

*Kyle J. Emich*

University of Delaware  
Alfred Lerner College of Business and Economics  
319 Lerner Hall, 20 Orchard Road  
Newark, DE 19716 (845) 380-7498  
kemich@udel.edu

Academic Positions

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- 2019-Present Associate Professor, Department of Business Administration (Management Area), University of Delaware, Lerner College of Business and Economics
- 2015-2019 Assistant Professor, Department of Business Administration (Management Area), University of Delaware, Lerner College of Business and Economics
- 2012-2015 Assistant Professor, Department of Management Systems, Fordham University, Gabelli School of Business

*Additional Positions:*

- 2018 Visiting Lecturer, University of Warsaw, Psychology Faculty
- 2012 Visiting Lecturer, Cornell University, ILR School, Organizational Behavior

Education

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**Cornell University**, Ithaca, NY  
School of Industrial and Labor Relations  
Ph.D. in Organizational Behavior with minors in Human Resource Management and Social Psychology (May, 2012)

**Cornell University**, Ithaca, NY  
School of Industrial and Labor Relations  
M.S. in Organizational Behavior with minors in Human Resource Management and Social Psychology (May, 2009)

**State University of New York at Oswego**, Oswego, NY  
B.A. in Psychology with Honors, Summa Cum Laude (May, 2006)

Journal Articles

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Lu, L., Norder, K., Sawhney, A., & Emich, K.J. (Accepted). Setting the Programmatic Agenda: A Comprehensive Bibliometric Overview of Team Mechanism Research. *Journal of Business Research*.

Miron-Spektor, E., Emich, K.J., Argote, L., & Smith, W. (Accepted). Conceiving Opposites Together: How a Paradoxical Frame and Epistemic Motivation Affect Team Creativity. *Organizational Behavior and Human Decision Processes*.

- Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., & McCourt, M. (2022). Team Composition Revisited: A Team Member Attribute Alignment Approach. *Organizational Research Methods*, 25, 642-672.
- Martin, S.R., Emich, K.J., McClean, E., & Woodruff, T. (2022). Keeping teams together: How ethical leadership moderates the effects of performance on team efficacy and social integration. *Journal of Business Ethics*, 176, 127-139.
- Norder, K., Emich, K.J., Kanar, A.M., & Behrend, T.S. (2022). A House Divided: A Multilevel Bibliometric Review of the Job Search Literature 1973-2020. *Journal of Business Research*, 151, 100-117.
- Norder, K., Sullivan, D., Emich, K.J., & Sawhney, A. (2021). Re-anchoring the ontology of IB: A reply to Poulis & Poulis. *Academy of Management Perspectives*, 35, 314-323.
- Wright, T.A. & Emich, K.J. (2021). Character in crisis: The benefits of the 3-H approach to character development. *Organizational Dynamics*, 100755.
- Emich, K.J., Norder, K., Lu, L., & Sawhney, A. (2020). A comprehensive analysis of the integration of team research between sport psychology and management. *Psychology of Sport & Exercise*, 101732.
- Emich, K.J., Kumar, S., Lu, Li., Norder, K., & Pandey, N. (2020). Mapping 50 years of small group research through *Small Group Research*. *Small Group Research*, 51, 659-699.
- Emich, K.J. (2020). Well, I feel differently: The importance of considering affective patterns in teams. *Social and Personality Psychology Compass*, 14, e12523.
- Friedland J., Emich K.J., & Cole, B.M. (2020). Uncovering the moral heuristics of altruism: A philosophical scale. *PLoS ONE* 15(3): e0229124.
- Emich, K.J., & Vincent, L.C. (2020). Shifting focus: The influence of affective patterns on group creativity. *Organizational Behavior and Human Decision Processes*, 156, 24-37.
- McClean, E., Martin, S.R., Emich, K.J., & Woodruff, T. (2018). The social consequences of voice: An examination of voice type and gender on leader emergence. *Academy of Management Journal*, 61, 1869-1891.
- Emich, K.J. & Pyone, J.S. (2018). Let it go: Positive affect attenuates sunk cost bias by enhancing cognitive flexibility. *Journal of Consumer Psychology*, 28, 578-596.
- Dubrow, S., Emich, K.J., & Behrend, T.S. (2018). I Think You Can: Transpersonal Efficacy in Teams. *Journal of Managerial Psychology*, 33, 458-478.

Norder, K., Emich, K.J., & Sawhney, A. (2018). Evaluating the interdisciplinary mission of *Small Group Research* using computational analytics. *Small Group Research*, 49, 391-408.

Emich, K.J., & Lu, L. (2017). He thought, she thought: The importance of subjective patterns to understanding team processes. *Journal of Organizational Behavior*, 38, 152-156.

Emich, K.J., & Wright, T.A. (2016). The 'I's in team: The importance of individual members to team success. *Organizational Dynamics*, 45, 2-10.

Menon, T., Shea, C.T., Smith, E.B., & Emich, K.J. (2015). The affective antecedents of cognitive social network activation. *Social Networks* 43, 91-99.

Emich, K.J. (2014). Who's bringing the donuts: The role of affective patterns in group decision making. *Organizational Behavior and Human Decision Processes*, 124, 122-132.

Williams, M. & Emich, K.J. (2014). The experience of failed humor: Implications for interpersonal affect regulation. *Journal of Business and Psychology*, 29, 651-668.

Emich, K.J. (2014). But consider the alternative: The influence of positive affect on overconfidence. *Cognition & Emotion*, 28, 1382-1397.

Emich, K.J. (2014). A social cognitive investigation of intragroup motivation: Transpersonal efficacy, effort allocation, and helping. *Group Dynamics: Theory, Research, and Practice*, 18, 203-221.

Vincent, L.C., Emich, K.J., & Goncalo, J.A. (2013). Stretching the moral gray zone: Positive affect, moral disengagement and dishonesty. *Psychological Science*, 24, 595-599.

Emich, K.J. (2012). Transpersonal Efficacy: How efficacy perceptions of single others influence task performance. *Human Performance*, 25, 235-254.

Emich, K.J. (2012). How expectancy motivation influences information exchange in small groups. *Small Group Research*, 43, 275-294.

Polman, E. & Emich, K.J. (2011). Decisions for others are more creative than decisions for the self. *Personality and Social Psychology Bulletin*, 37, 492-501.

## Revisions

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Emich, K.J., Kim, Y.J., & Woolley, A.W. It Matters *Who* Knows What: How Metaknowledge-Social Perceptiveness Alignment Influences Team Information Processing and Performance. 1<sup>st</sup> Round R&R at *Academy of Management Journal*.

Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., & McCourt, M. Team Composition Revisited: Expanding the Team Member Attribute Alignment Approach to Consider Patterns of More than Two Attributes. 1<sup>st</sup> Round R&R at *Organizational Research Methods*.

Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., Martin, S.R., McClean, E., Woodruff, T., & McCourt, M. Control and Change Together: Conscientiousness and Proactivity Alignment Improve Team Performance. 1<sup>st</sup> Round R&R at *Academy of Management Discoveries*.

#### Book Chapters and Anthologies

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Emich, K.J., & Lu, L. (In Press). Organizational Affective Climate and Creativity at Work. *Cambridge Handbook of Creativity and Emotions*.

Emich, K.J., & Lu, L. (2020). How shared and unshared affect impact team creative success. In A. McKay, R. Reiter-Palmon, & J. Kaufman (Eds.) *Explorations in Creativity Research: Creative Success in Teams* (pp.146-162). Academic Press.

Wright, T.A., Emich, K.J., & Klotz, D. (2017). The many 'faces' of well-being. In R.J. Burke & K.M. Page (Eds.) *Research handbook on work and well-being* (pp. 37-58). Cheltenham, UK: Edward Elgar Publishing Limited.

Emich, K. J. (2016). In J. Keyton, *The future of small group research* (p. 149), *Small Group Research*, 47, 134-154.

#### Conference Presentations

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Lu, L., Ferguson, A.J., Emich, K.J. et al. (2022). Configurational Research in Teams. Symposium (CM/OB/RM divisions) presented at *The Academy of Management Meetings*, Seattle, WA.

Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., & McCourt, M. (2022). Team Composition Revisited: Expanding the Team Member Attribute Alignment Approach to Consider Patterns of More than Two Attributes. Presented at *17<sup>th</sup> Interdisciplinary Network for Group Research (INGROUP) Conference*, Hamburg, Germany.

Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., Martin, S.R., McClean, E., Woodruff, T., & McCourt, M. (2022). Control and Change Together: Conscientiousness and Proactivity Alignment Improves Team Performance. Accepted at *Western Academy of Management*, Kona, HI. Best Paper Award Finalist.

Emich, K.J., Kim, Y.J., & Woolley, A.W. (2021). Enacting Metaknowledge: Teams Make Better Decisions When Metaknowledge and Social Perceptiveness Align. Presented at the *National Communication Association Annual Convention*, Seattle, WA.

Heucher et al. (2021) Paradox and Well-being: A Multilevel Perspective on Cognitive and Emotional Responses to Paradoxes. Symposium (OB and OMT divisions) presented at *The Academy of Management Meetings*, online (COVID-19).

Yang, S., Kessina, O.M, Goncalo, J.A., & Emich, K.J. (2021). Authentically Creative? Identifying and Reconciling the Tension between Authenticity and Creativity. Presented at *The Academy of Management Meetings*, online (COVID-19). Nominated for Best Student-Led Paper, MOC Division. A version of this project was also presented at the *Association for Consumer Research Conference* (2021), Seattle, WA.

Wiesenfeld, B.M., Holten, A., Morrison, E.W., Emich, K.J, et al. (2020). Improvisation in Research and Teaching. PDW presented at *The Academy of Management Meetings*, online (COVID-19).

Lu, L., Norder, K., Emich, K.J., & Sawhney, A. (2020). Mapping the Past to Understand the Present: A Comprehensive Big Data Review of Team Research 1952-2019. Presented at *15<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Online (COVID-19).

Emich, K.J., Norder, K., Lu, L., & Sawhney, A. (2020). Beyond Context: Integrating Insights from Sports and Organizational Teams. Presented at *15<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Online (COVID-19).

Doyle, S., Fehr, R., Phillips, K.W., ..., Emich, K.J., et al. (2019). Managing stress in the early career phase. PDW presented at *The Academy of Management Meetings*, Boston, MA.

Emich, K.J., Lu, L., Ferguson, A.J., Peterson, R.S., & McCourt, M. (2019). Proactivity Meets Conscientiousness: Using an Alignment Approach to Understand the Effects of Team Composition on Team Performance. Presented at *14<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Lisbon, Portugal.

Emich, K.J. & Campbell, B.M. (2019). Eclipse or Reflect? Why teams learn more when their stars members are introverts. Presented at *14<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Lisbon, Portugal.

Emich, K.J. & Perry, J.L. (2019). Status incongruence hurts teams. Presented at *International Association for Conflict Management*, Dublin, Ireland.

Overbeck, J.R., Sharma, P.N., Sumpter, D.M., ..., Emich, K.J., et al. (2018). Junior Faculty Consortium: Being Successful Despite Demands, Distractions, & Difficult Situations. PDW Presented at *The Academy of Management Meetings*, Chicago, IL.

Wright, T.A., Alzola, M.A., DeGroat, A.S., Emich, K.J., Hannah, S.T. & Seijts, G.H. (2018). A Framework and Future Directions for Organizational Research on Character. Symposium presented at *Society for Business Ethics Annual Meeting*, Chicago, IL.

Pavitt, C. & Emich, K.J. (2018). The Role of Procedural Justice in Group Cooperation. *13<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Bethesda, MD.

Norder, K., Emich, K.J., Sawhney, A. & Lu, L. (2018). Evaluating the Evolution of Theoretical and Interdisciplinary Topics in SGR. *13<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Bethesda, MD.

Emich, K.J., & Wright, T.A. (2017). The Role of Character in Team Information Processing and Performance. Presented at *The Academy of Management Meetings*, Atlanta, GA.

Emich, K.J., & Vincent, L.C. (2017). Affective Patterns and Group Creativity. Presented at *The Academy of Management Meetings*, Atlanta, GA. Published in Best Paper Proceedings.

Emich, K.J. (2017). Media Outreach: Insights for Conflict Management Scholars. Presented at *The Academy of Management Meetings*, Atlanta, GA.

Emich, K.J., Lu, L., & McCourt, M. (2017). Who's who? A Theory of Team Member Attribute Alignment. Presented at the *12<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, St. Louis, MO. Top 3 Conference Paper.

Emich, K.J. & Pyone, J.S. (2016). Not getting stuck in the past: The role of positive affect in reduction of sunk cost involving time, money, and effort. Presented at *The Association for Consumer Research Annual Meeting*, Berlin, Germany.

Wright, T.A., Klotz, D., Hollwitz, J., Cascione, A., Emich, K.J., & Lupton, N.C. (2016). What Are Character Strength Profiles and Why They Matter for Engaging Our Business Students. Presented at *The Society for Business Ethics Annual Meeting*, Anaheim, CA.

Emich, K.J. (2016). Affective convergence in teams (Symposium Chair). Presented at *The Academy of Management Meetings*, Anaheim, CA. Published in Best Paper Proceedings.

Emich, K.J., & Vincent, L.C. (2016). Shifting focus: The roles of affective heterogeneity and regulatory focus in group creativity. Presented at the *11<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Helsinki, Finland

McClean, E., Martin, S.R., Emich, K.J., & Woodruff, T. (2016). The social consequences of voice: An examination of voice type and gender on leader emergence. Presented at the *11<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Helsinki, Finland. Top 3 Conference Paper.

Emich, K.J., McClean, E., Martin, S.R. (2015). Who's the boss? The influence of incongruent status perceptions on team attitudes and outcomes. Presented at the *10<sup>th</sup> Interdisciplinary Network for Group Research (INGRoup) Conference*, Pittsburgh, PA. Also *The Academy of Management Meetings*. Published in Best Paper Proceedings.

- Dubrow, S. & Emich, K.J. (2015). Transpersonal efficacy in distributed teams. Presented at the *30<sup>th</sup> Annual Convention of the Society of Industrial and Organizational Psychology (SIOP)*, Philadelphia, PA.
- Wright, T.A., Emich, K.J., Lupton, N. & Cascione, A. (2015). Why character matters: Character profiles of undergraduate business students. Presented at the *27<sup>th</sup> Annual Convention of the Association for Psychological Science*, New York, NY.
- Martin, S.R., Emich, K.J., Woodruff, T. & McClean, E. (2015). "Put this one behind us": How ethical leadership buffers individuals against the negative effects of being on an underperforming team. Presented at *7<sup>th</sup> biennial Positive Organizational Scholarship Research Conference*, Orlando, FL.
- Wright, T.A., Lupton, N. & Emich, K.J. (2014). The role of student profiles in character on well-being and achievement. Presented at *The 26<sup>th</sup> Annual Convention of the Association for Psychological Science*, San Francisco, CA.
- Williams, M. & Emich, K.J. (2013). "The phenomenology of failed humor: implications for interpersonal affect regulation." Presented at both *The Academy of Management Meetings*, Orlando, FL. Published in Best Paper Proceedings and *The 25<sup>th</sup> Annual Association for Psychological Science Convention*, Washington D.C.
- Emich, K.J. & Pyone, J.S. (2013). "Not getting stuck in the past and moving on to a viable future: The role of positive affect in sunk cost bias." Presented at *The Society for Personality and Social Psychology*, New Orleans, LA.
- Emich, K.J. (2012). "Who's bringing the donuts? The role of positive affective patterns in group decision making." Presented at both *INGRoup*, Chicago, IL. and *The Academy of Management Meetings*, Boston, MA.
- Emich, K.J. (2011). "A Social Cognitive Investigation of Group Inefficiency." Presented at *The Academy of Management Meetings*, San Antonio, TX.
- Emich, K.J. (2011). "Share and Share Alike: A Social Cognitive Investigation of Group Inefficiency." Presented at *INGRoup*, Minneapolis, MN. Best Conference Paper Award
- Emich, K.J. (2011). "Expectancy motivation and information exchange in groups." Presented at *INGRoup*, Minneapolis, MN.
- Polman, E. & Emich, K.J. (2011). "Decisions for Others are More Creative than Decisions for the Self." Presented at *The Society for Personality and Social Psychology*, San Antonio, TX.
- Emich, K.J. (2010). "Success and failure breed success: How choice framework and initial self-efficacy level influence motivation." Presented at *The Academy of Management Meetings*, Montreal, Quebec.

Polman, E. & Emich, K.J. (2010). "Decisions for Others are More Creative than Decisions for the Self." Presented at *The Academy of Management Meetings*, Montreal, Quebec.

Emich, K.J. (2010). "Transpersonal Efficacy: The Dynamic Relationship between Confidence in Others and Confidence in the Self." Presented at *The Society for Personality and Social Psychology*, Las Vegas, NV.

Emich, K.J. (2009). "Transpersonal Efficacy and Automatic Effort Allocation in Teams and Competitions." Presented at *QUEST Honors Convocation*, Oswego, NY.

Emich, K.J. (2008). "Leadership or leading towards sustainability." Presented at *XCEL Conference on Leadership and Sustainability*, Binghamton, NY.

Emich, K.J. (2008). "Self-efficacy as a motivational construct: A new look at social cognitive versus control theory." Presented at *The Academy of Management Meetings*, Anaheim, CA.

Emich, K.J. (2006). "Changes in student's academic self-efficacy over their first semester at college." Presented at *QUEST Honors Convocation*, Oswego, NY.

Emich, K.J. (2005). "Creating a first-year collegiate self-efficacy scale." Presented at the *Eastern Psychological Association Meetings*, Boston, MA.

#### Selected Media Mentions

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*Forbes* - "Blowing Off Dr. Birx? The Real Reason America Is Ignoring Its Top Woman Physician." (5/25/20)

*Delaware Public Radio (NPR)* - "Doing business without a personal touch." (4/3/20)

*Fast Company* - "How to handle the 3 most annoying types of coworkers." (3/13/20)

*TIME Magazine: The Science of Gender* - From Classroom to Work (1/10/20).

*New York Times* (Front Page) - "Picture a Leader. Is Your Mind's Eye Drawing a Man or Drawing a Woman?" (3/17/18)

*San Francisco Chronicle/Fast Company/CBS News Houston/ABC News Dallas* - "Talent doesn't explain the success of the Patriots and Eagles" (2/2/18)

*Harvard Business Review* - "Men get credit for voicing ideas, but not problems. Women don't get credit for either" (11/2/17)

*CBS News Miami* - "Why emojis could possibly affect your mood" (7/17/17)

*Business News Daily* - "The A-Rod Effect. A team building lesson from the Yankees" (4/19/2016)

*Philadelphia Daily News* - "I love you, Ryan Howard. Please retire" (2/26/2016)

*Wired* - "Actio, how to speak in public in the era of YouTube" (8/31/ 2015)

*The Atlantic* - "Does testosterone make people greedy?" (10/2/2014)

*Harvard Business Review* - "Start your meeting with a joke" (10/2014)

*The Huffington Post* - "Think of others if you want bigger, better ideas" (4/6/2013)

*Psychology Today* - "5 Big discoveries about personal effectiveness in 2012" (12/27/2012)



*Scientific American Mind* – "Can I help you? Solving a problem is easier when it belongs to someone else" (July/August, 2011)

*The Daily Telegraph* – "Employees are faster and more creative when solving other people's problems" (5/22/2011)

*Wall Street Journal* – "Getting out of your head" (3/5/2011)

*Boston Globe* – "Creative distance" (2/27/2011)

## Honors

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UD Women's Leadership Institute Fellow (2022-2024)

SWUFE-UD Joint Institute Fellow (2022-2025)

Western Academy of Management Best Paper Award Finalist (2022)

Western Academy of Management Ascendant Scholar (2019)

Small Group Research Reviewer of the Year (2018)

Lerner Department of Business Administration Outstanding Researcher (2018)

Alfred Lerner College of Business and Economics Outstanding Junior Faculty Scholar (2018)

University of Delaware Excellence in Teaching Award Nominee (2017)

INGRoup Top 3 Best Conference Paper Award Finalist (2016; 2017)

Academy of Management Best Paper Award - OB Division (2013; 2015; 2017)

American Psychological Association - Division 49 - Best Dissertation Top 3 Finalist (2012)

INGRoup Best Conference Paper Award (2011)

Academy of Management Meeting Outstanding Reviewer Award (2010)

Helen B. Daly Undergraduate Award for Excellence in Psychological Research (2005)

## Invited Talks

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- May, 2018: University of Warsaw, Faculties of Psychology and Management – Are women heard? An examination of voice type and gender on status and subsequent leader emergence. Also presented in March 2018 to University of Delaware's engineering faculty.
- February, 2018: Temple University Fox School of Business, Department of Human Resource Management - A new way of seeing teams: Using an attribute alignment framework to understand individual member complexity.
- May, 2017: ShanghaiTech Business School – Who's Who? Attribute Alignment in Teams.
- December, 2016: The University of Wisconsin Madison, Department of Management and Human Resources – He Thought, She Thought: Why Subjectivity Matters in Teams.
- October, 2015: The United States Military Academy at West Point, High Level Advisory Committee and Department of Behavioral Sciences and Leadership – Who's the Boss? The Influence of Incongruent Status Perceptions on Team Attitudes at Outcomes.
- September, 2014: Cornell University, Department of Organizational Behavior, ILR School – The I's in Team: Teams as Conjoint Subjective Systems.
- January, 2012: Our Lady of Lourdes High School, Poughkeepsie, NY, Department of Mathematics – Statistics in the Real World: Practical Applications and Creativity.
- September, 2011: Brock University, Department of Organizational Behavior, Human Resources, Entrepreneurship & Ethics – A Social Cognitive Investigation of Group Inefficiency.
- April, 2010: SUNY Dutchess, Department of Health and Wellness – The Sports Metaphor: How Athletic Environments Lend Organizational Insights.
- March, 2010: SUNY Oswego, Department of Psychology – Creativity and decision-making for others.

## Courses Taught

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Advanced Topics in Leadership and Teams. University of Delaware.  
MBA – Fall 2016-present (Avg. Instructor Rating: 4.52/5.00).  
Undergraduate – Fall 2017-present (Avg. Instructor Rating: 4.56/5.00).

Introduction to Organization Behavior – Fall 2015-2016 (317 Total Students, Avg. Instructor Rating 4.43/5.00). University of Delaware.

Management II – Spring 2014-Spring 2015 (280 Total Students: Avg. Instructor Rating 4.85/5.00). Fordham University. Also course coordinator for 490 students per semester.

Management I - Fall 2012-Fall 2014 (507 Total Students: Avg. Instructor Rating 4.80/5.00) Fordham University. Also course coordinator for 490 students per semester starting Fall 2013.

The Study of Work Motivation – Spring 2012 - (25 Students: Instructor Rating 4.20/5.00) Cornell University

## Professional Activities

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Editorial Board                      Small Group Research (2015-present)  
    Journal of Management Inquiry (2020-present)  
    Organizational Behavior and Human Decision Processes  
    (2021-present)

Ad Hoc Reviewer

*Management:*

Academy of Management Journal  
Group Decision and Negotiation  
Human Performance  
Human Relations  
Journal of Management Studies  
Journal of Managerial Psychology  
Journal of Organizational Behavior  
Management Science  
Organization Science  
Organizational Behavior & Human Decision Processes  
Personnel Psychology

*Psychology:*

Behavioral Sciences  
Cognition & Emotion  
Creativity Research Journal  
Decision Sciences  
Emotion Review  
Experimental and Clinical Psychopharmacology  
Journal of Experimental Psychology: Applied  
Journal of Sport and Exercise Psychology  
Learning and Individual Differences  
Psychology of Sport & Exercise

Member

Academy of Management  
American Psychological Association  
Society for Personality and Social Psychology  
INGRoup

Leadership/Teamwork Consulting	Edge4Vets	(Veterans' Affairs, New York, NY)
	Freckle Education	(Tech/Education, San Francisco, CA)
	General Electric	(Energy, Boston, MA)
	Great Escape Delaware	(Entertainment, Newark, DE)
	Sigopt	(Technology, San Francisco, CA)
	SSD Technology Partners	(Technology, Wilmington, DE)
	United States Army	(Military, West Point, NY)

#### Grants

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U.S. Army Research Institute (2018-2023): \$411, 218

#### Service

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Academy of Management OB Best Paper Reviewer (2019)  
University of Delaware Lerner Management Research Summit Co-Chair (2017-Present)  
University of Delaware Media Relations Seminar Creator and Chair (2018)  
University of Delaware BUAD Search Committee Co-Chair (2016-2017)  
University of Delaware Junior Faculty AACSB Accreditation Committee Member (2016)  
INGRoup News Letter Editor (2013-2016)  
Fordham University Management Systems Brown Bag Series Founder and Chair (2014-2015)  
Fordham University Management Systems Search Committee Member (2014-2015)  
Fordham University Course Coordinator for Management 1&2 (2,500 total students) (2013-2014)  
Fordham University Merit Pay Determination Committee Member (2013)

#### Semi-Professional Activities

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2019 ANOVA one bites the dust league champion