

## **LINDRED LEURA GREER**

**University of Michigan**  
**Stephen M. Ross School of Business**  
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### **EDUCATION**

**University of Pennsylvania, Wharton School of Business, Philadelphia, Pennsylvania**  
2000 – 2004           Field of study: B.S. in Economics  
Specialization: Management

**Leiden University, Department of Psychology, Leiden, The Netherlands**  
2004 – 2008           Field of study: Ph.D. (cum laude) in Social and Organizational Psychology  
Dissertation: “Group Composition and Conflict”

### **POSITIONS**

**University of Michigan, Stephen M. Ross School of Business, Ann Arbor, Michigan**  
July 2019 –           Associate Professor (with tenure) of Management and Organizations  
July 2019 –           Faculty Director, Sanger Leadership Center

**Stanford University, Graduate School of Business, Palo Alto, California**  
2017 - 2019           Associate Professor of Organizational Behavior  
2013 - 2017           Assistant Professor of Organizational Behavior

**Erasmus University, Rotterdam School of Management, Rotterdam, The Netherlands**  
2012 - 2013           Associate Professor (with tenure) of Organization Management

**University of Amsterdam, Department of Psychology, Amsterdam, The Netherlands**  
2008 - 2012           Assistant Professor (with tenure, 2011) of Organizational Psychology

### **RESEARCH OVERVIEW**

Power struggles and conflicts can destroy teams. Power struggles between founders can cause a start-up to go under. Emotional conflicts can lead management teams to make disastrous decisions for their firm. I seek to understand why these darker aspects of team dynamics arise and how they can be circumvented. In my work, I challenge past research that has assumed that groups are homogenous entities, where members’ perceptual experiences are similar and reflect situational realities. By contrast, I focus on how group members can vary from one another (and from ‘reality’) in their experiences, perceptions, and behaviors. I find – via a multi-method approach involving laboratory, archival and field studies (quasi-experiments, surveys, and qualitative work) - that we can resolve ongoing theoretical debates by incorporating such individual perceptual asymmetries into our theories of group dynamics.

## AWARDS

Elected Fellow, Association for Psychological Science, 2021.

Outstanding Publication in Organizational Behavior Award for 2019, Academy of Management, 2020.

Top 30 Management Thinkers to Watch in 2020, Thinkers50 Radar, 2020.

Best Conference Paper, Israel Organizational Behavior Conference, 2020.

Top 40 Business School Professors Under 40, Poets & Quants, 2019.

Elected Fellow, Society for Personality and Social Psychology, 2018.

Most Influential Article Award (for articles published 2010-2013), Academy of Management, Conflict Management Division, 2018.

Best Conference Paper Finalist (Top Three) at the INGRoup [Interdisciplinary Network for Group Research] Conference, 2018, 2016.

Innovation in Entrepreneurship Pedagogy Award Finalist, Academy of Management, 2017.

Best Symposium Award, Academy of Management, Organizational Behavior Division, 2017.

Best Conference Paper Award, INGRoup [Interdisciplinary Network for Group Research] Conference, 2016.

Elected Fellow, Society for Experimental and Social Psychology, 2016.

Outstanding Reviewer Award, Academy of Management Journal, 2015.

Outstanding Paper Award Winner for the best paper published in the *International Journal of Conflict Management* in 2013, awarded in 2014; in 2007, awarded in 2008.

Outstanding Reviewer Award, Academy of Management Journal, 2012.

Outstanding Reviewer Award, Academy of Management, Organizational Behavior Division, 2010.

Christiaan Hamaker Teaching Award, Psychology Department, University of Amsterdam, 2010.

Best Dissertation Award, American Psychological Association (APA) Division 49, 2009.

Best Dissertation Award (Top 3 Finalist), International Association for Conflict Management,

2009.

Best Student Paper Award, Academy of Management, Conflict Management Division, 2008, 2007.

Best Student Paper Award, International Association for Conflict Management, 2008, 2007, 2005.

Emerald Best Student Paper Award, Academy of Management, Gender and Diversity in Organizations Division, 2007.

## GRANTS

VENI Award for Young Scholars from the Netherlands Organization for Scientific Research (NWO) - €250,000, 2011.

Co-applicant on research grant from the Netherlands Organization for Scientific Research (NWO) - Conflict and Security Theme; €600,000, 2009.

## PUBLICATIONS

(\*denotes doctoral student)

[Total Google Scholar Citations: 6,476; h-index = 30, i10-index = 41]

Greer, L. L., & \*Chu, C. (2020). The contradictory effects of power, status, and hierarchy on group versus individual outcomes. *Current Opinions in Psychology*, 33, 162-166.

Kniffen, K.M, Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A.B., Bamberger, P., Bapuji, H., Bhawe, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F. J., Gelfand, M. J., Greer, L. L., Johns, G., Kesimal, S., Klein, P.G., Lee, S. Y., Ozcelik, H., Petriglieri, J. L., Rothbard, N. P., Rudolph, C. W., Shaw, J. D., Sirola, N., Wanberg, C. R., Whillans, A., Wilmot, M. P., & Van Vugt, M. (2020). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*, in press.

Knight, A., Greer, L.L., & De Jong, B. (2020). Start-up teams: A multi-dimensional conceptualization, review of past research, and future research agenda. *Academy of Management Annals*, 14, 1-36.

Chatman, J., Greer, L. L., Sherman, E. L., & Doerr, B. (2019). Blurred lines: How the collectivism norm operates through perceived group diversity to boost or harm group performance, *Organization Science*, 30, 235-245.

**Selected Media Coverage: Fast Company.**

**Best Publication in Organizational Behavior in 2019, Academy of Management,**

## **Organizational Behavior Division.**

\*Yu, S., Greer, L.L., Halevy, N., & Van Bunderen, L. (2019). On ladders and pyramids: Hierarchy's shape determines relationships and performance in groups. *Personality and Social Psychology Bulletin*, *45*, 1717-1733.

Greer, L.L., De Jong, B.A., \*Schouten, M.E., & \*Dannals, J. (2018). Why and when hierarchy impacts team effectiveness: A meta-analytic integration. *Journal of Applied Psychology*, *103*, 591-613.

**Best Conference Paper Finalist at the InGroup [Interdisciplinary Network for Group Research] Conference.**

**Selected Media Coverage: MIT Sloan Management Review.**

\*Van Bunderen, L., Greer, L.L., & van Knippenberg, D. (2018). When inter-team conflict spirals into intra-team power struggles: The pivotal role of team power structures. *Academy of Management Journal*, *61*, 1100-1130.

**Featured as a Best Conference Article in the Academy of Management Proceedings.**

\*Daniels, D., Neale, M.A., & Greer, L.L. (2017). The spillover effect: Perceived diversity contagion in teams. *Organizational Behavior and Human Decision Processes*, *139*, 92-105.

**Selected Media Coverage: Harvard Business Review, PBS, Boston Globe.**

Greer, L. L., & \*Dannals, J. (2017). Conflict in teams. In R. Rico, E. Salas, & N. Ashkanasy, *The Wiley Blackwell Handbook of Team Dynamics, Teamwork, and Collaborative Working* (pp. 317-344). Somerset, NY: Wiley Blackwell.

Greer, L.L., \*Van Bunderen, L., & \*Yu, S. (2017). The dysfunctions of power in teams: A review and emergent conflict perspective. *Research in Organizational Behavior*, *37*, 103-124.

**Featured Paper in the 2017 Best OB Symposium at the Academy of Management.  
Best Conference Paper Finalist at the InGroup [Interdisciplinary Network for Group Research] Conference.**

Beersma, B., Greer, L.L., Dalenberg, S., & De Dreu, C.K.W. (2016). Need for structure as asset and liability in dynamics team decision-making. *Group Dynamics*, *20*, 16-33.

Shemla, M., Meyer, B., Greer, L.L., & Jehn, K.A. (2016). A review of perceived diversity in teams: Does how members perceive their team's composition impact team processes and outcomes? *Journal of Organizational Behavior*, *37*, S89-S106.

Sinha, R., \*Sivanthan, N., Greer, L.L., Conlon, D.E., & Edwards, J.E. (2016). Skewed task conflict in teams: What happens when a few see more than the rest? *Journal of Applied Psychology*, *101*, 1045-1055.

**Selected media coverage: Business News Daily**

- \*Tarakci, M., Greer, L.L., & Groenen, P.J.F. (2016). When does power disparity help or hurt group performance? *Journal of Applied Psychology*, 101, 415-429.  
**Highlighted on the JAP website as a key exemplar article of the journal.**  
**Highlighted in an AMJ editorial (Shaw & Ertug, 2017) as an exemplar of how to use simulations to build theory.**  
**Best PhD Paper Award Finalist at the Strategic Management Society Annual Meeting.**  
**Selected media coverage: Financial Times, Harvard Business Review, Fast Co.**
- De Hoogh, A.H.B., Greer, L.L., & Den Hartog, D.N. (2015). Diabolical dictators or capable commanders? An investigation of the differential effects of autocratic leadership on team performance. *Leadership Quarterly*, 26, 687-701.
- \*Saygi, O., Greer, L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2015). Bounded benefits of representative cooperativeness in intergroup negotiations. *Group Decision and Negotiation*, 24, 993-1014.
- Greer, L. L. (2014). Power and conflict in teams. In N. M. Ashkanasy, O. B. Ayoko, & K. A. Jehn (Eds.), *Handbook of Research in Conflict Management*, 93-108. Cheltenham, UK: Edward Edgar Publishing.
- \*Saygi, O., Greer, L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2014). Too little too late? Effects of outgroup negotiation concession making patterns on intergroup relations. *Group Processes and Intergroup Relations*, 17, 143-160.
- \*Aaldering, H., Greer, L.L., Van Kleef, G.A., & De Dreu, C.K.W. (2013). When representatives sacrifice themselves: The effects of social value orientation and interest alignment on representative negotiation. *Organizational Behavior and Human Decision Processes*, 120, 240-250.
- Greer, L.L., & Bendersky, C. (2013). Power and status in negotiation and conflict research: Introduction to the special issue. *Negotiation and Conflict Management Research*, 6, 239-252.
- Homan, A.C. & Greer, L.L. (2013). Considering diversity: The positive effects of considerate leadership in diverse teams. *Group Processes & Intergroup Relations*, 16, 105-125.
- Jehn, K.A., Rispens, S., Jonsen, K. & Greer, L.L. (2013). Conflict contagion: A temporal perspective on the development of conflict within teams. *International Journal of Conflict Management*, 24(4), 352-373.  
**Outstanding Paper Award Winner (2014) for the best paper published in the International Journal of Conflict Management in 2013.**
- De Dreu, C.K.W., Greer, L.L., Handgraaf, M.J.J., Shalvi, S., & van Kleef, G.A. (2012). Oxytocin modulates selection of allies in intergroup conflict. *Proceedings of the Royal Society B: Biological Sciences*, 279, 1150-1154.

De Dreu, C.K.W., Shalvi, S., Greer, L.L., Van Kleef, G.A., & Handgraaf, M.J. (2012). Oxytocin motivates non-cooperation in intergroup conflict to protect vulnerable in-group members. *PLoS One*, 7(11), e46751.

\*De Wit, F., Greer, L.L., & Jehn, K.A. (2012). The paradox of intragroup conflict: A meta-analysis. *Journal of Applied Psychology*, 97, 360-390.

**Most Influential Article Award (2018) from the Academy of Management Conflict Management Division for articles published in 2010-2013.**

**Featured as a best conference article in the Academy of Management Proceedings. Best student paper award at the Academy of Management Conflict Management Division.**

Greer, L.L. (2012). Cohesion: then and now: Introduction to the special issue. *Small Group Research*, 43, 655-661.

Greer, L.L., \*Saygi, O., \*Aaldering, H., & De Dreu, C.K.W. (2012). Conflict in medical teams: Danger or opportunity? *Medical Education*, 46, 935-942.

Greer, L.L., Homan, A.C., De Hoogh, A.H.B., & Den Hartog, D.N. (2012). Tainted visions: The effects of visionary leader behaviors and leader categorization tendencies on the financial performance of ethnically diverse teams. *Journal of Applied Psychology*, 97, 203-213.

Jehn, K.A., & Greer, L.L. (2012). Diversity as disagreement: The role of intra-group conflict. In Q. M. Roberson (Ed.), *The Oxford Handbook of Diversity and Work*, pp. 179-191. New York, NY: Oxford University Press.

\*Sligte, D., Greer, L.L., & De Dreu, C.K.W. (2012). Illegitimacy undermines leader creativity only under stable power. *Revista de Psicología Social* (special issue on power), 27, 347-354.

De Dreu, C.K.W., Greer, L.L., Handgraaf, M.J., van Kleef, G.A., & Shalvi, S. (2011). Oxytocin promotes human ethnocentrism. *Proceedings of the National Academy of Sciences*, 108, 1262-1266.

**Selected media coverage: [New York Times](#), [Scientific American](#), [Fox News](#), [Time](#), [San Francisco Chronicle](#), [The Guardian](#).**

Greer, L.L., Caruso, H.M., & Jehn, K.A. (2011). The bigger they are, the harder they fall: Linking team power, conflict, congruence, and team performance. *Organizational Behavior and Human Decision Processes*, 116, 116-128.

**Featured as a best conference article in the Academy of Management Proceedings. Selected media coverage: Inc.com**

Rispens, S., Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. (2011). How relational closeness buffers the effect of relationship conflict on helpful and deviant group behaviors. *Negotiation and Conflict Management Research*, 4, 277-296.

De Dreu, C.K.W., Greer, L.L., Handgraaf, M., Shalvi, S., van Kleef, G.A., Baas, M., ten Velden, F., van Dijk, E., & Feith, S.W.W. (2010). The neuropeptide oxytocin regulates parochial altruism in intergroup conflict among humans. *Science*, 328, 1408-1411.

**Selected media coverage:** [The New York Times](#), [Telegraph](#), [Science Daily](#)  
**Featured on the cover of Science as [news of the week](#) and in a [podcast](#) by Science**

Greer, L.L. & van Kleef, G.A. (2010). Equality versus differentiation: The effects of power dispersion on social interaction. *Journal of Applied Psychology*, 95, 1032-1044.

**Selected media coverage:** [Fast Company](#), [Inc.com](#)

Homan, A.C., Greer, L.L., Jehn, K.A., & Koning, L. (2010). Believing shapes seeing: The impact of diversity beliefs on the construal of group composition. *Group Processes & Intergroup Relations*, 13, 477-493.

Greer, L.L. & Jehn, K.A. (2009). Follow me: Strategies used by emergent leaders in virtual organizations. *International Journal of Leadership Studies*, 5, 102-120.

Greer, L.L., Jehn, K.A., & Mannix, E.A. (2008). Conflict transformation: An exploration of the inter-relationships between task, relationship, and process conflict. *Small Group Research*, 39, 278-302.

Jehn, K.A., Greer, L.L., Levine, S., & Szulanski, G. (2008). The effects of conflict types, dimensions, and emergent states on group outcomes. *Group Decision and Negotiation*, 17, 465-495.

Jehn, K.A., Greer, L.L., & Rupert, J. (2008). Diversity and conflict. In A. Brief (Ed.), *Diversity at Work*, pp. 166-219. Cambridge: Cambridge University Press.

Thatcher, S.M.B. & Greer, L.L. (2008). Does it really matter if you recognize who I am? The implications of identity comprehension for individuals in work teams. *Journal of Management*, 34, 5-24.

Greer, L.L. & Jehn, K.A. (2007). The pivotal role of emotion in intragroup process conflict. *Research on Managing Groups and Teams*, 10, 23-45.

Rispens, S., Greer, L.L., & Jehn, K.A. (2007). It could be worse: A study on the alleviating role of trust and interdependence in intragroup conflict. *International Journal of Conflict Management*, 18, 325-344.

**Outstanding Paper Award Winner (2008) for the best paper published in the *International Journal of Conflict Management* in 2007.**

## POPULAR PRESS ARTICLES

- Sanchez-Burks, J., Bradley, C., & Greer, L. L. (2021). An emotions playbook for leaders: How leaders can create emotional landscapes for team and organizational success. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/how-leaders-can-optimize-teams-emotional-landscapes/>
- Ashford, S. J., Sytch, M., & Greer, L. L. (2020). 6 ways a crisis can help you cultivate a growth mindset. *Harvard Business Review*. <https://hbr.org/2020/08/6-ways-a-crisis-can-help-you-cultivate-a-growth-mindset>
- Greer, L. L. (2020). Emotions at work can boost performance. *SmartBrief white paper sponsored by Michigan Ross*. <https://sanger.umich.edu/wp-content/uploads/2020/03/Smart-Brief-Emotions-Lindy-OMBA.pdf>
- Greer, L. L. (2020). Using power dynamics to build better teams. *SmartBrief white paper sponsored by Michigan Ross*.
- Greer, L. L. (2020). Why remote work makes teams (and leaders) better. *Entrepreneur (Middle East)*. <https://www.entrepreneur.com/article/351142>
- Sytch, M. & Greer, L. L. (2020). Is your organization ready for permanent WFT? *Harvard Business Review*. <https://hbr.org/2020/08/is-your-organization-ready-for-permanent-wfh?ab=hero-main-text>
- Greer, L. L. (2019). Why teams still need leaders. *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/why-teams-still-need-leaders/>
- Greer, L. L. (2014). Power struggle? Why your top performers fight and what to do about it. *Inc.com* <https://www.inc.com/lindred-greer/leadership-minimize-conflicts-teams.html>
- Greer, L. L. (2014). How conflict goes viral. *Inc.com*. <https://www.inc.com/anna-meyer/holiday-retail-shopping-trends-2020.html>

## **MEDIA MENTIONS**

*Automotive News, Boston Globe, Business New Daily, CNN, Inc.com, Emprendedores News, EuropeanCEO, Fast Company, Financial Times, Fortune, Fortune Italia, Fox News, Irish Times, La Nacion, MIT Sloan Management Review, MT Management Team, New York Times, OZY, PBS, Science Daily, Scientific American, San Francisco Chronicle, Sydney Morning Herald, Telegraph, The Business Times, The Guardian, The Michigan Daily, Time, Wall Street Journal, Vanity Fair*

## **PAPERS UNDER REVISE AND RESUBMIT**

(\*denotes doctoral student)



\*Schouten, M.E., Van Knippenberg, D., & Greer, L.L. Conflict in teams. *Revise and resubmit at Academy of Management Review.*

\*Yu, S., & Greer, L.L. Scarcity contagion. *Second round revise and resubmit at Organization Science.*

**Best student paper award at the Academy of Management Conflict Management Division.**

## **PAPERS UNDER REVIEW**

(\*denotes doctoral student)

Leroy, H. L., Anisman-Razin, M., Avolio, B., Bresnan, H., Bunderson, S., Burris, E., Claeys, J., Detert, J., Dragoni, L., Giessner, S., Greer, L., Kniffin, K., Kolditz, T., Petriglieri, G., Petit, N., Sitkin, S., Van Quaquebeke, N., & Vongswasdi, P. Leader development in business schools.

## **WORKING PAPERS**

(\*denotes doctoral student)

\*Bradley, C., Greer, L.L., & Yu, A. Talking about leader emotions.

Greer, L.L., \*Abi-Esber, N., & \*Chu, C. Hierarchical flexing.

**Featured in a showcase symposium at the Academy of Management.**

Greer, L.L., \*Abi-Esber, N., De Hoogh, A.H.B. & Gino, F. Leader power flexing.

Greer, L.L., Dannals, J., Van Kleef, G. A., Galinsky, A., & Rao, H. Hierarchical trading.

Greer, L.L., De Hoogh, A.H.B., Van Kleef, G.A., & De Dreu, C.K.W. Leader emotions.

**Featured as a best conference article in the Academy of Management Proceedings.  
Best Conference Paper, Israel Organizational Behavior Conference.**

Trinh, E.\*, & Greer, L.L. Shapes of hierarchy.

\*Zhao, E., & Greer, L.L. Group cognition.

**Featured as a best conference article in the Academy of Management Proceedings.  
Selected media coverage: Fast Company, Fortune Italia**

## **WORK IN PROGRESS**

(\*denotes doctoral student)

De Hoogh, A.H.B., Buengeler, C., Greer, L.L., & den Hartog, D. Leader inclusive vision.

Greer, L.L., \*Bradley, C., \*Trinh, E., & Sanchez-Burks, J. How to respond to the emotions of others at work.

Wolf, E. B., \*Yu, A., & Greer, L.L. Emotion acknowledgment.

### **REFEREED INTERNATIONAL PRESENTATIONS (FIRST AUTHOR)**

\*Indicates best paper award / conference proceedings paper / showcase symposium

Academy of Management (2005, 2006, 2007\*, 2008\*, 2009, 2010, 2011, 2013, 2015\*, 2016\*, 2017\*, 2018\*, 2019\*, 2020\*)

European Association of Work and Organizational Psychology (2011) / of Social Psychology (2011)

INGroup (2007, 2008, 2015, 2016\*, 2018)

Interdisciplinary Perspectives on Leadership Conference (2018)

International Association of Conflict Management (2005, 2006, 2007\*, 2008\*, 2010, 2012, 2014, 2016, 2018, 2019)

Israel Organizational Behavior Conference (2020\*)

New Directions in Leadership Research Conference (2012, 2019)

Society for Personality and Social Psychology (2016, 2020)

### **INVITED TALKS**

#### ***2020-2021***

Erasmus University (Rotterdam School of Management, Organisation and Personnel Management)

Northwestern University (Kellogg School of Management, Management & Organizations)

Rice University (Jones Graduate School of Business, Organizational Behavior)

University of Georgia (Terry College of Business, Management)

University of Iowa (Tippie College of Business, Management)

University of Maryland (Robert H. Smith School of Business, Management & Organization)

University of Michigan (Psychology, Social)

University of Navarra (IESE Business School, Managing People in Organizations Department)

University of Washington (Michael G. Foster School of Business, Management & Organization)

#### ***2019-2020***

Cornell University (Johnson Graduate School of Management, Management & Organizations)

University of Michigan (Interdisciplinary Committee on Organizational Studies)

University of Michigan (Center for Positive Organizations, Positive Links Series)

University of Michigan (Stephen M. Ross School of Business, Management & Organizations)

University of Pittsburg (Joseph M. Katz Graduate School of Business, Organizational Behavior)

#### ***2018-2019***

Emory University (Goizueta Business School)

University of Michigan (Stephen M. Ross School of Business, Management & Organizations)

University of California-Berkeley (Haas Culture Initiative)  
University of California-Berkeley (Psychology, Social-Personality Area)

**2017-2018**

SUNY-Buffalo (School of Management, Organization and Human Resources)  
University of Pennsylvania (Wharton School of Management, Operations, Information & Decisions)  
Yale University (School of Management, Organizational Behavior)

**2016-2017**

New York University (Leonard N. Stern School of Business, Management & Organizations)  
Stanford University (Department of Psychology, Social Psychology)  
University of Maryland (Robert H. Smith School of Business, Management & Organization)

**2015-2016**

Carnegie Mellon University (Tepper School of Business, Organizational Behavior and Theory)  
London Business School (Organizational Behavior)

**2014-2015**

University of California-Berkeley (Haas School of Business, Management of Organizations)  
VU Free University (Economics and Business Faculty, Business Administration)  
Washington University in St. Louis (Olin Business School, Organizational Behavior)

**2013-2014**

Indian School of Business (Organizational Behavior)  
National University of Singapore (Business School, Management & Organization)  
Stanford University (Graduate School of Business, Organizational Behavior)  
University of Melbourne (Melbourne Business School, Management)

**2011-2012**

Erasmus University (Rotterdam School of Management, Organization and Personnel)  
Harvard University (Harvard Business School, Organizational Behavior)  
Michigan State University (Broad College of Business, Management)

**2009-2010**

University of Groningen (Faculty of Economics and Business, Management)

**2007-2008**

Leiden University (Department of Psychology, Social & Organizational Psychology)  
Tilburg University (Department of Psychology, Social & Organizational Psychology)  
University of Amsterdam (Department of Psychology, Work & Organizational Psychology)

**PROFESSIONAL MEMBERSHIPS**

Academy of Management

Conflict Management Division  
Gender and Diversity in Organizations Division  
Organizational Behavior Division  
Diversity Scholars Network (National Center for Institutional Diversity at the University of Michigan)  
INGroup  
International Association of Conflict Management  
Society for Experimental Social Psychology (Fellow)  
Society for Industrial and Organizational Psychology  
Society for Personality and Social Psychology (Elected Fellow)

## ACADEMIC SERVICE

### Editor

Associate Editor, *Academy of Management Journal* (2019- )  
Associate Editor, *Small Group Research* (2011-2015)  
Guest Editor, Special Issue on Power and Conflict, *Negotiation and Conflict Management Research* (2013)

### Editorial Boards

*Academy of Management Journal* (2011- )  
Best Reviewer Award, 2012, 2015  
*Administrative Science Quarterly* (2013- )  
ASQ Scholarly Impact Award Committee, 2016  
*Journal of Experimental Social Psychology* (2017-)  
*Journal of Personality and Social Psychology* (2017-)  
*Journal of Applied Psychology* (2015-)  
*Leadership Quarterly* (2019- )  
*Organizational Behavior and Human Decision Processes* (2013- )  
*Small Group Research* (2009-2011)

### Ad Hoc Reviewer

*Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Applied Psychology: An International Review, Basic and Applied Social Psychology, British Journal of Social Psychology, British Journal of Management, Current Directions in Psychological Science, European Journal of Social Psychology, Gedrag & Organisatie (Behavior & Organization), Group Decision and Negotiation, Group Dynamics, Group & Organization Management, Group Processes & Intergroup Relations, Hong Kong Research Grants Council, Human Performance, International Journal of Conflict Management, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business Research, Journal of Business Ethics, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Journal of Personnel Psychology,*

*Leadership Quarterly, Management Science, National Science Foundation, Negotiation & Conflict Management Research, NWO (Dutch Funding Organization for Scientific Research), Organization Science, Organizational Behavior and Human Decision Processes, Organizational Psychology Review, PLOS One, Proceedings of the Royal Society B: Biological Sciences, Small Group Research, Social Psychological and Personality Science, Swiss National Science Foundation, Work & Stress*

#### External Committee Membership and Elected/Appointed Positions

##### Academy of Management

Best Empirical Paper Committee, Organizational Behavior Division, 2014  
Representative-at-Large, Conflict Management Division, 2011-2013  
Chair of Finance Committee, New Doctoral Student Consortium, 2007-08  
Co-Chair of Finance Committee, New Doctoral Student Consortium, 2006-07  
Finance Committee Member-New Doctoral Student Consortium, 2005-06  
Symposium and/or PDW organizer, 2006, 2007, 2015, 2016, 2018, 2019, 2020

##### International Association of Conflict Management

Chair of Connect & Collaborate Doctoral Student & Junior Faculty Preconference, 2019, 2020  
Representative-at-Large, 2017-2019  
Best Theoretical Paper Committee, 2014  
Program Chair, 2012

##### Kurt Lewin Institute

Co-Organizer, Group & Organizational Processes Research Track, 2009-2012  
Co-Chair, Power and Influence Track, Kurt Lewin Institute Conference, 2012

##### Society for Personality and Social Psychology

Pre-conference Co-chair “Bringing group processes back to social psychology”, 2020, 2021

#### Other Conferences and Conference Activities Organized

Kurt Lewin Institute, 2009, 2010, 2011, 2012 (conference track organizer)  
Stanford Conference on Groups, 2018, 2019 (conference co-organizer)

#### Internal Service

Sanger Leadership Center, Faculty Director, University of Michigan, 2019- .  
Conducted 5-year SWOT analysis and vision-crafting  
Reviewed and improved current leadership programming, including co-curricular experiences, curricular courses, and program onboarding experiences (revision of 2019 MBA Onboarding led to our best rated onboarding experience yet, with scores over 4.8 of 5)  
Launched new self-coaching leadership framework (“Sanger Leadership Journey”), programming, and supporting website and tools across school to empower students to take charge of their leadership development journeys  
Launched new flagship program on leading diverse, inclusive, and equitable teams

(“L.I.T. – Leading Inclusive Teams) in the FTMBA program, involving asynchronous content, peer and professional coaching, and live synchronous workshops

Managed external relationships with companies, donors, and school stakeholders

Developed and managed research agenda and cross-discipline faculty group

Ross DEI (diversity, equity, and inclusion) faculty committee, University of Michigan, 2019-2020.

Ross DEI curriculum task force, University of Michigan, 2020-

PhD admissions selection committee, Stanford University, 2014, 2015, 2016, 2017; University of Michigan, 2020, 2021.

Micro OB Lab Coordinator (with Frank Flynn & Justin Berg), 2017-2019

Hiring committee for tenure-track positions, Stanford University, 2013, University of Amsterdam, 2011.

Research Masters Track Coordinator (Organization Track), Erasmus University, 2013.

Doctoral (co-)advisor / dissertation (co-chair):

Elizabeth Trinh (2020-2025). The dark side of work, University of Michigan.

Christina Bradley (2019-2024). Emotions at work, University of Michigan.

Lisanne van Bunderen (2013-2017). Intragroup and intergroup conflicts, Erasmus University. Accepted tenure-track position at the University of Amsterdam.

Maartje Schouten (2012-2016). Hierarchical struggles in teams, Erasmus University. Accepted post-doc position at Michigan State.

Dissertation committees:

Mijeong Kwon, University of Michigan, 2021.

Brian Doornenbal, Vrije Universiteit Amsterdam, 2020.

Siyu Yu, New York University, 2020. Accepted tenure-track position at Rice University.

Jieun Pai, University of California – Los Angeles, 2020. Accepted postdoc at the University of Virginia.

Ozum Saygi, University of Amsterdam, 2015.

Hillie Aaldering, University of Amsterdam, 2014. Accepted tenure-track position at the University of Amsterdam.

Nicoleta Meslec, Tilburg University, 2013. Accepted tenure-track position at Tilburg University.

Murat Taracki, Rotterdam School of Management, 2013. Accepted tenure-track position at Rotterdam School of Management.

Victoria Visser, Rotterdam School of Management, 2013.

## TEACHING EXPERIENCE

### Awards and Qualifications

Finalist for Academy of Management's Innovation in Entrepreneurship Pedagogy Award for developed course, "The Psychology of Start-up Teams", 2017

GSB Academic Recognition Dinner for Highest Evaluated Faculty 2017-18, 2015-16.

Christiaan Hamaker Teaching Award, Psychology Department, University of Amsterdam, 2010.

Basic Teaching Qualification Certificate for Teaching at Dutch Universities, June 2009.

### Courses Taught

#### The Psychology of Start-up Teams

1/2020 – Present University of Michigan, *Course Developer and Instructor*, Elective MBA course; Average professor evaluation: 4.8 / 5.0

4/2015 – 6/2019 Stanford University, *Course Developer and Instructor*, Elective MBA course; Average professor evaluation: 4.3 / 5.0

#### Organizational Behavior

9/2021 – Present University of Michigan, *Instructor*, Required Full-Time MBA course  
Average professor evaluation: TBD

1/2020 – Present University of Michigan, *Co-Instructor and Course Developer*, Required Online MBA course  
Average professor evaluation: 4.7 / 5.0

8/2012 – 12/2012 Erasmus University, the Netherlands, *Instructor*, Required Masters course

#### Managing Groups and Teams

9/2013 – 5/2019 Stanford University, *Instructor*, Core MBA course  
Average professor evaluation: 4.4 / 5.0

2/2010-4/2012 University of Amsterdam, The Netherlands, *Instructor*, Introductory undergraduate course

#### Advanced Topics in Teams and Groups

5/2014 – 5/2014 Stanford University, *Instructor and Course Developer*, Elective MBA and EMBA course

2/2013- 2/2013 American University in Cairo, Egypt, *Instructor and Course Developer*, Executive MBA course

#### Perspectives on the Social Psychology of Organizations: Group Dynamics

4/2019 – 6/2019 Stanford University, *Instructor*, PhD student seminar

9/2013 – 12/2013 Average professor evaluation: 5.0 / 5.0

#### Organizational Change

4/2008-6/2011 University of Amsterdam, The Netherlands, *Instructor*, Elective senior undergraduate course

Introduction to Research Methods

2/2006-12/2009 Leiden University & University of Amsterdam, The Netherlands, *Instructor*, Introductory undergraduate course

Conflict and Cooperation

2/2008-6/2008 Leiden University, The Netherlands, *Instructor*, Elective senior undergraduate course

## **EXECUTIVE EDUCATION AND CONSULTING EXPERIENCE**

### *Topics*

Team Dynamics, Leadership, Diversity & Inclusion, Negotiation, The Psychology of Startup Teams, Team Decision-making, Leading Diverse, Equitable, and Inclusive Organizations, Power and Influence in Teams, Conflict Resolution in Teams, Distributed (Virtual) Teamwork, Team Agility and Growth.

### *Companies / Groups*

500Startups, ABN-AMRO, AIS, Alchemist, Amersfoort Hospitals, American University in Cairo Executive MBA Program, Anheuser-Busch InBev, Atlanta Tech Village, Boston Consulting Group - BrightCrowd, Cardinal Ventures, Colgate, ConvaTec, Cross Campus, Desai Accelerator, DTE, Dutch Ministry of Internal Affairs, Dutch National Railway, Endeavor, European University Institute-School of Transnational Governance, Google, HCL, ING, KPN, LifeTime Fitness, MedicineX, QB3, Polen Capital, Ramco Group, Rock Ventures, Schouten & Nelissen, Sequoia Capital, Shell, SK Hynix, Stanford Endeavor Innovation & Growth, Stanford Executive Leadership Development, Stanford General Motors Program, Stanford GSB Female Alumni, Stanford GSB Salon, Stanford Hospital, Stanford Ignite, Stanford Influence and Negotiation Skills Program, Stanford Innovation and Entrepreneurship Program, Stanford Latino Entrepreneurs Initiative, Stanford LEAD, Stanford Managing Teams for Innovation and Success, Stanford Worldview, Stanford Women in Cable Television, Toyota, University of Michigan Facilities and Operations, University of Michigan Zell-Lurie Commercialization Fund, United States Department of Energy, United States Office of National Intelligence, Venture Studio, ZGen