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EDUCATION

Ph.D.   1995   University of California, Irvine
                     Major: Organizational Behavior
                     Dissertation: *Determinants and Consequences of Group-Efficacy Beliefs in*
                                    Work Organizations in the U.S., China, and Indonesia

B.A   1990   Scripps College; Claremont, CA
                     Major: Psychology, Summa Cum Laude

POSITIONS HELD

2022 - present   University Professor, Pepperdine University

2018 – present   Dean's Distinguished Professor of Management, Pepperdine Graziadio Business School

2016 - 2018   Woodside Endowed Chair in Leadership, University of Western Australia

2010 - 2016   Winthrop Professor, University of Western Australia

2008 - 2010   Dean's Professor of Leadership and Teams, University of California, Irvine.

2003 - 2007   Associate Professor, University of California, Irvine.

1998 - 2003   Associate Research Professor, Center for Effective Organizations, USC.

1995 - 1998   Assistant Professor of Management, University of Wisconsin, Madison.

Indices of Impact: Google Scholar Citations: 32,243; H-index: 54; i-10 index: 94

I. RESEARCH

A. PUBLICATIONS

BOOKS

1. Gibson, C.B., & Cohen, S.G. (2003). *Virtual Teams That Work: Creating Conditions for Virtual Team Effectiveness*. San Francisco: Jossey-Bass, Inc.

2. Earley, P.C. & Gibson, C.B. (2002). *Multinational Teams: A New Perspective*. Mahwah, NJ: Lawrence Erlbaum Associates.

PUBLICATIONS

REFEREED JOURNAL ARTICLES

3. Sumpter, D. & Gibson, C.B. (2023). Enhancing work relationships across cultures: The role of energy in cross-cultural interactions. *International Journal of Cross Cultural Management.*

4. Porath, C., Gibson, C.B., & Sprietzer, G. (2023). To thrive or not to thrive: Pathways to sustaining thriving at work. *Research in Organizational Behavior,* 42: 100-176. https://doi.org/10.1016/j.riob.2022.100176

5. Gibson, C.B., Thomason, B., Margolis, J., Groves, K., Gibson, S., & Franczak, J. (2023) Dignity inherent and earned: The experience of dignity at work. *Academy of Management Annals,* 17(1): 218-267. https://doi.org/10.5465/annals.2021.0059

6. Gibson, C.B. (2022). Corporate community co-development: Forging new ground through psychological and relational pathways. *Academy of Management Journal.* **65**, 930–957. https://doi.org/10.5465/amj.2020.1664. **Winner of the Humanitarian Impact Award, American Psychological Association, Division 14. Featured in** *Stanford Social Innovation Review:* https://ssir.org/articles/entry/redefining_the_corporate_community_partnership

7. Hajro, A., Žilinskaitė, M., Gibson, C.B., Baldassari, P., Franklin, K., Mayrhofer, W., Brewster, C., and Brannen, M.Y. (2022). Movement of people across borders: Expanding our horizons toward practice-informed transdisciplinary research to meet the current challenges in migration, business and society. *Academy of Management Discoveries.* https://doi.org/10.5465/amd.2022.0058

8. Sumpter, D.M. & Gibson, C.B. (2022) Riding the waves to recovery: Relational energy as HR managerial resource for employees recovering from crisis. *Human Resource Management.* Online first https://doi.org/10.1002/hrm.22117

9. Chia, T. and Gibson, C.B., (2022) Mindfulness as a form of cultural intelligence in diverse teams. *Cultural Intelligence Research*.

10. Wiseman, H., Bindl, U., Gibson, C.B., & Unsworth, K. (2022). A temporal perspective on job crafting. *Group and Organization Management,* 47(2):148-186. https://doi:10.1177/10596011221081586

11. Gibson, C.B., Dunlop, P., Majchrzak, A., & Chia, T. (2022). Sustaining effectiveness in global teams: The co-evolution of knowledge management activities and technology affordances. *Organization Science.* 33:3, 1018-1048. https://doi.org/10.1287/orsc.2021.1478

12. George, C., Gibson, C.B., and Barbour, J. (2022). Shared leadership and team effectiveness: Does traditionalism and virtuality matter? *Journal of International Management,* 28(1). https://doi.org/10.1016/j.intman.2021.100905

13. Raghav, S., and Gibson, C.B. (2021). Teams in international business: An identity lens to understanding their promises and pitfalls. In Rose, E. (Ed). *Oxford Research Encyclopedia of Business and Management.*

14. Gibson, C.B. (2021). Shared leadership creates effective teams in a remote world. *Chief Executive* (December), https://chiefexecutive.net/shared-leadership-creates-effective-teams-in-a-remote-world/.

15. Gibson, C.B., Gibson, S.C., & Webster, Q. (2021). Expanding our strategic resources: Including community in the resource based view of the firm. *Journal of Management*, 47(7):1878-1898. https://doi.org/10.1177/0149206320987289

16. Gibson, C.B. and Grushina, Y. (2021). A Tale of Two Teams: Next Generation Strategies for Increasing the Effectiveness of Global Virtual Teams. *Organizational Dynamics,* 50:1-12. https://doi.org/10.1016/j.orgdyn.2020.100823

17. Randel, A., Galvin, B., Gibson, C.B., and Batts, S. (2021). Increasing career advancement opportunities through sponsorship: An identity-based model with illustrative application to cross-race mentorship of African-Americans. *Group and Organization Management,* 46(1): 105-142. https://doi.org/10.1177/1059601120978003

18. Gibbs, J.L., Gibson, C.B., Grushina Y., Dunlop, P. (2021). Understanding Orientations to Participation: Overcoming Status Differences to Foster Engagement in Global Teams. *European Journal of Work and Psychology,* 8: 1-9. https://doi.org/10.1080/1359432X.2020.1844796

19. Gibson, C.B., Dunlop, P., & Raghav, S. (2021). Navigating identities in global work: Antecedents and consequences of intrapersonal identity conflict. *Human Relations,* 74(4): 556-586. https://doi.org/10.1177%2F0018726719895314

20. Gibson, C.B. (2020a). From social distancing to care in connecting: An emerging organizational research agenda for turbulent times. *Academy of Management Discoveries,* 6: 165–169. https://doi.org/10.5465/amd.2020.0062

21. Gibson, C.B. (2020b).   What are organizations are doing to heal the challenges of social distancing. *Academy of Management Insights*. https://journals.aom.org/doi/full/10.5465/amd.2020.0062.summary

22. Rico, R., Gibson, C.B., Sánchez-Manzanares, M., & Clark, M. (2020). Team adaptation in complex environments: Lessons from practice, evidence from research, and challenges for the road ahead. *Australian Journal of Management,* 43(3): 507-526. https://journals.sagepub.com/doi/full/10.1177/0312896220918908

23. Wang, H., Gibson, C.B., and Zander, U. (2020). Is research on corporate social responsibility under-theorized? *Academy of Management Review,* 45(1): 1-6. https://doi.org/10.5465/amr.2019.0450

24. Rico, R., Gibson, C.B., Sánchez-Manzanares, M., & Clark, M. (2019). Building team effectiveness through adaptation: Team knowledge and implicit and explicit coordination. *Organizational Psychology Review,* 9(2): 71-98. https://doi.org/10.1177%2F2041386619869972

25. Gibson, C.B., Birkinshaw, J., Sumpter, D., & Ambos, T. (2019). The Hierarchical Erosion Effect: A New Perspective on Perceptual Differences and Business Performance. *Journal of Management Studies,* 56(8): 1714-1747. https://doi.org/10.1111/joms.12443

26. Gibson, C.B., Dunlop, P. & Cordery, J.L., (2019). Managing formalization to increase team effectiveness and meaningfulness of work in multinational organizations. *Journal of International Business Studies,* 50(6), 1021-1052. http://link.springer.com/article/10.1057/s41267-019-00226-8

27. Bindl, U., Unsworth, K., & Gibson, C.B. and Stride, C. (2019). Job crafting revisited: Implications of an extended framework for active changes at work. *Journal of Applied Psychology,* 104(5): 605-628. https://psycnet.apa.org/doi/10.1037/apl0000362

28. Kim, P.H., Ployhart, R., and Gibson, C.B. (2019). Is organizational behavior over-theorized? *Academy of Management Review*, 43: 541-545. https://doi.org/10.5465/amr.2018.0233

29. Quigley, N., Collins, C.C., Gibson, C.B. and Parker, S.K. (2018). Team performance archetypes: Toward a new conceptualization of team performance over time. *Group and Organization Management,* 43(5):787-824. https://doi.org/10.1177%2F1059601118794344

30. Dibble, R., & Gibson, C.B. (2018). Crossing team boundaries: A theoretical model of team boundary permeability and why it matters. *Human Relation,* 71(7): 925-950. https://doi.org/10.1177/0018726717735372

31. Alvarez, S., Afuah, A., & Gibson, C.B. 2018. Should management theories take uncertainty seriously? *Academy of Management Review*, 43: 169-172. https://doi.org/10.5465/amr.2018.0050

32. Huang, L., Gibson, C.B., Kirkman, B.L, & Shapiro, D. 2017. When is traditionalism an asset and when is it a liability for team innovation: A two-study empirical examination. *Journal of International Business Studies*, 48(6): 653-715. https://doi.org/10.1057/s41267-017-0075-y

33. Hajro, A., Gibson, C.B., & Pudelko, M. 2017. Knowledge exchange processes in multicultural teams: Linking organizational diversity climates to teams' effectiveness. *Academy of Management Journal*, 60(1): 345-372. https://doi.org/10.5465/amj.2014.0442

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35. Kirkman, B.L., Lowe, K. & Gibson, C.B. 2017. A Retrospective on Culture's Consequences: The 35-Year Journey. *Journal of International Business Studies*, 48: 12-29. https://doi.org/10.1057/s41267-016-0037-9

36. Sumpter, D., Gibson, C.B., & Porath, C. 2017. Act expediently, with autonomy: Vicarious learning, empowered behaviors, and performance. *Journal of Business and Psychology,* 32(2): 131-145. https://doi.org/10.1007/s10869-016-9440-2

37. Collins, C., Gibson, C.B., Quigly, N., & Parker, S. 2016. Unpacking team dynamics with growth modeling: An approach to test, refine, and integrate theory. *Organizational Psychology Review,* 6(1): 63-91. https://doi.org/10.1177%2F2041386614561249

38. Casciaro, T., Barsade S., Edmondson, A., Gibson, C., Krackhardt, D., & Labianca, G. 2015. The integration of psychological and network perspectives in organizational scholarship. *Organization Science* 26(4): 1162–1176. https://doi.org/10.1287/orsc.2015.0988

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40. Gibson, C.B., Huang, L. Kirkman, B.L, & Shapiro, D. 2014. Where global and virtual meet: The value of examining the intersection of these elements in 21st century teams. *Annual Review of Organizational Psychology and Organizational Behavior*, 1: 217-244. https://doi.org/10.1146/annurev-orgpsych-031413-091240

41. Dibble, R., & Gibson, C.B. 2013. Collaboration for the common good: An examination of challenges and adjustment processes in multicultural collaborations. *Journal of Organizational Behavior*, 34: 764-790. https://doi.org/10.1002/job.1872

42. Gibson, C.B. & Dibble, R. 2013. Excess may do harm: Investigating the effect of team external environment on external activities in teams. *Organization Science*, 24(3): 687-715. https://doi.org/10.1287/orsc.1120.0766

43. Spreitzer, G. Porath, C. & Gibson, C.B. 2012. Toward human sustainability: How to enable thriving at work. *Organization Dynamics*, 41(2): 155-162. http://psycnet.apa.org/doi/10.1016/j.orgdyn.2012.01.009

44. Porath, C., Spreitzer, G. Gibson, C.B., & Garrett, F. 2012. Thriving at work: Toward its measurement, construct validation, and theoretical refinement. *Journal of Organizational Behavior*, 33:250-275. https://doi.org/10.1002/job.756

45. Gibson, C.B., Gibbs, J., Stanko, T, & Tesluk, P., & Cohen, S.G. 2011. Including the "I" in virtuality and modern job design: Extending the job characteristics model to include the moderating effect of individual experiences of electronic dependence and co-presence. *Organization Science*, 22: 1481-1499. https://doi.org/10.1287/orsc.1100.0586

46. Leung, K., Bhagat, R., Buchan, N. Erez, M. & Gibson, C. 2011. Beyond national culture and culture-centricism: A reply to Gould and Grein (2009). *Journal of International Business Studies*, 42:177-181. https://doi.org/10.1057/jibs.2010.38

47. Gibson, C.B. & McDaniel, D. 2010. Moving beyond conventional wisdom: Advancements in cross-cultural theories of leadership, conflict, and teams. *Perspectives on Psychological Science*, 5(4): 450-462. https://doi.org/10.1177/1745691610375560

48. Gibson, C.B., Cooper, C. & Conger, J. 2009. Do you see what we see? The complex effects of perceptual distance between leaders and teams. *Journal of Applied Psychology*, 94(1): 62-76. https://doi.org/10.1037/a0013073

49. Gibson, C.B., & Rottner, R. 2008. By design: The social foundations for building a company around an inventor. *Organizational Dynamics*, 37(1): 21-34. https://doi.org/10.1016/j.orgdyn.2007.11.002

50. Rico, R., Sanchez-Manzanares, M., Gil, F., & Gibson, C.B. 2008. Team implicit coordination processes: Team knowledge-based approach. *Academy of Management Review*, 33(1):163-185. https://doi.org/10.5465/amr.2008.27751276
    Nominated for 2009 Best Paper Award Academy of Management.

51. Tyran, K., & Gibson, C.B. 2008. Is what you see, what you get? The relationship among surface- and deep-level heterogeneity characteristics, group efficacy and team reputation. *Group and Organization Management,* 33(1): 46-76. https://doi.org/10.1177/1059601106287111

52. Gibson, C.B., Porath, C., Benson, G., & Lawler, E.E. 2007. What results when firms implement practices: The differential relationship between specific practices, firm financial performance, customer service, and quality. *Journal of Applied Psychology*, 92(6):1467-1480. https://doi.org/10.1037/0021-9010.92.6.1467

53. Gibson, C.B., Waller, M.J., Carpenter, M., & Conte, J. 2007. Antecedents, consequences, and moderators of time perspective heterogeneity for knowledge management in MNO teams. *Journal of Organizational Behavior*, 28(8): 1005-1034. https://doi.org/10.1002/job.445

54. Gibson, C.B. & Earley, P.C. 2007. Collective cognition in action: Accumulation, interaction, examination and accommodation in the development and operation of group efficacy beliefs in the workplace. *Academy of Management Review*, 32(2): 438-458. https://doi.org/10.5465/amr.2007.24351397

55. Gibson, C.B. & Gibbs, J. 2006. Unpacking the concept of virtuality: The effects of geographic dispersion, electronic dependence, dynamic structure and national diversity on team innovation. *Administrative Science Quarterly*, 51(3): 451-495. https://doi.org/10.2189/asqu.51.3.451

56. Zellmer-Bruhn, M. & Gibson, C.B. 2006. Multinational organizational context: Implications for team learning and performance. *Academy of Management Journal* 49(3): 501-518. https://doi.org/10.5465/amj.2006.21794668

57. Kirkman, BL., Lowe, K.B., & Gibson, C.B. 2006. A quarter century of culture's consequences: A review of the empirical research incorporating Hofstede's cultural value framework. *Journal of International Business Studies*, 37: 285-320. https://doi.org/10.1057/palgrave.jibs.8400202
    Winner of the Decade Award From Academy of International Business.

58. Kirkman, B.L., Rosen, B., Tesluk, P.E., & Gibson, C.B. 2006. Enhancing the transfer of computer assisted training proficiency in geographically distributed teams. *Journal of Applied Psychology*, 91(3): 706-716.   https://doi.org/10.1037/0021-9010.91.3.706

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60. Leung, K., Bhagat, R., Buchan, N.R., Erez, M., & Gibson, C.B. 2005. Culture and international business: Recent advances and their implications for future research. *Journal of International Business Studies*, 36(4): 357-378. https://doi.org/10.1057/palgrave.jibs.8400150

61. Birkinshaw, J., & Gibson, C.B. 2004. Building ambidexterity into an organization. *Sloan Management Review*, 45(4): 47-55. https://sloanreview.mit.edu/article/building-ambidexterity-into-an-organization/

62. Gibson, C.B., & Birkinshaw, J. 2004. The antecedents, consequences and mediating role of organizational ambidexterity. *Academy of Management Journal,* 47(2): 209-226. https://doi.org/10.5465/20159573

63. Kirkman, B.L., Rosen, B. Tesluk, P., & Gibson, C.B. 2004. The impact of team empowerment on virtual team performance: The moderating role of face to face interaction. *Academy of Management Journal,* 47(2): 187-208. https://doi.org/10.5465/20159571

64. Gibson, C.B., & Vermeulen, F. 2003. A healthy divide: Subgroups as a stimulus for team learning. *Administrative Science Quarterly*, 48: 202-239. https://doi.org/10.2307/3556657

65. Gibson, C.B. 2003. Quality of team service: The role of field independent culture, quality orientation, and quality improvement focus. *Small Group Research*, 34(5): 619-646. https://doi.org/10.1177/1046496403257226

66. Gibson, C.B. 2006. The efficacy advantage: Related to the Formation of Group Efficacy. *Journal of Applied Social Psychology*, 33(10): 2153-2186. https://doi.org/10.1111/j.1559-1816.2003.tb01879.x

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68. Gibson, C.B., & Zellmer-Bruhn, M. 2002. Minding your metaphors: Applying the concept of teamwork metaphors to the management of teams in multicultural contexts. *Organizational Dynamics*, 31(2): 101-116. https://doi.org/10.1016/S0090-2616(02)00095-5

69. Kirkman, B.L., Rosen, B., Gibson, C.B., Tesluk, P., & McPherson. 2002. Five challenges to virtual team success: Lessons from Sabre, Inc. *Academy of Management Executive,* 16(3): 61-79. https://doi.org/10.5465/ame.2002.8540322

70. Waller, M.J, Conte, J.M., Gibson, C.B., & Carpenter, M. 2001. The effect of individual perceptions of deadlines on team performance. *Academy of Management Review*, 26(4): 586-600. https://doi.org/10.5465/amr.2001.5393894

71. Gibson, C.B. & Zellmer-Bruhn, M. 2001. Metaphor and meaning: An intercultural analysis of the concept of teamwork. *Administrative Science Quarterly*, 46: 274-303. https://doi.org/10.2307/2667088

72. Mohrman, S., & Gibson, C.B. Mohrman, A. (2001). Doing research that is useful to practice: A Model and Empirical Exploration. *Academy of Management Journal*, 44(2): 357-376. https://doi.org/10.5465/3069461

73. Gibson, C.B., (2001) Me and us: Differential relationships among goal setting training, efficacy, and effectiveness at the individual and team level. *Journal of Organizational Behavior*, 22(7): 789-808. https://doi.org/10.1002/job.114

74. Kirkman, B.L., Gibson, C.B., & Shaprio, D. 2001. "Exporting" teams: Enhancing the implementation and effectiveness of work teams in global affiliates. *Organizational Dynamics*, 30(1): 12-29. https://doi.org/10.1016/S0090-2616(01)00038-9

75. Gibson, C.B. 2001. From knowledge accumulation to accommodation: cycles of collective cognition in work groups'. *Journal of Organizational Behavior,* 22(2): 121-134. https://doi.org/10.1002/job.84

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77. Gibson, C.B. 1999. Do they do what they believe they can? Group-efficacy and group effectiveness across tasks and cultures. *Academy of Management Journal,* 42(2): 138-152. https://doi.org/10.5465/257089

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79. Earley, P.C., & Gibson, C.B. 1998. Taking Stock in Our Progress on Individualism-Collectivism: 100 Years of Solidarity and Community. *Journal of Management*, 24: 265-304. https://doi.org/10.1177/014920639802400302

80. Marcoulides, G.A., Yavas, B.F., Bilgin, Z., & Gibson, C.B. 1998. Reconciling culturalist and rationalist approaches: leadership in the United States and Turkey. *International Business Review*, 40(6): 563-583. https://doi.org/10.1002/(SICI)1520-6874(199811/12)40:6<563::AID-TIE4>3.0.CO;2-M

81. Gibson, C.B. 1995. An investigation of gender differences in leadership across four countries. *Journal of International Business Studies*, 26(2): 1-25. https://doi.org/10.1057/palgrave.jibs.8490847

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A. PUBLICATIONS

PEER REVIEWED BOOK CHAPTERS IN EDITED VOLUMES

83. Barbor, J., Collins, C.C., and Gibson, C.B. 2021 The role of ambidexterity in mitigating (or exacerbating) the relationship between uncertainty and employee well-being. Grote, G., and Griffith, M. (Eds.) *Oxford Handbook of Uncertainty Management*.

84. Gibson, C.B., Chia, T. and Singh, R. 2021 The technology-enabled, task-specific and time-variant role of culture in teams. In Gelfand, M., and Erez, M. *Oxford Handbook of Culture and Organizations*.

85. Gibson, C.B., & Gibbs, J. 2015. Leading global teams. In J. Bennett (Ed.), *The Sage Encyclopedia of Intercultural Competence*. pp. 586-588. Portland, OR: Sage. ISBN: 9781483346267

86. Gibbs, J. & Gibson, C.B. 2015. Unpacking the concept of virtuality: The role of psychologically safe communication climate in facilitating team innovation. In K. Elsbach, D. C. Kayes, and A. Kayes (Eds.), *Contemporary Organizational Behavior in Action*. Prentice Hall. ISBN-13: 9780133996869

87. Dibble, R.D., & Gibson, C.B. 2014. The collaboration conundrum: A new theory for an emerging organizational form. In J.A. Miles (Ed.), *New Directions for Management and Organization Theory*. Pp. 143-180. Newcastle, UK: Cambridge Scholars Publishing. ISBN-13: 978-1443854757

88. Zellmer-Bruhn, M. & Gibson, C.B. 2014. How does culture matter? A process view of cultural interaction in groups. In M. Yuki and M. Brewer (Eds.), *Frontiers of Culture and Psychology series: Culture and Group Processes*. pp.166-194. Oxford University Press. ISBN: 9780199985463

89. Gibbs, J. L., Grushina, S. V., Gibson, C. B., Dunlop, P., & Cordery, J. 2013. Encouraging participation in global teams: Unpacking the role of language, culture, and communication practices. In T. Lee, K. Trees and R. Desai (Eds.), Refereed Proceedings of the Australian and New Zealand Communication Association conference: *Global Networks-Global Divides: Bridging New and Traditional Communication Challenges,* ISSN 1448-4331.

90. McDaniel, D. & Gibson, C.B. 2012. Emergent Ideas in Emerging Markets: The process of discovery in organizational research. In C. L. Wang, D. Ketchen, Jr., and D. D Bergh. (Eds.), *West Meets East: Building Theoretical Bridges,* Research Methodology in Strategy and Management Vol. 8 pp.39-59. Emerald Press. ISBN: 978-1-78190-028-4

91. Gibson, C.B., McDaniel, D., & Szkudlarek, B. 2012. Tales from the (multicultural) field: Toward developing research conducive to proximal theory building. In Ryan, A.M., Oswald, F.L. & Leong, F.T.L (Eds.), *Conducting Multinational Research Projects in Organizational Psychology: Challenges and Opportunities*. Michigan State University. ISBN: 978-1-4338-1141-8

92. Dibble, R. & Gibson, C. B. 2012. Margins, membership and mobility: Re-defining boundaries in collective endeavors. Forthcoming in K. Cameron and G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*. Oxford University Press. ISBN: 9780199734610

93. Kirkman, B.L., Gibson, C.B., & Kim, K. 2012. Across borders and technologies: Advancements in virtual teams research. In S.W. Kozlowski (Ed.), *Oxford Handbook of Industrial and Organizational Psychology, vol. 1* (pp. 789-858). New York: Oxford University Press. ISBN: 9780199734610

94. Gibson, C. B. 2011. Collaborating with virtuality: Leveraging enabling conditions to improve team effectiveness. In J.S. Osland, M.E. Turner, and D. Kolb (Eds.), *The Organizational Behavior Reader, Ninth edition* (pp. 298-309). Upper Saddle River, NJ: Prentice Hall. ISBN-13: 978-0136125518

95. Stanko, T., & Gibson, C.B. 2009. The role of cultural elements in virtual teams. In R.S. Bhagat & R.M. Steers (Eds.), *Handbook of Culture, Organizations, and Work*, pp.272-304.Cambridge: Cambridge University Press.

96. Gibson, C.B., Maznevski, M., & Kirkman, B.L. 2009. When Does Culture Matter? In R.S. Bhagat & R.M. Steers (Eds.), *Handbook of Culture, Organizations, and Work*, pp.46-68. Cambridge University Press.

97. Gibson, C.B. & Dibble, R. 2008. Culture inside and out: Developing the collective capability to externally adjust. In S. Ang & L. Van Dyne (Eds.), *Advances in Cultural Intelligence*, 221-240. New York: Sharpe.

98. Gibson, C.B. 2005. Virtuality and collaboration in teams. In J. Osland, M. Turner, D. Kolb & I. Rubin (Eds.), *The Organizational Behavior Reader*, (8th edition). Upper Saddle River, NJ: Prentice-Hall.

99. Gibson, C.B., & Ross, A. 2005. Turning the tides in multinational teams. *Advances in International Management*, 18: 69-95.

100. Gibson, C.B. 2004. Building Multicultural Teams: Learning to Manage the Challenges of Homogeneity and Heterogeneity. In R.A. Goodman, N. Boyacigiller, and M.E. Phillips (Eds.), *Crossing Cultures: Insights from Master Teachers*. Blackwell Publishing.

101. Gluesing, J. & Gibson, C.B. 2004. Designing and forming global teams. In M. Maznevski, H. Lane, M. Mendenhall (Eds.), *Handbook of Cross-Cultural Management*: 199-226. Oxford: Blackwell Publishing.

102. Gibson, C.B., & Manuel, J. 2003. Building trust: Effective multi-cultural communication processes in virtual teams. In C.B. Gibson and S.G. Cohen, *Virtual Teams That Work: Creating Conditions for Virtual team Effectiveness*. San Francisco, CA: Jossey-Bass.

103. Gibson, C.B., Conger, J., & Cooper, C. 2001. Perceptual Distance: Impacts of Differences in Team Leader and Member Perceptions Across Cultures. In W.H. Mobley and M. McCall (Eds.), *Advances in Global Leadership*. Vol. 2: 245-276. JAI Press.

104. Zellmer-Bruhn, M., Gibson, C.B., & Aldag, R. 2001. Times flies like an arrow: Tracing antecedents and consequences of temporal elements of organizational culture. In C.L. Cooper, S. Cartwright, & P.C. Earley (Eds.), *Handbook of Organizational Culture*. Wiley.

105. Gibson, C.B., & Kirkman, B.L. 1998. Our past, present, and future in teams: The role of human resource professionals in managing team performance. In A.I. Kraut and A.K. Korman (Eds.), *Changing Concepts and Practices for Human Resource Management: Contributions from I/O Psychology*. San Francisco: Jossey-Bass.

106. Gibson, C.B. 1997. Do you hear what I hear? A framework for reconciling intercultural communication difficulties arising from cognitive styles and cultural values. In M. Erez & P.C. Earley (Eds.), *New Perspectives on International Industrial/Organizational Psychology*, San Francisco, CA: Jossey-Bass.

107. Gibson, C.B. 1994. The impact of national culture on organization structure: Evidence from cross-cultural interviews. In S.B. Prasad (Ed.), *Advances in International Comparative Management, Vol. 9, pp.3-37*. Greenwich, CT: JAI Press.

B. PAPERS UNDER REVIEW (available upon request)

108. Newman, A., Gibson, C.B., Obschonka, M., Samuel D., Gosling, S.D., Rentfrow, P.J. & Potter, J. Personality and corruption revisited: Examining relationships non-homologous at the national vs. individual level that explain corruption. Third round revise and resubmit: *Journal of International Business Studies.*

109. Thomason, B., and Gibson, C.B. A theory of global encounters. Second round revise and resubmit: *Academy of Management Review.*

110. Froese, F.J., Blay, T., Gibson, C.B., Schaffer, M., and Benitez, J. Global Virtual Work: Review and agenda for future research. Revise and resubmit, *Journal of International Business Studies.*

111. Sumpter, D.M., Gibson, C.B., Phan, J., and Porath, C. Vicarious empowerment: A novel mechanism for empowering high power distance employees. Revise and resubmit: *Journal of Cross-Cultural Psychology*.

112. Gibson, C.B., Žilinskaitė, M., Hajro, A., Baldassari, P., Kerr, W. In the global war for talent, retaining migrant workers is a competitive advantage. Under review: *Harvard Business Review.*

113. Collins, C. & Gibson, C.B. Turning teams around: Stimulating positive turning points in team performance. Under review: *Journal of Organizational Behavior.*

114. Collins, C.C., Gibson, C.B., Van der Kamp, M., Barbour, J. Pathways for injecting flexibility to counteract drift toward efficiency: The combination of structures and processes. Under review: *Journal of Management Studies*.

115. Rico, R., Antino, M., Gibson, C.B, & Mohammed, S. Unpacking adaptation processes: The role of team knowledge, coordination processes and procedural emphasis on firefighter team performance. Under review: *Organization Science.*

C.   WORKS IN PROGRESS

116. Hajro, A., Gibson, C.B., and Bartunek, J. Bottom-up processes of enacting new organizational schemata: The role of planned and improvisational knowledge implementation processes in teams. Target: ***Strategic Management Journal.***

117. Gibson, C.B., Andrei, D., Yeo, G., & Griffin, M. Team coordination during critical incidents: An emergent model of how leaders enable teams to respond in highly volatile environments. Target: ***Academy of Management Journal.***

118. Gibson, C.B., Dunlop, P., & Edmondson, A. Supporting remote work: The importance of developing virtual psychologically safety for collaborating through technology. Target: ***Group and Organization Management.***

119. Hwang, S., Piekkari, R., Zhang, Y., and Gibson, C.B., Hidden stories: A theory of women's career shocks and transitions from an agency perspective. Target: ***Administrative Science Quarterly.***

120. Jones, S., O'Neil, T., McLaron, M., and Gibson, C.B. Personality, abilities, and competencies of hybrid workers: A systematic review. Target: ***Journal of Applied Psychology.***

121. Chia, T. and Gibson, C.B.   Diversity belief origins, manifestations and contradictions in the workplace: A qualitative exploration. Target: ***Journal of Organizational Behavior***.

122. Chia, T. and Gibson, C.B. Exploring the impact of inclusive leadership on team diversity climate. Target: ***Journal of Business and Psychology.***

123. Raghav, S., and Gibson, C.B. Exploring identity dynamics in complex teams: A qualitative investigation of intrapersonal and interpersonal identity conflict and implications for work outcomes. Target: ***Human Relations.***

124. Salazar, M., Lant, T., Gibson, C.B. and Synglstad, Z. Perspective integration capability: Unlocking the innovation potential of expertise-diverse teams. Target: ***Journal of Management Studies.***

125. Chew, E., Collins, C., Gibson, C.B., & Barbour, J.   The importance of work design in determining whether thriving employees choose to turnover or stay with an organization. Target: ***Human Relations***.

126. Gibson, C.B., Dunlop, P., & Ashforth, B. The whole is not the sum of its parts: Identifying identity elements to understand identity synergy and well-being at work. Target: ***Academy of Management Discoveries***.

127. Chew, E., Collins, C. G., & Gibson, C. B. Sustained high versus low thriving across the work week: Overflow effects from one week to the next. Target journal: ***Journal of Applied Psychology***.

128. Gibson, C.B., Transforming organizations and communities: A relational theory. Target: ***Academy of Management Review***.

129. Batts, S. Gibson, C.B., and Thomason, B. Optimal imperviousness of women and minorities: Unique contributions to corporate boards. Target: ***Academy of Management Journal.***

130. McGinnis, K., and Gibson, C.B. Participation, Purpose, and Performance in For-Profit Indigenous Businesses. Target: ***Journal of Business Ethics.***

131. Brant, A. and Gibson, C.B. Nonprofits need a new playbook for a new donor class in a post-pandemic world. Target: ***Harvard Business Review.***

D.   **AWARDS AND GRANTS**

2022   University Professorship, Pepperdine University

2022   Mentor Award, Academy of Management

2021   Canadian Social Science and Humanities Research Council Grant (O'Neill, Gibson & McLarnon ($199, 482)

2021   Cross-Discipline Collaboration Award, Pepperdine University ($25,000)

2021   Fellow, Society of Organizational Behavior

2020   Fellow, American Psychological Association

2019   Intellectual Contributions Medal for Top 100 Distinguished Scholars in International Business from Academy of International Business

              European Excellence in Research Award (for Diversity Climate research published in *Academy of Management Journal*)

              Pepperdine Graziadio School of Business Research Award (for Research Journey project)

2018   Humanitarian Impact Award, American Psychological Association - Society for Industrial Organizational Psychology (for Intercultural Approach to Sustainable Community Development)

2017   Fellow, Society of Industrial Organizational Psychology
              Fellow, Academy of International Business
              Fellow, Association for Psychological Science
              Fellow, Academy of Management
              Fellow, Academy of Social Science Australia

2016   UWA Vice Chancellor's Award for Impact and Innovation ($10,000)

              Thomson Reuters 2016 Highly Cited Distinction (Citation Count Between 2004-2016 Among the Top 1% of Business and Economic Academics Globally)

2015   Paper of the Decade Award, Academy of International Business

              Thomson Reuters 2015 Highly Cited Distinction (Citation Count Between 2003-2015 Among the Top 1% of Business and Economic Academics Globally)

2014   Thomson Reuters 2014 Highly Cited Distinction (Citation Count Between 2002-2014 Among the Top 1% of Business and Economic Academics Globally)

              University of Western Australia Vice Chancellor's Award for Senior Research Excellence

              Dean's Best Paper Award for 2014, UWA Business School

2013   Australian Research Council Linkage Grant with Inenco (Collins and Gibson) ($1,300,000)

              University of Western Australia Collaborative Research Grant ($100,000)

              Dean's Best Paper Award for 2013, UWA Business School

D. AWARDS AND GRANTS (continued)

2012	Spanish Economic Ministry (Rico, Sanchez, Gibson, and Mohammad) (approx. $50,000)
	Dean's Best Paper Award for 2012, UWA Business School
2011	Australia Research Council Discovery Grant (Griffin, Yeo, Day and Gibson) ($320,000)
	Australian Research Council Linkage Grant with Inenco (Collins and Gibson) ($2,147,454)
	Australian Research Council Linkage Grant with Alcoa (Gibson and Cordery) ($421,464)
2010	Australia Research Council Discovery Grant (Gibson) ($304,000)
2009	Australia Research Council Future Fellowship (Gibson) ($890,000)
	Nominated for Best Paper Award, Academy of Management
2008	University of California, Pedagogical Innovation Award
2006	Center for Research for Information and Technology Grant ($15,000)
2005	Center for Research for Information and Technology Grant ($15,000)
2004	National Science Foundation ($100,000)
	Nomination for Best (Applied) Paper Award, Academy of Management
	CRITO Grant ($15,000)
	UCI Faculty Enrichment Grant ($25,000)
	GSM CORCLR Research Grant ($3,000)
2003	Center for Innovation and Management Studies Award ($10,000)
2002	Ascendant Scholar Award - Academy of Management
	Excellence in Research Award - USC
2000	National Science Foundation Supplemental Grant (with Susan Cohen) ($40,000)
	Nomination for Best (Empirical) Paper Award, Academy of Management
1999	National Science Foundation (with Susan Cohen) ($300,000)
	Center for Innovation Management Studies Award (with Susan Cohen) ($30,000)
1998	National Science Foundation POWRE Award ($20,000)
	Education Commission of the States Grant ($15,000)
1996	National Science Foundation ($220,000)

E. VISITNG SCHOLAR AND INVITED PRESENTATIONS

2022   Invited speaker. Responsible Research Social Impact Awards. Academy of Management Meeting.

2022   Invited panel facilitator. Cross-sector partnerships: Celebrating CARE International Executive of the Year, Academy of International Business.

2021   Distinguished key note and panel facilitator. When and How Does Cultural Diversity benefit or Harm Teams in International Business, Academy of International Business.

2021   Distinguished Speaker, Giving Voice, Latin America Academy of International Business

2021   Distinguished Speaker, Career Impact, Academy of International Business Annual meeting

2021   Facilitator, Global Summit on Responsible Research in Business and Management, Session on Senior Academic Leadership Accountability (virtual)

2020   Key Note Speaker, Work in a Virtual World, Society of Organizational Behavior Chile

2020   Distinguished Speaker, Hidden Stories: Paths to Success in Academia, Academy of International Business Annual Meeting (virtual)

2020   Invited Speaker, Publishing Theoretical Contributions, Academy of Management Annual Meeting (virtual)

2020   Facilitator, Global Summit on Responsible Research, Session on Professional Association Accountability (virtual)

2019   Invited Speaker, Publishing in Top Journals Forum, Academy of International Business, Copenhagen, Denmark

2019   Invited Participant, Global Summit for Responsible Research, Rotterdam Netherlands

2017   Invited Speaker, Arizona State University

2017   Invited Speaker, Pepperdine University

2016   Key Note Speaker, Society for Intercultural Educational Training and Research

2016   Visiting Scholar, University of New South Wales

2016   Invited Speaker, University of Sydney

2015   Invited Speaker, Santa Clara University

2015   Visiting Scholar, University of San Diego

2015   Invited Speaker, OB Doctoral Student Consortium, Academy of Management

2014   Invited Speaker, University of California Los Angeles

2014   Invited Speaker, University of Maryland

2014   Visiting Scholar, Wharton School of Business

2013   Visiting Scholar, Stanford School of Engineering Work, Technology, and Organizations Group

2013   Invited Speaker, University of California, Irvine

2013   Visiting Scholar, Center for Effective Organizations, University of Southern California

2013   Invited Speaker, Technology Management Program, University of California, Santa Barbara

2013   Invited Speaker, OB Junior Faculty Consortium, Academy of Management

2013   Invited Speaker, OB Doctoral Student Consortium, Academy of Management

2013   Invited Speaker, Society for Organizational Behavior, Australia

2013   Invited Speaker, Stakeholder Engagement Conference

2012   Invited Speaker, Junior Faculty Consortium, Industrial Organizational Psychology Conference

2012   Visiting Scholar, University of Sydney

2012   Invited Speaker, Indigenous Enterprise Conference

2012   Invited Speaker, Society for Organizational Behavior, Australia

2011   Invited Speaker, Jawun Indigenous Partnerships National Meeting

2011   Invited Speaker, Indigenous Enterprise Conference

2011   Visiting Scholar, University of Melbourne

2011   Invited Speaker, OB Junior Faculty Workshop, Academy of Management

2011   Invited Speaker, OB Doctoral Student Consortium, Academy of Management

2010   Visiting Scholar, University of New South Wales

2010   Invited Speaker, Success at Fellowship and Grants Workshop, UWA

2009   Invited Speaker, Breakfast by the Bay Speaker Series, UWA

2009   Invited Speaker, UWA School of Business Research Series

2009   Invited Speaker, International Management Doctoral Student Consortium, AoM

2008   Invited Speaker, University of Texas at Austin

2008   Invited Speaker, Arizona State University

2008   Invited Speaker, University of Western Australia

2008   Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan

2005   Invited Speaker, Executive MBA Program, HEC, France.

2004   Visiting Scholar, University of Auckland, NZ.

2004   Invited Speaker, Executive MBA Program, HEC, France

2004   Invited Speaker, Cornell University

2004   Invited Speaker, University of Maryland

2003   Visiting Scholar, Executive MBA Program, HEC, France.

2003   Invited Speaker, International Management Emergent Issues Conference, Duke University

2001   Invited Speaker, Funding Research, National Academy of Management, Denver, CO

2000   Keynote Speaker, HR Forum, Genoa Italy

1999   Visiting Scholar, Tilburg University, The Netherlands

1999   Invited Speaker, Education Commission of the States, Washington, DC

1999   Key Note Speaker, Daimler Chrysler Corporate University, Germany

G. CONFERENCE PRESENTATIONS (last 20 years)

McGinness, K. and Gibson, C.B., (2022). Including community in governance to deliver on social impact promise. 2022 Academy of Management Meeting, Seattle, WA.

Jones, S., O'Neil, T., McLaron, M., and Gibson, C.B. (2022). Personality, abilities, and competencies of hybrid workers: A systematic review. 2022 Academy of Management Meeting, Seattle, WA.

Johnson, C., Bauer, B., Gibson C.B., Niederman, F., Ascencio, C. Short, C. Margolis, J., Nagaraj, V., Lynn, T., & Sinclair, G. (2022). A Swarm of scholars: Adopting and improving on the swarm method of collaborative qualitative research. 2022 Academy of Management, Seattle, WA.

Gibson, C.B. (2022) Strategies for career management. 2022 Academy of Management, Seattle, WA.

Gibson, C.B. (2022) The mid-career anti-crisis. 2022 Academy of Management Meeting, Seattle, WA.

Gibson, C.B. (2022) Building a career trajectory. Academy of International Business, Miami, FL.

Gibson, C.B. (2022). Improving Lives and Communities. Academy of International Business, Miami, FL.

Gibson, C.B. (2021) Reflections on Uncertainty. 2021 Academy of Management Meeting (virtual).

Gibson, C.B. (2021) Navigating Career Transitions. 2021 Academy of Management Meeting (virtual).

Gibson, C.B. (2021) Giving Voice, Latin America Academy of International Business (virtual)

Gibson, C.B. (2021) Career Impact, Academy of International Business Annual meeting (virtual)

Raghav, S. & Gibson, C.B. (2020). Oversees trained healthcare workers: Integrating identities for quality of care. 2020 Academy of Management Meeting (virtual).

Weissman, H., Bindl, U., Gibson, C.B., and Unsworth, K. (2020). A temporal perspective on job crafting. 2020 Academy of Management Meeting (virtual).

Sharma, P., Kirkman, B.L., and Gibson, C.B. (2020). 21st Century Empowering leadership. 2020 Academy of Management Meeting (virtual).

Gibson, C.B. (2020). Hidden Stories: Paths to Success in Academia, Academy of International Business Annual Meeting.

Gibson, C.B. (2019). Pathways to Inclusion. Academy of Management Annual Meeting, Boston, MA

Raghav, S. & Gibson, C.B. (2019). Integrating simulation based team communication training to develop inclusion. 2019 Academy of Management Meeting, Boston, MA.

Raghav, S. & Gibson, C.B. (2019). The Influx of Overseas Trained Health Care Professionals: Identity Dynamics In Health Care Teams. 2019 Academy of Management Meeting, Boston, MA.

Chia, T., & Gibson, C.B. (2019). How Experiences with Diversity and Mindfulness Contribute To Inclusive Diversity Climates in the Workplace. 2019 Academy of Management Meeting, Boston, MA.

Hajro, A., Gibson, C.B., & Bartunek, J. (2019). The dynamics of team implementation of new organizational schema during strategic change. 2019 Academy of Management Meeting, Boston, MA.

Rico, R., Gibson, C., Antino, M. & Mohammed, S. (2019). *Coordination and Performance: Unpacking Adaptation on Firefighter Teams.* Paper to be presented to the 20th EAWOP conference, Torino: Italy.

Rico, R., Antino, M., Gibson, C. & Mohammed, S. (2019). *Feeling the heat: Adaptation and Performance on Firefighter Teams.* Paper to be presented to the 20th SIOP conference, Washington DC: USA.

Bindl, U.K., Unsworth, K., Gibson, C., & Stride, C. (2018). *Job Crafting Revisited.* 2018 Academy of Management Meeting, Chicago, IL.

Barbour, J., Collins, C., & Gibson C. (2018). *Uncertainty and employee well-being.* 2018 Academy of Management Meeting, Chicago, IL.

George, C., Gibson, C., and Barbour, J. (2018). *Shared leadership and team effectiveness: Does traditionalism and virtuality matter?* 2018 Academy of Management Meeting, Chicago, IL.

Barbour, J., Collins, C., & Gibson C. (2018). *What resources buffer the impact of external demands on employee well-being?* Paper to be presented at the 29th International Congress of Applied Psychology, Montreal, Canada.

Sumpter, D., and Gibson, C.B. *From Clash to Congruence: A Model of Cultural Identity and Energy in Intercultural Work Relationships.* 2018 Academy of International Business, Minneapolis, MN.

Randel, A., Galvin, B., & Gibson, C.B., *The sponsorship process through an identity lens.* 2017 Academy of Management, Atlanta, GA.

Rico, R., Antino, M., Gibson, C., & Mohammed, S. Coordination and performance: *Unpacking adaptation in firefighting teams.* 2017 European Association of Work and Organizational Psychology, Dublin, Ireland.

Gibson, C.B., Dunlop, P. & Cordery, J.L., *Managing team formalization to increase team effectiveness and meaningfulness of work in multinational organizations.* 2017 Society for Industrial Organizational Psychology, Orlando, FL.

Raghav, S. and Gibson, C.B. *An Identity based framework for managing multiple identities in complex teams.* 2017 Academy of International Business, Dubai.

Bindl, U.K., Unsworth, K., Gibson, C., & Stride, C. *Job Crafting Revisited: How individual needs and moods differentially influence active changes at work.* 2017 Positive Organizational Scholarship (POS) Research Conference, Ann Arbor, Michigan.

Gibson, C.B., *Collaborative intercultural competency building: Developing relationships that help to sustain communities.* 2016 Society for Intercultural Education Training and Research, Sydney, Australia.

Gibson, C.B., Van der Kemp, M., & Collins, C.C. *A theoretical model for achieving flexibility through coordination.* 2016 Academy of Management, Anaheim, CA.

Gibson, C. B., Dunlop, P., Caprar, D., & Raghav, S. *Multiple identities in global team: Exploring the role of identity synergy in team processes and outcomes.* 2016 Academy of Management, Anaheim, CA.

Rico, R., Gibson, C., Antino, M. & Mohammed, S. *Coordination and Performance: Unpacking Adaptation on Firefighter Teams.* 2016 INGroup Conference, Helsinki Finland.

Gibson, C.G., Dunlop, P., & Cordery, J. *Untangling the effects of bureaucratic structure in knowledge management teams: Enactment, enabling and individual experiences of formalization.* 2015 Australia New Zealand Academy of Management Conference, Queenstown, NZ.

Bindl, U.K., Unsworth, K., & Gibson, C. 2015. *Managing yourself in turbulent times: How individual needs influence job crafting at work*. 2015 European Congress of Work and Organizational Psychology, Helsinki, Finland.

Gibson, C.B., Caprar, D., and Dunlop, P. *Identity Lenses in International Business: Approaches and Opportunities.* 2015 Academy of International Business Conference, Banglore, India.

Huang, L., Gibson, C.B., Kirkman, B.L., & Shapiro, D.L. *The relationship between traditionalism and team innovation in corporate entrepreneurship.* 2015 Academy of Management Conference, Vancouver, B.C.

Gibson, C.B., & Dunlop, P. *Developing leaders with intercultural competence*. 2015 Academy of Management Conference, Vancouver, B.C.

Gibson, C.G., Dunlop, P., Caprar, D.V. *Intra-individual identity combination: Bringing precision to multiculturalism.* 2015 Academy of Management Conference, Vancouver, B.C.

Collins, C.C. and Gibson, C.B. *Turning teams around: Creating transitions points in team performance.* 2014 Academy of Management Conference, Philadelphia, PA

Gibbs, J.L., Gibson, C.B., Grushina Y., *Understanding Participation in Global Teams.* 2014 Academy of Management Conference, Philadelphia, PA

Bindl, U., Unsworth, K. & Gibson, C.B. *The pursuit of happiness at work: How active changes at work influence well-being and outcomes.* 2014 Academy of Management Conference, Philadelphia, PA

Hajro, A., Pudelko, M., and Gibson, C.B. *Linking multinational teams to organizational context: The role of diversity climate and information processing*. 2014 Academy of International Business Conference, Vancouver, B.C.

Gibbs, J.L., Gibson, C.B., Grushina Y., *Understanding Participation Patterns in Global Teams and How They Lead to Meaningful Engagement across Boundaries.* 2014 International Communication Association Conference, Vancouver, B.C.

Porath, C., Gibson, C.B., and Spreitzer, G. *How self-determination promotes thriving and what organizations can do about it*. 2014 Society for Industrial Organizational Psychology Conference, Hawaii

Byington, E., Collins, C.C., and Gibson, C.B. *Is Your team leader training not impacting team effectiveness? Organization-level alignment as a constraining Factor*. 2014 Society for Industrial Organizational Psychology Conference, Honolulu, HI.

McDaniel, D. and Gibson, C.B. *Energy as practice: Relational energy in organizations.* 2013 National Academy of Management Meeting, Orlando Florida.

Dunlop, P. , Cordery, P., Gibson, C.B., and Grushina, Y. *Too Much of a Good Thing? The Impact of Structure on the Effectiveness of Global Innovation Teams.* 2013 Society of Industrial Organizational Psychology Conference, Houston, Texas.

Gibson, C.B., Dunlop, P.D. and Grushina, Y. *Building Intercultural Competency to Create Identity Synergy and Effectiveness in Global Communities of Practice*. 2013 International Industrial Organizational Psychology Conference.

Gibson, C.B., Dunlop, P.D., Goodwin, R., and Talati, Z. *The Benefits of Intercultural Reflection and Immersion for Increasing Intercultural Competence.* 2013 International Industrial Organizational Psychology Conference.

Gibbs, J., Grushina, Y., and Gibson, C.B. *Language, Culture, Status, and Identity: Understanding Factors that Encourage or Limit Participation in Global Communities of Practice.* 2013 Australia New Zealand Communications Association.

Dibble, R. and Gibson, C.B. *Boundary fluidity in teams.* 2013 Management Theory Development Conference, University of the Pacific.

Gibson, C.B. *Heartsick for Country: The role of indigenous identity integration in developing sustainable communities.* 2012 International Association for Cross-Cultural Psychology, Stellenbosch, South Africa.

Gibson, C.B., and McDaniel, D. *The bicultural experience: The case of indigenous employees relationship with nature orientations.* 2012 National Academy of Management Meeting, Boston, MA.

Gibson, C.B., Grushina, Y., and Hinrichs, A. T. *Optimizing Benefits of cultural differences as global virtual teams evolve.* 2012 National Academy of Management Meeting, Boston, MA.

McDaniel, D., and Gibson C.B. *From subjective to shared: Revisiting energy in organizations.* 2012 National Academy of Management Meeting, Boston, MA.

Hjaro, A., Pudelko, M., and Gibson, C.B. *Multinational Teams: Cultural Differences, Interactions, Organizational Context, and Performance.* 2012 Academy of International Business Conference, Washington, D.C.

McDaniel, D., and Gibson C.B. *Emerging ideas from emerging markets: The process of discovery in organizational research.* . 2012 Academy of International Business Conference, Washington, D.C.

Porath, C. , Gibson, C.B., Spreitzer, G. *Thriving at work: Toward an understanding of an internal self-regulatory gauge.* 2011 National Academy of Management Meeting, San Antonio, TX.

Gibson, C.B., and Cordery, J. *Leveraging structure, identity, and coordination to improve virtual knowledge sharing and innovation.* 2011 National Academy of Management Meeting, San Antonio, TX.

Gibson, C. B. *Sustainability through synergy: Collaborative capacity building across stakeholders to increase social impact.* 2011 Academy of International Business Conference, Nagoya, Japan.

Parker, S.K., and Gibson, C.B. *The Contribution of Pro-activity and Identity Integration to Cross-Cultural Capacity Building.* 2011 Academy of International Business Conference, Nagoya, Japan.

Collins, C. and Gibson, C.B. *Stimulating positive turning points in team performance: A latent growth model approach.* 2011 INGRoup conference, Minneapolis, Minnesota.

Gibson, C.B. *Group Minds, Metaphors, Mosaics and Me.* 2011 Society for Organizational Behavior, Australia Conference, Melbourne, Australia.

Huang, L., Gibson, C.B., Kirkman, B.L, Shapiro, D., *Being nationally different and geographically far: Moderators of negative effects on innovation.* 2010 National Academy of Management Meeting, Montreal, Canada.

McDaniel, D.M. and Gibson, C.B. When high energy is highly inappropriate: The use of subtle relational energy a cross cultures. 2010 National Academy of Management Meeting, Montreal, Canada.

McDaniel, D.M. and Gibson, C.B. Black holes and generative potential: Negative energy across interdependent work contexts. 2010 National Academy of Management Meeting, Montreal, Canada.

Kirkman, B.L, Shapiro, D., Gibson, C.B., Huang, L. *The Impact of Cultural Diversity and Virtuality on Teams.* 2010 Society for Industrial Organizational Psychology Conference, New Orleans, LA.

Collins, C., Gibson, C.B. , Parker, S., and Quigly, N., *Developing teams over tasks and lifespan: The criticality of timescales.* 2010, INGroup National Conference, Washington D.C.

McDaniel, D. and Gibson, C.B. Energizer bunny or wet blanket: Relational energy across cultures. Paper presented at the National Academy of Management Meeting, 2009, Chicago, IL

McDaniel, D. and Gibson, C.B. Advancements and future directions for cross-cultural organizational behavior theory. Paper presented at the Academy of International Business Meeting, 2009, San Diego, CA

Klein, K. and Gibson, C.B. Cross-cultural communication and team performance. Paper presented at the Academy of International Business Meeting, 2009, San Diego, CA.

Dibble, R., and Gibson, C.B. *Training for adjustment and performance in collaborations.* Paper presented at the National Academy of Management Meeting, 2008, Anaheim, CA

Voigt, A. and Gibson, C.B. A Juxtaposition of Two Paths to Radical Innovation in Teams: Moderators of the Impact of Improvisation and Reflexivity. Paper presented at the National Academy of Management Meeting, 2008, Anaheim, CA

Porath, C., Sprietzer, G., and Gibson, C.B. *To thrive or not to thrive: Antecedents and consequences of thriving at work.* Paper presented at the National Academy of Management Meeting, 2008, Anaheim, CA

Collins, C., Parker, S., Gibson, C.B. and Quigly, N., *Developing teams over tasks and lifespan: The criticality of timescales.* Paper presented at the National Academy of Management Meeting, 2008, Anaheim, CA

McDaniel, D. and Gibson, C.B. *An empirical examination of vicarious empowerment and performance across cultures.* Paper presented at the Society for Industrial Organizational Psychology Conference, 2008, San Francisco, CA

McDaniel, D. and Gibson, C.B. *Empowerment across cultures: A conceptual review*. Paper presented at the International Association of Management and Business, 2008, San Diego, CA

Gibson, C.B., and Stanko, T. *Virtuality here and now: A review and synthesis of virtual work research.* Paper presented at the National Academy of Management Meeting, 2007, Philadelphia, PA

Gibson, C.B. and Dibble, R. *When Complex Change is Status Quo: Investigating Antecedents and Consequences to Collaboration External Adjustment.* Paper presented at the National Academy of Management Meeting, 2007, Philadelphia, PA.

Gibson, C.B. and Dibble, R. *Surmounting Complex Change: Exploring External Adjustment in Film Making.* Paper presented at the Cultural Production in a Global Context: The Worldwide Film Industries Conference, 2007, New York University, New York.

Gibson, C.B. *Advancing our understanding of effective working and organizing in the global economy.* Paper presented at the National Academy of Management Meeting, 2006, Atlanta, GA.

Sánchez-Manzanares, M., Rico, R., Gibson, C.B, & Gil, F. *The Roles of Implicit Coordination and Task Interdependence in Team Effectiveness.* Paper presented at the National Academy of Management Meeting, 2006, Atlanta, GA.

Rico, R., Sanchez-Manzanares, M., Gil, F., and Gibson, C.B. *Team coordination processes : A team knowledge-based approach.* Paper presented at the National Academy of Management Meeting, 2006, Atlanta, GA.

Sánchez-Manzanares, M., Rico, R., Gibson, C.B, & Gil, F. *Shared Mental Models and Performance in Work Teams: The Roles of Implicit Coordination and Task Interdependence*. Paper presented at the International Congress of Applied Psychology, 2006, Athens, Greece.

Gibson, C. B., & Gibbs, J. L. *Unpacking the concept of virtuality: The role of supportive communication climate in facilitating team innovation.* Paper presented at the International Communication Association Convention, 2005, New York, NY.

Kirkman, B.L., Rosen, B., Tesluk, P.E., & Gibson, C.B. *Enhancing the Transfer of Computer-Assisted Training Proficiency in Geographically-Distributed Teams.* Paper presented at the Annual Society for Industrial Organizational Psychology Meeting, 2005, Los Angeles, CA.

Kirkman, B.L., Rosen, B., & Gibson, C.B. *Exploring the impact of demographic heterogeneity on virtual team performance.* Paper presented at the Academy of Management Meeting, 2004, New Orleans, LA.

Gibson, C.B., & Ross, A. *Turning the tides in multinational teams. Paper presented at the Multinational Work Teams Conference*, 2004, University of Maryland.

Kirkman, B.L., Rosen, B., Tesluk, P.E., & Gibson, C.B. *The impact of CDROM-based team training on virtual team processes and performance: An empirical investigation.* Paper presented at the annual Southern Management Association Meetings, 2003, Clearwater Beach, FL.

Kirkman, B.L., Rosen, B., & Gibson, C.B. *Exploring the role of team empowerment in the performance of virtual teams*. Paper presented at the annual meeting of the Academy of Management, 2003, Seattle, WA.

Cohen, S., Goh, K., and Gibson, C.B. *Putting the team back in virtual teams.* Paper presented at the Society for Industrial Organizational Psychology meeting, 2003, Orlando, FL.

Maznevski, M.L., Gibson, C.B., & Kirkman, B.L. *When Does Culture Matter?* Paper presented at the Journal of International Business Studies Emerging Research conference, 2003, Duke University.

Gibson, C.B. and Earley, P.C. *Work Team Performance Guided by Collective Thought: The Structure and Function of Group Efficacy.* Paper presented at the Academy of Management Meeting, 2002, Denver, CO.

Gibson, C.B., and Cohen, S.G. *Is There Anybody Out There? The Impact of Virtuality on Individual Psychological States and Work Team Enabling Conditions.* Paper presented at the Academy of Management Meeting, 2002, Denver, CO.

Zellmer-Bruhn, M., Gibson, C.B., and Earley, P.C. *Which differences make a difference? An exploration of team heterogeneity and team age.* Paper presented at the Academy of Management Meeting, 2002, Denver.

Zellmer-Bruhn, M. & Gibson, C.B. *Global Mind-Set Heterogeneity: A Critical Multinational Team Attribute.* Paper presented at the Academy of International Business Meeting, 2002, San Juan, Puerto Rico.

Gibson, C.B., Cooper, C., and Conger, J. *Cultural Moderators of 'Perceptual Distance' in Teams: The Relationship of Leader-Member Perceptual Differences and Team Productivity Across Cultures.* Paper presented at the Academy of International Business Meeting, 2002, San Juan, Puerto Rico.

Gluesing, J. & Gibson, C.B. *Designing and forming global teams*. Paper presented at the Academy of International Business Meeting, 2002, San Juan, Puerto Rico.

Gibson, C.B. and Manuel, J. *Building trust: Effective multicultural communication processes in virtual teams.* Paper presented at the International Western Academy of Management Meeting, 2002, Lima, Peru.

II. TEACHING AND CURRICULUM DEVELOPMENT

DATE	COURSE	DESCRIPTION
2018-22	EDBA Doctoral Research Design Pepperdine University	The goal of this course is to prepare doctoral students in business to conduct research that is publishable in the leading research journals in their respective areas of study. Students learn to (1) evaluate the relationship between topic/problem, purpose statement, research question, literature review, hypotheses, and research design; (2) understand methodological fit, (3) learn to engage in conceptualization and development of causal models, (4) be familiar with the concepts of logical consistency, falsifiability, parsimony, (5) learn to evaluate validity, reliability, and bias; and (6) select appropriate method(s) for studying their research question(s) in the dissertation.
2018-22	EDBA Doctoral Introduction to Research Pepperdine University	Developed and taught course introducing doctoral students to the craft of conducting research, including basic terminology and approaches, and processes. Course assist students in (1) distinguishing among the varieties of research outputs, (2) determining appropriate levels and units of analysis for a research question; (3) operationalizing a research question, specifying dependent and independent variables, (4) understanding what constitutes Responsible Research, (5) becoming familiar with the concepts of rigor and relevance and other means of assessing the quality of research, and (6) understanding how to digest the literature to inform research design.
2014-17	FEMBA/EMBA Leading Global Collaboration, Management and Organizations, University of Western Australia	Developed and taught course on leading global collaboration. The inability to lead collaborative efforts is a major factor leading managers to derail off the track to higher level positions. By completing this course, students will: (1) understand the components that comprise global collaborations, (2) learn to identify key factors that influence performance in them, (3) develop skills in diagnosing opportunities and threats that face such collaborations, and (4) gain leadership and teamwork expertise by working in complex collaborations and analyzing their own experience in and contributions to them. The course is highly interactive and involves a variety of experiences, including exercises, case studies, projects, and discussions. Topics include: adjusting leadership approaches for intercultural effectiveness; cultural integration and conflict resolution; intercultural communication; building links outside the collaboration to required resources; and technology use.
2007	MGMT 290 and MGMT 121: Global Team Collaboration, University of California, Irvine	Developed and taught MBA and undergraduate course on complex global collaboration focused on cross-functional, cross-team, cross-organization, and cross-national interfaces; cultural integration and conflict resolution; who must communicate with whom and how; building links outside the collaboration to required resources; and technology use. Students:(1) gain greater understanding of the components that comprise global collaborations, (2) learn to identify key factors that influence performance in them, (3) develop skills in diagnosing opportunities and threats that face such collaborations, and (4) gain teamwork expertise by working in complex collaborations and analyzing their own experience in and contributions to them.
2005	Ph.D. Seminar in Organizational Behavior, University of California, Irvine	Developed and taught a Ph.D. seminar designed to help students gain knowledge of recent organizational behavior research published in the mainstream management journals, including familiarity with: which issues and theoretical frameworks are receiving attention (and those that are not, but perhaps should be), the strengths of recently employed research designs and methodologies (as well as the weaknesses), basic conclusions which can be drawn from recent research (and those which have yet to be evidenced), and implications.
2005	Making Movie Magic: Learning From Collaborative Work Challenges in the Film Industry, University of California, Irvine	Developed and taught freshman undergraduate research seminar in which we examined collaborative work challenges, key managerial characteristics, and organizational features that are required to create a successful film, identifying ways in which these lessons can be translated into other settings to improve the effectiveness of work collaborations of all types.

II. TEACHING AND CURRICULUM DEVELOPMENT *(continued)*

DATE	COURSE	DESCRIPTION
2005-2006	FT200: Management of Complex Organizations, University of California, Irvine	Revised and taught core opening MBA course that introduces the foundations of strategy and competitive analysis, innovation as strategic imperative, different frameworks for analyzing and designing organizations, key issues in effective managing and leading in teams, and ethics in practice.
2004-2005	F/E296: Executive Leadership: Graduate School of Management, University of California, Irvine	Developed and taught capstone core MBA course designed to provide students with insights and perspectives about the role of the executive leader and how that role relates to their career, including in-depth analysis of your own leadership style, and career action plans for further development.
2003-2004	FE202: Organizational Analysis for Management; Graduate School of Management, University of California, Irvine	Developed and taught core MBA course designed to help students gain an understanding of the behavior of individuals, groups, and organizations and to develop skill in analyzing, managing and understanding organizations and organizational processes. The course integrates theories with the practical realities of managing organizations.
2001-2003	Virtualocity: A Virtual Collaboration Training Curriculum	Developed and taught a 12-module for training program for industry and education settings to train participants in the skills necessary for effective virtual collaboration. Each module contains concepts and frameworks, instructor scripts, experiential exercises with guidelines, and a handbook. The modules cover topics such as cultural integration, communication climates, and conflict resolution.
Fall 2001-2002	MOR 551: Performance Management and Motivation; Marshall School of Business, University of Southern California	Developed and taught MBA seminar designed to help students: (1) become familiar with a variety of motivational techniques that can improve work performance; (2) gain skills in implementing motivation and performance management interventions; (3) learn to optimize with minimal information and conduct analysis in "real time."
Fall 1998-2003	Executive Education and Training, Center for Effective Organizations, University of Southern California	Developed and taught seminars for executive audiences addressing human resource management, team effectiveness, virtual collaboration, multicultural integration, communication, and innovation.
Spring 1998	MHR 870: Ph.D. Seminar in International Management; School of Business, University of Wisconsin, Madison	Developed and taught seminar designed to help participants gain: (1) familiarity with issues in six domains of international management; (2) expertise in leading critical academic discussion; (3) progress toward preparing a manuscript examining a particular domain; (4) experience revising a manuscript based on reviews and (5) expertise in providing a friendly review for a colleague.
Spring 1996	MHR 532: Organizational and Managerial Skills, School of Business, University of Wisconsin, Madison	Developed and taught course designed to introduce students to three key skills: (1) enhancing effectiveness (defining effectiveness, establishing goals and setting direction for organizations, and managing time efficiently), (2) enhancing integration (communicating and providing feedback, resolving conflicts and negotiating, working in teams, and designing organizational structures), and (3) enhancing change (initiating and sustaining change, valuing cultural diversity).
Fall 1995 – 1998	MHR 701: Management of Teams and Groups; School of Business, University of Wisconsin, Madison	Developed and taught undergraduate and core MBA courses designed to: 1) provide a greater understanding of the components and processes that comprise group behavior systems; 2) develop skills in diagnosing opportunities and threats that face teams and groups; and 3) create teamwork expertise through team projects and analysis of team experience.

III.   SERVICE

A. PROFESSIONAL AFFILIATIONS

Society of Organizational Behavior - Fellow

American Psychological Association - Fellow

Academy of Management – Fellow

Academy of International Business, Fellow

Society for Industrial Organizational Psychology, Fellow

Association for Psychological Science, Fellow

Academy of Social Science Australia, Fellow

Society for Organizational Behavior, Australia

B. PROFESSIONAL SERVICE

2021 - present   Area Editor, ***Journal of International Business Studies***

2021 - present   Associate Editor, ***Academy of Management Annals***

2009 - present   Editorial Board Member for ***Organization Science***

2015 - present   Editorial Board Member for ***Academy of Management Review***

2021-2022   Chair, Selection Committee, Editor in Chief for ***Organization Science***

2021-2022   Co-Chair, International Executive of the Year, Academy of Intl Business

2021-2022   Co-Chair, Societal Impact Award, Academy of Management

2020   Chair, Humanitarian Impact Award, American Psychological Association

2020   Selection Committee, Distinguished Scholar Award, Academy of International Business

2020   Committee Co-Chair, Implications for Practice Award, Academy of Management Review

2018-2020   Selection Committee, Humanitarian Impact Award, American Psychological Association

2017 - 2021   Associate Editor, ***Academy of Management Review***

2015 - 2020   Division Chair Track, Organizational Behavior Division, Academy of Management (five year leadership succession culminating in Chair of the Division)

2012 - 2015   Associate Editor, ***Organization Science*** Special Issue on the Psychology of Networks

2011 - 2012   Selection Committee, Academy of Management Best Paper Award

2010 - 2018   Reviewer, Australia Research Council

2007 - 2014   Editorial Board Member for ***Administrative Science Quarterly***

C. PROFESSIONAL SERVICE (continued)

2003 - 2021   Editorial Board Member for *Journal of International Business Studies*

2002 - 2006   Member of Farmer Dissertation Award Committee, Academy of International Business.

2000 - 2015   Editorial Board Member for *Academy of Management Journal*

1998 - 2006   Editorial Board Member for *Group and Organization Management*.

D. RESEARCH SUPERVISION

2021 - present   EDBA supervisor, Loreal Jiles, Pepperdine Graziadio School of Business

2021 - present   EDBA supervisor, Carol Lusk, Pepperdine Graziadio School of Business

2021 - present   EDBA supervisor, Melanie Venture, Pepperdine Graziadio School of Business

2021 - present   EDBA supervisor, Kevin Sakamoto, Pepperdine Graziadio School of Business

2020 – present   EDBA committee, Shripal Sha, Pepperdine Graziadio School of Business

2020 - present   EDBA supervisor, Ruth Prato, Pepperdine Graziadio School of Business

2020 – present   EDBA supervisor, Kim McGinnis, Pepperdine Graziadio School of Business

2020 - 2022   EDBA committee, Kevin Couch, Pepperdine Graziadio School of Business

2020 - 2022   EDBA committee, Tad Marchowics, Pepperdine Graziadio School of Business

2019 - 2021   EDBA supervisor, Ana Brant, Pepperdine Graziadio School of Business

2019 - 2021   EDBA supervisor, Sharifa Batts, Pepperdine Graziadio School of Business

2019 – 2021   EDBA supervisor, Jolie Guttentag, Pepperdine Graziadio School of Business

2016 - 2021   PhD supervisor, Terence Chia, School of Business, University of Western Australia

2015 - 2019   PhD supervisor, Sonia Ragav, School of Business, University of Western Australia

2015 - 2019   PhD supervisor, Richard Goater, School of Business, University of Western Australia

2015 - 2019   PhD supervisor, Phillip De Bruyn, School of Business, University of Western Australia

2012 - 2018   PhD supervisor, Ami Caliburn, School of Business, University of Western Australia

2012 - 2018   PhD supervisor, Emily Chew, University of Western Australia/University of New South Wales

2013 - 2014   PhD supervision, Zenobia Talati, School of Psychology, University of Western Australia

2012 - 2013   Masters Supervisor, Amy Erlandsen, School of Psychology, University of Western Australia

2012 - 2013   Masters Supervisor, Terence Chia, School of Psychology, University of Western Australia

D. RESEARCH SUPERVISION (continued)

2010 - 2014   PhD supervisor, Daniel Schepis, School of Business, University of Western Australia

2007 - 2011   PhD supervisor, Dana McDaniel, Paul Merage School of Business, University of
                     California, Irvine.

2008 - 2009   PhD supervision committee, Laura Huang, School of Business, University of California,
                     Irvine.

2007 - 2010   PhD supervisor, Andreas Voigt, Paul Merage School of Business, University of
                     California, Irvine.

2006 - 2010   PhD supervisor, Rebecca Dibble, Paul Merage School of Business, University of
                     California, Irvine.

2007 - 2011   PhD supervision committee, Kenji Klein, Paul Merage School of Business, University
                     of California, Irvine.

2006 - 2010   PhD supervision committee, Renee Rottner, Paul Merage School of Business,
                     University of California, Irvine

2006 - 2010   PhD supervision committee, Alaka Rao, Paul Merage School of Business, University of
                     California, Irvine.

2004 - 2008   PhD supervision committee, Taryn Stanko, Paul Merage School of Business, University
                     of California, Irvine.

2004 - 2007   PhD supervision committee, Jane Xu, Paul Merage School of Business, University of
                     California, Irvine.

2002 - 2004   PhD supervision committee, Karen Goh, Marshall School of Business, University of
                     Southern California.

2004 - 2008   PhD supervision committee, Ani Ross-Grubb, Paul Merage School of Business,
                     University of California, Irvine.

2003 - 2004   PhD supervision committee, Laura Erskine, Marshall School of Business, University of
                     Southern California.

2001 - 2003   PhD supervision committee, Seok-Woo Kwon, Marshall School of Business, University
                     of Southern California.

2000 - 2003   PhD supervision committee, Kimberly Hopkins Perttula, Marshall School of Business,
                     University of Southern California.

2000 - 2001   PhD supervision committee, Jennifer Gibbs, Annenberg School of Communication,
                     University of Southern California.

1997 - 1999   PhD supervision committee, Mary Zellmer-Bruhn, School of Business, University of
                     Wisconsin, Madison.

1997 - 1999   PhD supervision committee, Mary Ladtke, School of Engineering, University of
                     Wisconsin, Madison.

1997 - 1999   PhD supervision committee, Antionette Derjani, School of Engineering, University of
                     Wisconsin, Madison.

D. RESEARCH SUPERVISION (continued)

1997 - 1999   PhD supervision committee, David Robinson, School of Business, University of Wisconsin, Madison.

1996 - 1998   PhD supervision committee, Min Williams, School of Communication, University of Wisconsin, Madison.

1996 - 1998   PhD supervision committee, Shelia Schroedl, School of Education, University of Wisconsin, Madison.

D. RESEARCH SUPERVISON (Post-Doctoral Fellows)

2014 - 2019   Post-doctoral fellow supervisor, Jennifer Barbor, University of Western Australia/University of New South Wales

2014 - 2019   Post-doctoral fellow supervisor, Martijn van der Kamp, University of Western Australia/University of New South Wales

2012 - 2014   Post-doctoral fellow supervisor, Patrick Dunlop, University of Western Australia

2012 - 2014   Post-doctoral fellow supervisor, Yana Grushina, University of Western Australia

2012 - 2014   Post-doctoral fellow supervisor, Eliza Byington, University of Western Australia/University of New South Wales

2012 - 2013   Post-doctoral fellow supervisor, Andy Henrichs, University of Western Australia

2012 - 2013   Post-doctoral fellow supervisor, Robyn Goodwin, University of Western Australia/University of New South Wales

E. RESEARCH SUPERVISON (Ph.d. Thesis External Examiner)

2008   Heidi Gardner, London Business School

2005   Catherine Collins, Australian Graduate School of Management

2005   Babak Alavi, Department of Education, University of New South Wales

1997   S. Debowski, Department of Psychology, University of Western Australia

F. UNIVERSITY SERVICE

2019-current   Executive Doctor of Business Administration Program Committee, Pepperdine

2015 -2019   Graduate Research Coordinator and Research Committee, UWA Business School

2015 - 2016   Head of Discipline Faculty Search Committees, UWA Business School

2010 - 2016   Center for Social Impact, UWA Collaborator and Contributor

2010 - 2015   Director, UWA Business School, O&M Ph.D. Program Committee

2014   Peer Reviewer, Australian Research Council Grant Proposals

2012   Member, Psychology Faculty Selection Committee

F. UNIVERSITY SERVICE (continued)

2010 - 2013   Member, Center of Excellence in Org. Research Working Group

2011   Evaluator, UWA Business School Honors Theses

2011   Speaker, UWA grant-getting workshop

2011   Peer Reviewer, UWA Future Fellowship Candidates

2011   Selection Committee, UWA Post Doctoral Research Fellowship

2008 - 2010   Co-Director, Center for Leadership and Team Development

2007 - 2010   Counsel on Student Experience, UC-Irvine

2007 - 2009   Dept. Chair/Area Coor., Organization and Management School of Business, UC-Irvine.

2007 - 2009   Faculty Mentoring Committee, Paul Merage School of Business, UC-Irvine.

2006 - 2008   Faculty Advisor Committee, Paul Merage School of Business, UC-Irvine.

2005 - 2006   Personnel Committee, Paul Merage School of Business, UC, Irvine.

2005 - 2006   Area Co-Chair, Organization and Management School of Business, UC-Irvine

2003 – 2005   Ph.D. Program Committee, Paul Merage School of Business, UC-Irvine.

2004 – 2006   Annual workshop for Ph.D. Students, Obtaining Grants, UC-Irvine.

1998 - 2000   Los Angeles Area Metropolitan Project: USC School of Education. Developed team observation protocol and team assessment instrument to aid in the creation of teams across public school families.

1999 - 2000   Mentor and advisor to Jennifer Manuel, Psychology Honors Student, University of Southern California.

1995 - 1998   Member, International Programs Committee, School of Business, University of Wisconsin, Madison.

G. SERVICE TO ORGANIZATIONS

2022-present   1440 Foundation. Advising on corporate community co-development initiatives.

2022-present   UNICEF. Advising on corporate community co-development initiatives.

2022-present   Saleforce, Inc. Action research to design corporate community co-development programs.

2021-present   Migration, Business and Society Policy and Research Initiative. Advisory Board. UN, World Bank, NGOs, Fellows of Academies, Center Directors. Lead efforts to ensure business leaders, policy experts, and scholars from allied social sciences inform business research; organize and advise business researchers to engage in transdisciplinary research projects; inform practice, policy, and business school curricula.

2011 – 2019   Woodside Energy. Ongoing leadership development program to establish intercultural competencies for diverse employees and community stakeholders.

G.   SERVICE TO ORGANIZATIONS (continued)

2013   Alcoa World Wide Refining. Conducted series of global workshops in Australia, Europe
                and South America entitled Catalyzing Communities, designed to improve, leverage, and
                document knowledge sharing and innovation.

2013   Woodside Energy. Conducted leadership and organizational change initiative to integrate
                employee development and corporate social responsibility initiatives for diverse employees
                and community stakeholders.

2013   Qantas Airlines. Conducted leadership development and corporate social responsibility
                initiatives for diverse employees and customers.

2013   Westpac Banking. Conducted leadership and organizational change initiative to integrate
                employee development and corporate social responsibility initiatives for diverse employees
                and community stakeholders.

2013   Boston Consulting Group. Conducted leadership development and corporate social
                responsibility initiatives for diverse employees and customers.

2012   KPMG. Conducted leadership development and corporate social responsibility initiatives
                for diverse employees and customers.

2012   Australian Public Service. Conducted leadership development and corporate social
                responsibility initiatives for diverse employees and community stakeholders.

2012   National Australian Bank. Conducted leadership development and corporate social
                responsibility initiatives for diverse employees and community stakeholders.

2012   Convener, *Optimizing Communities: Developing pathways for effective knowledge
                management,* International industry-academic knowledge sharing forum.

2011 - 2014   Program Facilitator, Jawan Corporote Partnerships Determining Social Impact Workshop,
                Jawun Indigenous Corporate Partnerships. Program evaluation, Courageous Conversations
                About Race, UWA

2005 - 2007   Member, Board of Directors, Artivist. Provided governance guidance for a non-profit
                organization that merges art and activism to increase awareness of humanitarian causes
                through film making.

2000 - 2003   Sabre, Inc. Project. Conducted comprehensive interviews, surveys, feedback, and action
                planning for a developing high technology firm.

1998 - 1999   Maypole Project. Conducted case study of analysis, feedback and action planning for a new
                product development consortium representing six organizations and four countries in
                conjunction with the European Economic Community Intelligent Interfaces Initiative.

1997   Wisconsin Glass Ceiling Commission. Conducted a review of research to date on the
                relationship between work place diversity and organizational effectiveness. Compiled
                report and made presentation to the Commission.

1997   Promega Corporation, Madison, Wisconsin. Team assessment and feedback system
                developed for administrative personnel.

1997   Madison Area Quality Improvement Network, Madison, Wisconsin. Seminar on cross-
                cultural issues in work behavior.

G.   SERVICE TO ORGANIZATIONS (continued)

1995   Asia Emergency Assistance/Freeport Mining Company, Tembagapura, Irian Jaya. Quality management and team development training for nursing staff, clinic staff, and mine safety staff.

1994   Downey Community Hospital, Downey, California. Implemented team-based system to quality observation, monitoring, and improvement for nursing staff and management.

1991 - 1993   Sterling Winthrop Pharmaceuticals, New York, New York. Implemented team-based employee involvement programs for the monitoring, analysis, and reduction of absenteeism.

1987 - 1993   General Motors Corporation, Detroit, Michigan Designed and implemented team-based employee involvement programs for the monitoring, analysis, and reduction of absenteeism.

1987 - 1993   Aspen Skiing Company, Aspen, Colorado. Implemented *The Morale Management System*, including employee attitude surveys, analysis systems, feedback seminars, and action planning.

1991   Sterling Winthrop Pharmaceuticals, New York, New York. Designed *Staying Strong at Sterling* a corporate health and wellness program for preventive health and health maintenance.