation implementation effectiveness*. Academy of Management National Conference, Honolulu, Hawaii.
- Hill, N. S. (2004). *Leading together, working together: The role of team shared leadership in building collaborative capital in virtual teams*. International Leadership Conference, Washington, D.C.
- Hill, N. S. (1997). *Demonstrating the value of the user interface design process using six sigma methodology*. Human Factors and Ergonomics Society Conference.

Chair/Organizer for Conferences and Refereed Conference Symposia and Workshops

- Co-organizer/moderator. *Remote and hybrid work experiences at the intersection of gender and race*. Conference on women in hybrid and remote work, Rutgers University, NJ (2023)
- Co-organizer. *Advancing research on women's equality in virtual work*. Presentation Symposium at the Academy of Management National Conference, Boston, MA (2023).
- Organizer. *New approaches to studying virtuality at work*. Panel Symposium at the Academy of Management National Conference, Boston, MA (2023).
- Co-organizer. *Experimenting: Best practices and future directions*. Professional Development Workshop at the Academy of Management National Conference, Boston, MA (2023).
- Organizer. *Virtual work and women's career equality*. Research Incubator at the Society for Industrial and Organizational Psychology, Boston, MA (2023).
- Co-organizer, *Advancing women's career equality in virtual work*. George Washington University Diversity Summit (2023).
- Co-organizer/Co-chair, *OB Division Mid-Career Faculty Career Virtual Workshop*. Academy of Management OB Division Year-Round Program (2023).
- Co-organizer, *Promoting employee well-being in remote work*. Panel Symposium at the Academy of Management National Conference, Seattle, WA (2022). **Showcase Symposium**
- Moderator, OB Division Junior Faculty Workshop. Academy of Management National Conference, Virtual conference (2021).
- Co-organizer/Chair, OB Division Mid-Career Faculty Workshop. Academy of Management National Conference, Virtual Conference (2021).

- Co-organizer, *Remote work and women's career equality: How to move forward without falling behind?* Panel Symposium at the Academy of Management National Conference, Virtual conference (2021).
- Co-organizer/Chair, *Virtual work: Broadening the research agenda*. Caucus at the Academy of Management National Conference, Virtual conference (2021).
- Moderator, *Applying management research to improve science research teams*. Panel Symposium at the Academy of Management National Conference, Virtual conference (2021).
- Co-organizer/Chair, *Enhancing virtual collaboration in multidisciplinary science research teams*. Panel Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Virtual conference (2021).
- Co-organizer/Chair, AOM Junior Faculty Workshop. Academy of Management National Conference, Vancouver, Canada (2020).
- Co-organizer/Chair, *Virtual work and women's career equality: A double-edged sword*. Panel Symposium at Academy of Management National Conference, Vancouver, Canada (2020).
- Co-organizer/Chair, *Promoting well-being in virtual work*. Presentation Symposium at the Academy of Management National Conference, Boston, MA (2019).
- Co-organizer/Facilitator, *Advancing industrial/organizational psychology research using agent-based modeling*. Master Tutorial at the Society for Industrial and Organizational Psychology Annual Conference, Washington D.C. (2019)
- Co-organizer/Chair, *Using computational analysis to study dynamics and emergence in team research*. Panel Symposium at the Interdisciplinary Network for Group Research National Conference, Washington, D.C. (2018).
- Co-organizer/Chair, *Advancing virtual work research: Differences that matter for virtual work*. Presentation Symposium at the Academy of Management National Conference, Chicago, Illinois (2018).
- Co-organizer/Chair, *Virtual work and employee well-being: Illusion or promise?* Panel Symposium at the Academy of Management Big Data Specialized Conference, Surrey, U.K. (2018).
- Co-organizer/Chair, *Understanding the "I" in virtual work: How individuals contribute to virtual work effectiveness*. Presentation Symposium at the Academy of Management National Conference, Atlanta, Georgia (2017).
- Co-organizer/Chair, *Virtual work research: Crossing boundaries*. Panel Symposium at the Academy of Management National Conference, Atlanta, Georgia (2017).
- Co-organizer/Chair, *Toward a unified approach to conceptualizing and measuring virtuality*. Panel Symposium at the Academy of Management National Conference, Anaheim, California (2016).
- Co-organizer/Chair, *Group norms in virtual work: New directions*. Symposium at the Academy of Management National Conference, Anaheim, California (2016).
- Co-organizer/Chair, *Affective influences and team effectiveness in virtual, face-to-face, and entrepreneurial teams*. Symposium at the Academy of Management National Conference, Philadelphia, Pennsylvania (2014).
- Co-organizer/Chair, *Leadership in virtual groups: Looking back and charting new paths forward*. N. S. Hill (Chair). Symposium at the Academy of Management National Conference, Orlando, Florida (2013). **Organizational Behavior Division Showcase Symposium**
- Co-organizer/Facilitator. *Teams research conference*. DC Metro Area Teams Research Conference at The George Washington University (2013)

- Organizer/Chair, *New perspectives on building effective virtual teams: Key elements and evolving processes*. Symposium at the Academy of Management National Conference, San Antonio, Texas (2011)
- Co-organizer/Facilitator. *Breaking new ground in team research*. DC Metro Area Teams Research Conference held at The George Washington University (2010)
- Organizer/Chair, *Virtual work and employee outcomes: New directions*. Symposium at the Academy of Management National Conference, Montreal, Canada (2010)
- Co-organizer. *Organizational change conference*. University of Maryland (2007)
- Co-organizer/Facilitator, *Theoretical advancements in e-learning research*. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX (2006)
- Co-organizer/Co-Chair, *Contextual influences on knowledge sharing in technology-mediated groups*. Symposium at the Society for Industrial and Organizational Psychology Annual Conference, Los Angeles, CA (2005)

Invited Presentations and Lectures

Purdue University (scheduled for March, 2023; invited keynote speaker at conference *On the digitalization of work and life: Managing People and Organizations Up Close and at a Distance*)

George Washington University, Best of GW Lecture Series for GW alumni and families (2023)

George Washington University School of Business, Dean's Council (2019, 2020, 2023)

MIT Sloan Management Review Work/23 Virtual Symposium

George Washington University, Office of the Vice President for Research (2023)

Kingston University, UK (2023)

University of Maryland, Department of Psychology (2023)

George Washington University, Department of Organizational Sciences & Communication (2023)

Purdue University, (2022)

Sheffield University, U.K. (2022).

Morgan State University (2022)

Temple University (2019)

George Washington University (Health Sciences, 2018)

University of Surrey, U.K. (2018)

George Washington University, *DC Management Research Consortium* (2018)

GW University Seminar, Panelist, *Creating a culture of collaboration* (2017)

University of Antwerp, Belgium (2016)

Greenwich University, U.K. (2016)

London Business School, U.K. (2016)

London South Bank University, U.K. (2016)

Sheffield University, U.K. (2016)

Georgetown University (2016)

George Washington University (Academy of Distinguished Teachers, 2015)

Rutgers University (2015)

George Mason University (2015)

George Washington University (Teaching Day, 2014 & 2015)

George Washington University (Instructional Technology, 2013)

George Washington University, *E-learning Researcher- Practitioner Symposium* (2012)

University of Maryland, College Park, *DC Metro Area Teams Symposium* (2009)

University of Maryland, College Park, *E-learning Researcher-Practitioner Symposium* (2006)

AWARDS AND HONORS

- *Organization Science*, Outstanding Editorial Review Board Reviewer Award – Top 10% of reviewers (2023)
- *Showcase Symposium*, “Promoting employee well-being in remote work,” Academy of Management National Conference, Seattle, WA (2022)
- *Research Mentorship Award (mentorship of doctoral students and junior faculty)*, Office of the Vice Provost for Research, The George Washington University (2022)
- *Future of Work Research Runner-up Award*, Center for Leadership in the Future of Work, University of Zurich (2021).
- *University Seminar Funding*, Building research interdisciplinarily to advance gender equity, (2019–2020; renewed for 2022-2023 and 2023-24)
- *Team Science Co-Lead*, CTSI-CN v2.0 (Clinical and Translational Science Institute at Children's National version 2.0), Lisa Guay-Woodford (PI, Director, Children's National), Mitchell Smith (PI, GW Co-Director), NIH Grant, \$5,148,349/year for 5 years (2019–2021)
- *Teaching Grant (\$12,970)*, Center for International Business Education and Research (2019)
- *International Research Support Grant*, The George Washington University Office of the Vice President for Research (2018)
- *Professional Development Grant*, Center for International Business Education and Research (2017)
- *Ave Tucker Research Fellow*, The George Washington University School of Business (Summer 2015, 2016)
- *Showcase Symposium* on “Leadership in virtual groups,” Academy of Management National Conference, Orlando, Florida (2013)
- *Best Paper Award*, Academy of Management, ODC Division (2007)
- *Dissertation Research Award*, Academy of Management Human Resources Division/Society for Human Resource Management Foundation (2007)
- *Top 15% Teaching Award*, R. H. Smith School of Business, University of Maryland (2007)
- *Summer Research Award*, R. H. Smith School of Business, University of Maryland (2006 & 2007)
- *Frank T. Paine Award for Outstanding Academic Achievement*, Smith School of Business, University of Maryland (2008)
- *Promising Young Scholar Award*, Ph.D. Project, Management Doctoral Student Association (2006)
- *Graduate Student Research Award*, American Production and Inventory Society, MBA Program (1992)

TEACHING

George Washington University courses, unless otherwise indicated.

Undergraduate

- University Honors Program, HONR 2047 Leading High-Performing Teams (Fall 2023)
- BADM 3103 Human Capital in Organizations, core course (Fall 2016, Fall 2018, Fall 2021)
- BADM 066/BADM 1101 Organizational Behavior (Fall 2009, Spring 2010, Fall 2010, Spring 2011)
- BADM 130/BADM 3101 Human Resource Management, core course (Fall 2008, Spring 2009, Fall 2011, Fall 2012, Fall 2013, Spring 2014, Fall 2014, Spring 2015)
- BMGT 364 Management and Organization Theory (University of Maryland, Summer 2006)

Masters

On-campus Courses

- MGT 6210 Leading Teams (Spring 2011, Spring 2012, Fall 2014, Fall 2017, Spring 2017, Fall 2018, Spring 2018, Spring 2019)

Online Courses

- MGT 6255 Leading the Global Workforce (Fall 2019, Spring 2020, Fall 2020, Summer 2021, Fall 2021, Spring 2023)
- MGT 6210 Leading Teams (Spring 2021)

Executive Education

George Washington School of Business (GWSB)

- MBAD 6290 Organizational Change Leadership, World Executive MBA elective (Fall 2012)

Non-GWSB Classes (Taught in College of Professional Studies)

- Master of Professional Studies in Law Firm Management one-day residency classes: Launching Effective Virtual Teams, Leading Teams, Leading Organizational Change (2009-2018)
- Emerging Leaders Program, online classes: Managing the Virtual/Hybrid Workforce, Effective Feedback (Fall & Spring, 2020-2022)
- Certificate Program for Excellence in Municipal Management, one-day residency classes: Leading Change for Six Sigma, Teamwork for Six Sigma (2009)

Seminars/Workshops outside GW

Seminars and workshops in the following areas: Leading Change, Leading Teams, Launching Virtual Teams, Virtual Teamwork, Virtual Team Leadership, Managing the Virtual/Hybrid Workforce, Giving Effective Feedback.

Clients include:

Multiple Federal Government Agencies, Washington D.C. Government, GE, DuPont, UnitedDC Inc., Medifast, Unitedhealth Group, NASA, FDIC, Zeughouser Group

Ph.D.

- Workgroups and Teams, Ph.D. seminar (Fall 2013, Fall 2017, Fall 2020, Fall 2023)

Student Advising (George Washington University)

Dissertation Chair

- Isabel Villamor Martin (2020-2022), Management, *“How virtual work changes implicit leadership theories: Consequences for leaders’ evaluation”* (IESE Business School, Spain)

Dissertation Committee Member

- Kira Foley (2020), I/O Psychology, *Inclusion from afar: The impact of virtual work on the experience of inclusion*
- Lauren Lanzo (2019), I/O Psychology, *Relationship quality and the impact on team effectiveness*
- Young Ji (2017), Management, *Understanding the gender performance gap among star performers in STEM fields*
- Michael Karim (2013), I/O Psychology, *The influence of monitoring on learner feedback perceptions, and goal adoption*
- Jeewhan Yoon (2012), Management, *Team learning and financial performance: The effects of psychological safety and team supervisor support*
- Alyson Latham (2012), Management, *Perceived work overload and early career professionals: antecedents, moderators, and employee engagement*
- Crystal Tsai (2011), Management, *Understanding students’ adaptation in transition to graduate school: An integration of social support theory and social learning theory*
- Mark Phillips (2011), Management, *Professional service entrepreneurship: The dual-level effects of transformational leadership upon entrepreneurial climate and performance in professional service firms*
- David Tomczyk (2010), Management, *The relationship between long-term video game playing and individuals’ entrepreneurial traits and intent: An exploratory study*

Dissertation First/Second Year Research Paper Advisor/Reviewer

- Kira Foley (2018), Second-Year Research Paper Reviewer, I/O Psychology; Kaitlin Thomas (2013), Second-Year Research Paper Reviewer, I/O Psychology; Jaehyeung Kang (2008), First-Year Research Paper Advisor

Comprehensive Exam Committee Member

- Kelly Gabriel (2021); Isabel Villamor (2019); Hannah Kremer (2019); Joowon Lee (2019); Young Hun Ji (2015); Alyson Latham (2011); Jeewhan Yoon (2011); Jaehyeung Kang (2010)

Faculty Mentor/Advisor

- Lauryn Burnett (2022– present); Isabel Villamor (2017–2019); Alyson Latham (2011–2012); Jaehyeung Kang (2008–2011)

Other Advising Activities

- Research Experience for Undergraduates - Lauren Hyman (Spring, 2014)
- Faculty Advisor to the Human-Technology Collaboration Research Lab Doctoral Program, Graduate School of Education and Human Development

Teaching-Related Certifications

- Cultural Intelligence Facilitator Certification, CQ Center
- Case Method Teaching & Online Case Teaching, Harvard & Darden Business Schools
- Master Trainer Diploma (instructional design and training delivery), Langevin Learning Services
- Group Facilitation Certification, GE Management Development Institute

- Change Management Coach, GE Management Development Institute
- Six Sigma Black Belt and Master Black Belt Certifications, GE Management Development Institute

SERVICE

Professional Service

Editorial Board Membership

- Organization Science (since 2020)
- Personnel Psychology (since 2017)

Adhoc and Conference Reviewing

- Organizational Behavior and Human Decision Processes; MIS Quarterly; Group and Organization Management; Group Processes and Intergroup Relations; Academy of Management and Society for Industrial and Organizational Psychology Conferences

Leadership Roles in Professional Associations

- Representative-at-Large, Organizational Behavior Division of the Academy of Management (2019–2022)
- Associate Editor for conference submissions, Organizational Communication and Information Systems Division, Academy of Management National Conference (2017, 2018)
- Member, Society for Human Resource Management Dissertation Grant Award Committee (2016, 2017)

Panelist/Presenter in Faculty and Student Professional Development Workshops

- Presenter, *Writing Integrative Reviews*. Workshop for faculty and doctoral students, University of Sheffield, UK (2022)
- Panelist, *Faculty COVID-19 experiences and work-life inclusion: Future flexibility and equality insights*. Professional Development Workshop, Academy of Management National Conference, Seattle, WA (2022)
- Panelist, Workshop for undergraduate students of color sponsored by the Ethiopian-Eritrean Students Association (2020)
- Presenter, *Effective virtual collaboration strategies*. Webinars for GWSB Consulting Abroad Program (2020).
- Presenter, *Fostering effective collaboration in virtual student teams*. CIBER Faculty Webinar (2020)
- Presenter, *Strategies for effective virtual collaboration*. CIBER Faculty Development Workshop for Minority Serving Institutions and Community Colleges (Fall, 2019)
- Panelist, *Organizational behavior information session*. Ph.D. Project Conference (2017)
- Presenter/Coordinator, *Ph.D. Student Grant Writing Workshop* (2010)
- Presenter and panelist, *New doctoral student workshop*, Ph.D. Project Conference (2004–2007)

George Washington University Service

- Vice President, Beta Gamma Sigma, The George Washington University (2023–)
- Member, Advisory Council on Research, The George Washington University (2023–)
- Member, Appointment, Salary, & Promotion Policies Senate Committee (2019–2021)
- Senator, Faculty Senate (2018–2019)
- Member, Search Committee for Director of Global Women's Institute (2012)

George Washington School of Business (GWSB) Service

- GWSB Dean Search Committee, (2023–2-24)
- Member, Research Committee (2010–2013, 2017–present)
- Search Committee for Lindner-Gambal Chair of Business Ethics (2021)
- GWSB faculty representative to Ph.D. Project conference for prospective minority doctoral students (2015–2019; 2021)
- Member, Search Committee for the Avram S. Tucker Endowed Chair in Strategy and Leadership (2014)
- Member, Doctoral Committee (2013–2016)
- Co-organizer, *GWSB E-learning researcher-practitioner symposium* (2012)
- GWU Liaison, Center for the Advancement of Research Methods and Analysis (since 2012)
- Faculty Coordinator, Qualtrics Survey Software (2011–2023)
- Member, Masters in Project Management Curriculum Committee (2008–2010)

Management Department Service

- Chair, Department Appointment, Promotion, and Tenure Committee (2020–2021)
- Member, Journal List Taskforce (2019)
- Member, Search Committee for Management Faculty Member (2010, 2013, 2021)
- Chair, Search Committee for Management Faculty Member (2017)
- New Faculty Mentor for Katina Sawyer, 2018–2019; Margaret Ormiston, 2016-2017; Elizabeth Mullen, (2013–2015)
- Member, Department Appointment, Promotion, and Tenure Committee (since 2015)
- Co-Lead, Management-Strategy Doctoral Program Governing Committee (2015–2022)
- Co-coordinator, Research Speaker Series (2012–2013)
- Judge for BADM 066, Undergraduate Case Competition (2008, 2009)

ACADEMIC AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Human Resource Management (SHRM)
- Interdisciplinary Network for Group Research (INGROUP)
- International Network for the Science of Team Science (INSciTS)
- Ph.D. Project Faculty Alumni Association
- Beta Gamma Sigma National Business Honor Society
- Phi Kappa Phi National Academic Honor Society

NON-ACADEMIC WORK EXPERIENCE

1992–2003

General Electric (GE Information Services, GE Capital, GE Corporate, John F. Welch Leadership Center)

- Learning and Organizational Change Consultant
- Six Sigma Master Black Belt and Black Belt
- Information Technology Program Manager
- Information Management Leadership Program Graduate

1988–1990

DuPont (Belgium and Germany)

- Information Technology Leadership Program

1984–1988

Tube Investments (England and Germany)

- Undergraduate Mechanical Engineering Intern