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University of Western Australia G59  
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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**

- 2016 - present 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: 17,101; H-index: 42; i10-index: 66  
Thomson Reuters Highly Cited Distinction  
(Citation Count Among the Top 1% of Business and Economic Academics Globally)

**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.

## A. PUBLICATIONS

### REFEREED JOURNAL ARTICLES

3. Dibble, R., & Gibson, C.B. (Forthcoming). Teams that know no boundaries: Theoretical implications of boundary permeability in teams. *Human Relations*.
4. Huang, L., Gibson, C.B., Kirkman, B.L., & Shapiro, D. (Forthcoming). When is traditionalism an asset and when is it a liability for team innovation: A two-study empirical examination. *Journal of International Business Studies*.
5. Hajro, A., Gibson, C.B., & Pudelko, M. 2017. Knowledge exchange processes in multicultural teams: The link between organizational diversity climate, and effectiveness of teams. *Academy of Management Journal*, 60(1): 345-372.
6. Gibson, C.B. 2017. Elaboration, interpretation, triangulation, and generalization: On enhancing the value of mixed-method research. *Organizational Research Methods*, 29(2): 193-223.
7. Kirkman, B.L., Lowe, K. & Gibson, C.B. 2017. A Retrospective On Cultures Consequences: A 35-Year Journey. *Journal of International Business Studies*, 48: 12-29.
8. Sumpter, D., Gibson, C.B., & Porath, C. 2017. How the power of others becomes empowering: Vicarious empowerment in organizations. *Journal of Business and Psychology*, 32(2): 131-145.
9. Collins, C., Gibson, C.B., Parker, S., & Quigly, N. 2016. Unpacking team dynamics with growth modeling: An approach to test, refine, and integrate theory. *Organizational Psychology Review*, 6(1): 63-91.
10. 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.
11. Cordery, J.L., Cripps, E., Gibson C.B., Soo, C., Kirkman, B.L., & Mathieu, J.M. 2015. The operational impact of organizational communities of practice: A Bayesian approach to analyzing organizational change. *Journal of Management*, 41(2): 644-664.
12. Gibson, C.B., Huang, L. Kirkman, B.L., & Shapiro, D. 2014. Where global and virtual intersect: The value of examining both in 21<sup>st</sup> century teams. *Annual Review of Organizational Psychology and Organizational Behavior*, 1: 217-244.
13. 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.
14. Gibson, C.B. & Dibble, R. 2013. Excess may do harm: Examining the diminishing returns of external adjustment in team-based collaborations. *Organization Science*, 24(3): 687-715.
15. Spreitzer, G. Porath, C. & Gibson, C.B. 2012. Toward human sustainability: How to enable thriving at work. *Organization Dynamics*, 41(2): 155-162.
16. 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.
17. 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.

## A. PUBLICATIONS

### REFEREED JOURNAL ARTICLES (continued)

18. 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.
19. 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.
20. Gibson, C.B., Cooper, C. & Conger, J. 2009. Do you see what I see? The complex effects of perceptual distance between leaders and teams. *Journal of Applied Psychology*, 94(1): 62-76.
21. Gibson, C.B., & Rottner, R. 2008. By design: The social foundations for building a company around an inventor. *Organizational Dynamics*, 37(1): 21-34.
22. Rico, R., Sanchez-Manzanares, M., Gil, F., & Gibson, C.B. 2008. Team coordination processes: A team knowledge-based approach. *Academy of Management Review*, 33(1):163-185.  
**Nominated for 2009 Best Paper Award Academy of Management.**
23. Tyran, K., & Gibson, C.B. 2008. Is what you see what you get? The relationship between surface- and deep-level heterogeneity characteristics, group efficacy and team reputation. *Group and Organization Management*, 33(1): 46-76.
24. Gibson, C.B., Porath, C., Benson, G., & Lawler, E.E. 2007. What results when firms implement practices: The differential relationship between firm practices and firm level outcomes. *Journal of Applied Psychology*, 92(6):1467-1480.
25. 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.
26. 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.
27. 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.
28. Zellmer-Bruhn, M. & Gibson, C.B. 2006. Multinational organizational context: Implications for team learning and performance. *Academy of Management Journal* 49(3): 501-518.
29. Kirkman, B.L., 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.  
**Winner of the Decade Award for most Impactful Article in Journal of International Business Studies.**
30. 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.
31. Gibson, C.B. & Saxton, T. 2005. Thinking outside the black box: Outcomes of team decisions with third party interventions. *Small Group Research*, 36:208-236.
32. Leung, K., Bhagat, R., Buchan, N.R., Erez, M., & Gibson, C.B. 2005. Culture and international business: Recent advances and future directions. *Journal of International Business Studies*, 36(4): 357-378.

## A. PUBLICATIONS

### REFEREED JOURNAL ARTICLES (continued)

33. Birkinshaw, J., & Gibson, C.B. 2004. Building ambidexterity into an organization. *Sloan Management Review*, 45(4): 47-55.
34. Gibson, C.B., & Birkinshaw, J. 2004. The antecedents, consequences and mediating role of organizational ambidexterity. *Academy of Management Journal*, 47(2): 209-226.
35. Kirkman, B.L., Rosen, B. Tesluk, P., & Gibson, C.B. 2004. The impact of team empowerment on virtual team performance: The moderating role of degree of face to face interaction. *Academy of Management Journal*, 47(2): 187-208.
36. Gibson, C.B., & Vermeulen, F. 2003. A healthy divide: Subgroups as a stimulus for team learning. *Administrative Science Quarterly*, 48: 202-239.
37. 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.
38. Gibson, C.B. 2003. The efficacy advantage: Factors influencing the formation of group-efficacy across cultures. *Journal of Applied Social Psychology*, 33(10): 2153-2186.
39. Gibson, C.B., Zellmer-Bruhn, M., & Schwab, D.S. 2003. Team effectiveness in multinational organizations: Development and evaluation across contexts. *Group and Organization Management*, 28(4): 444-474.
40. 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.
41. Kirkman, B.L., Rosen, B., Gibson, C.B., Tesluk, P., & McPherson. 2002. The five challenges to virtual team performance: Lessons from Sabre, Inc. *Academy of Management Executive*, 16(3): 61-79.
42. 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.
43. Gibson, C.B. & Zellmer-Bruhn, M. 2001. Metaphor and meaning: An intercultural analysis of the concept of teamwork. *Administrative Science Quarterly*, 46: 274-303.
44. Mohrman, S., & Gibson, C.B. Mohrman, A. (2001). Doing research that's useful to practice: An exploration of the impact of self-design, mutual perspective-taking, and joint interpretive spaces. *Academy of Management Journal*, 44(2): 357-376.
45. 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.
46. 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.

## A. PUBLICATIONS

### REFEREED JOURNAL ARTICLES (continued)

47. Gibson, C.B. 2001. From accumulation to accommodation: The chemistry of collective cognition in work groups. *Journal of Organizational Behavior*, 22(2): 121-134.
48. Gibson, C.B., Randel, A., & Earley, P.C. 2000. Understanding group-efficacy: An empirical test of multiple assessment methods. *Group and Organization Management*. 25(1): 67-97.
49. 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.
50. Earley, P.C., Gibson, C.B., & Chen, C.C. 1999. How did i do versus how did we do? Intercultural contrasts of performance feedback search and self-efficacy. *Journal of Cross-Cultural Psychology*. 30: 596-621.
51. Earley, P.C., & Gibson, C.B. 1998. Taking stock in our progress: 100 years of solidarity and community. *Journal of Management*, 24: 265-304.
52. Marcoulides, G.A., Yavas, B.F., Bilgin, Z., & Gibson, C.B. 1998. Reconciling the Culturalist and Rationalist approaches to international management: Model Invariance and discriminant validity of leadership in the U.S. and Turkey. *International Business Review*, 40(6): 563-583.
53. Gibson, C.B. 1995. An investigation of gender differences in leadership across four countries. *Journal of International Business Studies*, 26(2): 1-25.
54. Gibson, C.B. & Marcoulides, G.A. 1995. The cultural contingency approach to leadership: examining the invariance of a leadership model across four countries. *Journal of Managerial Issues*, 7(2): 176-193.

### INVITED BOOK CHAPTERS IN EDITED VOLUMES

55. 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.
56. 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.
57. 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.
58. 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.
59. 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.

**INVITED BOOK CHAPTERS IN EDITED VOLUMES (continued)**

60. 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. B. (Eds.), *Research Methodology in Strategy and Management*. Emerald Press.
61. 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.
62. 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.
63. 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.
64. 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.
65. 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.
66. 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.
67. 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.
68. 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.
69. Gibson, C.B., & Ross, A. 2005. Turning the tides in multinational teams. *Advances in International Management*, 18: 69-95.
70. 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.
71. 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.
72. 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.
73. 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.

**INVITED BOOK CHAPTERS IN EDITED VOLUMES (continued)**

74. 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.
75. 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.
76. 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.
77. 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)**

78. Randel, A., Galvin, B., & Gibson, C.B., The sponsorship process through an identity lens. Revise and resubmit: *Academy of Management Review*.
79. Bindl, U., Unsworth, K., & Gibson, C.B., Job crafting revisited: How needs and moods influence active changes at work. Second round revise and resubmit: *Journal of Applied Psychology*.
80. Collins, C. & Gibson, C.B. Turning teams around: Stimulating positive turning points in team performance. Revise and resubmit: *Academy of Management Journal*.
81. Gibson, C.B., Birkinshaw, J., Sumpter, D., & Ambos, T. Hierarchical erosion effect: A new perspective on the strategic consensus-performance relationship. Revise and resubmit: *Journal of Management Studies*.
82. Sumpter, D.M. & Gibson, C.B. From subjective to shared: Revisiting energy in organizations and exploring the space between. Under review: *Academy of Management Journal*.
83. Gibson, C.B., Dunlop, P., Majchrzak, A., & Chia, T. Navigating team learning through shifts in technology use: Evidence from global teams. Under review: *Academy of Management Journal*.
84. Gibson, C.B., Dunlop, P., & Raghav, S. Multiple identities in global teams. Under review: *Academy of Management Journal*.
85. Gibson, C.B., Dunlop, P. & Cordery, J.L., Managing team formalization to increase team effectiveness and meaningfulness of work in multinational organizations. Under review: *Journal of International Business Studies*.
86. Rico, R., Gibson, C.B., Sánchez-Manzanares, M., & Clark, M. Cycles of implicit and explicit team coordination: Understanding team adaptation from A team knowledge-based approach. Under review: *Human Relations*.
87. Rico, R., Gibson, C.B., Sánchez-Manzanares, M., & Clark, M. Team adaptation in complex environments: Lessons from practice, evidence from research, and challenges for the road ahead. Under review: *Organization Science*.

## C. WORKS IN PROGRESS

88. 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: *Organization Science*.
89. Sumpter, D. & Gibson, C.B. From clash to congruence: A model of cultural identity and energy in Intercultural work relationships. Target: *Academy of Management Review*.
90. Gibbs, J.L., Gibson, C.B., Grushina Y., Dunlop, P., Understanding participation in global teams. Target: *Administrative Science Quarterly*.
91. Chew, E., Gibson, C.B., & Collins, C., The domain-specific, unusual and complex emotional nature of thriving: Towards a more nuanced understanding of psychological experiences at work and home. Target: *Human Relations*.
92. Porath, C., Gibson, C.B., & Sprietzer, G. To thrive or not to thrive: Antecedents and consequences of thriving at work. Target: *Administrative Science Quarterly*.
93. Gibson, C.B., Dunlop, P., Caprar, D., & Ashforth, B. The whole is not the sum of its parts: Identifying identity elements to understand identity synergy and well-being at work. Target: *Administrative Science Quarterly*.
94. Collins, C.C., Gibson, C.B., & Van der Kamp, M., Barbour, J., & Le, C. Creating organizational adaptability through alignment. Target: *Administrative Science Quarterly*.
95. 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*.
96. Gibson, C.B., Dunlop, P., & Edmondson, A. Developing psychologically safe communication climates over time. Target: *Administrative Science Quarterly*.
97. Gibson, C.B., Transforming organizations and communities: A relational approach to intercultural competence. Target: *Journal Of International Business Studies*.
98. Sumpter, D.M. & Gibson, C.B. The Power Of Empowerment: A Cross--Cultural Comparison. Target: *Journal Of World Business*.
99. Andrei, D., Gibson, C.B., Yeo, G., & Griffin, M. Sense-making in real time: Understanding how leaders' sense-making facilitates team coordination. Target: *Administrative Science Quarter*.
100. Hjaro, A., & Gibson, C.B. Bottom-up processes of enacting new organizational schemata: The role of planned and improvisational knowledge implementation processes in teams. Target: *Academy of Management Journal*.
101. 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. Target: *Academy of Management Journal*.

## E. AWARDS AND GRANTS

- 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 University of Western Australia 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
- 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)  
  
Nomination for Best (Applied) Paper Award, Academy of Management
- 2004 National Science Foundation (\$100,000)

**E. AWARDS AND GRANTS (continued)**

2014	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)

**F. VISITING SCHOLAR AND INVITED PRESENTATIONS**

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

**F. VISITNG SCHOLAR AND INVITED PRESENTATIONS (continued)**

- 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

## F. VISITING SCHOLAR AND INVITED PRESENTATIONS (continued)

- 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 15 years)

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., 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, Bangalore, 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, Honolulu, HI
- 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, CO.

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.

Gibson, C.B. *The role of cultural differences in predicting trust in virtual collaborations*. Paper presented at the Western Academy of Management Meeting, 2002, Santa Fe, NM.

Gibson, C.B., Kirkman, B.L., Tesluk, P., Rosen, B. *The seven secrets to virtual team success*. Paper presented at the Western Academy of Management Meeting, 2002, Santa Fe, NM.

Gibson, C.B., & Vermeulen, F. *Teams engaging in learning behavior: An empirical investigation of stimuli and impediments*. Paper presented at the Academy of Management Annual Meeting, 2001, Washington D.C.

Gibson, C.B., & Birkinshaw, J. *Contextual determinants of organizational ambidexterity*. Paper presented at the Academy of Management Annual Meeting, 2001, Washington D.C.

Gibson, C.B., Conger, J., & Cooper, C. *Perceptual Distance: The Impact of Differences in Team Leader and Member Perceptions Across Cultures*. Paper presented at the Academy of Management Annual Meeting, 2001, Washington D.C.

Gibson, C.B., & Manuel, J. *Building trust: Effective multi-cultural communication processes in virtual teams*. Paper presented at the Creating Conditions for Virtual Team Effectiveness Conference, 2001, University of Southern California.

## II. TEACHING AND CURRICULUM DEVELOPMENT

<i>DATE</i>	<i>COURSE</i>	<i>DESCRIPTION</i>
2014-17	Leading Global Collaboration, Management and Organizations, University of Western Australia	Developed 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)

<i>DATE</i>	<i>COURSE</i>	<i>DESCRIPTION</i>
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**

Academy of Management – Fellow and Incoming Division Chair

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**

- 2017 - present Associate Editor, *Academy of Management Review*
- 2015 - present 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
- 2000 - present Editorial Board Member for *Academy of Management Journal*
- 2015 - present Editorial Board Member for *Academy of Management Review*
- 2009 - present Editorial Board Member for *Organization Science*
- 2003 - present Editorial Board Member for *Journal of International Business Studies*
- 2010 - present Reviewer, Australia Research Council
- 2007 - 2014 Editorial Board Member for *Administrative Science Quarterly*
- 1998 - 2006 Editorial Board Member for *Group and Organization Management*.
- 1994 - present Adhoc Reviewer for *Management Science*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Journal of Management*, NSF and other grant agencies

#### **C. REESEARCH SUPERVISION**

- 2016 - present PhD supervisor, Terence Chia, School of Business, University of Western Australia
- 2015 - present PhD supervisor, Sonia Ragav, School of Business, University of Western Australia
- 2015 - present PhD supervisor, Richard Goater, School of Business, University of Western Australia
- 2015 - present PhD supervisor, Phillip De Bruyn, School of Business, University of Western Australia
- 2012 - present PhD supervisor, Ami Caliburn, School of Business, University of Western Australia
- 2012 - present PhD supervisor, Emily Chew, University of Western Australia/University of New South Wales

**C. RESEARCH SUPERVISION (continued)**

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
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.

**C. RESEARCH SUPERVISION (continued)**

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 Ladtko, School of Engineering, University of Wisconsin, Madison.
1997 - 1999	PhD supervision committee, Antionette Derjani, School of Engineering, University of Wisconsin, Madison.
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 SUPERVISION (Post-Doctoral Fellows)**

2014 - present	Post-doctoral fellow supervisor, Jennifer Barbor, University of Western Australia/University of New South Wales
2014 - present	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 SUPERVISION (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 (Leadership Roles)**

2015 - present	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
2010 - 2013	Member, Center of Excellence in Org. Research Working Group
2011	Evaluator, UWA Business School Honors Theses
2011	Member, Academy of Management Best Paper Award Committee
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 Coord., 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.

**F. UNIVERSITY SERVICE (Leadership Roles, continued)**

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

- 2011 - present Woodside Energy. Ongoing leadership development program to establish intercultural competencies for diverse employees and community stakeholders.
- 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 Corporate Partnerships Determining Social Impact Workshop, Jawun Indigenous Corporate Partnerships. Program evaluation, Courageous Conversations About Race, UWA

**G. SERVICE TO ORGANIZATIONS (continued)**

- 2005 - 2007 Member, Board of Directors, Artist. 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.
- 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.
- 1990 U.S. West Communications Corporation, Denver, Colorado. Designed and implemented *Absenteeism Reduction Interventions*, including needs analysis, implementation, and impact analysis.