

Bryan L. Bonner
Curriculum Vitae
2021

David Eccles School of Business
University of Utah
East Campus Center Drive, SLC, UT 84112

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EDUCATION

- Ph.D. 2000 University of Illinois, Champaign, IL.
Major: Social Psychology
Minor: Quantitative Psychology
Thesis: Expertise in Group Problem-solving: Recognition, Social Combination, and Performance
Thesis chair: Patrick R. Laughlin
- A.M. 1998 University of Illinois, Champaign, IL.
Major: Social Psychology
Thesis: The Effects of Member Extroversion on Influence in Judgmental Social Tasks
Thesis chair: Patrick R. Laughlin
- B.S. 1995 University of Oregon, Eugene, OR.
Major: Psychology (summa cum laude with departmental honors)
Thesis: Culture and Personality: Idiocentrism's Relationship to Extroversion

ACADEMIC POSITIONS

- 2014-Present Professor, Department of Management,
David Eccles School of Business, University of Utah
- 2014-Present David Eccles Faculty Scholar, Department of Management,
David Eccles School of Business, University of Utah
- 2018-2019 Special Member of the Graduate Faculty, Department of Psychology,
University of Texas at San Antonio
- 2010-2015 Associate Editor, *Group Dynamics: Theory, Research, and Practice*
(American Psychological Association)
- 2007-2014 Associate Professor (tenured), Department of Management,
David Eccles School of Business, University of Utah
- 2006-2014 David Eccles Faculty Fellow, Department of Management,
David Eccles School of Business, University of Utah
- 2005-2007 Associate Professor (untentured), Department of Management,
David Eccles School of Business, University of Utah
- 2002-2005 Assistant Professor, Department of Management,
David Eccles School of Business, University of Utah
- 2000-2002 Visiting Assistant Professor, Department of Psychology,
Williams College
- 1995-2000 Research Assistant/Graduate Teaching Fellow, Department of Psychology,
University of Illinois

PROFESSIONAL MEMBERSHIPS (*selected*)

Academy of Management

American Psychological Association (*Fellow of Division 49 – Society of Group Psychology and Group Psychotherapy*)

Interdisciplinary Network for Group Research

Midwestern Psychological Association

Society for Experimental Social Psychology (*Fellow of the Society*)

Society for Personality and Social Psychology

PROFESSIONAL PAPERS (*in reverse chronological order, excluding proceedings*)

Sillito, S. D., & Bonner, B. L. (in press). The effects of diverse member task experience on individual and group performance. *Personality and Social Psychology Bulletin*.

Sillito, S. D., & Bonner, B. L. (in press, online). An approach-avoidance lens on sexual harassment: The effects of relative attractiveness, gender, relationship status, and role. *Journal of Business and Psychology*. <https://rdcu.be/cdpGW>

Bolinger, A., Okhuysen, G. A., & Bonner, B. L. (2020). What group members want: Investigating individuals' subjective perceptions of group effectiveness. *Academy of Management Discoveries*, 6, 235-265. <https://doi.org/10.5465/amd.2017.0066>

Heatherington, L., Bonner, B. L., Rosenberg, D., Patterson, R. D., & Linsley, J. (2019). Sustaining outcomes research in residential treatment: A 15-year study of the Gould Farm program. *Psychological Services*, 16, 675-686. <http://dx.doi.org/10.1037/ser0000253>

Bonner B. L., Meikle, N. L., Bain, K., & Shannahan, D. (2018). Advice-giving and advice-taking at the individual, team, and organizational levels of analysis: A theoretical perspective with case examples. In L. Van Swol & E. MacGeorge (Eds.). *Oxford Handbook of Advice*. (pp. 299-320). Oxford University Press.

Sillito, S. D., & Bonner, B. L. (2018). The effects of differing knowledge transfer strategies on group decision making and performance. *Journal of Behavioral Decision Making*, 31, 115-126. DOI: 10.1002/bdm.2053

Bonner, B. L., Baumann, M. R., & Romney, A. C (2017). Working outside of your wheelhouse: Effects of incentives and framing on transactive memory systems and performance. *Group Processes and Intergroup Relations*, 20, 894-908. DOI: <https://doi.org/10.1177/1368430215612223>

Baumann, M. R., & Bonner, B. L. (2017). An expectancy theory approach to group coordination: Expertise, task features, and member behavior. *Journal of Behavioral Decision Making*, 30, 407-419. DOI: 10.1002/bdm.1954

Bonner, B. L., Soderberg, A. T., & Romney, A. C. (2016). In the same group but moving in different directions: Coordination effects in tasks with simultaneous intellectual and judgmental performance criteria. *Journal of Experimental Psychology: Applied*, 22, 471-487. DOI: <http://dx.doi.org/10.1037/xap0000099>

- Bonner, B. L., Baumann, & M. R., & Netchaeva, E. (2016). Adapting to fill the void: Group coordination as a function of differing role impact. *European Journal of Social Psychology, 46*, 63-76. DOI: 10.1002/ejsp.2133
- Bonner, B. L., & Bolinger, A. R. (2014). Bring out the best in your team. *Harvard Business Review, 92*, 704. ISSN: 00178012
- Bonner, B. L., & Cadman, B. D. (2014). Advice-taking and group judgment: The effects of the social context underlying executive compensation decisions. *Group Dynamics: Theory, Research, and Practice, 18*, 302-318. DOI: 10.1037/gdn0000011
- Bonner, B. L., & Bolinger, A. R. (2013). Separating the confident from the correct: Leveraging member knowledge in groups to improve decision making and performance. *Organizational Behavior and Human Decision Processes, 122*, 214-221. DOI: 10.1016/j.obhdp.2013.07.005
- Baumann, M. R., & Bonner, B. L. (2013). Member awareness of expertise, information sharing, information weighting, and group decision making. *Small Group Research, 44*, 532-562. DOI: 10.1177/1046496413494415
- McCarter, M. W., & Bonner, B. L. (2013). Glad tidings and grave warnings: The effect of advice on cooperation when producing public goods under uncertainty. *Journal of Management & Organization, 15*, 122-131. DOI: 10.1080/15416518.2013.781396
- Bonner, B. L., & Baumann, M. R. (2012). Leveraging member expertise to improve knowledge transfer and demonstrability in groups. *Journal of Personality and Social Psychology, 102*, 337-350. DOI: 10.1037/a0025566
- Victorino, L., Verma, R., Bonner, B. L., & Wardell, D. G. (2012). Can customers detect script usage in service encounters? An experimental video analysis. *Journal of Service Research, 15*, 390-400. DOI: 10.1177/1094670512446062
- Baumann, M. R., & Bonner, B. L. (2011). The effects of perceived task difficulty and expected group longevity on memory: Implications for the development of transactive memory. *Group Dynamics: Theory, Research, and Practice, 15*, 220-232. DOI: 10.1037/a0023615
- Baumann, M. R., Gohm, C. L., & Bonner, B. L. (2011). Phased training for high reliability occupations: Live fire exercises for civilian firefighters. *Human Factors, 53*, 548-557. DOI: 10.1177/0018720811418224
- Bonner, B. L., Okhuysen, G. A., & Sondak, H. (2011). Intra-group decision-making in inter-group negotiation: Majority/minority effects and hawkishness of member preferences. *Group Dynamics: Theory, Research, and Practice, 15*, 246-257. DOI: 10.1037/a0023757
- Bonner, B. L., & Sillito, S. D. (2011). Leveraging member knowledge in groups: Expertise, extroversion, and feedback. *Group Dynamics: Theory, Research, and Practice, 15*, 233-245. DOI: 10.1037/a0022735

- Bolinger, A. R., Bonner, B. L., & Okhuysen, G. A. (2009). Sticking together: The 'glue' role and group creativity. In M. A. Neale, & E. A. Mannix (Eds.), *Research on Managing in Groups and Teams, Vol. 11*. (pp. 267-290). Greenwich, CT: JAI Press, Inc. DOI: 10.1108/S1534-0856(2009)0000012013
- Bonner, B. L., & Baumann, M. R. (2008). Informational intragroup influence: The effects of time pressure and group size. *European Journal of Social Psychology, 38*, 46-66. DOI: 10.1002/ejsp.400
- Bonner, B. L., Sillito, S. D., & Baumann, M. R. (2007). Collective estimation: Accuracy, expertise, and extroversion as sources of intra-group influence. *Organizational Behavior and Human Decision Processes, 103*, 121-133. DOI: 10.1016/j.obhdp.2006.05.001
- Armağan, S., Ferreira, M. P., Bonner, B. L., Okhuysen G. A. (2006). The role of temporality in dyadic negotiations: Evidence from Portugal, Turkey, and the United States. In M. A. Neale, & E. A. Mannix (Eds.), *Research on Managing in Groups and Teams, Vol. 9*. (pp.115-146). Greenwich, CT: JAI Press, Inc. ISBN: 978-0-76231-362-4
- Bonner, B. L., Baumann, M. R., Lehn, A. K., Pierce, D. M., & Wheeler, E. C. (2006). Modeling collective choice: Performance and decision making on complex intellectual tasks. *European Journal of Social Psychology, 36*, 617-633. DOI: 10.1002/ejsp.305
- Okhuysen, G. A., & Bonner, B. L. (2005). Future thinking in disadvantaged situations: The role of outcome delays and competitive issues in negotiation. *Motivation & Emotion, 29*, 460-474. DOI: 10.1007/s11031-006-9015-z
- Baumann, M. R. & Bonner, B. L. (2004). Expertise in collective decision making: Variability, expectations, and utilization. *Organizational Behavior and Human Decision Processes, 93*, 89-101. DOI: 10.1016/j.obhdp.2003.12.004
- Bonner, B. L. (2004). Expertise in group problem-solving: Recognition, social combination, and performance. *Group Dynamics: Theory, Research, and Practice, 8*, 277-290. DOI: 10.1037/1089-2699.8.4.277
- Bonner, B. L., Gonzalez, C., & Sommer, D. (2004). Centrality and accuracy in group quantity estimation. *Group Dynamics: Theory, Research, and Practice, 8*, 155-165. DOI: 10.1037/1089-2699.8.3.155
- Bonner, B. L., Baumann, M. R., & Dalal, R. (2002). The effects of member expertise on group decision making and group performance. *Organizational Behavior and Human Decision Processes, 88*, 719-736. DOI: 10.1016/S0749-5978(02)00010-9
- Laughlin, P. R., Bonner, B. L., & Miner, A. G. (2002). Groups perform better than the best individuals on letters-to-numbers problems. *Organizational Behavior and Human Decision Processes, 88*, 605-620. DOI: 10.1016/S0749-5978(02)00003-1
- Pickett, C. L., Bonner, B. L., & Coleman, J. M. (2002). Motivated self-stereotyping: Heightened assimilation and differentiation needs result in increased levels of positive and negative stereotyping. *Journal of Personality and Social Psychology, 82*, 543-562. DOI: 10.1037/0022-3514.82.4.543

- Bonner, B. L. (2000). The effects of member extroversion on influence in judgmental social tasks. *Small Group Research*, 31, 225-244. DOI: 10.1177/104649640003100205
- Laughlin, P. R. & Bonner, B. L. (1999). Collective induction: Effects of multiple hypotheses and multiple evidence in two problem domains. *Journal of Personality and Social Psychology*, 77, 1163-1172. DOI: 10.1037/0022-3514.77.6.1163
- Laughlin, P. R., Bonner, B. L., & Altermatt, T. W. (1999). Effectiveness of positive hypothesis testing in inductive and deductive rule learning. *Organizational Behavior and Human Decision Processes*, 77, 130-146. DOI: 10.1006/obhd.1998.2815
- Laughlin, P. R., Bonner, B. L., Miner, A. G., & Carnevale, P. J. (1999). Frames of reference in quantity estimations by groups and individuals. *Organizational Behavior and Human Decision Processes*, 80, 103-117. DOI: 10.1006/obhd.1999.2848
- Laughlin, P. R., Bonner, B. L., & Altermatt, T. W. (1998). Collective versus individual induction with single versus multiple hypotheses. *Journal of Personality and Social Psychology*, 75, 1481-1489. DOI: 10.1037/0022-3514.75.6.1481

Manuscripts under Review

- Bonner, B. L., Shannahan, D., Bain, K., Coll, K., & Meikle, N. L. (under review, 2nd round). The theory and measurement of expertise-based decision making in organizational teams: Revisiting task demonstrability. *Organization Science*.
- Bonner, B. L., Overbeck, J., Soderberg, A. & Meikle. (under review, 3rd round). The effects of experience, expertise, reward power, and decision power on decision making and performance. *Group Dynamics: Theory, Research, and Practice*.
- Meikle, N. L., Bonner, B. L. (under review, 1st round). Unaware and unaccepting: Human biases and the advent of artificial intelligence. *Technology, Mind, and Behavior*.
- Meikle, N. L., Bonner, B. L., Soderberg, A. T., Bain, K., & Shannahan, D. (reject and resubmit). Deconstructing task demonstrability in problem solving groups. *Group Dynamics: Theory, Research, and Practice*.

Working Papers

Bonner, B. L., Coll, K. A., Talbot, T., & Monnot, R. I find your lack of faith disturbing: Epistemic differences in problem solving groups.

Bonner, B. L., Coll, K. A., Talbot, T., Monnot, R., & Graham, J. Empirical perspectives on group problem solving and the role of epistemological variance in group composition.

Coll, K. A., Shannahan, D., Brimhall, C., Bain, K., & Bonner, B. L. The joint effects of motivational orientation, situational characteristics, and social environment on behavioral intentions.

Coll, K. A., Bonner B. L. et al. A qualitative study of the psychological dimensions underlying perceptions of flat organizations by CEOs and team members.

Coll, K. A., Shannahan, D., Brimhall, C., Bain, K., Talbot, T., & Bonner, B. L. Playing a deeper game: A motivational model of gamification in organizations.

Shannahan, D., Bonner, B. L., Bain, K., & Coll, K. A. The alignment of expertise, status, and power in groups.

Thesis Research

K. Coll – Withholding Information in Groups

T. Talbot – Walking the Walk

Research in Preparation

A social decision perspective on team creativity: Demonstrability and emergent solutions to problems.

The need for play as managerial construct.

Buddha meets HAL: Epistemological predilection, GAD, and AI.

Grasping, aversion, and delusion: Susceptibility to conspiracy thinking.

The problem-solving group as a temple: Grasping, aversion, and delusion as the primary barriers to group effectiveness.

Transfer of information: Failure in groups.

Conference Presentations

- Collaboration on knowledge work: Epistemic differences in problem-solving teams. (submitted for 2021). *Academy of Management Conference*. Virtual Meeting. (w/ K. Coll, T. Talbot, & R. Monnot).
- I find your lack of faith disturbing: Epistemic differences in problem solving groups. (2021). *Society for Personality and Social Psychology Conference*. Virtual Meeting.
- A model of expertise utilization in teams. (2019). *Academy of Management Conference*, Boston, MA. (w/ D. Shannahan, K. Bain, K. Coll, & N. Meikle).
- Here's a badge! A theory-driven approach to understanding gamification in organizations. (2019). *Academy of Management Conference*, Boston, MA. (w/ K. Coll).
- What's in the jar? Effects of demonstrability & decision power on use of expertise in group decisions. (2019). *INGRoup Conference*, Lisbon, Portugal. (w/ K. Coll, D. Shannahan, & K. Bain).
- Workplace team behavioral preferences and state level motivational orientation. (2019). *Society for Personality and Social Psychology Conference*, Portland, OR. (w/ K. Coll).
- Just your opinion, man? Demonstrating the dimensions of demonstrability: Scale development and validation. (2018). *INGRoup Conference*, Bethesda, MD. (w/ D. Shannahan, & K. Bain).
- An interdisciplinary theory of collaborative judgment and decision making. (2017). *INGRoup Conference*, St. Louis, MO. (symposium w/ K. Bain, M. Baumann, J. Deller, V. Hinsz, N. Meikle, D. Shannahan, & R. Tindale).
- Impact of differential goal understanding and incentives on group performance and viability in transactive memory system tasks. (2017). *INGRoup Conference*, St. Louis, MO. (w/ K. Sankaran).
- Shamed or seduced: Moral licensing in groups. (2017). *INGRoup Conference*, St. Louis, MO. (w/ A. Soderberg & A. Romney).
- Issues of professionalism: Opportunities and perils in gendered, intimate work. (2015). *Academy of Management Conference*, Vancouver, BC. (w/ K. Sullivan).
- Power and influence in problem solving groups: Decision making and performance. (2015). *INGRoup Conference*, Pittsburg, PA. (w/ A. Soderberg, N. Meikle, & J. Overbeck).
- Integrating differential training and criteria in creative groups: The effects of criteria demonstrability (2014). *INGRoup Conference*, Raleigh, NC. (w/ A. Romney, A. Soderberg, & J. Ruchty).
- Task demonstrability as a valuable theoretical lens for facilitating effective teamwork in organizations. (2014). *INGRoup Conference*, Raleigh, NC. (M. Baumann & A. Kane).
- Combining the expertise of group members. (2013 - Invited Speaker). *Midwestern Psychological Association Conference*, Chicago, IL.
- Talking more but listening less: Group happiness, information sharing, and information weighting. (2013). *INGRoup Conference*, Chicago, IL. (w/ M. Baumann).

- Task features, reward sensitivity, and coordination: Beyond transactive memory. (2012). *INGRoup Conference*, Chicago, IL. (w/ M. Baumann).
- Those who need it most: Closing the performance gap for the worst problem-solvers (2012). *INGRoup Conference*, Chicago, IL. (w/ S. Sillito).
- Measuring the milieu: Outcomes of a unique residential treatment for major mental illness. (2011). *North American Society for Psychotherapy Research Conference*. Banff, Alberta, Canada. (w/ L. Heatherington, J. Linsely, & C. Loder.)
- Glad tidings and grave warnings: The role of advice on cooperation in public goods dilemmas. (2010). *Academy of Management Conference*, Montréal, Quebec, Canada. (w/ M. McCarter).
- The role of advice on cooperation in public goods dilemmas. (2010). *International Association for Conflict Management Conference*, Boston, MA. (w/ M. McCarter).
- Increasing demonstrability in estimating groups: The effects of “bridge-building” and expertise feedback on decision-making, and performance. (2009). *Academy of Management Conference*, Chicago, IL. (w/ S. Sillito).
- Video experiment: Assessing customers’ ability to detect service scripts (2009). *CORS/INFORMS Conference*, Toronto, Canada. (w/ R. Verma, L. Victorino, & D. Wardell).
- Sticking together: The 'glue' role and group creativity. (2008). *Eleventh Annual for Research on Managing in Groups and Teams Conference*, Stanford, CA. (w/ A. Bolinger & G. Okhuysen).
- Inducing group success: A multi-dimensional perspective. (2007). *Academy of Management Conference*, Philadelphia, PA. (w/ A. Bolinger & G. Okhuysen).
- Perceived task difficulty and expected longevity as antecedents of transactive memory. (2007). *Academy of Management Conference*, Philadelphia, PA. (w/ M. Baumann).
- The effect of perceptions of expertise and ulterior motives on information weighting in groups. (2007). *INGRoup Conference*, Lansing, MI. (w/ M. Baumann & D. Kretz).
- Group recognition of expertise: Social combination, information sharing, and information weighting. (2006). *Academy of Management Conference*, Atlanta, GA. (w/ M. Baumann).
- Effects of temporal perspective on the development of transactive memory systems. (2006). *INGRoup Conference*, Pittsburgh, PA. (w/ M. Baumann).
- Elements of Group Effectiveness (2006). *INGRoup Conference*, Pittsburgh, PA. (w/ A. Bolinger & G. Okhuysen).
- Finding the hidden normativity in business ethics. (2005). *Second Annual University of Utah Ethics Symposium*, Salt Lake City, UT. (w/ F. Chang).

- Group performance and decision-making on complex tasks: Modeling group choice. (2005). *Society for Personality and Social Psychology Conference*, New Orleans, LA. (w/ M. Baumann, A. Lehn, D. Pierce, & E. Wheeler).
- Identity and negotiation: Examining interplay of optimal distinctiveness theory and stereotype threat. (2005). *Society for Personality and Social Psychology Conference*, New Orleans, LA. (w/ A. Lewis).
- Multi-dimensional romantic relationships: Framing various theories of love as stories. (2005). *Society for Personality and Social Psychology Conference*, New Orleans, LA. (w/ R. Franiuk, & M. Logli).
- Perceptions of team members: The roles of experience, competency, and accuracy. (2005). *Society for Personality and Social Psychology Conference*, New Orleans, LA. (w/ J. Holmes).
- Recognition of expertise and information weighting in hidden profiles. (2005). *Midwestern Psychological Association Conference*, Chicago, IL. (w/ M. Baumann).
- The role of temporality in dyadic negotiations: Evidence from Portugal, Turkey, and the United States. (2005). *Ninth Annual Conference for Research on Managing in Groups and Teams Conference*, Palisades, NY. (w/ S. Armağan, M. Ferreira, & G. Okhuysen).
- Love in three dimensions: Triangular love theory and the theory of love as a story. (2004). *Society for Personality and Social Psychology Conference*, Austin, TX. (w/ R. Franiuk & M. Logli).
- Modeling group judgment: Collective quantity estimation. (2004). *Academy of Management Conference*, New Orleans, LA.
- Modeling group quantity estimations. (2004). *Society for Personality and Social Psychology Conference*, Austin, TX. (w/ C. Gonzalez & D. Sommer).
- Positive procrastination. (2004). *Society for Personality and Social Psychology Conference*, Austin, TX. (w/ S. Sillito).
- Group problem-solving: Intra-group influence. (2003). *Wharton Organizational Behavior Conference*, Philadelphia, PA.
- The effects of variability and expectations on utilization of member expertise. (2003). *Society for Personality and Social Psychology Conference*, Los Angeles, CA. (w/ M. Baumann).
- Cultural values and framing of property rights in a public goods dilemma. (2001). *Ninth International Conference on Social Dilemmas*, Chicago, IL. (w/ P. Carnevale, Y. Cha, & M. Logli).
- Expertise in problem-solving groups versus individuals. (2001). *Midwestern Psychological Association Conference*, Chicago, IL.
- Group decision-making and extroversion. (1999). *Midwestern Psychological Association Conference*, Chicago, IL.
- Intellect and the use of “strategic hypotheses.” (1999). *Midwestern Psychological Association Conference*, Chicago, IL.

Mental representations of romantic relationships. (1999). *Midwestern Psychological Association Conference*, Chicago, IL. (w/ R. Franiuk).

The effect of individual differences on influence in group decision-making on a moderately intellectual task. (1999). *Society for Judgment and Decision Making Conference*, Los Angeles, CA. (w/ M. Baumann & R. Dalal)

TEACHING

University of Utah (2002-Present)

MGT 3660 - Leading High Performing Groups and Teams (Undergraduate)
MGT 3680 - Human Behavior in Organizations (Undergraduate)
MGT 3680 - Human Behavior in Organizations (Undergraduate Online)
MGT 3681 - Human Behavior in Organizations (Undergraduate Honors)
MGT 6050 - Team Foundations (MBA)
MGT 6050 - Team Foundations (Professional MBA)
MGT 6051 - Managing and Leading in Organizations (MBA)
MGT 6155 - Communications and Interpersonal Effectiveness (Executive MBA)
MGT 7100 - Research Design: Validity and Methodological Issues (Doctoral)
MGT 7800 - Research Foundations of Organizational Behavior (Doctoral)
MGT 7810 - Statistics for Organizational Behavior Research (Doctoral)
MGT 7910 - Graduate Special Study (Doctoral)
MGT 7920 - Directed Summer Research (Doctoral)
MGT 7970 - Thesis Research (Doctoral)
PSY 5410/PSY 6410 - Advanced Social Psychology Seminar
N/A - Executive Education (non-degree) - Communication Strategies for Improving Performance
N/A - Residency week for Online MBA

Williams College (2000-2002)

PSYC 101 - Introductory Psychology (Undergraduate)
PSYC 201 - Experimentation and Statistics (Undergraduate)
PSYC 242 - Social Psychology (Undergraduate)
PSYC 348 - Group Dynamics (Undergraduate)
PSYC 398 - Independent Study in Psychology (Undergraduate)

University of Illinois at Urbana-Champaign (1995-2000)

PSYCH 201 - Social Psychology (Undergraduate)
PSYCH 201x - Social Psychology Guided Individual Study (Undergraduate Distance Learning)
PSYCH 333 - Research Methods in Social Psychology (Undergraduate)
PSYCH 490 - Independent Study in Psychology (Undergraduate)

Teaching Honors

2019	Brady Superior Teaching Award, University of Utah DESB
2014	Brady Superior Teaching Award, University of Utah DESB
2012	Brady Superior Teaching Award, University of Utah DESB
2009	Outstanding Honors Faculty Award, University of Utah DESB
2008	Doctoral Faculty Teaching Excellence Award, University of Utah DESB

SERVICE

Committees (*selected*)

9/20-present	DESB Retention, Promotion, and Tenure Committee (Chair)
3/18-7/19, 7/20-present	University of Utah Academic Senate
1/03-7/18, 7/20-present	MGT Student Subject Pool Coordinator
7/17-7/19	DESB Doctoral Curriculum Committee
7/14-7/17	DESB Paid Research Participants Committee (Chair)
3/14-7/17	DESB Laboratory Policy Committee (Chair)
12/13-7/15	DESB Space Allocation and Utilization Committee
12/13-7/14	DESB Behavioral Research Funding Committee
8/13-7/17	DESB College Counsel
11/11-5/12	DESB Laboratory Policy Committee
9/11-5/12	DESB Research Resources Advisory Committee
5/10-1/11	DESB Ad Hoc Committee on the Undergraduate Curriculum
7/09-5/12	University of Utah Honors Policy Board
4/09-12/09	DESB Building Project Task Force
2/09-1/12	DESB Retention, Promotion, and Tenure Committee
10/08-4/09	DESB Dean Search Committee
1/08-7/08, 7/09-5/12	University of Utah Research Committee
4/07-5/10	DESB Undergraduate Scholarship Committee
11/06-4/09	DESB Building Project Committee, Centers
7/06-5/12	DESB Honors Program Committee (Chair)
12/04-9/09, 7/15-7/16	DESB Undergraduate Curriculum Committee

Undergraduate Student Honors Supervisor, etc.

2019/2020	A. Han (Human Resources Certificate, Psychology Department)
2017-2018	C. Acor (Strategy and Entrepreneurship)
2017-2018	L. Hansen (Strategy and Entrepreneurship)
2017-2018	C. Dean (Strategy and Entrepreneurship)
2011-2012	G. Varanese (Management)
2010-2011	A. Shanafelt (Business Administration)
2010-2011	J. Townsend (Business Administration)
2010-2011	A. Van Zanten (Management)

Graduate Student Committees

2019-present	Chair, Dissertation Committee for K. Coll (Management)
2020-present	Chair, Comprehensive Exam Committee for T. Talbot (Management)
2018-2020	Chair, Dissertation Committee for K. Bain (Management)
2018-2020	Chair, Dissertation Committee for D. Shannahan (Management)
2018-2020	Dissertation Committee for J. Poole (Management)
2018-2019	Dissertation Committee for J. Deller (I/O Psychology, University of Texas at San Antonio)
2018-2019	Chair, Comprehensive Exam Committee for K. Coll (Management)
2018-2019	Comprehensive Exam Committee for A. Clark (Strategy and Entrepreneurship)
2016-2018	Chair, Comprehensive Exam Committee for K. Bain (Management)
2016-2018	Chair, Comprehensive Exam Committee for D. Shannahan (Management)
2016-2018	Chair, Dissertation Committee for M. Meikle (Management)
2016-2017	Comprehensive Exam Committee for M. Chambers (Management)
2015-2015	Dissertation Committee for D. Howe (Management)
2014-2015	Dissertation Committee for A. Soderberg (Management)
2014-2015	Chair, Comprehensive Exam Committee for N. Meikle (Management)
2014-2015	Chair, Comprehensive Exam Committee for D. Howe (Management)
2014-2015	Comprehensive Exam Committee for J. Ruchty (Management)
2013-2014	Comprehensive Exam Committee for A. Soderberg (Management)
2012-2014	Dissertation Committee for L. Lundmark (Management)
2012-2013	Dissertation Committee for A. Woolstenhulme (Management)
2011-2013	Dissertation Committee for B. Rixom (Accounting)
2009-2011	Comprehensive Exam Committee for B. Rixom (Accounting)
2007-2010	Chair, Dissertation Committee for A. Bolinger (Management)
2006-2009	Dissertation Committee for S. Sillito (Management)
2007-2008	Dissertation Committee for L. Victorino (ISOM)
2007-2008	Dissertation Committee for W. Shooter (Parks, Recreation, & Tourism)
2006-2007	Chair, Comprehensive Exam Committee for A. Bolinger (Management)
2006-2007	Masters Committee for F. Ho (I/O Psychology - Chinese University of Hong Kong)
2006-2007	Comprehensive Exam Committee for S. Desai (Management)
2006-2007	Comprehensive Exam Committee for W. Shooter (Parks, Recreation, & Tourism)
2005-2006	Dissertation Committee for S. Armağan (Management)
2005-2006	Dissertation Committee for R. Cornell (Accounting)
2005-2006	Chair, Comprehensive Exam Committee for S. Sillito (Management)
2004-2005	Comprehensive Exam Committee for I. Chakroborty (Management)
2003-2004	Comprehensive Exam Committee for R. Cornell (Accounting)
2002-2003	Comprehensive Exam Committee for S. Armağan (Management)

2021 Editorial Boards

Group Dynamics: Theory, Research, and Practice
Small Group Research

Ad Hoc Reviewing

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Aquaculture International
African Journal of Business Management
British Journal of Social Psychology
Basic and Applied Social Psychology
Canadian Journal of Behavioural Science
Cognition
Current Psychology
Decision
Decision Sciences
Economics and Philosophy
Emotion and Cognition
European Journal of Social Psychology
Group and Organization Management
Group Processes and Intergroup Relations
Journal of Behavioral Decision Making
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Journal of Managerial Psychology
Journal of Systems Science and Systems Engineering
Journal of the Association for Information Science and Technology
Management Science
Memory and Cognition
Management Information Systems Quarterly
Organizational Behavior and Human Decision Processes
Organization Science
Organization Studies
Personality and Social Psychology Bulletin
Social Influence
Social Psychology and Personality Science