

Curriculum Vitae

KRISTIN J. BEHFAR

Maiden name: Jackson*

Darden School of Business, University of Virginia
Charlottesville, VA 22903

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EDUCATION

- 2003-2005** **Kellogg School of Management, Northwestern University** **Evanston, IL**
Post Doctoral Fellow at the Kellogg Teams and Groups Center (KTAG)
Founder and director of the TeMBAnk
- 1997-2003** **Cornell University** **Ithaca, NY**
Ph.D. in Organizational Behavior, Johnson Graduate School of Management
- 1994-1996** **Boston University** **Boston, MA**
M.S. in Communication
- 1990-1994** B.S. in Communication

ACADEMIC POSITIONS

- 2011- present** **Darden School of Business, University of Virginia** **Charlottesville, VA**
Associate Professor of Business Administration
- 2005-2011** **Merage School of Business, University of California, Irvine** **Irvine, CA**
Assistant Professor of Organization and Management

RESEARCH INTERESTS

Group processes and performance, Conflict management, Group decision-making, Multi-cultural teams, and Cross-cultural leadership.

AWARDS

- Scholarship** *Most Influential Paper Award Published between 2008-2011*, Academy of Management Conflict Management Division, 2016
Wells Fargo Award for Excellence in Significant Publication, Darden School of Business, 2015
Best Paper: Empirical or Theoretical, Academy of Management Conflict Management Division, 2014
Best paper published in 2010-2011, Small Group Research, 2011
Outstanding Paper Published in 2008, International Association for Conflict Management, 2010
Ascendant Scholar, Western Academy of Management, 2010
- 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., 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.
2. 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.
3. 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
4. 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*
5. 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 Award**, Academy of Management Conflict Management Division, 2016
* **Outstanding Paper Published in 2008**, International Association for Conflict Management, 2010
6. 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.
7. 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.

Invited Articles

8. 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

9. 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

10. 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.

PUBLICATIONS (continued)

Refereed Book Chapters (continued)

11. 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.
12. 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.
13. 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.
14. 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.
15. 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

16. 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.
17. Brett, J., Behfar, K., and Kern M. (2006). Managing multicultural teams. *Harvard Business Review*. November, pp. 84-91.
 - 17A. Included in: *Harvard Business Review On Point*. Special issue on “Leading high impact teams.” February 2008.
 - 17B. Included in: *The Essential Guide to Leadership* (2009): 85.
 - 17B. Included in: *HBR’s Building Better Teams* (2011).
 - 17C. Included in: *HBR’s 10 Must Reads on Teams* (2013).
 - 17D. Included in: *HBR’s 10 Must Reads on Managing Across Cultures* (2016).
18. Behfar, K. (2004). Presenting evaluation results. Special issue on Program Evaluation in *Volunteer Leadership*, Spring/Summer, p. 14.

Case Studies & Case Teaching Notes

19. *Sam Grayson: Defining life moments and becoming an executive* (UVA-OB-1097)
 - 19A. *Sam Grayson* (B) (UVA-OB-1098)
 - 19B. *Sam Grayson* (C) (UVA-OB-1099)
 - 19C. *Sam Grayson* (D) (UVA-OB-1100)
 - 19D. *Sam Grayson* (E) (UVA-OB-1101)
 - 19E. *Sam Grayson* (Teaching note, UVA-OB-in preparation)

PUBLICATIONS (continued)

Case Studies & Case Teaching Notes (continued)

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)
 - 20A. *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*, with Rebecca Goldberg (UVA-OB-1072)
27. *Confronting directly and indirectly: Are you attuned to notice?* with Jeanne Brett, Jeffrey Sanchez-Burks, and Allison Elias (UVA-OB-1055)
28. *The influence of national culture on business practice*, with Sylvie Thompson and Gerry Yemen (UVA-OB-1056)
29. *The team norms/agreement memo*, with Sarah Wilcox-Elliott (UVA-PHA-0070, rev 2014)

Media for the Practicing Manger

30. “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/>
31. “Six strategies for resolving—and preventing—workplace conflict,” UVA Today (April 2017)
<https://news.virginia.edu/content/6-strategies-resolving-and-preventing-workplace-conflict>
32. “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/>

PUBLICATIONS (continued)

Media for the Practicing Manager (continued)

33. "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/>
34. "Bringing the team together," *UVA Magazine* (September 2015)
http://uvamagazine.org/articles/bringing_the_team_together
35. "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/>
36. "On how we fight and why it matters," *Strategy and Business* (February 2015)
<http://www.strategy-business.com/article/00314?gko=3180a>
37. "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/>
38. "How to argue across cultures," *Harvard Business Review Blog* (December, 2013)
<http://blogs.hbr.org/2013/12/how-to-argue-across-cultures/>
39. Venting at work," *Darden Biz Basics Series* (December, 2013)
<http://www.youtube.com/watch?v=ncUgTY6cPZg>

MANUSCRIPTS UNDER PEER-REVIEW

Okyusen, G. and Behfar, K. "Where we begin and where we end: The use of abduction for generating explanation and theorizing in organizations and management research."

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

WORKING PAPERS

WP1. 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."

WP2. Raz, K., Cowen, A., Behfar, K., and Thomas-Hunt, M. "Workhorses versus Show Ponies: The Pursuit of Status and Unjustified Credit Claiming at Work."

MANUSCRIPTS IN PREPARATION

Fundamental assumptions about team leaders in face, honor, and dignity cultures. With Karim Ginena and Randall Peterson.

Team dynamics, team coaching, and the accuracy of team predictions over time. With Randall Peterson.

CONFERENCE PRESENTATIONS

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.

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.

CONFERENCE PRESENTATIONS (continued)

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.

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.

CONFERENCE PRESENTATIONS (continued)

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

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

University of Virginia, Darden School of Business

Darden MBA Degree Programs

Core Classes

Leading Organizations (MBA)

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

Leading Global Strategic Change (GEMBA)

TEACHING EXPERIENCE (continued)

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
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
Karim Ginena, Committee Chair
Shahir Kassam-Adams, 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

TEACHING EXPERIENCE (continued)

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

PROFESSIONAL SERVICE (continued)

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 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