

GIUSEPPE (JOE) LABIANCA

Office

229A Isenberg School of Management
University of Massachusetts Amherst
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29 Hawthorn Rd.
Amherst, MA 01002
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EDUCATION

Ph.D. (1998), Business Administration, Department of Management & Organization. Major: Management & Organization. Minors: Psychology, Research Methods, Philosophy of Science. **The Pennsylvania State University**, University Park, PA.

Bachelor of Arts (1989), cum laude in Psychology. Awarded magna cum laude for honors thesis. **Harvard University**, Cambridge, MA.

ACADEMIC APPOINTMENTS

- 2021-present Berthiaume Chaired Professor of Leadership, Isenberg School of Management, University of Massachusetts, Amherst, MA
- 2019-present Distinguished Research Professor in Management, University of Exeter Business School, Exeter, United Kingdom
- 2014-2021 Gatton Chaired Professor of Management, Gatton College of Business and Economics, University of Kentucky, Lexington, KY
- 2012-2013 Gatton Endowed Professor of Management, Gatton College of Business and Economics, University of Kentucky, Lexington, KY
- 2006-2012 Gatton Endowed Associate Professor of Management, Gatton College of Business and Economics, University of Kentucky, Lexington, KY
- 2001-2006 Assistant Professor Organization and Management, Roberto C. Goizueta Business School, Emory University, Atlanta, GA
- 1998-2001 Assistant Professor of Organizational Behavior, A.B. Freeman School of Business, Tulane University, New Orleans, LA

GOOGLE CITATION STATISTICS (as of 7/29/2024)

16667 citations h-index of 39 i-10 index of 50

RECENT/FORTHCOMING PUBLICATIONS

- Floyd, T.M., Labianca, G., & Patrick, B. (forthcoming). "Crowdsourcing Organizational Structure Through Social Network Analysis." In Cullen-Lester, K.L., and Pryor, G. (Eds.), *SIOF Professional Practice Series: The Social Capital Imperative: Revealing, Developing, and Leveraging Organizational Networks*. Oxford University Press.
- Floyd, T.M., Gerbasi, A., & Labianca, G. (2024). "The Role of Sociopolitical Workplace Networks in Involuntary Employee Turnover." *Social Networks*, 76, 215-229.
- Singh, K., Lee, S., Labianca, G., Fagan, J.M., & Cha, M. (2023). "Multi-Stage Learning for Hierarchical Tie Valence Prediction." *ACM Transactions on Knowledge Discovery from Data*, 17(6): 1-20. <https://doi.acm.org?doi=3579096>

RECENT/FORTHCOMING PUBLICATIONS (continued)

- Yang, S.W., Soltis, S.M, Ross, J.R., & Labianca, G. (2021). "Dormant Tie Reactivation as an Affiliative Coping Response to Stressors During the COVID-19 Crisis." *Journal of Applied Psychology*, 106: 489-500.
- Woehler, M., Floyd, T., Shah, N., Sung, W., Grosser, T.J., Fagan, J., & Labianca, G. (2021). "Turnover During a Corporate Merger: How Workplace Network Change Influences Staying." *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000864>
- Agneessens, F., & Labianca, G. (2022). "Collecting Social Network Information among Employees in Work Organizations." *Social Networks*, 68: 31-47.
- Marineau, J.E., & Labianca, G. (2021). "Positive and Negative Tie Perceptual Accuracy: Pollyanna Principle vs. Negative Asymmetry Explanations." *Social Networks*, 64: 83-98.
- Harrigan, N.M., Labianca, G., & Agneessens, F. (2020). "Negative Ties and Signed Graphs Research: Stimulating Research on Dissociative Forces in Social Networks." *Social Networks*, 60: 1-10.
- Grosser, T.J., Obstfeld, D., Labianca, G., & Borgatti, S.P. (2019). "Measuring Mediation and Separation Brokerage Orientations: A Further Step Toward Studying the Social Network Brokerage Process." *Academy of Management Discoveries*, 5(2): 114-136.
- Grosser, T.J., Obstfeld, D., Choi, E., Woehler, M., Lopez-Kidwell, V., Labianca, G., & Borgatti, S.P. (2018). "A Sociopolitical Perspective on Employee Innovativeness and Job Performance: The Role of Political Skill and Network Structure." *Organization Science*, 29: 612-632.
- Yang, S.W., Trincado, F., Labianca, G., & Agneessens, F. (2019). "Negative Ties in Intra-Organizational Network Research: A Review and Synthesis of the Past 25 Years." In D. J. Brass & S. P. Borgatti (Eds.), *SIOF Organizational Frontiers Series: Social Networks at Work*, 49-78. New York: Routledge.
- Lopez-Kidwell, V., Niven, K., & Labianca, G. (2018). "Predicting Workplace Relational Dynamics Using an Affective Model of Relationships." *Journal of Organizational Behavior*, 39: 1129-1141.
- Marineau, J.E., Hood, A.C., & Labianca, G. (2018). "Multiplex Conflict: Examining the Effects of Overlapping Work-Related and Personal-Based Conflict on Advice-Seeking in Organizations." *Journal of Business and Psychology*. 33: 595-610.
- Marineau, J.E., Labianca, G., Brass, D.J., Borgatti, S.P., & Vecchi, P. (2018). "Individuals' Power and Their Social Network Accuracy: A Situated Cognition Perspective." *Social Networks*, 54: 145-161.
- Purdy, J., Kish-Gephart, J., Labianca, G., & Ansari, S. (2018). "Connections and Collaboration: Celebrating the Contributions of Barbara Gray." *Negotiation and Conflict Management Research*, 11: 88-107.
- Grosser, T.J., Venkataramani, V., & Labianca, G. (2017). "An Alter-centric Perspective on Employee Innovation: The Importance of Alters' Creative Self-Efficacy and Network Structure." *Journal of Applied Psychology*, 102: 1360-1374.

- Sung, W., Woehler, M., Fagan, J., Floyd, T., Grosser, T.J., & Labianca, G. (2017). "Employees' Responses to an Organizational Merger: Intraindividual Change in Organizational Identification, Attachment, and Turnover." *Journal of Applied Psychology*, 102: 910-934.
- Shah, A., Shah, H.A., Smith, J.M., & Labianca, G. (2017). "Judicial Efficiency and Capital Structure: An International Study." *Journal of Corporate Finance*, 44: 255-274.
- DeKlepper, M., Labianca, G., Sleebos, E., & Agneessens, F. (2017). "Sociometric Status and Peer Control Attempts: A Multiple Status Hierarchies Approach." *Journal of Management Studies*, 54: 1-31.
- Ahmad, W., Stufhaut, M., & Labianca, J. (2017). "Collaborative Dynamics of Creative Teams: Modeling Creative Process in Advertising Design." *Business & Economic Review*, 9(4): 157-180.
- Marineau, J.E., Kane, G., & Labianca, G. (2016). "Direct and Indirect Negative Ties and Individual Performance." *Social Networks*, 44: 238-252.
- Casciaro, T., Barsade, S.G., Edmondson, A.C., Gibson, C.B., Krackhardt, D., & Labianca, G. (2015). "The Integration of Psychological and Network Perspectives in Organizational Scholarship." *Organization Science*, 26: 1162-1176.
- Sterling, C.M., & Labianca, G. (2015). "Costly Comparisons: Managing Envy in the Workplace." *Organizational Dynamics*, 44: 296-305. Special issue on The Cost of Bad Behavior.
- Shipilov, A., Labianca, G., Kalnysh, V., & Kalnysh, Y. (2014). "Network Building Behavioral Tendencies, Range Diversity, and Promotions." *Social Networks*, 39: 71-83. Winner, 2007 Best Paper Award, Organization and Management Theory Division.
- Kane, G.C., Alavi, M., Labianca, G., & Borgatti, S.P. (2014). "What's Different About Social Media Networks? A Framework and Research Agenda." *Management Information Systems Quarterly*, 38: 275-304. Winner, 2017 Emerald Citations of Excellence.
- Labianca, G. (2014). "Negative Ties in Organizations." In D.J. Brass, Labianca, G., Mehra, A., Halgin, D., & Borgatti S.P. (Eds.), *Research in the Sociology of Organizations: Contemporary Perspectives on Organizational Social Networks*, 40: 239-259. Bingley, England: Emerald Group Publishing, Ltd.
- Smith, J.M, Lopez-Kidwell, V., Halgin, D.S., Labianca, G., Brass, D.J. & Borgatti, S.P. (2014). "Power in Politically Charged Networks." *Social Networks*, 36: 162-176. Special issue on Political Networks.
- Venkataramani, V., Labianca, G, & Grosser, T.J. (2013). "Positive and Negative Workplace Relationships, Social Satisfaction, and Organizational Attachment." *Journal of Applied Psychology*, 98: 1028-39.
- Okhuysen, G.A., Lepak, D., Ashcraft, K.L., Labianca, G., Smith, V., & Steensma, H.K. (2013). "Theories of Work and Working Today." *Academy of Management Review*, 38: 491-502.
- Sterling, C.M., Kidwell, V.L., Labianca, G., & Moon, H. (2013). "Managing Sequential Task Portfolios in the Face of Temporal Atypicality and Task Complexity." *Human Performance*, 26: 327-351. DOI: 10.1080/08959285.2013.814658

OLDER PUBLICATIONS (BY CITATION COUNT)

- Borgatti, S.P., Mehra, A., Brass, D.J., & Labianca, G. (2009). "Network Analysis in the Social Sciences." *Science*, 323: 892-895.
- Oh, H., Chung, M-H., & Labianca, G. (2004). "Group Social Capital and Group Effectiveness: The Role of Informal Socializing Ties." *Academy of Management Journal*, 47: 860-875.
- Oh, H., Labianca, G., & Chung, M-H. (2006). "A Multilevel Model of Group Social Capital." *Academy of Management Review*, 31: 569-582.
- Labianca, G., Brass, D.J., & Gray, B. (1998). "Social Networks and Perceptions of Intergroup Conflict: The Role of Negative Relationships and Third Parties." *Academy of Management Journal*, 41: 55-67.
- Labianca, G., & Brass, D.J. (2006). "Exploring the Social Ledger: Negative Relationships and Negative Asymmetry in Social Networks in Organizations." *Academy of Management Review*, 31: 596-614. Runner-up: *AMR Best Paper of 2006*.
- Labianca, G., Gray, B., & Brass, D.J. (2000). "A Grounded Model of Organizational Schema Change During Empowerment," *Organization Science*, 11: 235-257.
- Umphress, E.E., Labianca, G., Brass, D.J., Kass, E., & Scholten, L. (2003). "The Role Of Instrumental And Expressive Social Ties In Organizational Justice Perceptions." *Organization Science*, 14: 738-753.
- Grosser, T., Lopez-Kidwell, V., & Labianca, G. (2010). "A Social Network Analysis of Positive and Negative Gossip in Organizational Life." *Group and Organization Management*, 35: 177-212.
- Labianca, G., Fairbank, J.F., Thomas, J.B., Gioia, D.A., & Umphress, E.E. (2001). "Emulation in Academia: Balancing Structure and Identity," *Organization Science*, 12: 312-330.
- Brass, D.J. & Labianca, G. (1999). "Social Capital, Social Liabilities, and Social Resources Management." In R.Th.A.J. Leenders & S.M. Gabbay (Eds.), *Corporate Social Capital and Liability*. Boston: Kluwer Academic Publishers.
- Labianca, G., Moon, H., & Watt, I. (2005) "When Is An Hour Not Sixty Minutes? Deadlines, Temporal Schemas, and Individual and Task Group Performance." *Academy of Management Journal*, 48: 677-694.
- Fairbank, J.F., Labianca, G., Steensma, H.K., & Metters, R.D. (2006). "Information Processing Design Choices, Strategy and Risk Management Performance." *Journal of Management Information Systems*, 23: 293-319.
- Joshi, A., Labianca, G., & Caligiuri, P.M. (2002). "Getting Along Long Distance: Understanding Conflict in a Multinational Team Through Network Analysis," *Journal of World Business*, 37: 277-284.
- Ellwardt, L., Labianca, G., & Wittek, R. (2012). "Who Are the Objects of Positive and Negative Gossip at Work? A Social Network Perspective on Workplace Gossip." *Social Networks*, 34: 193-205.

OLDER PUBLICATIONS (BY CITATION COUNT) (continued)

- Kane, G., & Labianca, G. (2011). "A Multi-Level Investigation of IS Avoidance in Healthcare Groups." *Information Systems Research*, 22: 504-522.
- Soltis, S., Agneessens, F., Sasovova, Z., & Labianca, G. (2013). "A Social Network Perspective on Turnover Intentions: The Role of Distributive Justice and Social Support." *Human Resource Management*, 52: 561-584.
- Labianca, G., Fairbank, J.F., Andrevski, G., & Parzen, M. (2009). "Striving Toward the Future: Aspiration-Performance Discrepancies and Planned Organizational Change." *Strategic Organization*, 7: 433-466.
- Fabian, F., Molina, H., & Labianca, G. (2009). "Understanding Decisions to Internationalize by Small and Medium-Sized Firms Located in an Emerging Market." *Management International Review*, 49: 537-563.
- Grosser, T., Lopez-Kidwell, V., Labianca, G., & Ellwardt, L. (2012). "Hearing It Through the Grapevine: Positive and Negative Workplace Gossip." *Organizational Dynamics*, 41(1): 52-61.
- Fairbank, J.F., Labianca, G., & LeClair, D. (2005). "Three-Year Forecast." *BizEd*, May/June: 46-51.
- Labianca, G., & Fairbank, J.F. "Interorganizational Monitoring: Process, Choices, and Consequences." (2005). *Advances in Strategic Management*, vol. 22: 117-150. G. Szulanski, Y.Do, & J. Porac (Eds.). Greenwich, CT: JAI Press.
- Fairbank, J.F., & Labianca, G. (2003). "Picking the Perfect Peers." *BizEd*, November/December: 36-41.
- Brass, D.J., & Labianca, G. (2012). A Social Network Perspective on Negotiation. In B. M. Goldman & D.L. Shapiro (Eds.), *The Psychology of Negotiations in the 21st Century Workplace*. NY: Psychology Press/Routledge Academic.
- Hughes-Morgan, M.V., Ferrier, W.J., & Labianca, G. (2011). "The Joint Effect of Human Capital and Patterns of Competitive Behavior on Stock Returns and Risk." In M.A. Carpenter (Ed.), *Handbook of Top Management Team Research*: 261-283. Northampton, MA: Edwin Elgar Publishing.
- Mehra, A., Brass, D.J., Borgatti, S., & Labianca, G. (2011). "A Network Perspective on Mega-Engineering Projects." In S.D. Brunn (Ed.), *Engineering Earth: The Impact of Mega-Engineering Projects*, vol. 2: 769-782. NY: Springer.
- Labianca, G. (2010). "It's Not 'Unprofessional' to Gossip at Work." *Harvard Business Review*. September, 88(9): 28-29.
- Labianca, G. (2004). "The Ties That Blind." *Harvard Business Review*. October: p. 19.

- Grosser, T.J., Sterling, C.M., Scott, K.D., & Labianca, G. (2010). "Social Networks, Groups, and Social Exclusion: Combining Sociometric and Psychometric Approaches to Understanding Social Exclusion in Organizational Settings." In C.A. Schriesheim & L.L. Neider (Eds.), *The "Dark" Side Of Management. Research in Management*, vol. 8: 148-191. Charlotte, NC: Information Age Publishing.
- Shapiro, D.L., Brass, D.J., & Labianca, G. (2008). "Examining Justice from a Social Network Perspective." In S.W. Gilliland, D.D. Steiner, & D.P. Skarlicki (Eds.), *Justice, Morality, and Social Responsibility; Research in Social Issues in Management*. Information Age Publishing: Charlotte, NC: 201-225.

PAPERS UNDER REVIEW/ ADVANCED WORKING PAPERS

- Yang, S.W., Labianca, G., Coutinho, J.A., Pilny, A., & Brass, D.J. "Tie Strengthening and Bypassing Strategies for Overcoming Bottlenecking Dependencies in Formal Organizational Structures: Understanding Desired Future Ties." Revise and resubmit, *Personnel Psychology*.
- Kim, G., Heaphy, E.D., & Labianca, G. "Cognitive, Emotional, and Organizational Mechanisms Underlying Approaches to Socializing After Returning from a Disrupted Workplace: Dormant Tie Decay, Reactivation, and Relationship Crafting."
- Kang, D., Wolfson, M.A., Kang, T., Labianca, G., & Sayama, H. "Leading Within and Between Teams in Multiteam System: A Network Perspective on Knowledge Accumulation."
- Dong, W., Singh, K., Cha, M., Woehler, M., & Labianca, G. "Explaining Gender Wage Gaps: The Role of Gender-Stereotypical Communication During a Major Organizational Shock."
- Coutinho, J.A., Yang, S.W., Labianca, G., Lusher, D., & Wang, P. "Trusted Voices: The Role of Trust Transfer and Workflow Dependency Risk in Employees' Trust in Other Departments."
- Sterling, C., Shah, N., & Labianca, G. "Workplace Envy and Behavioral Reactions: The Role of Reference Groups' Social Structure."
- Fagan, J.M., Shipilov, A., Labianca, G., & Brass, D.J. "Decomposing the Brokerage Advantage during Organizational Change: The Contrasting Roles of Diverse and Socially Distant Information."
- Lee, S., Yang, S. W., Labianca, G., & Quick, S. "From Initial Encounter to Follow-Up: A Theory of Planned Behavior-Based Model of Tie Development."
- Lee, S., Yang, S. W., & Labianca, G., Smith, A., Agneessens, F., & Qiu, F. "Initial Encounters and Follow-Up Behavior at Organizational Networking Events: The Role of Affect Towards Networking."

REFEREED PROCEEDINGS PUBLICATIONS

- Sung, W., Labianca, G., & Fagan, J.M. (2018). "Executives' Network Change and Their Promotability during a Merger." *Best Papers Proceedings*, 78th annual conference of the Academy of Management, Chicago, IL.
- Sterling, C., Shah, N.P., & Labianca, G. "Reference Groups, Workplace Envy, and Behavioral

Reactions.” *Best Papers Proceedings*, 76th annual conference of the Academy of Management, Anaheim, CA.

Marineau, J.E., & Labianca, G. (2010). “Examining the Effects of Work and Personal Based Conflict on Advice and Knowledge Seeking Relationships in Organizations.” *Best Papers Proceedings*, 70th annual conference of the Academy of Management, Montreal, QC.

Sterling, C.M., Kidwell, V.L., Labianca, G., & Moon, H. (2009). “Task Transition and Pacing: The Role of Temporal Atypicality, Task Complexity, and Individual Time Orientation.” *Best Papers Proceedings*, 69th annual conference of the Academy of Management, Chicago, IL.

Yao, B., Wu, J., Fang, R., & Labianca, G. (2009). “Institutional Equity Ties, IPO Performance, and Market Growth of New Ventures in China.” *Best Papers Proceedings*, 29th annual international conference of the Strategic Management Society, Washington, D.C. Nominated for Best Conference Paper Award.

Shipilov, A., Labianca, G., Kalnysh, V., & Kalnysh, Y. (2007). “Career-Related Network Building Behaviors, Range Social Capital and Career Outcomes.” *Best Papers Proceedings*, 67th annual conference of the Academy of Management, Philadelphia, PA. Winner, 2007 Best Paper Award, Organization and Management Theory Division.

Oh, H., Labianca, G., & Chung, M-H. (2003). “The Multilevel Nature of Group Social Capital.” *Best Papers Proceedings*, 63rd annual conference of the Academy of Management, Seattle, WA.

Umphress, E., Labianca, G., Scholten, L., Kass, E., & Brass, D.J. (2000). “The Social Construction of Organizational Justice Perceptions: A Social Networks Approach.” *Best Papers Proceedings*, 60th annual conference of the Academy of Management, Toronto, ON.

Labianca, G., & Brass, D.J. (1997). “Exploring the Social Ledger: The Role of Negative Affective Relationships in Social Networks,” *Best Papers Proceedings*, 57th annual conference of the Academy of Management, Boston, MA.

INVITED PRESENTATIONS AND DISTINGUISHED SPEAKER SERIES

Bocconi University, Cornell University, Corvinus University of Budapest, Cranfield University, Dartmouth University, Drexel University, Purdue University, Harvard University, INSEAD, London Business School, Northwestern University, Queen’s University, Rutgers University, Southern Methodist University, Stanford University, Tilburg University, University of Arkansas, University of British Columbia, University of California at Irvine, University of Connecticut, University of Exeter, University of Groningen, University of Illinois, University of Lugano, University of Massachusetts at Amherst, University of Tennessee, University of Utrecht, University of Washington, Vanderbilt University, Vrije University Amsterdam, Washington University.

INVITED PRESENTATIONS FOR PROFESSIONAL ASSOCIATIONS

Turkish Academy of Management, Presentation, “Affect’s Role in Organizationally-Sponsored Networking,” September, 2023. Online Presentation.

The Network Science Society, NetSciX 2020, Presentation, “Seeing Positive and Negative Ties in Organizations,” January, 2020. Waseda University, Tokyo, Japan.

Association for Psychological Science, Theme Program on Connectedness, May, 2011, Washington, D.C.

Project Management Institute, Lexington Chapter, Presentation, "Social Networks and Teams," November, 2010, Lexington, KY. Bluegrass Chapter, Presentation, November, 2010.

Crime Lab Symposium, Plenary Presentation, "Social Networks in Organizations," September, 2010, Cincinnati, OH.

Society of Industrial Organizational Psychologists, Friday Seminar (with J.L. Johnson): "Illustrating Social Network Analysis's Potential for I-O Psychology: Workplace Interpersonal Affect," April, 2009, New Orleans, LA.

KEYNOTE SPEECHES

Keynote, International Congress, Management and Organizational Studies on Blue and Grey Collar Workers, Baskent University, Ankara, Turkiye, September 10-12, 2022.

Keynote, Network Evolution Conference, INSEAD, Fontainebleau, France, October 27-28, 2018.

Keynote, Negative Ties and Social Networks Conference, Corvinus University of Budapest, Hungary, April 19-20, 2012.

HONORS AND AWARDS

Research

- **Best Paper Award**, Organization and Management Theory Division, Academy of Management, 2007. For: "Career-Related Network Building Behaviors, Range Social Capital and Career Outcomes (with Shipilov, Kalnysh, & Kalnysh)."
- **Runner-Up, Best Paper Award**, 2006, *Academy of Management Review*. For: "Exploring the Social Ledger: Negative Relationships and Negative Asymmetry in Social Networks in Organizations."
- Goizueta Business School, Emory University, **Alumni Award for Excellence in Research**, 2005-2006.
- A.B. Freeman School of Business, Tulane University, **Outstanding Young Researcher Award**, 1999-2000.
- **Executive Program Fellowship**, awarded by the Smeal College of Business, 1992 to 1995.

Teaching

- Gatton College **Teaching Excellence Award Winner**, University of Kentucky, 2019.
- University of Kentucky Alumni Association **Great Teacher Award Winner**, 2010 (university wide award).
- University of Kentucky Provost's **Teaching Award Finalist**, 2010 (university wide award).
- Alpha Kappa Psi, Omicron Psi chapter's **Professor of the Month**, October, 2010.
- Goizueta Business School, Emory University, **Evening MBA Class of 2006 Distinguished Educator Award**.
- **Fred Brand, Jr. Award for Outstanding Graduate Teaching**, The Smeal College of Business Administration, Penn State University, 1996.

Service

- Recipient, **outstanding reviewer** for Organizational Behavior Division, Academy of Management, 2013 & 2017.
- Recipient, **ABCD Award, outstanding reviewer** for Organization and Management Theory Division, Academy of Management, 1997 & 1998.

ADMINISTRATIVE APPOINTMENTS

- 2021- Coordinator of the Management Department's Ph.D. program concentration
- Facilitated the merger of the Strategic Management and Organization Studies Ph.D. concentrations
 - Led the effort to remake the admissions criteria
 - Facilitating curriculum redevelopment to emphasize a mix of courses and modules
- 2014-2016 Director of the University of Kentucky's Don and Cathy Jacobs Executive Education Center (EEC)
- Launched a joint Graduate Healthcare Certificate between the EEC, the MBA Program Office, the UK College of Public Health and the UK College of Engineering
 - Grew the Healthcare Executive Leadership program; transitioned it from a custom program to an open program
 - Doubled the EEC's revenue and led it to profitability
- 2014-2016 Co-Director of the Joint University of Kentucky/University of Louisville Executive Masters of Business Administration Program
- Launched joint EMBA program August 2014 with a profitable first cohort of 20 executives

TEACHING EXPERIENCE

University of Massachusetts Amherst Ph.D. courses taught:

Organization Theory
Professional Colloquium

University of Massachusetts Amherst masters/mezzanine-level courses taught:

Negotiation Theory and Practice (elective)
Organizational Behavior (core)

University of Massachusetts Amherst MBA course taught (online):

Corporate Planning and Strategy

University of Kentucky Ph.D. courses taught:

Conflict and Negotiations
Organization Theory
Professional Colloquium

University of Kentucky MBA courses taught:

Negotiations and Conflict Resolution (Executive MBA program; Professional MBA; core MBA); Human Resources in the New Product Development Process (core MBA); Negotiations in the Supply Chain (core MBA); Organizational Change (Executive MBA program)

University of Kentucky BBA courses taught:

Negotiations and Conflict Resolution
Introduction to Social and Organizational Network Analysis

Emory University MBA courses taught:

Negotiations and Conflict Resolution (elective combining MBA, EMBA, and Evening MBA students)
Organization and Management (core MBA)
Organization and Management (core EvMBA)

Emory University BBA courses taught:

Negotiations and Conflict Resolution (elective)

Tulane University Ph.D. courses taught:

Organization Theory
Organization Change & Development (co-taught with Mary Konovsky and Stanislav Dobrev)

Tulane University MBA courses taught:

Organizational Behavior (core)
Managing Complex Organizational Change (elective)

Tulane University undergraduate courses taught:

Organizational Behavior (core)
Designing High Performance Organizations (elective)

Penn State University undergraduate courses taught:

Human Resources Management (core)
Organizational Behavior (core)
Organizational Design and Development (core)

Instructor for Organizational Design and Development, Independent Learning Program, Department of Distance Education, The Pennsylvania State University, 1994-1999.

University of Utrecht Sociology Research Masterclass, Negative Ties in Networks, 2014.

Executive Education:

Stonier Graduate School of Banking, Wharton (2006-2015)
Helsinki School of Economics (2007)
University of Kentucky (2008-present): Organizational change management (EMBA); Negotiations (EMBA); Conflict management; Organizational redesign and implementation; Dyadic negotiations; Multi-party interdepartmental negotiations

PROFESSIONAL SERVICE

Journal Editor

Department editor (associate editor), *Decision Sciences*, Theories in Decision Making department.
 Co-editor, *Academy of Management Review*, special issue on Contemporary Perspectives on and Working, 2013.
 Co-editor, *Research in the Sociology of Organizations*, volume on Contemporary Perspectives on Organizational Social Network Analysis, 2014.
 Co-editor, *Organization Science*, special issue on Networks and Organizational Psychology, 2015.
 Co-editor, *Social Networks*, special issue on Negative and Signed Tie Networks, 2020.

Journal Reviewing and Editing

Consulting editor, *Journal of Applied Psychology*, 2015 to present.
 Editorial board member, *Organizational Psychology Review*, 2011 to present.
 Editorial board member, *Organization Science*, 2002 to 2023.
 Editorial board member, *Academy of Management Journal*, 1999 to 2004.
 Editorial board member, *Strategic Organization*, 2012 to 2021.
 Member, Editorial Advisory Committee, *Academy of Management Journal*, 1999 to 2001.
 Ad hoc reviewer for National Science Foundation, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *American Journal of Sociology*, *Journal of Applied Psychology*, *OBHDP*, *Organization Science*, *Management Science*, *Journal of Management*, *Journal of World Business*, *Social Networks*, *Strategic Organization*, *JOOP*, and *Human Development*, among others.

Academy of Management OMT Executive Committee

➤ Chair, Organization and Management Theory Research Committee, 2007-2011.

Social Network Society

➤ Co-chair, 2024-25.

Conferences and Workshops

Founder and Organizer: Intra-Organizational Networks (ION) Conference

➤ October, 2005; March, 2007; September, 2008; April, 2010; April, 2012; April, 2020

Co-founder and co-organizer (with Jon Johnson): Advanced Social Networks professional development workshop, Academy of Management annual conference, 2003-2019; Co-organizer: Introduction to Networks PDW (2008-2013); Introduction to Networks, SIOP (2008).

Co-organizer: Mini-conference/organized sessions on Negative Ties and Signed Graph Research, Sunbelt (2019-present)

Committee Work

University of Massachusetts Amherst

➤ Management Department Personnel Committee, 2021-; chair 2022-23

University of Kentucky

➤ UK Women's Executive Leadership Development Advisory Committee, 2015-

➤ University of Kentucky Academic Ombud Selection Committee, 2017

➤ University of Kentucky Kirwan Prize Committee, 2015

➤ University of Kentucky Work-Life Advisory Council, 2010-2013; co-chair Childcare Cmte

➤ UK Women's Club Fellowship Committee, 2010

➤ President's Fellowship Committee, 2009, 2010

➤ President's Commission on Women, 2008-2009

Gatton College of Business & Economics, University of Kentucky

- Chair, Gatton College Research Excellence Committee, 2018-2019; member 2016-2020.
- Co-chair, Joint UK/UofL EMBA Policy Committee, 2014-2016; member 2016 to present.
- Gatton College Strategic Planning Committee, 2014-present.
- Gatton College MBA Curriculum and Policy Committee, 2012-present.
- Gatton College Dean Search Committee, 2010-2012.
- Gatton Strategic Planning Committee, 2008-2009
- Gatton Self-Study Committee, 2007.
- Graduate Council Committee on Fellowships and Traineeships, 2007-present.
- Director of Undergraduate Studies, Management Area, 2007-2012.
- Wall Street Journal Award Committee, 2009-present.

Goizueta Business School, Emory University:

- Institutional Review Board (IRB) Coordinator, 2004 to 2006.
- Faculty Feedback Form Ad-Hoc Committee member, 2004 to 2005.
- Hightower Lecture Series Coordinator, Organization and Management area, 2002 to 2003.
- American Bar Association Negotiation Case Competition, Faculty Advisory Committee Member to Emory Law School teams, 2004.
- The Consortium for Graduate Studies in Management Case Competition, Faculty Advisory Committee Member to Goizueta Business School MBA team, 2002.
- Introduction to the Case Method, MBA Program, Goizueta Business School, Emory University, 2001 to 2003.

A.B. Freeman School of Business, Tulane University:

- Tenure Clock Committee, 2000 to 2001.
- Organizational Behavior Committee, 1998 to 2001.
- Ph.D. Behavioral Science Curriculum Committee, 1998 to 2001.

Dissertation Committees

- Henry Molina (Ph.D. '04, Freeman School of Business, Tulane University)
- Gerald Kane (Ph.D. '06, Goizueta Business School, Emory University)
- Zuzana Sasovova (Ph.D. '06, Vrije University Amsterdam)
- Neha Parikh Shah (Ph.D. '10, UCLA)
- Anthony Hood (Ph.D. '11, University of Alabama)
- Suzanne Edinger (Ph.D. '12, University of Maryland)
- Angeline Lim Cuifang (Ph.D. '12, National University of Singapore)
- Olga Karzecka (Ph.D. '16, Copenhagen Business School)
- Carmine Basile (Ph.D. '17, Cranfield University)
- Jung Won (Andie) Lee (Ph.D. '17, HEC Paris)
- Stefan Breet (Ph.D. '22, Erasmus University Rotterdam)
- Christine Newton (DBA '23, University of Athabasca)
- Francesca Nannetti (Ph.D. '23, ESSEC Business School, CY Cergy Paris Université)

University of Kentucky:

- Margaret Hughes (Ph.D. '08)
- Yongbeom Hur (Ph.D. '07, Martin School of Public Policy)
- Goce Andrevski (Management, Ph.D. '09)
- Chris Garris (Ph.D., Psychology '10)
- Matthew Howell (Ph.D., Martin School of Public Policy, '12)
- Timothy Deckman (Ph.D., Psychology, '12)
- Virginie Kidwell-Lopez (Management, Ph.D., '13)
- Anthony Heath Rico (Ph.D., Martin School of Public Policy, '16)
- Seungjin Choi (Ph.D., Martin School of Public Policy, '16)
- Jae-Young Oh (Marketing and Supply Chain, Ph.D., '16)

Dissertation Committees (con't)

- Sifei Han (Ph.D., Computer Science, '20)

University of Massachusetts Amherst:

- Gihyun Kim (Management Ph.D., '24)

Dissertation Committees Chaired

University of Kentucky:

- Travis Grosser (Management, Ph.D. '13); University of Connecticut associate. prof.
- Chris Sterling (Management, Ph.D. '13); Fresno State associate. prof.
- Josh Marineau (Management, Ph.D. '12); North Dakota State associate prof.
- Wookje Sung (Management, Ph.D., '17); co-chaired with Daniel J. Brass; Hong Kong Baptist University asst. prof.
- Jesse Fagan (Management, Ph.D., '17); co-chaired with Daniel J. Brass; University of Exeter asst. prof. (lecturer)
- Seong Won Yang; co-chaired with Daniel J. Brass (Management, Ph.D., '23); University of Mississippi asst. prof.

External Qualifying Examination Committees

University of Kentucky

- Chris Garris, Psychology, 2007.
- Timothy Deckman, Psychology, 2010.

Presentations

University of Kentucky

- Psychology Series, February, 2007, February, 2011
- Women in Science and Medicine, September, 2007
- Circles of Power (negotiations training for female faculty), 2008-2013
- iWin (social networking webinar and presentations), 2010
- ProfessionaPalooza, October, 2010
- UK Alumni Association Third Thursday, November, 2010
- TEDx Gatton College, April, 2011
- UK Louis Stokes Alliances for Minority Participation Program (LSAMP), April, 2011
- UK Work-Life Family Month keynote speaker, October, 2011
- UK Alumni Association Lunch and Learn, Louisville, KY, June, 2012
- BIRCWH program (negotiations training for women's health faculty), 2014, 2016, 2020
- Graduate Management Education Chief Resident program, June, 2016
- UK Women's Executive Leadership Development Program (negotiations training), May 2015, 2017, 2018, 2019
- UK Healthcare Family and Community Medicine Group (negotiations training) May 2017
- UK Anesthesiology Group (negotiations training) April 2018
- UK Life After Grad School, Graduate Student Congress (hiring and informational interviews) April 2018
- UK Psychiatry Residents (negotiations training) May 2018
- UK Healthcare Family and Community Medicine Group (negotiations training) September 2018
- UK College of Medicine Faculty Development Program (negotiations and managing emotions during stressful encounters) September 2018
- UK Rehabilitation Sciences Ph.D. Program (negotiations training) December 2019, November 2021, November 2023
- UK Women's Forum, September 2019, May 2021

Directed Studies

University of Kentucky

- Ashley Frazier (EvMBA '14)

Goizueta Business School, Emory University:

- Paul Hourigan (MBA '03)
- Cynthia Helms (EMBA '04)
- Jerry Kane (Ph.D. '06)
- Kristina Santanna (EvMBA '07)

Undergraduate Research Project Faculty Advisor

- Liz Fox ('16)
- Jonathan Hamilton ('16)

Symposia and Conference Sessions

- Invited lead presenter, “Illustrating Social Network Analysis’s Potential for I-O Psychology: Workplace Interpersonal Affect,” Friday Seminar at Society for Industrial Organizational Psychology, New Orleans, LA, April 2009 (with Jonathan L. Johnson and Hock-Peng Sin).
- Invited discussant, “Network Evolution: Bridging the Divide Across the Levels of Analysis” at INSEAD, Fontainebleau, France, October, 2008.
- Invited faculty workshop discussant and presenter, “Social Networks and Social Identity in Organizations” workshop at Vrije Universiteit, Amsterdam, Netherlands, June, 2007.
- Co-chaired symposium entitled “Negative Relationships in Social Networks in the Workplace” at 60th annual conference of the Academy of Management, Toronto, ON, August, 2000 (with Jonathan L. Johnson).
- Chaired session for OMT Division entitled “Intraorganizational Networks in Action” at the 59th annual conference of the Academy of Management, Chicago, IL, August, 1999.
- Discussant, “Social Capital and Social Networks” session for OB Division at the 69th annual conference of the Academy of Management, Chicago, IL, August, 2009.

National Academies of Sciences, Engineering and Medicine

- Panelist, on Social Identity for “Exploring the Development of Analytic Frameworks: A Pilot Project for the Office of the Director of National Intelligence,” 2018.
- Speaker, Workshop on “Social and Behavioral Sciences for National Security: A Decadal Survey,” sponsored by the Office of the Director of National Intelligence, 2017.

Other Professional Service

- Reviewer for Academy of Management’s Conflict Management (1995 to 1996), Organization and Management Theory, and Organizational Behavior divisions (1997 to present), and the International Association of Conflict Management (1998 to 2006).
- Department of Management and Organization Graduate Student Representative, Penn State University (1996 to 1998).
- OMT Faculty-Student Meetups volunteer, Fall 2021.
- Responsible Research in Business & Management Dare to Care Dissertation Scholarship Selection Committee member, Fall 2021.

GRANTS

- “Exploring the Social Ledger: The Role of Negative Social Ties in Social Networks,” (with Daniel J. Brass), Citicorp Behavioral Sciences Research Council, \$15,000.
- “Interorganizational Monitoring: Process, Choices and Consequences,” (with James F. Fairbank), Emory University Research Committee, \$11,794.
- “Career Mobility and Employee Turnover in Indian High Technology Firms,” (with Stephen P. Borgatti and Daniel Halgin) Kalam Institute Research Grant, \$75,000.
- “Using Social Networks to Map and Evaluate Team Science Across CTSA (Center for Translation Science Award) Hubs,” (with Philip A. Kern, Guo-Qiang Zhang, Jeffery C. Talbert, and Stephen P. Borgatti), National Institutes of Health, \$216,250.
- “Coordinating Innovation in Knowledge-Based Multinational Organisations” (with Dean Lusher, Peng Wang, Michael Gilding, Graham Schaffer, and Michael Edwards), Australian Research Council and Boeing, AUS\$646,873.
- “Integrating Social Networks and Team Intervention Approaches to Reduce Ostracism in the Military” (with Susan Zhu and Mikhail Wolfson), MTEC and U.S. Department of Defense, \$1,847,314.

PREVIOUS WORK EXPERIENCE

MIT Media Laboratory, Cambridge, MA, *Sponsored Research Staff Assistant*, Communications and Sponsor Relations, 1991 to 1992.

Coordinated and screened all press visits. Gave guided tours summarizing on-going projects in the Media Lab to prospective and current sponsors. Wrote scripts to allow others to give these tours. Also created collateral/marketing materials.

JSA International, Cambridge, MA, *Associate*, 1990 to 1991.

Conducted detailed research on topics in the aerospace industry for strategic management consulting firm. Involved in library research, industry interviews, report preparation and presentation.

Cahners Publishing Co., Newton, MA, *Assistant Editor*, Electronic Business, 1989 to 1990.

Wrote articles for electronics management publication. Articles were non-technical and focused mainly on corporate strategies within markets. Also assisted in the generation of charts and graphs for the magazine.

Cahners Publishing Co., Newton, MA, *Research Assistant*, Research Department, 1989.

Conducted market research for trade magazines, wrote research reports for advertisers and editors, and prepared presentations on research results for sales meetings.

COMMUNITY SERVICE

Center for Non-Profit Resources, New Orleans, LA, *Volunteer Consultant*, 1999 to 2001.

Conduct organizational assessments and assist with board development for non-profit agencies in southern Louisiana.

New Orleans Speech and Hearing, New Orleans, LA, Board Intern, 1999 to 2001.

Volunteer board member for non-profit organization assisting individuals with language and hearing pathologies.

Aurora United Methodist Church, New Orleans, LA, Board Member, 2000 to 2001.

Served on Administrative Board, Finance Committee, and Church Council.

Dunwoody United Methodist Church, Dunwoody, GA, Long-Range Planning Committee Chairman, 2006.

Dunwoody Unity of Community, Dunwoody, GA, Founder and Executive Committee member, 2005-2006.

Southern Hills United Methodist Church, Lexington, KY, Administrative Board member and Strategic Planning Advisor, 2006-2009.

Volunteer consultant for various non-profits, including: North Georgia United Methodist Conference, Louisiana Public Health Initiative, Resources for Independent Living, the New Orleans Museum of Art, the United Way of Metropolitan Atlanta, and the Georgia Center for Non-Profits.

INDUSTRY ENGAGEMENT PARTNERS

Partners include: Valvoline, TempurSealy, Fisher-Price, Mattel, Intel, Toyota, Boeing, Neogen, AT&T, Citigroup, Kaiser Permanente, Francke, Gray Construction, Urban Artists Projects (UAP), South Carolina Power, Shearer's Foods, Penn State University Health Services, Ukrainian National Government, Royal Netherlands Naval College, the US Naval Academy, the US Marine Corps University, the Construction Industry Institute, and the AACSB.

Served on TempurSealy International's Organization Development Leadership Council, 2013-2015.

Updated as of 7/29/24.