Dr. Kevin W. Rockmann
Curriculum Vita

George Mason University (703) 993-4988

Costello College of Business krockman@gmu.edu

9900 Main Street, MSN 1E6 [kevinrockmann.com](http://www.kevinrockmann.com)

Fairfax, VA 22031

## Education

**UNIVERSITY OF ILLINOIS at URBANA-CHAMPAIGN**

*Ph.D. Business Administration – Organizational Behavior*  2004

*B.S. Business Administration – Organizational Administration* 1999

## Academic Positions

**GEORGE MASON UNIVERSITY, COSTELLO COLLEGE OF BUSINESS**

*Professor of Management* 2018 - present

*Associate Professor of Management* 2010 – 2018

*Assistant Professor of Management* 2004 – 2010

## Administrative Positions

**GEORGE MASON UNIVERSITY, COSTELLO COLLEGE OF BUSINESS**
*PhD Program Committee Chair and Initial PhD Program Director* 2017 – 2023

*Associate Dean of Students / Graduate Programs* 2014 – 2016

*MBA Academic Director* 2012 – 2014

## Research Overview

I study processes surrounding how and why individuals build and maintain high functioning coworker relationships in organizations, both for themselves and for others. Understanding these forces is critical as relationships are the conduits by which work in organizations is conducted, decisions are made, and organizations fail or survive. Such relationships more broadly, are central to efficient, effective, and ethical organizations. I am particularly interested in timely research contexts such as on-demand and distributed work and try to engage in both quantitative and qualitative research that has clear practical implications for how jobs and organizations should be designed, in addition to how teams and departments should be structured.

**Journal Publications**

1. Rockmann, K.W. & Vough, H. (2023). Using quotes to present claims: Practices for the writing stages of qualitative research. *Organizational Research Methods,* forthcoming. <https://doi.org/10.1177/10944281231210558>
2. Bartel, C. & Rockmann, K.W. (2023). The Disease of Indifference: How Relational Systems Provide the Attentional Infrastructure for Organizational Resilience. *Strategic Organization,* forthcoming. <https://doi.org/10.1177/14761270231183441>
3. Rockmann, K.W. (2023). Editor’s Anonymous: A Safe Place to Think about Journal Provocations. *Journal of Management Inquiry,* 32(1),98-101. <https://doi.org/10.1177/10564926221134444>
4. Rockmann, K.W. (2022). The Personal Argument for Making Exploratory Research Part of Your Research Portfolio. *Academy of Management Discoveries*, 8(3), 331-336. <https://doi.org/10.5465/amd.2022.0160>
5. Bartel, C. & Rockmann, K.W. (2022). Organizational attention towards relationships: A dynamic model of loneliness and resilience. *Academy of Management: Best Paper Proceedings.* <https://doi.org/10.5465/AMBPP.2022.286>
6. George, M., Wittman, S., & Rockmann, K.W. (2022). Transitioning the study of role transitions: From an attribute-based to an experience-based approach. *Academy of Management Annals,* 16(1): 102-133. <https://doi.org/10.5465/annals.2020.0238>
7. Dane, E., & Rockmann, K.W. (2021). Listen up! Revitalizing our writing to stir our readers and supercharge our thinking. *Academy of Management Discoveries*, 7(2): 1-7. <https://doi.org/10.5465/amd.2021.0065>
8. Rockmann, K.W., Bunderson, J.S., Leana, C.R., Hibbert, P., Tihyani, L., Phan, P.H., & Thatcher, S.M.B. (2021). Publishing in the Academy of Management Journals. *Academy of Management Discoveries,* 7(1): 1-9. <https://doi.org/10.5465/amp.2021.0051>
9. Cooper, D.\*, Rockmann, K.W.\*, Moteabbed, S., & Thatcher, S.M.B. (2021). Integrator or gremlin? Identity partnerships and team newcomer socialization. *Academy of Management Review,* 46(1): 128-146. <https://doi.org/10.5465/amr.2018.0014> **\**denotes each author contributed equally****.*
10. Dane, E., & Rockmann, K.W. (2020). Traveler’s Mind: A Narrative-Based Account of Working and Living Mindfully. *Journal of Management Inquiry,* 29(3), 330-337. <https://doi.org/10.1177/1056492618808588>
11. Rockmann, K.W. & Northcraft, G.B. (2018). The dilemma portfolio: A strategy to advance the study of social dilemmas in organizations. *Academy of Management Annals,* 12(2)*:* 494-509*.* <https://doi.org/10.5465/annals.2016.0133>
12. Burris, E., Rockmann, K.W., & Kimmons, Y. (2017) The value of voice to managers: Employee identification and the content of voice. *Academy of Management Journal,* 60(6): 2099-2125. <https://doi.org/10.5465/amj.2014.0320>
13. Rockmann, K.W. & Ballinger, G.A. (2017). Intrinsic motivation and organizational identification among On-Demand workers. *Journal of Applied Psychology,* 102: 1305-1316.<https://doi.org/10.1037/apl0000224>
14. Langfred, C. & Rockmann, K.W. (2016). The push and pull of autonomy: The tension between individual autonomy and organizational control in knowledge work. *Group & Organization Management,* 41:629-657. <https://doi.org/10.1177/1059601116668971>

***2016 Outstanding Article at Group & Organization Management.***

1. Cardador, M.T., Northcraft, G.B., Rockmann, K.W. & Grant, B.C. (2016). Characteristics of affected third parties and cooperative behavior in social dilemmas.  *The Journal of Social Psychology,* 156:1-16. https://doi.org/10.1080/00224545.2016.1140116
2. Rockmann, K.W. & Pratt, M.G. (2015). Contagious offsite work and the lonely office: The unintended consequences of distributed work. *Academy of Management Discoveries,* 1: 150-164. <https://doi.org/10.5465/amd.2014.0016> *Animated whiteboard available* [*here*](http://video.aom.org/services/player/bcpid4138000623001?bckey=AQ~~,AAADuYB6PgE~,FtI5O-t0kV8eotAjjTBjmGwmJPHwdlAs&bctid=4445020874001)*.*
3. Dane, E., Rockmann, K.W., & Pratt, M.G. (2012). When should I trust my gut? Linking domain expertise to intuitive decision-making effectiveness. *Organizational Behavior and Human Decision Processes,* 119: 187-194*.* <https://doi.org/10.1016/j.obhdp.2012.07.009>
4. Rockmann, K.W. & Pratt, M.G. (2011). Rethinking telecommuting and the distributed work organization. *Academy of Management: Best Paper Proceedings.* <https://doi.org/10.5465/ambpp.2011.65870087>
5. Rockmann, K.W. & Northcraft, G.B. (2010). Expecting the worst? The dynamic role of competitive expectations in team member satisfaction and team performance. *Small Group Research*, 41: 308-329. <https://doi.org/10.1177/1046496410363744>
6. Ballinger, G.A. & Rockmann, K.W (2010). Chutes versus ladders: A punctuated-equilibrium perspective on social exchange relationships. *Academy of Management Review*, 35: 373-391. <https://doi.org/10.5465/amr.35.3.zok373>
7. McCarter, M.M., Rockmann, K.W., & Northcraft, G.B. (2010). Is it even worth it? The effect of outcome variance in public goods dilemmas. *Organizational Behavior and Human Decision Processes*,111: 1-12. <https://doi.org/10.1016/j.obhdp.2009.06.003>
8. Rockmann, K.W. & Northcraft, G.B. (2008) To be or not to be trusted: The influence of media richness on defection and deception. *Organizational Behavior and Human Decision Processes,* 107: 106-122. <https://doi.org/10.1016/j.obhdp.2008.02.002>
9. Rockmann, K.W., Pratt, M.G., & Northcraft, G.B. (2007) Divided loyalties: Determinants of identification in inter-organizational teams. *Small Group Research*, 38: 727-751. <https://doi.org/10.1177/1046496407304924> ***Nominated for Best Small Group Research Article for 2007.***
10. Ballinger, G.A. & Rockmann, K.W. (2006) The development of supervisor attachment working models and the role they play during socialization. *Academy of Management: Best Paper Proceedings.* <https://doi.org/10.5465/ambpp.2006.22898607>
11. Pratt, M.G., Rockmann, K.W., & Kaufmann, J. (2006) Constructing professional identity: The role of work and identity learning cycles in the customization of identity among medical residents. *Academy of Management Journal*, 49: 235-262. <https://doi.org/10.5465/amj.2006.20786060>
12. Pratt, M.G., Rock, K.W., & Kaufmann, J. (2001). Making sense of socialization: How multiple social identities shape members’ experiences of work. *Academy of Management: Best Paper Proceedings.* <https://doi.org/10.5465/apbpp.2001.6133587>

**Papers Under Review**

Rockmann, K. & Bartel, C. *A Relational View of Organizational Behavior.* (**Invited article** at *Annual Review of Organizational Psychology and Organizational Behavior* – to be published in 2025)

Long, D., Colquitt, J., Burgess, R., & Rockmann, K.W. *Storytelling about near-death experiences.* (**2nd** **Revise and Resubmit** at *Journal of Applied Psychology*)

Longmire, N., Gibson, K., & Rockmann, K.W. *An integrative review of self-disclosure at work* w. N. Longmire & K. Gibson (**Revise and Resubmit** at *Journal of Applied Psychology*)

Methot, J., Rockmann, K.W., & Rosado-Solomon, E. *The ambivalent experiences of nostalgia.* (**Revise and Resubmit** at *Journal of Management*)

Rockmann, K.W., Dane, E., & Ballinger, G.A. *The effect of past trauma on workplace relationships.* (**Revise and Resubmit** at *Academy of Management Review*)

**Research in Progress**

*Bounded contributions at work* w/P. Rogiers (manuscript preparation)

*What remote work does to interpersonal conflict, learning, and performance.* w/ M. George, C. Myers, N. Sandhu, & A. Gabriel (data collection and NIH grant preparation in progress)

*The importance of community in the resilience of microbreweries*. w/ J. Song, H. Vough, & A. Reinhardt (data collection in progress)

*Goal systems: A motivational vector approach.* w/ M. Cronin, E. Sackett, & E. Awtry (manuscript preparation)

**Books and Book Chapters**

Rockmann, K.W., Langfred, C., & Cronin, M.A. (2021). [*Negotiation: Moving from Conflict to Agreement*](https://www.amazon.com/Negotiation-Moving-Conflict-Agreement-NULL/dp/1544320442/ref%3Dsr_1_1?crid=37NG95IXV4WMU&keywords=negotiation+rockmann&qid=1701102720&sprefix=negotiation+rockmann%2Caps%2C132&sr=8-1)*.* Thousand Oaks, CA: Sage.

Hoff, T.J. & Rockmann, K.W. (2019). Power, Politics, and Conflict Management. In L. Burns, E. Bradley, & B. Weiner (Eds.) *Shortell and Kazluzny’s Health Care Management: Organization Design and Behavior. 7th ed.* Delmar Cengage Learning.

Rockmann, K.W. & Sluss, D.M. (2016). Foreword. In Sund, K.J., Galavan, R.J., & Huff, A.S. (Eds.) *Uncertainty and Strategic Decision Making.* (pp. ix – xii) London: Emerald.

Northcraft, G.B. & Rockmann, K.W. (2012). The social dilemma of group decision making. In M. A. Neale & E. A. Mannix (Eds.), *Research in Managing Groups and Teams* (Vol. 15, pp. 279-304): Emerald.

Hoff, T.J. & Rockmann, K.W. (2011). Power, Politics, and Conflict Management. In L. Burns, E. Bradley, & B. Weiner (Eds.) *Shortell and Kazluzny’s Health Care Management: Organization Design and Behavior. 6th ed.* Delmar Cengage Learning.

Rockmann, K.W. & Northcraft, G.B. (2006). The ethical implications of virtual interaction. In A. E. Tenbrunsel, E. A. Mannix & M. A. Neale (Eds.), *Research in Managing Groups and Teams* (Vol. 8, pp. 101-126): Elsevier.

Rock, K.W. & Pratt, M.G. (2002). Where do we go from here? Predicting identification among dispersed employees. In B. Moingeon & G. Soenen (Eds.) *Corporate and Organizational Identities* (pp. 51 – 71), London: Routledge.

**Conference Activities**

Rockmann, K.W., George, M., Myers, C., & Sandhu, N. (2023). Onboarding Remotely: Trust and Learning in Newcomer-Supervisor Dyads. *European Group on Organization Studies (EGOS – July, Cagliari, Italy).*

Methot, J., Rockmann, K.W., & Rosado-Solomon, E. (2022). Longing for the Past: The Dual Effects of Daily Nostalgia on Employee Performance. *Southern Management Association Conference (October, Little Rock, AK).*

Bartel, C. & Rockmann, K.W. (2022). Organizational Attention Towards Relationships: A Dynamic Model of Loneliness and Resilience. *Academy of Management Meetings (August, Seattle, WA).*

Rockmann, K.W. (2022). Discussant for “Bridging the Space Between Us: Exploring Connection and Disconnection in Workplace Relationships” *Academy of Management Meetings (August, Seattle, WA).*

George, M. & Rockmann, K.W. (2022). Office Work Interrupted: Evolving Understandings of Work and Organizing in the Shadow of COVID-19. *Academy of Management Meetings (August, Seattle, WA).*

Long, D., Colquitt, J., Burgess, R., & Rockmann, K. (2020). Deriving Purpose from Storytelling After Close Brushes with Death. *Academy of Management Meetings (August, online).*

George, M., Strauss, K., & Rockmann, K. (2020). Boundary crossing and Cognitive processing: How the self left at home influences expatriates. *Academy of Management Meetings (August, online).*

Rockmann, K.W., & Jacob, M.R. (2019). It’s lonely out there: How loneliness outside work might impact life at work. *Academy of Management Meetings (August, Boston, MA).*

George, E., Rockmann, K.W., & Jacob, M.R. (2019). Transient Relationships with Transient Colleagues. *Academy of Management Meetings (August, Boston, MA).*

Rockmann, K.W. (2019). Discussant for “In-between: The role of identity processes in undertaking and navigating transitions.” *Academy of Management Meetings (August, Boston, MA).*

Rockmann, K.W., George, E., & Jacob, M.R. (2019). Transient Relationships with Transient Colleagues. *Positive Organizational Scholarship Conference (June, Ann Arbor, MI).*

Rockmann, K.W. (2018). Discussant for “Me, Myself, and I: Opportunities and Challenge in Multiple Identities Research” *Academy of Management Meetings (August, Chicago, IL).*

Rockmann, K.W. (2018). Discussant for “Identity Transitions: Advancing Theories on When and How Individuals Evolve Their Sense of Self” *Academy of Management Meetings (August, Chicago, IL).*

Rockmann, K.W. & Northcraft, G.B. (2018). To cooperate, or not to cooperate: That is NOT the
question in organizational social dilemmas. *Academy of Management Meetings (August, Chicago, IL).*

Rockmann, K.W. & Pratt, M.G. (2018). Conference calls versus corridor chats: The loss of random encounters and creative collaborations in organizations *Positive Relationships at Work Conference (June, Arlington, VA).*

Rockmann, K.W., Dane, E., & Ballinger, G.A. (2018). We are what we remember: Experiential histories and the development of positive relationships. *Positive Relationships at Work Conference (June, Arlington, VA).*

Rockmann, K.W., George, E., & Jacob, M. (2018). The drive to drive: Understanding gig work by understanding the gig worker. *Academy of Management Big Data Conference (April, Surrey, UK).*

Cooper, D., Moteabbad, S., Rockmann, K.W., & Thatcher, S. (2017). Identity guide or gremlin? The role of identity partners in shaping team newcomers' identities. *Academy of Management Meetings (August, Atlanta, GA).*

Dane, E. & Rockmann, K.W. (2017). Traveler’s Mind: A novel lens on working and living mindfully. *Frontiers in Managerial and Organizational Cognition. (June, Zurich, Switzerland).*

Rockmann, K.W. & Northcraft, G.B. (2015). Not whether but where to contribute: A portfolio perspective on social dilemmas. *Frontiers in Managerial and Organizational Cognition (July, Roskilde, Denmark).*

Rockmann, K.W. & Northcraft, G.B. (2015). I already gave at the office: Inequality and the ethics of free-riding in portfolios of social dilemmas. *Inequality, Ethics, and Trust Conference: London 2015 (May, London, UK).*

Burris, E., Rockmann, K.W., & Kim, Y. (2014). The Value of Voice (to Managers): Employee Identification and the Content of Voice. Presented at the *Academy of Management Meetings (August, Philadelphia, PA).*

Lockwood, K., Kaplan, S., & Rockmann, K.W. (2014). Manager resistance to allow telework: A policy capturing investigation. Presented at the *Society for Industrial and Organizational Psychology. (April, Honolulu, HI).*

Cardador, M.T., Rockmann, K.W., & Northcraft, G.B. (2013). Changing the Calculus of Cooperation? The Impact of 3rd-party Beneficiaries. Presented at the *Academy of Management Meetings (August, Orland, FL).*

Rockmann, K.W. & Ballinger, G.A. (2012). The memory of inclusion as a facilitator of positive reciprocity in exchange relationships. Presented at the *Academy of Management Meetings (August, Boston, MA).*

Rockmann, K.W. & Langfred, C. (2012). Freedom is encapsulation: The iron cage of job autonomy. Presented at the *Academy of Management Meetings (August, Boston, MA).*

Rockmann, K.W. & Pratt, M.G. (2011). Rethinking Telecommuting and the Distributed Work Organization. Presented at the *Academy of Management Meetings (August, San Antonio, TX).*

Rockmann, K.W., Diekmann, T., & Barsness, Z. (2011). Should I go into the office? How remote workers can uniquely build trust through face-to-face contact. Presented at the *International Association for Conflict Management (July, Istanbul).*

Rockmann, K.W. (2009) Getting on the same page: The moderating role of competitive expectations in team conflict management. Presented at the *INGroup Conference (July, Colorado Springs, CO).*

Cronin, M.A., Langfred, C., Marks, M., & Rockmann, K.W. (2009) The jerk, the slacker and the bonehead: A model of team management of emotion, process and structure as responses to problematic team members. Presented at the *INGroup Conference* (*July, Colorado Springs, CO*).

Rockmann, K.W. & Pratt, M.G. (2008) Separate but not equal: The effect of three types of separation on organizational members. Presented at the *Academy of Management Meetings (August, Anaheim, CA)*

Rockmann, K.W. & Golden, T.D. (2008) Freedom with focus: How empowerment serves as a mechanism by which telework impacts work outcomes. Presented at the *Academy of Management Meetings (August, Anaheim, CA)*

McCarter, M.M., Northcraft, G.B., & Rockmann, K.W. (2008) The Effect of Outcome Variance in Public Goods Dilemmas.Presented at the *Academy of Management Meetings (August, Anaheim, CA)*

Ballinger, G.A. & Rockmann, K.W. (2007) How individuals approach relationships with supervisors: The supervisor attachment working model.Presented at the *Academy of Management Meetings (August, Philadelphia, PA)*

Ballinger, G.A. & Rockmann, K.W. (2006) The Development of Supervisor Attachment Working Models and the Role They Play During Socialization. Presented at the *Academy of Management Meetings (August, Atlanta, GA)*

Rockmann, K.W. (2005) Unpacking the social environment and consequences of dispersed work.Presented at the *Academy of Management Meetings (August, Honolulu, HI)*

Dane, Erik, Rockmann, K.W., & Pratt, M.G. (2005) When Should I Trust My Gut? The Effectiveness of Intuition for Experts and Novices on a Range of Decision-Making Tasks*.* Presented at the *Academy of Management Meetings (August, Honolulu, HI)*

Rockmann, K.W. & Northcraft, G.B. (2004) Going over to the Dark Side: Opportunism and Deception in Virtual Groups. Presented at the *Academy of Management Meetings (August, New Orleans, LA)*

(2003). Program Co-Chair for Planning Research on Identity*,* a PDW sponsored by the RM and MOC divisions at the *Academy of Management Meetings in Seattle, WA*

(2003). Program Co-Chair for Publishing Research on Identity and Identification, a PDW sponsored by the OB and OMT divisions at the *Academy of Management Meetings in Seattle, WA*

Rock, K.W. (2003). The Role of Technology in Creating and Managing Identity in Organizations. Symposium Chair at the *Academy of Management Meetings (August, Seattle, WA)*

Rock, K.W. (2003). Socializing virtual workers: How communication technology impacts network ties and socialization learning. Presented at the *Academy of Management Meetings (August, Seattle, WA)*

Rock, K.W., Pratt, M.G., & Northcraft, G.B. (2002). Can us vs. them be a good thing? Fault lines and decision making in virtual teams. Presented at the *Academy of Management Meetings (August, Denver, CO)*

Rock, K.W. (2002). Examining disassociation responses to a controversial organizational symbol: A multiple identification perspective. Presented at the *Industrial Organizational / Organizational Behavior Graduate Student Conference (March, Tampa, FL)*

Pratt, M.G., Rock, K.W., & Kaufmann, J. (2001). Socialization, divestiture, and experienced emotions in residency training. Presented at the *Academy of Management Meetings (August, Washington, D.C.)*

Pratt, M.G. & Rock, K.W (2001). Narratives we identify by: The role of stories and sensemaking in professional socialization. Presented at the *European Group for Organisation Studies conference (July, Lyon, France)*

Pratt, M.G., Madjar, N., Rock, K., & Kaufmann, J (2000). Good doctors – “Bad” symbols?: The role of “Negative” stories in the presocialization process of physicians. Presented at the *Academy of Management Meetings (August, Toronto, Canada)*

**Popular Press**

* [*Harvard Business Review*](https://hbr.org/2023/11/3-strategies-to-promote-healthy-working-relationships) (November, 2023)
* [*AACSB*](https://www.aacsb.edu/insights/articles/2023/10/revitalizing-academic-writing-through-storytelling) (October, 2023)
* [*The George*](https://www.gmu.edu/news/2023-09/whats-worse-toxic-workplace-one-gaslights-employees) (September, 2023)
* [*US News*](https://www.usnews.com/news/the-report/articles/2023-05-26/speaker-showdown-looms-over-debt-debacle) (May, 2023)
* [*BBC*](https://secure-web.cisco.com/13qjf8WHfbAiIljwIZQOUeGwZru2ogEjKs6iaKDWT4jw0thssEfpKdbEfD2NElg_j7prVhMqNM06jTgrK2N1jKharUsPVWeq7G4Nkckmee8xcb3fkMw3sJOHpWadBqqkZqzIH0zeSD80wIL-apm4X2xaHaJw_ggDeIeYI2qHEnr1-MoXu2XuYJ2xjIHFt6WjShs5J7ts5uzaxgb9FWjoqzkJ5geIK9BEYYX5nv2mAYw9J75ZEAyV_zG_SM8YrQvoDrF_aMyVnhXN7Z8JqkbYewbqvE89awCaP7xRGbXFj0ELcP6kKp_7hiAmJlP_TkE_JC4jTFcyKTeLnQKzURNiga-y11-5ubo6v5Obxi9NYL-8OVzFVvdTjTujmCiFenw8A8zIxYYfEJ50v1M38UiY5XiGs1VmV9i1ADlaKOQsSuoy2_Ht7krzqkGZQ544comhW-DCkhYaQg7hyic4BVZFYVA/https%3A//www.bbc.com/worklife/article/20220616-is-remote-work-worse-for-wellbeing-than-people-think) (June, 2022)
* [*AACSB*](https://aacsb.edu/insights/articles/2022/03/its-time-for-academics-to-write-differently) (March, 2022)
* [*Financial Post*](https://financialpost.com/fp-work/remote-works-loyalty-problem-risk-of-culture-crisis-rises-with-employees-isolated-at-home) (December, 2021)
* [*Financial Times*](https://www.ft.com/content/e241f776-0e3d-403a-9462-df017af7edd2)(December, 2021)
* [*Thrive Global*](https://thriveglobal.com/stories/2197913/) (May, 2021)
* [*AOM Insights*](https://journals.aom.org/doi/10.5465/amj.2014.0320.summary) (May, 2021)
* [*Forbes*](https://www.forbes.com/sites/kristinstoller/2021/04/28/employees-are-working-an-extra-day-in-unpaid-overtime-each-week/?sh=3296db9235cc) (April, 2021)
* [*New York Times*](https://www.nytimes.com/2020/12/21/business/work-performance-evaluations-covid.html?referringSource=articleShare)(December, 2020)
* [*Business Insider*](https://www.businessinsider.com/employee-workers-personal-physical-social-needs-not-met-work-2020-1) (February, 2020)
* [*NPR*](https://www.withgoodreasonradio.org/episode/working-class-histories/) (March, 2017)
* [*Forbes*](https://www.forbes.com/sites/adigaskell/2016/01/15/why-a-flexible-worker-is-a-happy-and-productive-worker/?sh=6f134b7f14c4) (January, 2016)
* [*Radio New Zealand*](https://www.rnz.co.nz/national/programmes/ninetonoon/audio/2338600/do-emails-promote-mistrust-in-the-workplace) (July, 2010)
* [*Time Magazine*](http://content.time.com/time/health/article/0%2C8599%2C1998396%2C00.html) (June, 2010)

**Honors And Awards**

**RESEARCH**

* Southern Management Association Best Overall Paper Award. “Longing for the past: The dual effects of daily nostalgia on employee performance” (with J. Methot & E. Rosado-Solomon)
* Seed Grant Proposal Preparation Award - $10,000 (2022)
* George Mason University College of Business Dean’s Scholar (2017 – 2020; 2020 – 2023)
* Group & Organization Management Outstanding Paper Award (2016): “The Push and Pull of Autonomy: The Tension Between Individual Autonomy and Organizational Control in Knowledge Work” (with C. Langfred)
* George Mason University College of Business Summer Research Award (2010, 2011, 2012, 2013, 2023)
* Managerial and Organizational Cognition Division, Academy of Management, Best Paper Runner-Up (2011): “Rethinking Telecommuting and the Distributed Work Organization” (with M. Pratt)
* George Mason University, Provost’s Summer Research Award (2007)
* Robert Ferber Dissertation Award for Excellence in Survey Research (2004)

 **TEACHING**

* Online EMBA Faculty Member of the Year (2015)
* MBA Faculty Member of the Year (2014)
* MBA Faculty Member of the Year (2011)
* Outstanding Teaching Award – College of Business Graduate Programs (2010)
* Outstanding Teaching Award – College of Business Graduate Programs (2008)
* MBA Faculty Member of the Year (2006)
* University of Illinois: Incomplete List of Teachers Ranked as Excellent (2003)

**SERVICE**

* George Mason University, College of Business, Outstanding Service Award (2022)
* Academy of Management Review Outstanding Reviewer Award (2019)
* George Mason University, College of Business, Outstanding Service Award (2018)
* Academy of Management MOC Division Outstanding Reviewer Award (2017)
* Academy of Management Journal Outstanding Reviewer Award (2016)
* Academy of Management Discoveries Outstanding Reviewer Award (2016)
* George Mason University, College of Business, Outstanding Service Award (2014)
* Academy of Management Journal Outstanding Reviewer Award (2014)
* George Mason University, College of Business, Outstanding Service Award (2013)
* George Mason University, College of Business, MBA Distinguished Service Award (2013)
* Academy of Management OB Division Outstanding Reviewer Award (2009)
* Academy of Management MOC Division Reviewer Service Award for five years outstanding reviewing (2007)
* Academy of Management OB Division Outstanding Reviewer Award (2006)
* Academy of Management OB Division Outstanding Reviewer Award (2005)

### Professional Service

**EDITOR-IN-CHIEF**

* Academy of Management Discoveries (2021-2023)

**EDITORIAL BOARDS** (past and current)

* Administrative Science Quarterly
* Academy of Management Journal
* Academy of Management Review
* Academy of Management Discoveries
* Journal of Management Inquiry

**AD HOC REVIEWING**

* Organizational Behavior and Human Decision Processes
* Journal of Organizational Behavior
* Journal of Management
* Negotiation and Conflict Management Review
* Human Relations
* Academy of Management Perspectives
* Academy of Management Learning & Education

**PROFESSIONAL**

* Responsible Research in Management Dissertation Prize Committee (2021, 2022)
* Academy of Management Division and Interest Group Review Committee (2019)
* Academy of Management Managerial and Organizational Cognition Division Cognition in the Rough Mentor (2016, 2017, 2018, 2019)
* Academy of Management Managerial and Organizational Cognition Division Diamonds in the Rough Mentor (2015, 2017, 2018)
* Academy of Management Navigating Qualitative Dissertations: Advice from the Experts (2017, 2018, 2021)
* Academy of Management Managerial and Organizational Cognition Division
	+ *PDW Chair (2012 - 2013)*
	+ *Program Chair (2013 - 2014)*
	+ *Division Chair (2014 - 2015)*
* National Science Foundation Review Panel (2011 - 2014)
* Academy of Management MOC Division – Best Paper Award Committee (2012)
* Academy of Management OB Division – Newman Award Committee (2007)
* Academy of Management – Program Chair for New Doctoral Student Consortium (2002)

**UNIVERSITY** *(outside of administrative roles)*

* University Faculty Annual Evaluation Taskforce (2022-2023)
* College of Business Research Excellence Committee (2022-present)
* College of Business Research Excellence Committee Chair (2023-present)
* College of Business Building Committee (2022-2023)
* College of Business Promotion and Tenure Committee Chair (2021-2022; 2023-present)
* Research Communications and Outreach Officer Search Committee Member (2021)
* George Mason University Anti-Racism Inclusive Excellence (ARIE) Task Force (2020-2021)
* College of Business Promotion and Tenure Committee Member (2020-2021; 2022-2023)
* Director of Faculty Development Search Committee Member (2020)
* College of Business Faculty Contributions Model Committee Member (2019-2020)
* George Mason University Faculty Mentoring Fellow (2018-2019)
* College of Business PhD Program Development Committee Chair (2016-2020)
* College of Business Faculty Mentor (2018-)
* College of Business Promotion to Full - 1st Level Committee Chair (2018-2019)
* College of Business Executive Education Committee (2018-2019)
* College of Business Dean’s Search Committee (2016-2017)
* MBA Student Association Faculty Advisor (2007-2012)
* Graduate Policy Committee (2011-2014)
* MBA Associate Director Search Committee (2011-2012)
* OBHR Teaching Coordinator (2010-2014)
* University Learning Environments Committee (2012-2013)
* Subject Pool Coordinator (2005-2010)

 **DISSERTATION COMMITTEES**

* Maïlys George, ESSEC Business School (2021)
* Xue Lei, GMU I/O Psychology (2020)
* Yurianna Kimmons, UT-Austin (2018)
* Bryan Wiggins, GMU I/O Psychology (2009)

### Teaching

**EXECUTIVE EDUCATION PROGRAMS / CLIENTS**

* *DoD*
* *CxO Leadership Program (CRO, CDAO, CDEIO, CLO, CHRO)*
* *Federal CLO Program*
* *National Institutes for the Blind*
* *US Air Force*
* *Defense Acquisition University*

 **EXECUTIVE EDUCATION**

* *Relational Leadership*
* *Negotiation & Conflict Resolution*
* *Influence and Persuasion*
* *Teams*
* *Building Analytical Culture*

**EXECUTIVE MBA**

* *Organizational Behavior*
* *Building the High Performing Team*

**MBA**

* *Organizational Behavior*
* *Negotiations*
* *People Analytics*
* *Leadership*
* *Global Residency*

**UNDERGRADUATE**

* *Negotiations*

### Consulting

* *Sage*

*Lead subject matter expert in building of* [*three virtual reality (VR) teaching modules*](https://group.sagepub.com/press-releases/sage-publishing-and-bodyswaps-launch-virtual-reality-resource-for-health-and-social-care-training) *on Negotiation and Conflict Management*

* *US Naval Surface Warfare Center*
* *NexVortex*

*Leadership Development and Strategic Planning Facilitator*