

# THERESA M. FLOYD

Associate Professor | Poe Family Distinguished Faculty Fellow  
University of Montana College of Business  
Cell: 858-243-7216  
E-mail: [theresa.floyd@umontana.edu](mailto:theresa.floyd@umontana.edu)

## ACADEMIC EXPERIENCE

---

<b>Associate Professor of Management</b>	2020-Present
<b>Assistant Professor of Management</b>	2015-2020
University of Montana College of Business	
<b>Post-doctoral Research Fellow</b>	2014-2015
LINKS Center, University of Kentucky	

## EDUCATION

---

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

## JOURNAL PUBLICATIONS

---

Floyd, T.M., Metcalf, E., Mohr, J., Metcalf, P., & Callaway, R. (forthcoming). Effects of trust, public engagement, conflict, and social networks on satisfaction with ecological restoration. *Society & Natural Resources*.

Chaffin, B.C., Floyd, T.M., & Anzolitto, P. (forthcoming). Environmental Governance Networks and Geography: A research agenda at the confluence of critical concepts for navigating rapid environmental change. *Annals of the American Association of Geographers*.

Floyd, T.M., Gerbasi, A., & Labianca, G. (2024). The role of sociopolitical workplace networks in involuntary employee turnover. *Social Networks*. <https://doi.org/10.1016/j.socnet.2023.10.005>

Mohr, J., Cummins, T., Floyd, T.M., Metcalf, E.C., Callaway, R. & Nelson, C. (2023). Age, experience, social goals, and engagement with research scientists may promote innovation in ecological restoration. *PLOS One*. <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0274153>

Cullen-Lester, K.L., Maupin, C.K., Floyd, T.M., Mahdon, M., Gerbasi, A., Carter, D.R. (2022). Crossing the Bridge from Network Training to Development: A Guide to Move Trainees from Classroom Insights to Effective Networks. *Organizational Dynamics*. <https://doi.org/10.1016/j.orgdyn.2022.100937>

Datta, A., Barnes, M., Chaffin, B., Floyd, T.M., Morrison, T., Sutcliffe, S. (2022). Big events, little change: extreme climatic events have no region-wide effect on action for the Great Barrier Reef. *Journal of Environmental Management*. <https://doi.org/10.1016/j.jenvman.2022.115809>

Grosser, T., Sterling, C., Piplani, R., Cullen-Lester, K., Floyd, T.M. (2022). A social network perspective on workplace inclusion: The role of network structure, network centrality, and need for affiliation. *Human Resource Management*. <https://doi.org/10.1002/hrm.22131>

## JOURNAL PUBLICATIONS, cont.

---

Vallury, S., Smith, A., Chaffin, B., Nesbitt, H., Gulab, S., Banerjee, S., Floyd, T.M., Lohani, S., Metcalf, A., Metcalf, E., Twidwell, D., Uden, D., Williamson, M., Allen, C. (2022). Adaptive capacity beyond the household: a systematic review of empirical social-ecological research. *Environmental Research Letters*. <https://iopscience.iop.org/article/10.1088/1748-9326/ac68fb>

Floyd, T. M., Cullen-Lester, K. L., Lester, H. F., & Grosser, T. J. (2022). Emphasizing “me” or “we”: Training framing and self-concept in network-based leadership development. *Human Resource Management* 1–23. <https://doi.org/10.1002/hrm.22112>

Causholli, M., Floyd, T.M., Jenkins, N., Soltis, S. (2021). The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. *Accounting, Organizations, and Society*. <https://doi.org/10.1016/j.aos.2021.101239>  
- Received Overall Best Paper Honor at the American Accounting Association Auditing Section Midyear Meeting (2017).

Woehler, M., Floyd, T.M., Shah, N., Marineau, J., Sung, W., Grosser, T., Fagan, J., Labianca, G. (2021). Turnover during a corporate merger: How workplace network change influences staying. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000864>  
- Featured on The Academic Minute. (2022). <https://academicminute.org/2022/02/theresa-floyd-university-of-montana-retaining-employees-by-fostering-social-connections/>

Chaffin, B.C., Floyd, T.M., & Albro, S. (2019). Leadership in informal stormwater governance networks. *PLOS One*. <https://doi.org/10.1371/journal.pone.0222434>

Sung, W., Woehler, M., Fagan, J., Grosser, T., Floyd, T.M., Labianca, G. (2017). Employees' Responses to Organizational Mergers: Intraindividual Change in Organizational Identification, Attachment, and Turnover. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000197>  
- Nominated for OB Division Best Paper Award, AOM Annual Meeting. (2018).

## BOOK CHAPTERS AND OTHER PUBLICATIONS

---

Floyd, T.M., Sung, W. (2023) A social network perspective on post-merger integration: Review and framework for future research. Cooper, C. (Ed.) *Advances in Mergers & Acquisitions*. Emerald Group Publishing Ltd. (invited)

Firth, D., Plant, E., Floyd, T.M. (2023). The Tyranny of the textbook: An 8-step program on how to stop using the textbook. Hwang, M. (Ed.) *Handbook of Teaching and Learning in Information Systems*. Elger Publishing Ltd. (peer-reviewed) <https://www.e-elgar.com/shop/usd/teaching-information-systems-9781802205787.html>

Gulab, S., Nesbitt, H., Banerjee, S., Floyd, T.M., Schoengold, K. (2023). Role of Social Networks on Technology Adoption: Application to Nebraska Producers in the Face of Undesirable Vegetation Transitions. *Cornhusker Economics*, University of Nebraska, Lincoln.

Sung, W., Woehler, M., Fagan, J., Grosser, T., Floyd, T.M., Labianca, G. (2018). Coping with Employees' Post-merger Uncertainty. *Thrive Global*. <https://thriveglobal.com/stories/coping-with-employees-post-merger-uncertainty/>

Floyd, T.M., Sterling, C. (2016). A Social Network Perspective on Envy in Organizations. R.H. Smith, U. Merlone, M.K. Duffy (Eds.) *Envy at Work and in Organizations*. Oxford University Press. [https://www.google.com/books/edition/\\_/0J2kDAAQBAJ?hl=en&gbpv=1&pg=PP1](https://www.google.com/books/edition/_/0J2kDAAQBAJ?hl=en&gbpv=1&pg=PP1)

Floyd, T.M., Hoogland, C., Smith, R.H. (2016). The Role of Leaders in Managing Envy and its Consequences in their Organizations. S. Braun, C. Peus & B Schyns (Eds.), *Leadership Lessons from Compelling Contexts*. Emerald Group Publishing Ltd. ISBN: 978-1-78560-942-8

## BOOK CHAPTERS AND OTHER PUBLICATIONS, cont.

---

Mehra, A., Borgatti, S., Soltis, S., Floyd, T.M., 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. ISBN: 978-1-78350-751-1

Ofem, B., Floyd, T.M., & Borgatti, S. (2012). Social Networks and Organizations. In D.D. Caulkins & A.T. Jordan (Eds.), *A Companion to Organizational Anthropology*. Blackwell.  
<https://doi.org/10.1002/9781118325513.ch6>

## UNDER REVIEW

---

Nesbitt, H.K., Metcalf, A.L., Floyd, T.M., Uden, D.R., Chaffin, B.C., Gulab, S., Banerji, S., Vallury, S., Hamlin, S.L., Metcalf, E.C., Twidwell, D., Fogarty, D.T., and Allen, C.R. Social networks and transformative behaviors in a grassland social-ecological system. (Received request for second revision from *People and Nature*).

## WORKS IN PROGRESS

---

Kang, D., Mehra, A., Borgatti, S.P., Floyd, T.M., Boukef, N., Chakri, M-H. Gender Homophily and the Reputation for Leadership. Manuscript revision in progress. Targeting *Organization Science*.

Piplani, R.S., Floyd, T.M., Grosser, T., Cullen-Lester, K. I gotta get out of this place: The effect of network range contraction on organizational identification and employee turnover. Manuscript revision in progress. Targeting *Journal of Applied Psychology*.

Floyd, T.M., Chaffin, B.C., Nesbitt, H.K., Metcalf, A. L., Gulab, S., Banerjee, S., and Allen, Craig. Convergence on the frontier: An ego network study of Nebraska producers. Draft in progress.

Floyd, T.M., Chaffin, B.C., and Albo, S. Social network influences on green infrastructure professionals' attitudes. Targeting *Environmental Management*.

Clouse, S., Wright, R., Floyd, T.M., Akello, P., Haddock, R. Cybersecurity Tabletop Exercise. Study of coordination, communication, and information sharing between electric grid partner organizations during a training exercise. Study development and data collection underway.

Floyd, T.M., Cullen-Lester, K., Woehler, M., Yu, S. and Yang, S.W. Networking attributions and their impact on network advantage and employee outcomes. Data analysis of multiple datasets and manuscript drafts underway.

Rowen, E., Meredith, G., Floyd, T.M., Hamlin, S., and Chaffin, B.C. Large-scale ego network survey among conservation professionals in Montana and Nebraska. Providing data for several research projects. Data collection complete. Data analysis and manuscript drafts underway.

Terwilliger, M., Metcalf, E., Floyd, T.M., Mohr, J. Collaboration on the Upper Clark Fork River: A case study from the Montana CREWS project. Providing data for several research projects. Three rounds of survey data collection are complete. Data analysis and manuscript drafts are underway.

## CONFERENCE PRESENTATIONS

---

Floyd, T.M., Cullen-Lester, K., Woehler, M., & Yang, S.W. Attributed networking motives and their effects on strategic networking outcomes. To be presented at the 84th Annual meeting of the Academy of Management, August 2024.

Discussant for PDW: Innovating the Future of Relational Analytics: Bridging Relational Coordination and Social Networks at the 84th Annual meeting of the Academy of Management, August 2024.

## CONFERENCE PRESENTATIONS, cont.

---

Floyd, T.M., Gerbasi, A., Labianca, G. The role of sociopolitical workplace networks in involuntary employee turnover. To be presented at the 84th Annual meeting of the Academy of Management, August 2024.

Floyd, T.M., Allen, C., Banerjee, S., Chaffin, B., Gulab, S., Meredith, G., Nesbitt, H., & Rowen, E. Montana and Nebraska conservation professionals' social networks, perceptions of vegetation transition, and collective efficacy. To be presented at 2024 INSNA Sunbelt Conference, June 2024.

Gulab, S., Floyd, T.M., Banerjee, S. Role of social networks in technology adoption behavior: An ego-network study of rangeland operators in the United States. To be presented at 2024 INSNA Sunbelt Conference, June 2024.

Floyd, T.M., Cullen-Lester, K., Woehler, M., & Yang, S.W. Attributed networking motives and their effects on strategic networking outcomes. To be presented at the 2<sup>nd</sup> annual SNS Meeting, June 2024.

Piplani, R.S., Floyd, T.M., Grosser, T., Cullen-Lester, K. Intra-Organizational Network Change and Evolution: Drivers, Effects and Boundary Conditions. Presented at the 83<sup>rd</sup> Annual meeting of the Academy of Management, August 2023.

Lopez-Kidwell, V., Drader, N., Kanwal, F., Boulamatsi, A., Cooper, D., Floyd, T.M. Instrumental or expressive, bonding or bridging, weak or strong ties? Recommendations for newcomers to build smart social networks in their first year on the job. Presented at INSNA Sunbelt Conference, June 2023.

Grosser, T., Sterling, C., Piplani, R., Cullen-Lester, K., Floyd, T.M. A social network perspective on workplace inclusion: The role of network structure, network centrality, and need for affiliation. Presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, August 2022.

Nesbitt, H., Gulab, S., Floyd, T.M., Chaffin, B., Metcalf, A., Allen, C., Banerjee, S. Social networks, learning, and adaptive behavior in agricultural producers in the American Great Plains. Presented at 6<sup>th</sup> North American Congress for Conservation Biology, July 18, 2022.

Nesbitt, H., Gulab, S., Floyd, T.M., Chaffin, B., Metcalf, A., Allen, C., Banerjee, S. Social networks, learning, and adaptive behavior in agricultural producers in the American Great Plains. Presented at INSNA Sunbelt Conference, July 12, 2022.

Datta, A., Barnes, M., Chaffin, B., Floyd, T.M., Morrison, T., Sutcliffe, S. Big events, little change: priorities and actor engagement in Great Barrier Reef governance remain stable after mass coral bleaching events. Presented at INSNA Sunbelt Conference, July 2022.

Nesbitt, H., Gulab, S., Floyd, T.M., Chaffin, B., Metcalf, A., Allen, C., Banerjee, S. Adaptive capacity of agricultural producers in a grassland social-ecological system: A social network approach. Presented at American Geophysical Union, December 15, 2021.

Nesbitt, H., Gulab, S., Floyd, T.M., Chaffin, B., Metcalf, A., Allen, C., Banerjee, S. Adaptive capacity of producers in a grassland social-ecological system: A social network approach. Presented at Ecological Society of America (poster), August 5, 2021.

Kang, D., Mehra, A., Chakri, M-H., Boukef, N., Floyd, T.M., Borgatti, S.P. Gender and Rank Homophily in Friendship Networks and the Reputation for Leadership. Presented at annual Academy of Management Meeting, August 2021.

Terwilliger, M., Metcalf, E., Floyd, T.M., Mohr, J. Collaboration and Team Science: A Measurement Instrument. Presented at the 12<sup>th</sup> Annual International Science of Team Science (SciTS) Conference, June 2021

Terwilliger, M., Metcalf, E., Floyd, T.M., Mohr, J. Collaboration on the Upper Clark Fork River: A case study from the Montana CREWS project. Presented at the 54<sup>th</sup> Montana Chapter American Fisheries Society (AFS) Meeting, February 2021

## CONFERENCE PRESENTATIONS, cont.

---

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

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

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

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

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

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

## **CONFERENCE PRESENTATIONS, cont.**

---

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

Soltis, S.M. & Floyd, T.M. Network perceptions, contextual performance, and person-organization fit. Presented at the 73<sup>rd</sup> 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 73<sup>rd</sup> annual Academy of Management Meeting, Lake Buena Vista, FL, August 2013.

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

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

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

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

## **GRANT PROJECTS**

---

### **Center for Cellular Construction**

NSF Science and Technology Center (STC), supported by cooperative award DBI-1548297

SNA research consultant; January 2024-July 2025 (projected)

Elicit and analyze CCC Network to identify opportunities to build and strengthen network connections. Provide network-based feedback, training, and development.

### **Exploratorium Teacher Institute**

SNA research consultant; June 2022-June 2023

Elicit and analyze Teacher Leader Network to identify opportunities to build and strengthen network connections. Provide network-based feedback, training, and development.

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

NSF EPSCoR RII Track-2 project, submitted January 2019, received funding August 2019

Award number: 1920938; 4-year, \$4M grant

Co-PI, January 2019 to present

Design and implement multiple social network data collections and analyses for the project.

Serve on thesis committees for two doctoral students.

### **Consortium for Research on Environmental Water Systems (CREWS)**

NSF EPSCoR RII Track-1 project

Award number: 1757351; 5-year, \$20M grant

Researcher, August 2019 to present

Design and conduct multi-year social network analysis of collaboration between project team members.

Serve on dissertation committee for one doctoral student.

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

Academic Director; July-August 2022, July-August 2021, and July-August 2019

## GRANT PROJECTS, cont.

---

### **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 data collection and analysis for the project.

### **UNVEIL Network**

NSF EPSCOR RII Track-2

Internal Reviewer; May 2018 – May 2021

Conducted yearly social network analysis of researchers participating in the grant 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

Co-PI, August 2017

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

## HONORS AND AWARDS

---

Nominated for Faculty Excellence in Mentoring Research & Creative Scholarship Award, UMT - 2024

Experiential Learning Faculty Support Grant, UMT Experiential Learning and Career Success – 2024

Poe Family Distinguished Faculty Fellowship, UMT College of Business – 2023-2026

Academy of Management OB Division Best Reviewer - 2023

Merit Award, University of Montana – 2021-2022

## **HONORS AND AWARDS, cont.**

---

University of Montana College of Business Researcher of the Year in Management – 2021-2022

UMT College of Business Outstanding Teaching Award in Management – 2021-2022

John Ruffatto Memorial Distinguished Teaching Award - 2021

Gleason Family Fellowship, UMT College of Business – 2020-2023

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

Outstanding Faculty Award, Master of Business Administration, UMT College of Business – 2019-2020

Gleason Family Fellowship, UMT College of Business – 2019-2020

Merit Award, University of Montana – 2017-2018

Nominated for OB Division Best Paper Award, AOM Annual Meeting, 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* - 2018

Academy of Management OB Division Best Reviewer, 2017

Summer research grant, UMT College of Business – 2017

Outstanding Teaching Award in Management, UMT 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, UMT College of Business – 2015-2016

Outstanding Professor, MBA Evening Program, UMT College of Business – 2015-2016

Summer research grant (summer support), UMT SOBA - 2015, 2016

Academy of Management OB Division Best Reviewer, 2015

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

Gatton College of Business and Economics Doctoral Fellowship, Spring 2013

UKY Lockett Fellowship, Spring 2012, 2013

UKY Daniel R. Reedy Quality Achievement Fellowship, Fall 2009

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

## **TEACHING EXPERIENCE**

---

### *Graduate Student Committee Service*

Michelle Terwilliger, doctoral student, University of Montana – 2021-present

Rachel Jensen, master's student, University of Montana - 2023-present

Sabrina Gulab, doctoral student, University of Nebraska, Lincoln – 2019-2023

Holly Nesbitt, doctoral student, University of Montana – 2019-2022

Gabriel Oppler, master's student, University of Montana – 2020-2022

Alex Ocanas, master's student, University of Montana – 2017-2019



## TEACHING EXPERIENCE, cont.

---

### *Leading Teams and Conflict Management (UMT); UG three credit mgmt. major requirement*

- Course description: This course teaches students essential skills in written, verbal, non-verbal, visual, and persuasive communication, building and equipping effective teams, providing coaching and feedback, relationship-building, and conflict management, mediation, and negotiation. There is an emphasis on skills practice through role play, simulations, and real-life applications.

### *Organizational Behavior (UMT); MBA core requirement*

- Course description: Our goals are to understand and apply the adaptive leadership approach to addressing thorny problems in business organizations, develop our skills in crafting effective career networks, motivating employees and teams, fostering adaptive and agile organizational culture, and identifying and addressing conflict and inequality.

### *People, Process, and Technology II (UMT); UG three credit core requirement*

- Course description: This course is the second in the people, process, and technology sequence. Our goals are to explore and develop our understanding of how business leaders can foster an agile organization, identify tools and techniques to effectively lead organizational change, and equip ourselves to be confident, ethical technology users and decision makers.

### *Human Resource Management (UMT); UG and MBA elective*

- Course description: The role of human resource management is a crucial (and often misunderstood) part of an overall organizational strategy. This course is designed to help unravel the complexities of human resources within an organization and to help students understand the environment within which HRM occurs. A working knowledge of selection, training, assessment, and compensation tools and strategies are of relevance to the job seeker and will be addressed heavily in this course.

### *Diversity, Equity, and Inclusion: Creating an Inclusive Organization (UMT); UG and MBA one credit elective and non-credit digital badge for professionals; online asynchronous workshop for professionals*

- Course description: This course is the third section of the AAST/WGSS/BGEN Diversity, Equity, and Inclusion sequence. Our goals are to explore and develop our understanding of discrimination in our business institutions in the United States, identify causes and practical solutions, and equip ourselves to be the change agents who implement diversity, equity, and inclusion in the organizations where we work.

### *Conflict Management (UMT); MBA elective*

- Course description: For many of us, workplace conflicts are one of the most stressful aspects of our jobs. They can make us feel frustrated, angry, and anxious. Because of these feelings, many of us choose (consciously or unconsciously) to avoid addressing conflicts when they arise. The purpose of this course is to provide tools and develop skills in effective conflict management. We look forward to working with you during this weekend elective. Please feel free to contact us with any questions.

### *Social Network Theory and Analysis in Environmental Governance (UMT)*

- PhD-level course offered to doctoral students and post-doctoral fellows participating in the NSF EPSCoR Track 2 Grant: Resilience Informatics for the convergence of critical capacities to address regional-scale environmental change. Fall 2020.

### *Social Network Theoretical Foundations (UMT)*

- Summer workshop offered to doctoral students, post-doctoral fellows, and faculty participating in the social science aspects of the NSF EPSCoR Track 2 Grant: Resilience Informatics for the convergence of critical capacities to address regional-scale environmental change. Summer 2020.

### **Course Instructor (2012-2015)**

*MBA & UG Negotiations and Conflict Resolution (UKY), Organizational Behavior (UKY), Principles of Management (UKY).*

## TEACHING EXPERIENCE, cont.

---

### Workshop Instructor

*Links Center Workshop on Social Network Analysis (UKY)* – 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 – 2018

## PROFESSIONAL SERVICE AND MEMBERSHIPS

---

Executive Committee of the Faculty Senate (ECOS), UMT, May 2023-Present

General Education Committee, UMT, September 2022-Present; Co-chair, September 2023-Present

Undergraduate Curriculum and Student Experience Committee, UMT COB, Aug. 2020-Present; Chair, August 2021-Present

MBA Curriculum & Assessment Committee, UMT COB, August 2015-Present

Faculty Senate, UMT, April 2021-Present

Missoula Children's/Community Theatre Board, March 2021-Present; Secretary, April 2022-Present

Faculty search committee, UMT COB Management, spring 2021 & spring 2022; Chair, fall 2023

VP for People & Culture search committee, UMT, fall 2022

Research Committee Member, UMT COB, August 2018-July 2021

Undergraduate Core Curriculum Task Force Member, UMT COB, spring 2020

Dean Search Committee, UMT COB, spring-summer 2019

Reviewer, Academy of Management Annual Meeting, *Journal of Applied Psychology*, *Organization Science*, *Human Resource Management*, *Organization Studies*, *Social Science Research*, *Social Networks*, *Leadership Quarterly*, *British Journal of Management*, *Ecology and Society*, *Environmental Science*  
- Academy of Management OB Division Best Reviewer: 2015, 2017, 2023

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

Coordinator, Intra-Organizational Network Conference, 2010 & 2012, LINKS Center, 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

---

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