

THERESA M. FLOYD

Associate Professor, University of Montana College of Business
Cell: 858-243-7216 E-mail: theresa.floyd@umontana.edu

EDUCATION

- Ph.D. Business Administration** *May 2014*
Gatton College of Business and Economics, University of Kentucky
Major: Management, with emphases in Organizational Behavior and Social Network Analysis
- Master of Arts** *May, 1995*
Syracuse University
Major: Textile Design; Minor: Retail Merchandising and Management
- Bachelor of Science, with Honors** *May, 1993*
Syracuse University
Major: Fashion Design

PUBLICATIONS

- Chaffin, B.C., Floyd, T.M., & Albro, S. Leadership in informal stormwater governance networks. (2019) *PLOS One*.
- Sung, W., Woehler, M., Fagan, J., Grosser, T., Floyd, T., Labianca, G. Coping with Employees' Post-merger Uncertainty. (2018). *Thrive Global*.
- Sung, W., Woehler, M., Fagan, J., Grosser, T., Floyd, T., Labianca, G. Employees' Responses to Organizational Mergers: Intraindividual Change in Organizational Identification, Attachment, and Turnover. (2017). *Journal of Applied Psychology*.
- Nominated for OB Division Best Paper Award, AOM Annual Meeting, 2018.
- Floyd, T., Sterling, C. A Social Network Perspective on Envy in Organizations. (2016). R.H. Smith, U. Merlone, M.K. Duffy (Eds.) *Envy at Work and in Organizations*. Oxford University Press.
- Floyd, T., Hoogland, C., Smith, R.H. The Role of Leaders in Managing Envy and its Consequences in their Organizations. (2016). S. Braun, C. Peus & B Schyns (Eds.), *Leadership Lessons from Compelling Contexts*. Emerald Group Publishing Ltd.
- Mehra, A., Borgatti, S., Soltis, S., Floyd, T., Ofem, B., Halgin, D., and Kidwell, V. (2014). Imaginary Worlds: Using Visual Network Scales to Capture Perceptions of Social Networks. In S. Borgatti, D. Brass, D. Halgin, G. Labianca & A. Mehra (Eds.), *Research in the Sociology of Organizations: Contemporary Perspectives on Organizational Social Networks*. Emerald Group Publishing Ltd.
- Ofem, B., Floyd, T., & Borgatti, S. (2012). Social Networks and Organizations. In D.D. Caulkins & A.T. Jordan (Eds.), *A Companion to Organizational Anthropology*. Blackwell.

UNDER REVIEW

Causholli, M., Floyd, T., Jenkins, N., Soltis, S. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. (Received third request for revision from *Accounting, Organizations, and Society*).

Floyd, T., Metcalf, E., Mohr, J., Metcalf, P., & Callaway, R. Social networks in ecological restoration: the roles of trust, public engagement, and network ties in satisfaction with restoration outcomes. (Received request for resubmission from *Society & Natural Resources*).

Woehler, M., Floyd, T., Shah, N., Marineau, J., Sung, W., Grosser, T., Fagan, J., Labianca, G. Turnover during a corporate merger: How workplace network adaptation influences staying. (Received second request for resubmission from *Journal of Applied Psychology*).

WORKING PAPERS

Mohr, J., Cummins, T., Metcalf, L., Nelson, C., Floyd, T., & Callaway, R. What Drives Innovation in Ecological Restoration? (Targeting *Journal of Environmental Management*).

Floyd, T., Gerbasi, A., & Labianca, G. A Social Network View of Involuntary Employee Turnover. (Targeting *Organizational Science*).

Mehra, A., Floyd, T., Borgatti, S., Soltis, S., & Kidwell, G. Imaginary Networks: Perception of Social Networks and Informal Leadership. (Targeting *Group & Organization Management*).

Floyd, T.M., Chaffin, B.C., and Albo, S. Social Network Influences on Green Infrastructure Professionals' Attitudes. (Targeting *Environmental Management*).

Floyd, T., Borgatti, S. & Soltis, S. When Friends Disagree: Contagion of Organizational Commitment in the Context of Contradictory Influences. (Targeting *Journal of Organizational Behavior*).

Floyd, T., Brass, D., Borgatti, S. & Mehra, A. Audience effects on networking outcomes. (Targeting *Group & Organization Management*).

WORKS IN PROGRESS

Floyd, T., Cullen-Lester, K., & Grosser, T. Networks and leadership development: a networks training field experiment. This field quasi-experiment study examines the differential effects of individual vs. collective-focused social network training programs on individual and group networks and individual attitudes. Analysis complete. Writing underway.

Floyd, T., Borgatti, S., & Halgin, D. Categorizing Networking Behaviors. This lab study examines how individual differences and network characteristics affect the way individual perceive and evaluate the networking behaviors of others. Data collection complete.

Soltis, S., Mehra, A., Borgatti, S., & Floyd, T. Network perceptions, contextual performance, and person-organization fit.

Gerbasi, A., Cullen-Lester, K., Floyd, T., & Yang, S.W. Networks and Political Skill. Field study with multiple datasets examines the relationships between self-reported political skill and network properties.

Mehra, A., Floyd, T., & Ofem, B. Crafting Social Worlds. This lab study examines how individual differences affect network preferences and relationship trajectories, especially during times of geographical relocation. Data collection complete, analysis underway.

CONFERENCE PRESENTATIONS

Floyd, T., Grosser, T., Cullen-Lester, K., Networks and leadership development: a networks training field experiment. Presented at the INSNA Sunbelt Conference, June 2019.

Shah, N., Woehler, M., Floyd, T., Marineau, J., Sung, W., Grosser, T., Fagan, J., Labianca, G. A Social Network View of the Unfolding Model of Turnover. Presented at the Academy of Management Annual Meeting, August 2018.

Labianca, G., Agneessens, F., Fagan, J., Halgin, D., Floyd, T., Gerbasi, A., Labianca, C. A Triadic View of Political Power in Signed Graphs: Exploring the Political Independence Index in the International Geopolitical Context. Presented at the third annual European Conference on Social networks (EUSN), hosted by INSNA, Mainz, Germany, September 2017.

Chaffin, B.C., Floyd, T.M., & Albro, S. Green infrastructure for urban stormwater management: investigation of professional GI networks in Cleveland, Ohio, USA as a potential source of transformative capacity. Lund University Center for Sustainability, Lund, Sweden, August 2017.

Labianca, G., Agneessens, F., Fagan, J., Halgin, D., Floyd, T., Gerbasi, A., Labianca, C. A Triadic View of Political Power in Signed Graphs: Exploring the Political Independence Index in the International Geopolitical Context. Presented at the First Annual North American Social Network Conference, hosted by INSNA, Washington, D.C., July 2017.

Causholli, M., Floyd, T., Jenkins, N., Soltis, S. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. Presented at the Annual Congress of the European Accounting Association, Valencia, Spain, May 2017.

Causholli, M., Floyd, T., Jenkins, N., Soltis, S. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. Presented at University of Florida *International Conference on Assurance and Governance*, Gainesville, FL., January 2017.

Causholli, M., Floyd, T., Jenkins, N., Soltis, S. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. Presented at American Accounting Association Auditing Section Midyear Meeting, Orlando, FL., January 2017.

Gerbasi, A., Floyd, T. & Labianca, G. A Social Network View of Involuntary Employee Turnover. Presented at 76th annual Academy of Management Meeting, Anaheim, CA, August 2016.

Woehler, M., Floyd, T., Sung, W., Grosser, T., & Labianca, G. The Co-evolution of Personality and Networks. Presented at the 36th Annual International Sunbelt Social Network Conference, Newport Beach, CA, April 2016.

Floyd, T. How they think you got there matters: Attributed Networking Motives and Performance. Presented at 75th annual Academy of Management Meeting, Vancouver, B.C., August 2015.

Floyd, T., Borgatti, S., Halgin, D., Hopkins, C. & Hogan, C. Validating the Renato Tool for Collecting and Analyzing Perceived Relational Data. Presented at the 35th Annual International Sunbelt Social Network Conference, Brighton, UK, June 2015.

Floyd, T. How they think you got there matters: Attributions about networking behavior and performance. Presented at the 6th Intra-Organizational Networks Conference, Lexington, KY, April 2014.

Floyd, T. The effect of observers' attributions about networking behavior on performance: How they think you got there matters. Presented at the 3rd Annual Mid-South Management Research Consortium, Tuscaloosa, AL, March 2014.

Ferrier, W., Floyd, T., & Edens, Z. Verbal Exchange as Internal Action: An Exploration and Analysis of the Decision-making Conversation Among Top Management Team Members. Presented at 33rd annual Strategic Management Society Conference, Atlanta, GA, 2013.

Floyd, T., Borgatti, S. and Soltis, S. When Friends Disagree: Contagion of Organizational Commitment in the Context of Contradictory Influences. Presented at 73rd annual Academy of Management Meeting, Lake Buena Vista, FL, August 2013.

Soltis, S.M. & Floyd, T. Network perceptions, contextual performance, and person-organization fit. Presented at the 73rd annual Academy of Management Meeting, Lake Buena Vista, FL. Paper is part of symposium entitled "Real in their consequences: Studies of the perceptions of social networks." Organizers: Soltis, S.M. & Sinha, R. Discussants: Sparrowe, R. & Brands, R. Division Sponsors: OB, OMT, MOC. Presented at 73rd annual Academy of Management Meeting, Lake Buena Vista, FL, August 2013.

Floyd, T., Borgatti, S., and Soltis, S. The Dynamics of Contagion of Workplace Attitudes in the Context of Contradictory Influences. Presented at the 33rd Annual International Sunbelt Social Network Conference, Hamburg, Germany, 2013.

Floyd, T. How they think you got there matters: The impact of observer attributions on the benefits of social capital. Presented at the 2nd Annual Mid-South Management Research Consortium, Memphis, TN, 2013

Floyd, T. & Borgatti, S. Attitude Diffusion in Ego Networks: What Happens when Friends Don't Agree? Presented at the 32nd Annual International Sunbelt Social Network Conference, Redondo Beach, CA, 2012.

Mehra, A., Borgatti, S.P., Soltis, S., Kidwell, G., & Floyd, T. Seeing networks in organizations: A novel approach to assessing the accuracy of network perceptions. Paper presented at the 4th Intra-Organizational Networks conference, Lexington, KY, 2010.

GRANT WORK

National Park Service Contract

Member of team through UM Institute for Tourism and Recreation Research
\$40 million contract with U.S. National Park Service, shared with Otak and RRC Associates
More than 40 academic and collaborative business partners work on the contract

Resilience Informatics for the convergence of critical capacities to address regional-scale environmental change

NSF EPSCoR RII Track-2 proposal, submitted January 2019, received funding August 2019
Award number: 1920938
Co-PI, January 2019 to present
Designed and will implement social network analysis for the project.

FY 2019 Study of the U.S. Institutes for Scholars: Youth and Workforce Development: Closing the Skills Gap

Academic Director, July-August 2019, Year 1 of 3

Scaling socio-ecological networks to co-innovate freshwater restoration solutions

NFRF grant proposal, submitted February 2019; rejected
Co-PI, December 2018-February 2019
Designed social network analysis for the project.

UNVEIL Network

NSF EPSCoR RII Track-2
Internal Reviewer, May 2018 – May 2021
Conducting social network analysis of researchers participating in the grant in order to report on new collaboration and research activity between grant members and outside collaborators.

Social and Ecological Domains of Dam Removal (SEDDaR)

NSF Grant proposal, submitted January 2018; rejected, under revision
Co-PI, August 2017 to present
Designed social network analysis for the project and conducted pilot social network study of Milltown Dam Removal Project.

Montana EPSCoR Multi-scale Assessment of Riverscape Complexity (MARC) Project

Researcher, August 2017 – January 2018
Worked under the *Social and Ecological Dimensions of Restoration Capacity* part of the project.
Designed and conducted social network analysis of stakeholders surrounding the Milltown Dam Removal Project.

Green Stormwater Infrastructure

Cleveland Botanical Garden, subaward from Great Lakes Protection Fund GLPF #949.01
Co-PI - August 2016 - December 2017
Designed and conducted social network analysis of professionals involved in green stormwater infrastructure implementation in Cleveland, OH

CNH: Social and ecological foundations of restoration success

NSF Grant Proposal, submitted November 2015; rejected, revised and resubmitted January 2018 (see SEDDaR, above)
Co-PI, August 2015 - July 2017. Designed social network analysis for the project.

READ-IT, Phase II

Army Research Office STTR, 2015

Post-Doctoral Research Fellow - September 2014-May 2015

Conducted validation studies of Renato Software, designed for the collection and analysis of cultural domain data

Using SNA to Examine the Long-Term Outcomes of Socially Excluded Adolescents

NIH Grant 1R21 HD068315-01A1

SNA Consultant – June - July 2014

Data clean-up, social network analysis, statistical analysis

HONORS AND AWARDS

Gleason Family Fellowship, University of Montana College of Business – 2021-2023

Outstanding Faculty Award in Management, University of Montana College of Business – 2019-2020

Outstanding Faculty – Master of Business Administration, University of Montana College of Business – 2019-2020

Gleason Family Fellowship, University of Montana College of Business – 2019-2020

Nominated for OB Division Best Paper Award, AOM Annual Meeting, 2018 for: Sung, W., Woehler, M., Fagan, J., Grosser, T., Floyd, T., Labianca, G. Employees' Responses to Organizational Mergers: Intraindividual Change in Organizational Identification, Attachment, and Turnover. (2017). *Journal of Applied Psychology*.

Summer research grant, University of Montana College of Business – 2017

Outstanding Teaching Award in Management, University of Montana College of Business - 2016-2017

Overall Best Paper Honor, The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. American Accounting Association Auditing Section Midyear Meeting, January 2017.

Outstanding Professor, MBA Day Program – 2015-2016

Outstanding Professor, MBA Evening Program – 2015-2016

Summer research grant (summer support), University of Montana, SOBA - 2015, 2016

Post-Doctoral Research Fellowship, University of Kentucky – 2014-2015

Gatton College of Business and Economics Doctoral Fellowship, Spring 2013

University of Kentucky Lockett Fellowship, Spring 2012, 2013

University of Kentucky Daniel R. Reedy Quality Achievement Fellowship, Fall 2009

Syracuse University College for Human Development Dean's Graduate Student of the Year, 1995

ACADEMIC EXPERIENCE

Assistant Professor of Management

University of Montana School of Business Administration

MBA Organizational Behavior (BMGT 640)

- Fall 2015 (4.6/5.0), Fall 2016 (4.7/5.0), Fall 2017 (4.6/5.0), Fall 2018 (4.9/5.0), Fall 2019

MBA Human Resources Management (BMGT 645)

- Spring 2017 (4.9/5.0), Spring 2018 (4.7/5.0), Spring 2019 (4.8/5.0)

Management and Organizational Behavior (BMGT 340)

- Spring 2016 (4.4/5.0), Spring 2017 (4.4/5.0), Spring 2018 (4.6/5.0), Summer 2018 (4.9/5.0), Fall 2018 (4.6/5.0), Spring 2019 Online (4.5/5.0), FTF (4.6/5.0), Fall 2019

Human Resources Management (BMGT 491)

- Spring 2017 (4.7/5.0), Spring 2019 (4.9/5.0)

Retail Management (BMGT 491)

- Spring 2018 (4.5/5.0)

Post-doctoral Research Fellow

LINKS International Center for Research on Social Networks in Business, University of Kentucky

- Fall 2014

Course Instructor

MBA Negotiations and Conflict Resolution (MGT 612, University of Kentucky)

- Spring 2015 (3.6/4.0)

Negotiations and Conflict Resolution (MGT 450, University of Kentucky)

- Spring 2013 (co-instructor, 3.4/4.0), Fall 2014 (3.8/4.0)

Organizational Behavior (MGT 410, University of Kentucky)

- Spring 2014 (3.6/4.0)

Principles of Management (MGT 301, University of Kentucky)

- Spring 2012 (3.7/4.0), Spring 2011 (3.6/4.0)

Workshop Instructor

Links Center Workshop on Social Network Analysis (University of Kentucky) – A one-week intensive workshop on social network analysis methodology. The workshop is attended by faculty members, graduate students, and practitioners from a variety of disciplines.

- Summer 2012 – E-Net Module
- Summer 2013 – E-Net Module, Online Surveys Module
- Summer 2014-2018 – Managing your IRB Module

Teaching Assistant

Negotiations and Conflict Resolution (MGT 612/450, University of Kentucky, Dr. Giuseppe Labianca)

Social Networks Analysis Track (Institute on Systems Science and Health, Dr. Stephen Borgatti)

Social Networks Workshop (LINKS International Center for Research on Social Networks in Business, Dr. Steve Borgatti)

Analysis of Organizational Behavior (MGT 410, University of Kentucky, Dr. Ajay Mehra)

PROFESSIONAL SERVICE AND MEMBERSHIPS

Academy of Management OB Division Outstanding Reviewer: 2015, 2017

Reviewer, Academy of Management Annual Meeting, *Organization Science*, *Organization Studies*, *Social Science Research*, *Social Networks*, *Leadership Quarterly*, *British Journal of Management*

Coordinator, Academy of Management Conference 2010, 2011, and 2012: Introduction to Social Networks and Advanced Social Networks PDWs, University of Kentucky

Coordinator, Intra-Organizational Network Conference, 2010 and 2012, LINKS Center and University of Kentucky

Member, International Network for Social Network Analysis, 2011 - present

Member, Academy of Management, 2010 – present

Member, LINKS International Center for Research on Social Networks in Business, 2009 – present

PREVIOUS EMPLOYMENT

Designer/Owner, Link Product Design, L.L.C.	2005 - 2010
Inventory Management Consultant, J Jill Group, Inc., Quincy, MA	2008 - 2009
Director of Retail Merchandising, Appleseed's, Beverly, MA	2007 - 2008
PetSmart, Inc., Phoenix, AZ	2002 - 2005
Buyer (2003 – 2005)	
Assistant Buyer (2002 – 2003)	
Gap, Inc., San Francisco, CA	1998 - 2002
Senior Merchandiser (2001 – 2002)	
Merchandiser (2000 – 2001)	
Assistant Merchandiser (1998 – 2000)	
Store Management, Gap, Inc., Santa Clara, CA	1996 - 1998