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EDUCATION

Ph.D. 1995 University of California, Irvine
Major: Management

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

POSITIONS HELD

2018 - present University Professor and Dean's Distinguished Professor, Pepperdine University

2010 - 2018 Woodside Endowed Chair in Management, University of Western Australia

2003 - 2010 Dean's Professor of Management, 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: 42,851; H-index: 67; i-10 index: 117

I. RESEARCH**A. PUBLICATIONS****ARTICLES**

1. Collins, C.C., Gibson, C.B., Van der Kamp, M. (2026). Countering Organizational Rigidity through Operational Resource Bundling: Integrating Resource Orchestration and Dynamic Capabilities. *Journal of Management*. <https://doi.org/10.1177/01492063261471061>
2. Gibson, C.B., Gibbs, J., Navick, N., & McGinnis, K. (2026). Partnerships for Social Cohesion and Social Impact: How Corporate-Community Co-Development Constitutes an Impactful HR Initiative. *Human Resource Management* 1–21. <https://doi.org/10.1002/hrm.70088>.
3. Gibson, C.B., and Machrowicz, T. (2026). Ambidexterity across levels and over time. *Annual Review of Organizational Psychology and Organizational Behavior*.
4. Hajro, A., Žilinskaitė, M. Gibson, C.B. (2026). The refugee journey: An exploration of the role of organizations and psychological processes. *Organization Science*, 37(2), 424-443. <https://doi.org/10.1287/orsc.2023.17726>
5. Froese, F.J., Blay, T., Gibson, C.B., Schaffer, M., and Benitez, J. (2026). Global virtual work: A review, integrative framework and future agenda. *Journal of International Business Studies*. <https://doi.org/10.1057/s41267-025-00775-1>

6. Gibson, C.B., Groves, K., Margolis, J., Lusk, C. and Sakamoto, K. (2026). The Crisis of Dignity at Work: Dehumanization During Digital Transformation, Societal Upheaval and Workforce Uncertainty. *Academy of Management Discoveries*, 11(4), 479-484. <https://doi.org/10.5465/amd.2025.0359>
7. Wilkinson, R., Shiba, K. Gibson C.B., Okafor, C.N., Chen, Y., Padgett, R.N., Johnson, B.R., & VanderWeele, T.J. (2026). Strangers, Friends and Everything Between: Sociodemographic variation in social relationship quality across 22 countries. *Social Indicators Research*, 181:11. <https://doi.org/10.1007/s11205-025-03743-2>.
8. Lusk, C., & Gibson, C.B. (2026). How religiosity motivates purpose-driven leadership in a profit-driven world. *Journal of Management, Spirituality, and Religion*. <https://doi.org/10.51327/PPAM4853>
9. Counted, V., Long, K., Cowden, R., Witvliet, C., Gibson, C.B., Alicia Cortright, A., Walsh, J., Purcell, E., Garzon, F., Hathaway, W., Johnson, B.; VanderWeele, T. (2026). Where hope thrives: Demographic variation in hope across countries. *Journal of Happiness Studies*, 27(5). <https://doi.org/10.1007/s10902-025-00981-6>
10. Gibson, C.B., and Gibson, S.C. (2026). Revisiting margins, membership and mobility: Mechanisms for connecting, engaging and activating communities inside and outside organizations for societal benefit. To appear in Cameron, K., Spreitzer, G., and Worline, M. (Eds). *Handbook of Positive Organizational Scholarship*. Oxford University Press.
11. Porath, C., Gibson, C.B., & Spreitzer, G. (2025). Community inside and out: Moving community front and center in management research. *Academy of Management Annals*, 19(2): 800-860. <https://doi.org/10.5465/annals.2023.0200>
12. Collins, C. & Gibson, C.B. (2025). Designing teams for the future: How a permeable organizational design intervention enables environmental prognostication for positive turning points in team trajectories. *Journal of Organizational Behavior*, 46(9): 1169-1191. <https://onlinelibrary.wiley.com/doi/10.1002/job.2888>
 • Winner, Best Paper Award 2026
13. Rico, R., Antino, M., Gibson, C.B. & Mohammed, S. (2025). Putting out the fires: The role of team knowledge, coordination and procedural rigidity in adapting and performing during disruptive events. *Organization Science*. <https://doi.org/10.1287/orsc.2022.16932>
14. Wilkinson, R., Shiba, K. Gibson C.B., Okafor, C.N., Chen, Y., Bradshaw, M., Johnson, B.R., & VanderWeele, T.J. (2025). Life course insights into social relationship quality: A cross-national analysis of 22 countries. *Scientific Reports*, 15: 12096. <https://doi.org/10.1038/s41598-025-86246-x>
15. Sperry, M. P., Aldana, A. J., O'Neill, T. A., Mimovic, A., Gibson, C. B., & McLarnon, M. J. W. (2025). Hybrid and remote team chartering: Creating clarity in an increasingly virtual world. *Organizational Dynamics*. <https://doi.org/10.1016/j.orgdyn.2025.101172>
16. Nakamura, J. S., Gibson, C. B., Woodberry, R. D., Lee, M. T., Kim, Y. I., Shiba, K., Padgett, R. N., Johnson, B. R., VanderWeele, T. J. (2025). Who Volunteers? Demographic Variation in Volunteering Across 22 Countries. *Scientific Reports* <https://doi.org/10.1038/s41598-025-05459-2>
17. Counted, V., Long, K., Cowden, R., Witvliet, C., Gibson, C.B., Alicia Cortright, A., Walsh, J., Purcell, E., Garzon, F., Hathaway, W., Johnson, B.; VanderWeele, T. (2025). Seeds of Hope: A Cross-National Analysis of Childhood Predictors of Hope. *Applied Research in Quality of Life*. <https://doi.org/10.1007/s11482-025-10450-0>
18. VanderWeeleB, T. J., Johnson, B. R., Bialowolski, P.T., Bonhag, R., Bradshaw, M., Breedlove, T., Case, B., Chen, Y., Chen, Z.J., Counted, V., Cowden, R. G., de la Rosa, P.A., Felton, C., Fogleman, A. Gibson, C.B., (2025). The Global Flourishing Study: Study Profile and Initial Results on Flourishing. *Nature: Mental Health*, 3:636-653. <https://doi.org/10.1038/s44220-025-00423-5>

19. Bialowolski, P., Makridis, C., Bradshaw, M., Weziak-Bialowolska, D., Gundersen, C. Le Pertel, N., Gibson, C.B., Jang, S.J., Padgett, R.N., Johnson, B.R., VanderWeele, T.J. (2025). What predicts financial well-being? Analysis of demographic variation and childhood predictors across countries. *Nature: Human Behavior*, 9:917-932. <https://doi.org/10.1038/s41562-025-02207-4>
 • Featured in *Inc.*
20. Thomason, B., and Gibson, C.B. (2025). A meta-theory of global work encounters. *Academy of Management Review*. 49(3): 636-661, <https://journals.aom.org/doi/10.5465/amr.2021.0529>
21. Groves, K., Margolis, J., & Gibson, C. (2025) Cultivating the experience of dignity at work during digital transformation: Proactive strategies for leaders and organizations. *Organizational Dynamics*. 54(3) 1-9. <https://doi.org/10.1016/j.orgdyn.2024.101103>
22. Nakamura, J. S., Woodberry, R. D., Gibson, C. B., Lee, M. T., Kim, Y. I., Shiba, K., Padgett, R. N., Johnson, B. R., VanderWeele, T. J. (2024). Childhood predictors of volunteering: A cross-national analysis across 22 countries in the Global Flourishing Study. *Scientific Reports*, 15:14797. <https://doi.org/10.1038/s41598-024-81639-w>
23. 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>
24. Gibson, C.B., Gilson, L., Griffith, T. & O'Neil, T. (2023). Should employees be required to return to the office? *Organizational Dynamics*. 52(2): 1-11. <https://doi.org/10.1016/j.orgdyn.2023.100981>.
25. 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>
26. Hajro, A., Žilinskaitė, M., Gibson, C.B., Baldassari, P., Franklin, K., Mayrhofer, W., Brewster, C., and Brannen, M.Y. (2023). 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*, 9(2): 125-131. <https://doi.org/10.5465/amd.2022.0058>
27. Newman, A., Gibson, C.B., Obschonka, M., Gosling, S.D., Rentfrow, P.J. & Potter, J. (2023). Corruption revisited: The influence of national personality, culture and wealth. *Journal of International Business Studies*, 54: 1577-1587. <https://doi.org/10.1057/s41267-023-00632-z>
28. Sumpter, D.M. & Gibson, C.B. (2023) Riding the waves to recovery: Relational energy as HR managerial resource for employees recovering from crisis. *Human Resource Management*, 62: 581-613. <https://doi.org/10.1002/hrm.22117>
29. Case, B., Counted, V., Ritchie-Dunham, J. Cowden, R., Gibson, C.B., Breedlove, T., Lomas, T., Padgett, N. Beyond a single story: The heterogeneity of human flourishing in 22 countries. (2023) *International Journal of Well-being*, 14(4): 1-35. <https://internationaljournalofwellbeing.org/index.php/ijow/article/view/3555/1167>
30. Sumpter, D.M., Gibson, C.B., Phan, J., and Porath, C. (2023). Vicarious empowerment: A novel mechanism for empowering high power distance employees. *Journal of Cross-Cultural Psychology*, 54(8): 763-783. <https://doi.org/10.1177/00220221231202400>
31. 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*, 23(1): 193-214. <https://doi.org/10.1177/14705958231155009>

32. Gibson, C.B., Dunlop, P., Majchrzak, A., & Chia, T. (2022). Sustaining effectiveness: The co-evolution of knowledge management activities and technology affordances. *Organization Science*, 33:3, 1018-1048. <https://doi.org/10.1287/orsc.2021.1478>.
 • **Featured in *Forbes*.**
33. Gibson, C.B. (2022). Investing in communities: Forging new ground in corporate community co-development through relational and psychological 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.**
 • **Distinguished Winner of the 2023 Responsible Research in Business and Management Award, Academy of Management.**
 • **Featured in *Stanford Social Innovation Review***
34. 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.org/10.1177/10596011221081586>
35. 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>
36. Chia, T. and Gibson, C.B., (2022) Mindfulness as a form of cultural intelligence in diverse teams. In D. Thomas (Ed). *Cultural Intelligence Research*.
37. 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*.
38. 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>
39. Gibbs, J.L., Gibson, C.B., Grushina Y., Dunlop, P. (2021). Understanding orientations to participation: Overcoming status differences to foster engagement in global virtual teams. *European Journal of Work and Psychology*, 8: 1-9. <https://doi.org/10.1080/1359432X.2020.1844796>.
 • **Featured in *Forbes*.**
40. 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/>.
41. 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>
42. 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>
43. 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>
44. 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*.

45. 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*.
46. 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>
47. 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>
48. 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>
49. 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>
50. 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>
51. 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>
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53. 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>
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55. 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>
56. Dibble, R., & Gibson, C.B. (2018). Crossing team boundaries: A theoretical model of team boundary permeability and why it matters. *Human Relations*, 71(7): 925-950. <https://doi.org/10.1177/0018726717735372>
57. 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>
58. 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>
59. 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>

60. Gibson, C.B. 2017. Elaboration, generalization, triangulation, and interpretation: On enhancing the value of mixed-method research. *Organizational Research Methods*, 29(2): 193-223. <https://doi.org/10.1177%2F1094428116639133>
61. 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>
62. 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>
63. 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>
64. 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>
65. 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
66. 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
67. 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. <https://doi.org/10.1177%2F0149206314545087>
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69. 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
70. 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
71. 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>
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73. 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.
74. 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>

75. 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>
76. 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.
77. 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.
78. Dibble, R. & Gibson, C. B. 2012. Margins, membership and mobility: Re-defining boundaries in collective endeavors. In K. Cameron and G. Spreitzer (Eds.), *Handbook of Positive Organizational Scholarship*. Oxford University Press.
79. 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.
80. 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>
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87. 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>
88. 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.

89. 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>
90. 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.
91. Gibson, C.B., Porath, C., Benson, G., & Lawler, E.E. 2007. What results when firms implement empowerment 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>
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 - Winner of the Decade Award From Academy of International Business.
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124. 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. <https://doi.org/10.1177/0022022199030005003>
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127. 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.
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129. 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>
130. 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. <https://www.jstor.org/stable/40604060>
131. 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.

A. PUBLICATIONS (continued)

BOOKS

132. Gibson, C.B., & Cohen, S.G. (2003). *Virtual Teams That Work: Creating Conditions for Virtual Team Effectiveness*. San Francisco: Jossey-Bass, Inc.
133. Earley, P.C. & Gibson, C.B. (2002). *Multinational Teams: A New Perspective*. Mahwah, NJ: Lawrence Erlbaum Associates.

II. AWARDS AND GRANTS

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|------|--|
| 2026 | Best Paper Award, Journal of Organizational Behavior |
| 2026 | Community Based Research Program Grant, Pepperdine University |
| 2026 | Bernadette Fellowship, Pepperdine University |
| 2026 | JMI Eminent Scholar Award, Western Academy of Management. |
| 2026 | Ogram Global Distinguished Scholar, Center for International Business Research |
| 2025 | Provost Grant, Pepperdine University |
| 2024 | Provost Grant, Pepperdine University |
| 2023 | Center for Faith and the Common Good Grant, Pepperdine University |
| 2023 | Distinguished Winner Academy of Management Fellows Responsible Research in Business and Management Award |
| 2022 | University Professorship, Pepperdine University |
| | Mentor of the Year Award, Academy of Management |
| | Canadian Social Science and Humanities Research Council Grant (O'Neill, Gibson & McLarnon (\$199,482)) |
| 2021 | Cross-Discipline Collaboration Award, Pepperdine University |
| | 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 <i>Academy of Management Journal</i>) |
| 2018 | Humanitarian Impact Award, American Psychological Association - Society for Industrial Organizational Psychology (for Intercultural Sustainable Community Development) |
| | Fellow, Academy of Social Science Australia |

II. AWARDS AND GRANTS (continued)

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

II. AWARDS AND GRANTS (continued)

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)

III. VISITING SCHOLAR AND INVITED PRESENTATIONS

2026	Distinguished Key Note Speaker. Conducting Research with Rigor and Impact. Center for International Business Research, Georgia State University.
2025	Distinguished Key Note Speaker. Academy of International Business South East. Dominican Republic. Developing Social Cohesion in a VUCA World.
2025	Distinguished Key Note Speaker. Engaged Management Scholarship Conference. Malibu, California. Rigor in Action: Common Ingredients in Research with Impact.
2025	Invited Speaker. University of Oregon. Conducting responsible research.
2024	Distinguished Key Note Speaker. Boston College. Communities Inside and Out: Reflections on a Research Journey, Empirical Application in Rural Australia, and Future Research Agenda.
2024	Distinguished Key Note Speaker. Inaugural Bill Fredrick Research Speaker Series. University of Pittsburgh. Corporate-Community Co-Development: Recent Findings and an Agenda for Future Research.
2023	Key note speaker. University of California, Irvine. The Future of Teams Conference.
2023	Invited speaker. Responsible Research Social Impact Awards. Academy of Management Meeting.

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 Group	Visiting Scholar, Stanford School of Engineering Work, Technology, and Organizations
2013	Invited Speaker, University of California, Irvine
2013	Visiting Scholar, Center for Effective Organizations, University of Southern California
2013 Barbara	Invited Speaker, Technology Management Program, University of California, Santa

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 Conference	Invited Speaker, Junior Faculty Consortium, Industrial Organizational Psychology
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

IV. CONFERENCE PRESENTATIONS (last 20 years)

Gibson, C.B. (2026). What is the role of dignity and community in digital transformation? Academy of Management, Philadelphia, PA.

Gibson, C.B. (2026). Charting a career. Western Academy of Management, Santa Fe, New Mexico.

Hwang, S., Gibson, C.G., Piekkari, R., Zang, Y. (2026). Stories of resilience: How women navigate career disruptions in global career development. European Association of Management, Kristiansand, Norway.

Gibson, C.G. (2025). Global collaboration research: Reflection across two decades. Academy of Management, Copenhagen, Denmark.

Gibson, C.G., Groves, K., Margolis, J., Lusk, C. & Sakamoto, K. (2025). Dignity during digital transformation. Academy of Management, Copenhagen, Denmark.

Gibson, C.B., Gibbs, J., & Navick, N., & McGinnis, K. (2025). Connecting communities inside and out: Mechanisms for co-development, social cohesion and impact. Academy of Management, Copenhagen, Denmark.

Lusk, C. & Gibson, C.B. (2025). Building bridges: Navigating gender and religiosity for leadership advancement. Academy of Management, Copenhagen, Denmark.

Nakamura, J., Padgett, N., Shiba, K., Woodberry, R., Gibson, C.B., Kim, Y., Kubzansky, L., Lee, M., Węziak-Białowolska, D., Johnson, B. and VanderWeele, T (2025). Global prosociality: Volunteering, charitable giving and helping strangers. Society for Personality and Social Psychology.

Gibson, C.B., Gibbs, J., & Navick, N., (2025). Knowledge sharing during corporate-community co-development: A novel approach for multidirectional transfer of knowledge in the technology sector. Organization Science Winter Conference, Los Angeles, CA.

Gibson, C.B., Gibbs, J., & Navick, N., (2025). Knowledge sharing during corporate-community co-development: Impact on Organizational Cultures. Berkeley Culture Conference. Berkeley, CA

Gibson, C.B., (2025). Teams and technology: Reflections on the past and implications for the future. Society for Industrial Organizational Psychology. Denver, CO

Prato, R., and Gibson, C.B. (2024). The Latina Leadership Journey: An empirical analysis of cultural scripts. 2024 Academy of Management Meeting, Chicago, IL.

Lusk, C. & Gibson, C.B. (2024). The Sacred and The Secular: The Impact of Gender and Religiosity on Leadership. 2024 Christian Scholars Conference, Houston, Texas.

Hwang, S., Gibson, C.B., Piekkari, R., & Zhangzhang, Y. (2024). Hidden stories: Interplay between career shocks and personal agency in the global career development of women. 2024 Academy of International Business, Seoul, South Korea.

Gibson, C.B. (2023). Community inside and out. 2023 Academy of Management Meeting, Boston, MA.

Gibson, C.B., Hajro, A., and Žilinskaitė, M., (2023). Retaining migrant workers. 2023 Academy of Management Meeting, Boston, MA.

- Gibson, C.B., (2023). The importance of community to human sustainability. 2023 Academy of Management Meeting, Boston, MA.
- 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). 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). Overseas 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, 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., Pudenko, 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.

V. TEACHING AND CURRICULUM DEVELOPMENT

DATE	COURSE	DESCRIPTION
2022-25	Doctoral Qualitative Methods 4	The focus in this course is on analyzing findings, theory development and deriving implications from qualitative research. The central learning experience will see students analyzing their own qualitative data and drafting preliminary findings, theory, and frameworks.
2018-25	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.
2018-25	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.

V. TEACHING AND CURRICULUM DEVELOPMENT (continued)

DATE	COURSE	DESCRIPTION
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.
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.

V. TEACHING AND CURRICULUM DEVELOPMENT (continued)

DATE	COURSE	DESCRIPTION
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.

VI. SERVICE

A. PROFESSIONAL AFFILIATIONS

Academy of International Business, Fellow
 American Psychological Association - Fellow
 Academy of Management – Fellow
 Society for Industrial Organizational Psychology, Fellow
 Association for Psychological Science, Fellow
 Academy of Social Science Australia, Fellow
 Society for Organizational Behavior, Australia
 Society of Organizational Behavior - Fellow

B. PROFESSIONAL SERVICE

2025 - present	Editor in Chief, <i>Academy of Management Annals</i>
2022 - present	Migration, Business and Society Advisory Board
2021 - 2024	Area Editor, <i>Journal of International Business Studies</i>
2021 - 2024	Associate Editor, <i>Academy of Management Annals</i>
2009 - 2024	Editorial Board Member for <i>Organization Science</i>
2015 - 2024	Editorial Board Member for <i>Academy of Management Review</i>
2021-2022	Chair, Selection Committee, Editor in Chief for <i>Organization Science</i>
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, <i>Academy of Management Review</i>
2015 - 2020	Division Chair, Organizational Behavior Division, Academy of Management (five year leadership succession culminating in Chair of the Division)
2012 - 2015	Associate Editor, <i>Organization Science</i> Special Issue on the Psychology of Networks
2011 - 2012	Selection Committee, Academy of Management Best Paper Award

C. PROFESSIONAL SERVICE (continued)

2010 - 2018	Reviewer, Australia Research Council
2007 - 2014	Editorial Board Member for <i>Administrative Science Quarterly</i>
2003 - 2021	Editorial Board Member for <i>Journal of International Business Studies</i>
2002 - 2006	Member of Farmer Dissertation Award Committee, Academy of International Business.
2000 - 2015	Editorial Board Member for <i>Academy of Management Journal</i>
1998 - 2006	Editorial Board Member for <i>Group and Organization Management</i> .

D. RESEARCH SUPERVISION (Doctoral Students)

2026-present	EDBA supervisor, Spirit Smith, Pepperdine Graziadio Business School
2026-present	EDBA supervisor, Lorena Wade, Pepperdine Graziadio Business School
2026-present	EDBA supervisor, Tiffany Batura, Pepperdine Graziadio Business School
2025-present	EDBA supervisor, Kevin Williams, Pepperdine Graziadio Business School
2024-present	EDBA supervisor, Sarah Bazey, Pepperdine Graziadio Business School
2024- present	EDBA supervisor, Toni Hancock-Counts, Pepperdine Graziadio Business School
2023- 2026	EDBA supervisor, Andre Campbell, Pepperdine Graziadio Business School
2022 - 2025	EDBA supervisor, DeJuan Price, Pepperdine Graziadio Business School
2022 - 2025	EDBA supervisor, Mark Cox, Pepperdine Graziadio Business School
2021 - 2024	EDBA supervisor, Loreal Jiles, Pepperdine Graziadio Business School
2021 - 2024	EDBA supervisor, Carol Lusk, Pepperdine Graziadio Business School
2021 - 2024	EDBA supervisor, Melanie Venture, Pepperdine Graziadio Business School
2021 - 2024	EDBA supervisor, Kevin Sakamoto, Pepperdine Graziadio Business School
2020 – 2024	EDBA committee, Shripal Sha, Pepperdine Graziadio Business School
2020 - 2024	EDBA supervisor, Ruth Prato, Pepperdine Graziadio Business School
2020 – 2023	EDBA supervisor, Kim McGinnis, Pepperdine Graziadio Business School
2020 - 2022	EDBA committee, Kevin Couch, Pepperdine Graziadio Business School
2020 - 2022	EDBA committee, Tad Machrowicz, Pepperdine Graziadio Business School
2019 - 2021	EDBA supervisor, Ana Brant, Pepperdine Graziadio Business School
2019 - 2021	EDBA supervisor, Sharifa Batts, Pepperdine Graziadio Business School
2019 – 2021	EDBA supervisor, Jolie Guttentag, Pepperdine Graziadio Business School

D. RESEARCH SUPERVISION (Doctoral Students continued)

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 New South Wales
2013 - 2014	PhD supervision, Zenobia Talati, 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.
2001 - 2003	PhD supervision committee, Seok-Woo Kwon, Marshall School of Business, University of Southern California.

D. RESEARCH SUPERVISION (Doctoral Students continued)

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)

2026-present	post-doctoral fellow supervision, Andre Campbell, Pepperdine University.
2025-present	Post-doctoral fellow supervision, Mark Cox, Pepperdine University.
2025-present	Post-doctoral fellow supervision, DeJuan Price, Pepperdine University.
2025-present	Post-doctoral fellow supervision, Tad Machrowicz, Pepperdine University.
2024-present	Post-doctoral fellow supervision, Carol Lusk, Pepperdine University.
2024-present	Post-doctoral fellow supervision, Melanie Venture, Pepperdine University.
2024-present	Post-doctoral fellow supervision, Loral Jiles, Pepperdine University.
2024-present	Post-doctoral fellow supervision, Kevin Sakamoto, Pepperdine University.
2021-2024	Post-doctoral fellow supervision, Ruth Prato, Pepperdine University.
2021-2024	Post-doctoral fellow supervision, Sharifa Batts, Pepperdine University.
2014 - 2019	Post-doctoral fellow supervisor, Jennifer Barbor, Univ. of Western Australia.
2014 - 2019	Post-doctoral fellow supervisor, Martijn van der Kamp, Univ. of Western Australia
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

2024-2025	Faculty Council, Pepperdine
2024-2025	Curriculum Committee, Pepperdine
2019-2025	Executive Doctor of Business Administration Program Committee, Pepperdine
2019-2025	Institutional Review Board
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
2010 - 2013	Member, Center of Excellence in Org. Research Working Group
2011	Evaluator, UWA Business School Honors Theses
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	Social Purpose Corrections. Advising on recidivism reduction strategies. Research investigating efficacy of a coaching program.
2022-present	1440 Foundation. Advising on corporate community co-development initiatives.
2022-present	UNICEF. Advising on corporate community co-development initiatives.
2022-present	Salesforce, 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.
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
- 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.