

**KAREN A. JEHN**

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**I. EDUCATIONAL BACKGROUND**

Ph.D., Organization Behavior, J.L. Kellogg Graduate School of Management,  
Northwestern University, June 1992.

M.S., Organization Behavior, J.L. Kellogg Graduate School of Management,  
Northwestern University, 1990.

B.S., Industrial/Organizational Psychology, *summa cum laude*, University of  
Wisconsin, 1987.

**II. TEACHING ACCOMPLISHMENTS**

**A. Teaching positions held**

Professor of Management, Melbourne Business School, 2008-

Redmond Barry Distinguished Professor, University of Melbourne, 2016.

Professorial Fellow, Psychology Department, University of Melbourne, 2008-  
2019.

Professor of Social and Organizational Psychology, Leiden University, 2003-  
2009.

Professor of Management, The Wharton School, University of Pennsylvania,  
2000-2003.

Professor of the Psychology Graduate Group, University of Pennsylvania, 2000-  
2003.

Visiting Scholar in the Graduate School of Business, Stanford University.  
Spring, 2000.

Faculty Affiliate, Associate Director of the Solomon Asch Center for the Study of Ethnopolitical Conflict, Psychology Department, University of Pennsylvania, 1999-2002.

Faculty Affiliate, Alice Paul Center for Research on Women and Gender, Womens' Studies, University of Pennsylvania, 1999-2003.

Associate Professor of Management (with tenure), The Wharton School, University of Pennsylvania, 1997-2000.

Assistant Professor of Management, The Wharton School, University of Pennsylvania, Kraft General Foods Term Chair, 1992-1997.

## **B. Courses taught**

Advanced Organisational Behaviour

RMD/CARMA Consortium on Multi-Method Research

Harvard Business Publishing Webinar: Organizational Behavior (Conflict in teams)

MBA Core course in Foundations of Leadership and Teamwork

MBA Core course in the Field Application Project (course head)

MBA course in Negotiations

MBA course in Diversity in the Workplace

Undergraduate course in Conflict and Cooperation

Undergraduate course in Diversity in the Workplace

Undergraduate course in Negotiations

Undergraduate course in Psychology in Management

Cross-School Graduate/Undergraduate course in Women Leaders and Emerging Democracies

Research Masters Course in Social Judgement and Decision Making

Doctoral Seminar in Micro-Organizational Behavior

Doctoral Seminar in Research Methods

Cross-School Doctoral Seminar on Identity and Identification

### **C. Courses created/developed**

Organizational Behavior Doctoral Seminar

MBA/UG elective, Diversity in the Workplace

Research Masters Course in Social Judgement and Decision Making

Undergraduate/Graduate course in Empowering Women Leaders in Emerging Democracies

Cross-School Doctoral Seminar on Identity and Identification

Post-doctoral program on Ethnopolitical Warfare for the American Psychological Association/Canadian Psychological Association.

Pre-term MBA Diversity Workshop

1, 2, 3-day sessions on Negotiations

1, 2, 3-day sessions on Leading the 21<sup>st</sup> Century Workforce: Issues of Race, Class, and Gender

### **D. Teaching interests**

Conflict management and negotiations, group processes and team effectiveness, research methodology, workplace diversity, political organizing and change.

### **E. Teaching awards**

Nominated for the Academy of Management Conflict OB Division Mentorship Award, 2019, 2020.

Redmond Barry Distinguished Professorship, University of Melbourne, 2016.

Prize for Exceptional Distinction in Research Training (Level D/ E), Melbourne Business School, University of Melbourne, 2015.

Organizational Psychology, 10/10 – Best in history, Leiden University.

Teaching development award from the DeWitt Wallace-Reader's Digest, 1999-2000, University of Pennsylvania.

Most Outstanding Professor Award - Granted by the '98 Undergraduate Mortar Board Graduating Seniors, University of Pennsylvania.

University of Pennsylvania Doctoral Student Teaching Award – '97-98; '98-99.

### III. RESEARCH/PUBLICATIONS

**Research interests:** Group processes and performance, intragroup and intergroup conflict, team composition and diversity, norms and values, deception in organizations, political organizing behavior, ethnopolitical conflict and faultline theory, cross-industry and cross-national comparisons of values, beliefs, goals, and conflict style

FT50 = Financial Times Top 50 business journals  
(Top 5% of journals in business)  
A\* ABDC= Top 7.4% of all Business Journals  
A ABDC = Top 30% of all Business Journals  
WoS = Web of Science; SC = Scopus

GS= Google Scholar  
AS = Altmetric Attention Score  
Deans' List = MBS/ FBE Deans' Journal List (2021)  
† = Indicates HDR student as first author (at time of publication)

#### A. Publications in academic journals

- Van der Kamp, M., Tjemkes, B., Duplat, V. & Jehn, K. A. (2023). "On alliance teams: Conceptualization, review, and future research agenda." Human Relations, 76(9), 1382-1413. **FT50, A\* ABDC, Deans' List**
- Ayoko, O. B., Ashkanasy, N. M., Li, Y., Dorris, A. & Jehn, K. A. (2023). "An experience sampling study of employees' reactions to noise in the open-plan office." Journal of Business Research, 155, 113445. **A ABDC, AS = 86 (top 5% of all research outputs)**
- Meister, A., Zhao, E., Gill, C., Jehn, K. A. & Sinclair, A. (2023). "How feeling misidentified can drive negative attitudes yet increase performance: The role of appraisals." Journal of Applied Social Psychology, 53(9), 815-905. **B ABDC, AS = 6 (top 25% of all research outputs)**
- Rispens, S., Jehn, K. A. & Steinel, W. (2021). "Conflict management style asymmetry in short-term project groups." Small Group Research, 52(2), 220-242. **A ABDC**
- †Wang, S., Homan, A. C. & Jehn, K. A. (2020). "Individual task conflict asymmetry and peer-ratings of member effectiveness." Small Group Research, 51(3), 402-426. **A ABDC, WoS = 6, GS = 9, SC = 6**
- Rupert, J., Homan, A. C., Jehn, K. A. & Blomme, R. J. (2019). "Diversity composition and team learning: The moderating role of error culture." Group Decision and Negotiation, 28(4), 695-722. **A ABDC, WoS = 5, GS = 10, SC = 9**
- †Zhao, E., Thatcher, S. & Jehn, K. A. (2019). "Instigating, engaging in, and managing group conflict: A review of literature addressing the critical role of the leader in group conflict." Academy of Management Annals, 13(1), 112-147. **A\* ABDC, WoS = 23, GS = 49, SC = 26, AS = 4**

- Ayub, N. & Jehn, K. A. (2018). Exploring diversity effects: Nationality composition and nationality context in workgroups. European Journal of Work and Organizational Psychology, 27(5), 616-628. **A ABDC**, WoS = 6, GS = 16, SC = 8
- †Yang, H., van de Vliert, E. & Jehn, K. (2018). A psychological approach to third-party side-taking in interpersonal conflicts. Organizational Psychology Review, 8(2-3), 174-191. **A ABDC**, WoS = 5, GS = 6, SC = 5, AS = 2
- Jehn, K. A. & Conlon, D. E. (2018). “Are lifestyle differences beneficial? The effects of marital diversity on group outcomes.” Small Group Research, 49(4), 429-451. **A ABDC**, WoS = 3, GS = 5, SC = 5, **AS = 34 (top 5% of all research outputs)**
- Ayub, N., AlQurashi, S. M., Al-Yafi, W. A. & Jehn, K. (2017). “Personality traits and conflict management styles in predicting job performance and conflict.” International Journal of Conflict Management, 28(5), 671-694. **IJCM Outstanding Paper 2018. A ABDC**, WoS = 29, GS = 115, SC = 36, AS = 1
- Meister, A., Sinclair, A. & Jehn, K. A. (2017). “Identities under scrutiny: How women leaders negotiate feeling misidentified at work.” Leadership Quarterly, 28(5), 672-690. **A\* ABDC, Deans’ List**, WoS = 48, GS = 154, SC = 57, **AS = 28 (top 25% of all research outputs)**
- Shemla, M., Meyer, B., Greer, L. L. & Jehn, K. A. (2016). “A review of perceived diversity in teams: Does how members view their team impact team processes and outcomes?” Journal of Organizational Behavior, 37(S1), S89-S106. **A\* ABDC, Deans’ List**, WoS = 117, GS = 294, SC = 146, AS = 1
- Bezrukova, K., Spell, C.S., Perry, J. & Jehn, K.A. (2016). “A meta-analytical integration of over 40 years of research on diversity training evaluation.” Psychological Bulletin, 142(11), 1227-1274. **Top 10 studies in Human Capital Growth’s Most Important Articles of 2016 with Practical Significance to Organizations. A\* ABDC**, WoS = 270, GS = 675, SC = 306, **AS = 170 (top 5% of all research outputs)**
- Rupert, J., Blomme, R. J., Dragt, M. J. & Jehn, K. A. (2016). “Being different but close: How and when faultlines enhance team learning.” European Management Review, 13(4), 275-290. **C ABDC**, WoS = 23, GS = 38, SC = 26, AS = 1
- Jehn, K. A., De Wit, F. R. C., Baretto, M. & Rink, F. (2015). “Task conflict asymmetries: Effects on expectations and performance.” International Journal of Conflict Management, 26(2), 172-191. **IJCM Highly Commended Paper 2015. A ABDC**, WoS = 19, GS = 44, SC = 20
- Jonsen, K., Jehn, K. A., Rispens, S. & Greer, L. L. (2015) “Conflict contagion: A virus to watch for and treat early.” The European Business Review, March-April issue, 63-66. GS = 4

- Weingart, L., Behfar, K., Bendersky, C., Todorova, G. & Jehn, K. A. (2015). "The directness and oppositional intensity of conflict expression." *Academy of Management Review*, 40(2), 235-262. **Academy of Management Conflict Management Division Best Empirical Theoretical Paper Award 2014. Academy of Management Conflict Management Division's Most Influential Article award published between 2013-2016. FT50, A\* ABDC, Deans' List, WoS = 111, GS = 235, SC = 122, AS = 43 (top 5% of all research outputs)**
- Jehn K. A. & Scott, E. (2015). "Lies in the sky: Effects of employee dishonesty on organizational reputation in the airline industry." *Business and Society Review*, 120(1), 115-136. C ABDC, WoS = 2, GS = 10, SC = 3, AS = 1
- Van der Haar, S., Segers, M., Jehn K. A. & Van den Bossche, P. (2015). "Investigating the relation between team learning and the team situation model." *Small Group Research*, 46(1), 50-82. **A ABDC, WoS = 24, GS = 41, SC = 29, AS = 2**
- Van der Haar, S., Li, J., Segers, M., Jehn, K. A. & Van den Bossche, P. (2015). "Evolving team cognition: The impact of team situation models on team effectiveness." *European Journal of Work and Organizational Psychology*, 24(4), 596-610. **A ABDC, WoS = 10, GS = 18, SC = 10, AS = 1**
- Ashkanasy, N. M., Ayoko, O. B. & Jehn, K. A. (2014). "Understanding the physical environment of work and employee behavior: An affective events perspective." *Journal of Organizational Behavior*, 35(8), 1169-1184. Cited in *Introduction to Industrial/Organizational Psychology*, R. E. Riggio & S. K. Johnson (Eds.) 2022. **A\* ABDC, Deans' List, WoS = 118, GS = 270, SC = 139, AS = 137 (top 5% of all research outputs)**
- †Jehn K. A. & Techakesari, P. (2014). "High reliability team success and viability: New directions for disaster respondents and community health." *International Journal of Conflict Management*, Conflict Management Special Issue. 25(4), 407-430. **Emerald Group Highly Commended Paper 2014; Emerald Literati Award for Highly Commended Paper 2015. A ABDC, GS = 17**
- †Meister, A., Jehn, K. A. & Thatcher, S. M. B. (2014). "Feeling misidentified: The consequences of internal identity asymmetries for individuals at work." *Academy of Management Review*, 39(4), 488-512. **Finalist (top 2) AMR Best Paper of the Year Award; Deans' Certificate for Research Excellence for 2014, Melbourne Business School. FT50, A\* ABDC, Deans' List, WoS = 65, GS = 138, AS = 1**
- Ayub, N. & Jehn, K. A. (2014). "When diversity helps performance: Effects of diversity on conflict and performance in workgroups." *International Journal of Conflict Management*, 25(2), 189-212. **Editors' Choice Award, 25th Anniversary Issue. A ABDC, WoS = 11, GS = 44, SC = 13**

- Van der Haar, S., Segers, M. & Jehn, K. A. (2013). "Measuring the effectiveness of emergency management teams: Scale development and validation." International Journal of Emergency Management, 3(3), 258-275. WoS = 14, GS = 17, SC = 15
- De Wit, F. R. C., Jehn, K. A. & Scheepers, D. T. (2013). "Task conflict, information processing, and decision-making: The damaging effect of relationship conflict." Organizational Behavior and Human Decision Processes, 122(2), 177-189. **FT50, A\* ABDC, Deans' List**, WoS = 90, GS = 240, SC = 104, AS = 1
- Jehn, K. A., Rispens, S., Jonsen, K. & Greer, L. L. (2013). "Conflict contagion: A temporal, multi-level perspective on the spread of interpersonal conflicts within teams." International Journal of Conflict Management, 24(4), 352-373. **SSRN Top Ten download list** for Negotiations & Dispute Resolution; **IJCM Outstanding Paper of 2013; Editors Choice award, 25th anniversary issue. A ABDC**, WoS = 46, GS = 1, SC = 65
- Van der Haar, S., Segers, M. & Jehn, K. A. (2013). "Towards a contextualized model of team learning processes and outcomes." Educational Research Review, 10, 1-12. WoS = 21, GS = 60, SC = 23
- Mäs, M., Flache, A., Takács, K. & Jehn, K. A. (2013). "In the short term we divide, in the long term we unite: Demographic crisscrossing and the effects of faultlines on subgroup polarization." Organization Science, 24(3), 716-736. **Anatol-Rapport-Prize of the German Sociological Association; Dean's Certificate for Research Excellence for 2013, Melbourne Business School. FT50, A\* ABDC, Deans' List**, WoS = 73, GS = 135, SC = 86, AS = 2
- †Grutterink, H., Van de Vegt, G., Molleman, E. & Jehn, K. A. (2012). "Reciprocal expertise affirmation and shared expertise perceptions in work teams: Their implications for coordinated action and team performance." Applied Psychology: An International Review, 62(3): 359-381. **A ABDC**, WoS = 16, GS = 51, SC = 21, AS = 1
- De Wit, F. R. C., Scheepers, D. T. & Jehn, K. A. (2012). "Cardiovascular reactivity and resistance to opposing viewpoints during intragroup conflict." Psychophysiology, 49(11): 1691-1699. WoS = 33, GS = 48, SC = 32
- Rispens, S. & Jehn, K. A. (2012). "The versatility of intrateam conflict: Construction and test of a Dutch instrument for measuring conflict types and conflict dimensions." Behavior and Organizations, 25(2): 177-191. (Published in Dutch and English). WoS = 1, SC = 1
- Doucet, L., Jehn, K. A. & Zhu, G. (2012). "Intra and inter-cultural conflicts in China: An exploratory study." Frontiers of Business Research in China, 6(4): 169-187. WoS = 58
- Janss, R., Rispens, S., Segers, M. & Jehn, K. A. (2012). "What is happening under the surface? Power, conflict and the performance of medical teams." Medical Education, 46(9): 838-849. WoS = 74, GS = 176, SC = 85, AS = 4

- Bezrukova, K., Jehn, K. A. & Spell, C. (2012). "Reviewing diversity training: Where we have been and where we should go." Academy of Management Learning & Education (AMLE), 11(2): 207-227. **A\* ABDC, Deans' List**, WoS = 150, GS = 510, SC = 179, **AS = 16 (top 25% of all research outputs)**
- †De Vries, G., Jehn K. A. & Terwel, B. W. (2012). "When employees stop talking and start fighting: The detrimental effects of pseudo voice in organizations." Journal of Business Ethics, 105(2): 221-230. **FT50, A ABDC, Deans' List**, WoS = 38, GS = 103, SC = 45, **AS = 34 (top 5% of all research outputs)**
- Bezrukova, K., Thatcher, S. M. B., Jehn, K. A. & Spell, C. (2012). "The effects of alignments: Examining group faultlines, organizational cultures, and performance." Journal of Applied Psychology, 97(1): 77-92. **FT50, A\* ABDC, Deans' List**, WoS = 97, GS = 255, SC = 109, **AS = 7 (top 25% of all research outputs)**
- †De Wit, F. R. C., Greer, L. L. & Jehn, K. A. (2012). "The paradox of intragroup conflict: A meta-analysis." Journal of Applied Psychology, 97(2): 360-390. **Best Article Award, International Association of Conflict Management, 2012; Top 5 Articles Award, Journal of Applied Psychology, 2012; CMD Influential Article Award 2017; AOM Conflict Management Division Most Influential Article Award for 2018. FT50, A\* ABDC, Deans' List**, WoS = 724, **GS = 1705**, SC = 813, **AS = 77 (top 5% of all research outputs)**
- Ramarajan, L., Bezrukova, Y., Jehn, K. A. & Euwema, M. (2011). "From the outside in: The negative spillover effects of boundary effects of boundary spanners' relations with members of other organizations." Journal of Organizational Behavior, 32(6): 886-905. **A\* ABDC, Deans' List**, WoS = 21, GS = 47, SC = 24, **AS = 9 (top 25% of all research outputs)**
- Rispens, S., Jehn, K. A., Greer, L. L. & Thatcher, S. M. B. (2011). "It's not so bad after all: How relational closeness buffers the effect of relationship conflict on helpful and deviant group behaviors." Negotiation and Conflict Management Research, 4(4): 277-296. **C ABDC**, GS = 79
- Greer, L. L., Caruso, H. M. & Jehn, K. A. (2011). "The bigger they are, the harder they fall: Linking team power, team conflict, and performance." Organizational Behavior and Human Decision Processes, 116(1): 116-128. **FT50, A\* ABDC, Deans' List**, WoS = 90, GS = 200, SC = 99, **AS = 41 (top 5% of all research outputs)**
- Borg, I., Groenen, P. J. F., Jehn, K. A., Bilsky, W. & Schwartz, S. H. (2011). "Embedding the organizational culture profile into Schwartz's universal value theory using multidimensional scaling with regional restrictions." Personnel Psychology, 10(1): 1-12. **SSRN Top Ten download list for OMDMO: Culture & Leadership; ERIM Report Series: Research in Management Award. A\* ABDC**, WoS = 30, GS = 139, SC = 33
- Zanutto, E. L., Bezrukova, Y. & Jehn, K. A. (2010). "Revisiting faultline conceptualization: Measuring faultline strength and distance." Quality and Quantity, 45(3): 701-714. WoS = 38, GS = 101, SC = 43



- Jehn, K. A., Rupert, J., Nauta, A. & van den Bossch, S. (2010). "Crooked conflicts: The effects of conflict asymmetry in mediation." Negotiations and Conflict Management Research, 3(4): 338-357. GS = 37
- Olekalns, M. & Jehn, K. A. (2010). "NCMR in transition: A note from the incoming editors." Negotiation and Conflict Management Research, 3(1): 1-2.
- Jehn, K. A., Rispens, S. & Thatcher, S. M. B. (2010). "The effects of conflict asymmetry on work group and individual outcomes." Academy of Management Journal, 53(3): 596-616. **Best Paper Award, Work and Organizational Psychology Conference, 2010; Most Influential Paper Award, International Association of Conflict Management, 2012. FT50, A\* ABDC, Deans' List**, WoS = 194, GS = 469, SC = 227
- Ayub, N. & Jehn, K. A. (2010). "The moderating influence of nationalism on the relationship between national diversity and conflict." Negotiation and Conflict Management Research, 3(3): 249-275. C ABDC, GS = 24
- Homan, A. C., Greer, L. L., Jehn, K. A. & Koning, L. (2010). "Believing shapes seeing: The impact of diversity beliefs on the construal of group composition." Group Processes & Intergroup Relations, 13(4): 477-493. B ABDC, WoS = 87, GS = 192, SC = 88
- Jehn, K. A. & Jonsen, K. (2010). "A multimethod approach to the study of sensitive organizational issues." Journal of Mixed Methods Research, 4(4): 313-341. WoS = 26, GS = 95, SC = 29, AS = 2
- Jehn, K. A. & Bezrukova, Y. (2010). "The faultline activation process and the effects of activated faultlines on coalition formation, conflict, and group outcomes." Organizational Behavior and Human Decision Processes, 112(1): 24-42. **FT50, A\* ABDC, Deans' List**, WoS = 191, GS = 425, SC = 218, AS = 3
- †Rupert, J., Jehn, K. A., van Engen, M. L. & de Reuver, R. S. M. (2010). "Commitment of cultural minorities in organizations: Effects of leadership and pressure to conform." Journal of Business and Psychology, 25(1): 25-37. **SSRN Top Ten** download list for Comparative Studies of Leadership, LRN: Comparative Organizational Studies and LRN: Cross-Cultural Studies. **A ABDC, Deans' List**, WoS = 23, GS = 76, SC = 28, AS = 1
- Doucet, L., Jehn, K. A., Weldon, E. & Chen, X. (2009). "Cross-cultural differences in conflict management: An inductive study of Chinese and American managers." International Journal of Conflict Management, 20(4): 355-376. **Highly Commended Award Winner at the Liberati Network Awards for Excellence 2010. A ABDC**, WoS = 23, GS = 49, SC = 18
- Greer, L. L. & Jehn, K. A. (2009). "Follow me: Strategies used by emergent leaders in virtual organizations." International Journal of Leadership Studies, 5(1): 3-21. GS = 8
- Jonsen, K. & Jehn, K. A. (2009). "Using triangulation to validate themes in qualitative studies." Qualitative Research in Organizations and Management, 4(2): 123-150. B ABDC, WoS = 204, GS = 856, SC = 202, AS = 1

- Bezrukova, K., Jehn, K. A., Zanutto, E. & Thatcher, S. M. B. (2009). "Do workgroup faultlines help or hurt? A moderated model of faultlines, team identification, and group performance." Organization Science, 20(1): 35-50. **SSRN Top Ten** download list for Multiple Party Conflict, Decision & Negotiations All Time Hits. **FT50, A\* ABDC, Deans' List**, WoS = 284, GS = 588, SC = 305, AS = 3
- Jehn, K. A., Greer, L., Levine, S. & Szulanski, G. (2008). "The effects of conflict types, dimensions, and emergent states on group outcomes." Group Decision and Negotiation, 17(6): 465-495. **SSRN Top Ten** download list for: ORG: Dimensions of Conflict. **A ABDC**, WoS = 229, GS = 623, SC = 256, AS = 3
- Jehn, K. A. & Scott, E. (2008). "Perceptions of deception: Making sense of responses to employee deceit." Journal of Business Ethics, 80(2): 327-347. **FT50, A ABDC, Deans' List**, WoS = 19, GS = 51, SC = 25, AS = 1
- Greer, L. L., Jehn, K. A. & Mannix, E. A. (2008). "Conflict transformation: A longitudinal investigation of the relationships between different types of intragroup conflict and the moderating role of conflict resolution." Small Group Research, 39(3): 278-302. **A ABDC**, WoS = 168, GS = 391, SC = 182
- †Van der Haar, S., Jehn, K. A. & Segers, M. (2008). "Towards a model for team learning in multidisciplinary crisis management teams." The International Journal of Emergency Management, 5(3-4): 195-208. WoS = 13, GS = 20, SC = 12
- †Rupert, J. & Jehn, K. A. (2008). "Diversity and team learning: The impact of faultlines and psychological safety." Behavior and Organizations, 21(2): 184-206.
- †Greer, L.L. & Jehn, K.A. (2007). "The pivotal role of emotion in intragroup process conflict." Research on Managing Groups and Teams, 10, 23-45. GS = 54
- Jehn, K. A. & Greer, L. L. (2007). "Who's watching? How onlookers affect negotiations." Negotiations: Harvard Business Review, 10(7): 1-4.
- †Rispen, S., Greer, L.L. & Jehn, K. A. (2007). "It could be worse: A study on the alleviating role of trust and connectedness in intragroup conflict." International Journal of Conflict Management, 18(4): 325-344. **2008 Emerald Award for Excellence, Outstanding Paper. A ABDC**, WoS = 59, GS = 142, SC = 66
- †Ayub, N. & Jehn, K. A. (2006). "National diversity and conflict in multinational workgroups: The moderating effect of nationalism." International Journal of Conflict Management, 17(3): 181-202. **A ABDC**, WoS = 22, GS = 71, SC = 23
- Jehn, K. A., Rupert, J. & Nauta, A. (2006). "The effects of conflict asymmetry on mediation outcomes: Satisfaction, work motivation and absenteeism." International Journal of Conflict Management, 17(2): 96-109. **A ABDC**, WoS = 44, GS = 112, SC = 47
- †Ramarajan, L., Bezrukova, K., Jehn, K. A., Euwema, M. & Kop, N. (2004). "The relationship between peacekeepers and NGO workers: The role of training and conflict management

- styles in international peacekeeping.” International Journal of Conflict Management, 15(2): 167-191. **A ABDC**, GS = 39, SC = 10
- Jehn, K. A. & Bezrukova, K. (2004). “A field study of group diversity, workgroup context, and performance.” Journal of Organizational Behavior, 25(6): 703-729. **A\* ABDC, Deans’ List**, WoS = 177, GS = 623, SC = 210, AS = 3
- Molleman, E., Nauta, A. & Jehn, K. A. (2004). “Person-job fit applied to teamwork: A multi-level approach.” Small Group Research, 35(5): 515-539. **A ABDC**, WoS = 37, GS = 141, SC = 55
- Wittenbaum, G. M., Hollingshead, A. B., Paulus, P., Hirokawa, R., Ancona, D., Peterson, R., Jehn, K. A. & Yoon, K. (2004). “The functional perspective as a lens for understanding groups.” Small Group Research, 35(1): 17-43. **A ABDC**, WoS = 59, GS = 214, SC = 74
- Jehn, K. A. & Bendersky, C. (2003). “Intragroup conflict in organizations: A contingency perspective on the conflict-outcome relationship.” Research in Organizational Behavior, 25(1): 187-242. **A ABDC**, WoS = 490, GS = 1353, SC = 548, **AS = 9 (top 25% of all research outputs)**
- Scott, E. D. & Jehn, K. A. (2003). “About face: How employee dishonesty influences a stakeholder’s image of an organization.” Business and Society, 42(2): 234-266. **A ABDC**, GS = 43
- †Thatcher, S. M. B., Jehn, K. A. & Zanutto, E. (2003). “Cracks in diversity research: The effects of diversity faultlines on conflict and performance.” Group Decision and Negotiation, 12(3): 217-241. **A ABDC**, WoS = 261, GS = 660, SC = 302
- Kochan, T., Bezrukova, K., Ely, R., Jackson, S., Joshi, A., Jehn, K. A., Leonard, J., Levine, D. & Thomas, D. (2003). “The effects of diversity on business performance: Report of the diversity research network.” Human Resource Management Journal, 42(1): 3-21. **Best Paper Award, 2003, Ulrich & Lake Award for Excellence in HRM Scholarship. A ABDC, Deans’ List**, WoS = 504, GS = 1890, SC = 665, **AS = 39 (top 5% of all research outputs)**
- Scott, E. D. & Jehn, K. A. (2003). “Multiple stakeholder judgments of employee behaviors: A contingent prototype model of dishonesty.” Journal of Business Ethics, 46(3): 235-250. **A\* FT50, ABDC, Deans’ List**, WoS = 15, GS = 23, SC = 13
- Van Dyne, L., Jehn, K. A., & Cummings, A. (2002). “Differential effects of strain on two forms of work performance: Individual employee sales and creativity.” Journal of Organization Behavior, 23(1): 57-74. **A\* ABDC, Deans’ List**, WoS = 160, GS = 418, SC = 179
- Jehn, K. A. & Mannix, E. A. (2001). “The dynamic nature of conflict: A longitudinal study of intragroup conflict and group performance.” Academy of Management Journal, 44(2): 238-251. **FT50, A\* ABDC, Deans’ List**, WoS = 1351, **GS = 3923**, SC = 1607, **AS = 6 (top 25% of all research outputs)**
- Jehn, K. A. & Chatman, J. A. (2000). “The influence of proportional and perceptual conflict composition on team performance.” International Journal of Conflict Management, 11(1):

56-73. **A ABDC**, WoS = 182, GS = 599, SC = 225, **AS = 7 (top 25% of all research outputs)**

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### C. Published articles in best paper proceedings

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**D. Articles under review**

- Yeonjeong, K., Weingart, L., Bendersky, C., Behfar, K., Todorova, G., Bear, J., Jehn, K. A., & Miron-Spektor, E. "How individuals experience conflict interactions: A validated measure and test of theory." Submitted to Organizational Behavior and Human Decision Processes.

## E. Working papers

- Van der Kamp, M., Tjemkes, B. & Jehn, K. A. “Leading across factional faultlines and conflict spirals in international joint venture teams.” In preparation for submission to Administrative Science Quarterly.
- Jehn, K. A., Zhao, E., & Thatcher, S. “Hot stuff: The effects of entitlement and conflict in teams.” In preparation for submission to Journal of Applied Psychology.
- Hodge, J., Overbeck, J. R., & Jehn, K. A. “‘That’s not right!’ Development and validation of a norm violation scale.” **Faculty of Business and Economics 2021 Best Management Paper Award**. In preparation for submission to Journal of Occupational & Organisational Psychology.
- Van der Kamp, M., Tjemkes, B., Duplat, V., & Jehn, K. A. “Make or break alliances: A process model of Faultline contagion and alliance instability.” In preparation for submission to Organization Science.
- Hodge, J., Overbeck, J. R., Jehn, K. A., & de Wit, F. R. C. “Now it’s getting personal: Comparing effects of meaning violation and conflict type on workplace wellbeing.” In preparation for submission to Academy of Management Journal.
- Rispens, S., Jehn, K. A., & Thatcher, S. “Creating constructive task conflict: Reward structures and group process training.” In preparation for submission to Organisational Behavior and Human Decision Processes.
- Bezrukova, K., Spell, C., Huiru E. Yang, Jehn, K. A., & Kalmykova, N. “Faultlines and culture shifts.” In preparation for submission.
- Rispens, S., Van der Kamp, M., & Jehn, K. A. “Diversity, disability and inclusion in teams.” Collecting data.
- Jehn, K. A. “An Ethnography of pain: A revised theory of task design and cognitive resources.” Analysing data.
- Jehn, K. A., & Tomlins, J. “Nonbinary, nonvisible and disclosure decisions.”

## F. Articles/Features in newsletters and popular media

AD Scientific Index 2024 (<https://www.adscientificindex.com/scientist/karen-jehn/124934>) #1 at MBS, #4 in Australia, #4 in Oceania, and #84 in the world.

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- Adam Grant (2021). *Think Again: The power of knowing what you don't know* (see section, ‘The good fight club: the psychology of constructive conflict’). Ebury Publishing. (to be featured in Adam Grant’s Australian tour, February 2024)
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## **G. Books**

Ashkanasy, N. M., Ayoko, O. B. & Jehn, K. A. (Eds.) (2015). The Psychology of Office Space Design. Springer Publishing.

Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (Eds.) (2014). Handbook of Conflict Management Research. Cheltenham, U.K.: Edward Elgar Publishing. Publisher awarded **Frankfurt Book Fair Academic & Professional Publisher of the Year 2014**.

Sturm, S., Jehn, K. A., Bezrukova, K., Elting, H., Egan, M., Scott, E., Zanutto, E., Tudor, P., Derry, R., Hernandez, H. & Holland, R. (2002). Probing the complexities of diversity in the workplace and its influence on performance. The George Harvey Program on Redefining Diversity: Value Creation through Diversity, Volume II. The Wharton School, University of Pennsylvania.



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Jehn, K. A. (1999). (Ed.) Managing field projects. McGraw-Hill, N.Y.

Jehn, K. A. (1992). The impact of intragroup conflict on effectiveness: a multimethod examination of the benefits and detriments of conflict. Unpublished doctoral dissertation, Northwestern University.

#### **IV. PRESENTATIONS**

##### **A. Refereed conference papers**

Cunningham, Q. W., H. E. Yang, Jehn, K. A., Meyer, B., & Rico, R. (2022, July). "Team faultlines: Nothing to take for granite" panel discussion. 17th Annual INGRoup Conference, Hamburg, Germany.

Arora, P., Bazerman, M., Bendersky, C., Campagna, R., Janardhanan, N., Jehn, K. A., Park, S., & Sackett, E. (2021, July-August). "PDW - Conflict Management Division Doctoral Consortium." Academy of Management Annual Meeting, online.

Duplat, V., Van der Kamp, M., Tjemkes, B., & Jehn, K. A. (2021, July-August). "Leading across factional faultlines and conflict spirals in IJV management." Academy of Management Annual Meeting, online.

Ren, L., Gelfand, M. & Jehn, K. A. (2020, August). Symposium "Emerging science surrounding faultlines." Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.

Yeomans, M., Kim, Y., Behfar, K. J., Weingart, L. R., Bendersky, C., Bear, J. B., Todorova, G. & Jehn K. A. (2020, July). "Building a conversational toolkit for productive disagreement." International Association for Conflict Management Conference, online.

Hodge, J., Overbeck, J., Jehn, K. A., & de Wit, F. (2020, July). "Not my type: Conflict's effects on morale are due more to meaning violation than to conflict type". International Association for Conflict Management Conference, online.

Bezrukova, K., Spell, C. & Jehn, K. A. (2018, August). "Culture shifts and alignment" as part of the symposium "Understanding how group faultlines affect individual, group, and organizational outcomes." Accepted by all three divisions: Strategy, OB, and GDO. Academy of Management Annual Meeting, Chicago, IL, USA.

De Wit, F. R. C., Dijkstra, M., Shafa, S., & Jehn, K. A. (2018, August). "Don't take it personal: The meaning and consequences of the personalization of team conflict." As part of the symposium "Roll with the punches: An exploration of team conflict from multiple perspectives." Academy of Management Annual Meeting, Chicago, IL, USA.

- Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., Jehn, K. A. (2017, July). "Measuring conflict expression: a complementary approach to understanding conflict." INGRoup Conference, Missouri, USA.
- Rispens, S., Jehn, K. A., & Giebels, E. (2017, July). "Upward and downward abusive: escalated vertical conflict." International Association for Conflict Management Conference, Berlin, Germany.
- Rispens, S., Jehn, K. A., & Steinel, W. (2017, July). "Conflict management style disparity in short-term project groups". International Association for Conflict Management Conference, Berlin, Germany.
- Van der Kamp, M., Tjemkes, B., & Jehn, K. A. (2017, July). "Teams in alliances: an integrative review and future directions." International Association for Conflict Management Conference, Berlin, Germany.
- Behfar, K. J., Kim, Y., Weingart, L. R., Bendersky, C., Bear, J., Todorova, G. & Jehn, K. A. (2016, August). "Measuring conflict expression: a complementary approach to understanding conflict." Academy of Management Annual Meeting, Anaheim, CA, USA.
- De Wit, F., Jehn, K. A. & Scheepers, D. (2016, August). "Task conflict in decision making: the role of interdependent self-construal, stress and emotionality." Academy of Management Annual Meeting, Anaheim, CA, USA.
- Meister, A., Jehn, K. A., Zhao, E. Y., Sinclair, A. & Gill, C. (2016, August). "How 'feeling misidentified' impacts an individual's attitudes and performance at work." Academy of Management Annual Meeting, Anaheim, CA, USA.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2016, August). "Make or break alliances: a process model of faultline contagion and alliance instability." Academy of Management Annual Meeting, Anaheim, CA, USA. **Conflict in Context Award.**
- Wang, S., Homan, A. & Jehn, K. A. (2016, August). "Asymmetric perceptions of conflict in teams." Presented as part of the "Making teams meaningful" Symposium. Academy of Management Annual Meeting, Anaheim, CA, USA.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2016, July). "A contextualized faultline theory of subgroup formation: subgroup activators, deactivators, and group faultlines." INGRoup Conference, Helsinki, Finland.
- De Wit, F., Jehn, K. A. & Scheepers, D. (2016, June). "Interdependent self-construal and the stress of task conflict during group decision-making: a moderated mediation model." International Association for Conflict Management Conference, New York, USA.
- Zhao, E. Y., Yu, A., & Jehn, K. A. (2016, June). "The linear and curvilinear effects of entitlement on conflict and affective commitment." International Association for Conflict Management Conference, New York, USA.

- Behfar, B., Kim, Y., Weingar, L., Bendersky, C., Bear, J., Todorova, G. & Jehn, K. A. (2016, April). "Development and validation of the DICE scale." The 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA, USA.
- Zhao, E. Y., Yu, A., & Jehn, K. A. (2016, April). "Exploring effects of supervisor entitlement on conflict type asymmetry." The 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA, USA.
- Huettermann, H., De Wit, F., Diewald, J., Boerner, S. & Jehn, K. A. (2015, August). "Diversity and conflict in teams: a meta-analysis." Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Meister, A., Sinclair, A., & Jehn K. A. (2015, August). "'Don't put me in that box!': women leaders navigating identity asymmetries at work." Annual Meeting of the Academy of Management, Vancouver, BC, Canada. **Academy of Management Meeting Best Paper Proceedings.**
- Rispens, S., Jehn, K. A., Steinel, W. & Soetekouw, R. (2015, August). "Can disparity in conflict management style be functional for short term project groups?" Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Sander, L., Ashkanasy, N. M., Ayoko, O. B., Brown, G., Davis, M., Caza, A., Offutt, R., Robinson, S., Baer, M., Jordan, P. & Jehn, K. A. (2015, August). "The physical environment and performance in organizations." Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2015, August). "Multiteam system governance: how formal and informal structures shape mandates for action." Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Van der Kamp, M., M., Tjemkes, B. V. & Jehn, K. A. (2015, August). "Group faultlines and the instability of alliance multiteam systems." Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Zhao, E. Y. & Jehn, K. A. (2015, August). "Exploring the silver linings to the dark side of behaviors, traits and processes." Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Zhao, E. Y. & Jehn, K. A. (2015, August). "The effect of narcissism on the relationship between performance and promotion." Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Zhao, E. Y. & Jehn, K. A. (2015, July). "The reluctant leaders: effect on trust, anger and conflict." APS 11th Industrial and Organisational Psychology Conference, Melbourne, Australia.

- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2015, July). "Instabilities of alliance multiteam systems: a group faultline perspective." INGRoup Conference, Pittsburgh, PA, USA.
- Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (2015, July). "Territoriality and emotion in the open-plan office: an experience sampling study." Recent Research on Emotion in Organisations Symposium, International Society for Research on Emotions Conference, Geneva, Switzerland.
- Dijkstra, M., de Wit, F. & Jehn, K. A. (2015, June-July). "When task conflict become personal." Annual Conference of the International Association for Conflict Management, Clearwater Beach, Florida, USA.
- Zhao, E. Y., Barry, B. & Jehn, K. A. (2015, June-July). "Sidestepping moral conflict: avoidance vs. oblivion." Annual Conference of the International Association for Conflict Management, Clearwater Beach, Florida, USA.
- Harinck, F., Kopelman, S., Shafa, S. & Jehn, K. A. (2015, June-July). "A positive approach to negotiations and cross-cultural conflict resolution." Annual Conference of the International Association for Conflict Management, Clearwater Beach, Florida, USA.
- Harinck, F., & Jehn, K. A. (2015, June). "Positive negotiations: theoretical foundations and empirical explorations." Symposium presented at the Fourth World Congress on Positive Psychology, Lake Buena Vista, FL, USA.
- Ayub, N. & Jehn, K. A. (2015, June). "Exploring the positive and the negative of intragroup interactions: the moderating effect of similarity preference and respect on racioethnic diversity, intragroup conflict, and efficient performance." Administrative Sciences Association of Canada Conference, Halifax, Nova Scotia. **Honourable Mention Award for the Organizational Behaviour Division.**
- Ayub, N. & Jehn, K. A. (2015, June). "Effect of nationality composition and context on group processes and performance." Administrative Sciences Association of Canada Conference, Halifax, Nova Scotia.
- Irving, G., Kromah, M., Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (2015, April). "Organizational change and unintended consequences: the role of place attachment." Where does workplace design fit in the I/O tool box? Symposium presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania, USA.
- Ayub, N., Alyafi, W., Jehn, K. A. & Qurashi, S. (2014, July). "Personality and conflict: moderating roles of organizational culture, power distance, and diversity beliefs." 27<sup>th</sup> Annual

Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Behfar, K., Bear, J., Kim, Y., Weingart, L., Bendersky, C., Todorova, G. & Jehn, K. A. (2014, July). “Measuring conflict expression: a complementary approach to understanding conflict.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Rispens, S., Steinel, W. & Jehn, K. A. (2014, July). “Who’s bad? A longitudinal, multi-level study on the effects of high comparative conflict perceptions on deviant behaviors and individual performance.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Zhao, E. Y. & Jehn, K. A. (2014, July). “Leader incongruence: the reluctant leader, team processes and conflict.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Jehn, K. A., Thatcher, S. M. B. & Zhao, E. Y. (2014, July). “Hot stuff: entitlement, self-esteem, and conflict in teams.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Van, B., de Wit, F. & Jehn, K. A. (2014, July). “The effect of task conflict asymmetry on workgroup performance is mediated by negative emotions and cognitive load.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Li, J. & Jehn, K. A. (2014, July). “How members’ sense of entitlement jeopardizes team creativity: the mediating roles of team affective processes.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Van der Kamp, M., Tjemkes, B. & Jehn, K. A. (2014, July). “Conflict management in alliance teams: an integrative platform for an emerging topic.” 27<sup>th</sup> Annual Conference of the International Association for Conflict Management, Leiden, The Netherlands.

Ashkanasy, N., Ayoko, O. B. & Jehn, K. A. (2014, July). “I need my space, you’re in my face! The influence of spatial density on employees’ emotions, territorial behavior, and outcomes.” 9<sup>th</sup> International Conference on Emotions and Worklife (EMONET), Philadelphia, P.A.

Keeney, J., Luckman, E., Zhao, E. Y. & Jehn, K. A. (2014, August). “Bridging the dark and bright sides of leadership.” Panel Symposium presented at the Academy of Management Annual Meeting, Philadelphia, P.A.

- Weingart, L., Bendersky, C., Behfar, K., Todorova, G. & Jehn, K. A. (2014, August). “The directness and oppositional intensity of conflict expression.” Academy of Management Annual Meeting, Philadelphia, P.A. **Conflict Management Division's Best Paper-Empirical or Theoretical Award.**
- Van der Kamp, M., Tjemkes, B. V., Felix, L. & Jehn, K. A. (2014, August). “How leaders can prevent conflicts in international jointventure teams: a team faultline approach.” Academy of Management Annual Meeting, Philadelphia, P.A.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2014, August). “Factional faultlines, perceived subgroups, and cascading faultlines in alliance teams.” Academy of Management Annual Meeting, Philadelphia, P.A.
- Bezrukova, K., Spell, C.S., Perry, J. & Jehn, K.A. (2014, August). “A meta-analytical integration of over 40 years of research on diversity training evaluation.” Academy of Management Annual Meeting, Philadelphia, P.A.
- Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (2014, May). “Office configurations, employee territoriality and productivity: a model and preliminary test. In L. Sander & N. M. Ashkanasy (Chairs). Physical Environment and Performance in Organizations symposium, Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Zhao, E. Y. & Jehn, K. A. (2013, September). “A theory of emergent leaders, conflict and performance.” Management Theory Conference, San Francisco, C.A. **Directions in Management and Organization Theory: Best Papers from the 1<sup>st</sup> Management Theory Conference.**
- De Wit, F., Scheepers, D. & Jehn, K. A. (2013, August). “The threat versus challenge of intragroup conflict during group decision making.” Academy of Management Conference, Orlando, F.L. **CMD 2013 Best Student Paper Award.**
- Zhao, E. Y., Jehn, K. A. & Gill, C. (2013, August). “Entitlement in leaders: is it really that bad all the time?” Exploring the darker side of leadership symposium, Academy of Management Conference, Orlando, F.L.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2013, August). “Cascading faultlines in multi-team systems.” Academy of Management Conference, Orlando, F.L.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2013, August). “Putting team faultlines and conflicts into context: faultline activation and deactivation.” Academy of Management Conference, Orlando, F.L.

- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2013, August). "Team performance in multi-team systems: team faultlines and team boundaries." Academy of Management Conference, Orlando, F.L.
- Meister, A. & Jehn, K. A. (2013, August). "The consequences of internal identity asymmetries for individuals in workgroups." Academy of Management Conference (AOM), Orlando, F.L.
- Bezrukova, Y., Spell, C. & Jehn, K. A. (2013, July). "Are faultlines at fault? A diversity based perspective on creativity and performance." INGRoup Conference, Atlanta, G.A.
- Van der Kamp, M., Tjemkes, B. & Jehn, K. A. (2013, July). "Faultline deactivation: dealing with activated faultlines and conflicts in global teams." INGRoup Conference, Atlanta, G.A.
- Meister, A. & Jehn, K. A. (2013, July). "An examination of internal identity asymmetry and individual conflict perceptions." 26<sup>th</sup> Annual Conference of the International Association for Conflict Management, Tacoma, W.A.
- Van der Kamp, M., Tjemkes, B. V., & Jehn, K. A. (2013, July). "Leadership to prevent conflicts from factional faultlines in international joint venture teams." 26<sup>th</sup> Annual Conference of the International Association for Conflict Management, Tacoma, W.A.
- Zhao, E. Y. & Jehn, K. A. (2013, July). "Emergent leader's contribution to conflict and abuse." 26<sup>th</sup> Annual Conference of the International Association for Conflict Management, Tacoma, W.A.
- Rahim, A., Behfar, K., Conlon, D., Cronin, M., Goh, K., Greer, L., Jehn, K. A., McCarthy, K., Psenick, C., Todorova, G. & Weingart, L. (2013, July). "Managing organizational conflict." 26<sup>th</sup> Annual Conference of the International Association for Conflict Management, Tacoma, W.A.
- Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (2013, July). "Workspace and employee wellbeing: the role of territoriality, conflict and emotion." 26<sup>th</sup> Annual Conference of the International Association for Conflict Management, Tacoma, W.A.
- Van der Haar, S., Segers, M., Jehn, K. A. & Van den Bossche, P. (2013, May). "Developing a team situation model in emergency management terms: the role of team learning behaviors." 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology, Münster, Germany.
- Ayoko, O., Ashkanasy, N. M. & Jehn, K. A. (2013, April). "Emotions and conflict in the modern open office." Society for Industrial & Organizational Psychology, Houston, T.X.
- Jehn, K. A. & Rispens, S. (2012, September). "Building the bridge between the conflict and workplace bullying research domains: what can we learn from each other?" International Association for Conflict Management, Cape Town, South Africa.

- Meister, A., Jehn, K. A. & Thatcher, S. M. B. (2012, September). "Internal identity asymmetry and the perception of conflict." International Association for Conflict Management, Cape Town, South Africa. **SSRN Top Ten** download list for MRN Negotiations & Dispute Resolution Network.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2012, September). "The rise and fall of subgroups and conflict in teams: faultline activation and deactivation." International Association for Conflict Management, Cape Town, South Africa. **2012 IACM Best Conceptual Paper Award**. **SSRN Top Ten** download list for MRN Negotiations & Dispute Resolution Network (2014).
- Jehn, K. A. (2012, August). "Perceptual asymmetry in groups and teams." Academy of Management, Boston, M.A.
- Ayoko, O. B., Ashkanasy, N. M. & Jehn K. A. (2012, August). "The influence of spatial density on employees' affect, territorial behavior, and outcomes." Academy of Management, Boston, M.A.
- Greer, L. L., Jehn, K. A., Rispens, S. & Jonsen, K. (2012, June). "Conflict contagion: a temporal perspective on the development of conflicts within teams." European Academy of Management Conference, Rotterdam, The Netherlands.
- Jehn, K. A. & Weingart, L. (2012, February). "A framework of conflict intensity and directness in organisations." Society of Organisational Behaviour, Gold Coast, Australia.
- Bezrukova, Y., Spell, C. S. & Jehn, K. A. (2011, August). "Faultlines and climate change." Academy of Management, San Antonio, T.X.
- Van der Kamp, M., Tjemkes, B. V. & Jehn, K. A. (2011, July). "Faultline activation and deactivation and their effect on conflict." International Association for Conflict Management, Istanbul, Turkey. **SSRN Top Ten** download list for ERN: Team Theory.
- De Witt, F., Jehn, K. A., & Scheepers, D. (2011, July). "Task conflict, information processing, and decision-making: the deteriorating effect of relationship conflict." International Association for Conflict Management, Istanbul, Turkey.
- Jehn, K. A., Peterson, R. S. & Sanchez-Burks, J. (2011, July). "Seeing the world through different eyes: the effects of conflict belief asymmetry on workgroup performance." International Association for Conflict Management, Istanbul, Turkey.
- Ayub, N. & Jehn, K. A. (2011, May). "National diversity and conflict asymmetry." European Association of Work and Organizational Psychology, Maastricht, The Netherlands.
- Van der Haar, S., Segers, M. & Jehn, K. A. (2011, May). "To share or not to share? The importance of the shared mental model of the task, the shared situation awareness and the transactive memory system for accurate and fast decision making in emergency management teams." European Association of Work and Organizational Psychology, Maastricht, The Netherlands.



- Van der Haar, S., Segers, M. & Jehn, K. A. (2011, February). "The influence of shared situation awareness during emergency management." European Association of Work and Organizational Psychology, Small Group Meeting Time and Change in Teams, Chemnitz, Germany.
- Ashkanasy, N. M., Ayoko, O., Cassell, C., Clegg, C., Craig, D., Jehn, K. A., Leach, D. & Jacqueline, V. (2010, August). "Space that works: new directions and opportunities for research into physical workspace." Academy of Management, Montreal, Canada. **2010 Making Connections Award for the OB Division.**
- Grutterink, H., van der Vegt, G. S., Molleman, E. & Jehn, K. A. (2010, August). "Feeling known: a multi-level examination of perceived expertise affirmation in work teams." In A. Toombs (Ed.), *Academy of Management Best Paper Proceedings*. Academy of Management, Montreal, Canada. **Best paper award for the Organizational Behavior Division. Society of Applied Social Psychology (SASP) Outstanding Postgraduate Research Award (2<sup>nd</sup> place), Adelaide.**
- Ayoko, O. B., Ashkanasy, N. M. & Jehn, K. A. (2010, August). "Issues and methods in studying territoriality and the physical workspace." In M. C. Davis & C. Cassell (Chairs), *Space that works: new directions and opportunities for research into physical workspace*. Symposium presented at the Academy of Management, Montreal, Canada.
- Ayoko, O. B., Ashkanasy, N. & Jehn, K. A. (2010, August). "Physical work environment, employee territoriality, affectivity and outcomes." Seventh International Conference on Emotions and Worklife, Montreal, Canada.
- Bezrukova, K. & Jehn, K. A. (2010, July). "Perceived demographic faultlines in groups and the effects on conflict, coalition formation and group outcomes." International Congress of Applied Psychology, Melbourne, Australia.
- Van der Haar, S., Segers, M. R. S. & Jehn, K. A. (2010, July). "Team learning in command teams: constructive conflict and shared situation awareness." International Congress of Applied Psychology, Melbourne, Australia.
- Ayoko, O. B., Jehn, K. A. & Ashkanasy, N. (2010, July). "Workspaces, employees' territoriality and affective consequences." International Congress of Applied Psychology, Melbourne, Australia.
- Bendersky, C., Behfar, K., Weingart, L., Todorova, G., Bear, J. & Jehn, K. A. (2010, June). "Revisiting the dimensions of intra-group conflict: theoretical and psychometric construct refinement." International Association for Conflict Management, Boston, M.A. **SSRN Top Ten** download list for CSN: Complex Adaptive Systems and Complexity.
- Ayub, N. & Jehn, K. A. (2010, June). "Conflict in diverse workgroups: nationalistic attitudes and effects of national diversity." International Association for Conflict Management, Boston, M.A.
- Ayub, N. & Jehn, K. A. (2010, June). "Role of similarity preference and respect in the relationship between racioethnic diversity, intragroup conflict, and efficient performance." International

Association for Conflict Management, Boston, M.A. As part of “The diversity in your head: implications for intergroup conflict and inclusiveness” symposium.

- Ayub, N. & Jehn, K. A. (2010, June). “Nationalism and metanationalism of workgroup members and the conflict experience.” International Association for Conflict Management, Boston, M.A.
- Rispens, S., Jehn, K. A. & Rexwinkel, R. (2010, June). “Asymmetry in dual career and commuting couples.” International Association for Conflict Management (IACM), Boston, M.A. **SSRN Top Ten** download list.
- Doucet, L. & Jehn, K. A. (2010, June). “Inter and intra-cultural conflicts of Chinese and American managers in mainland Chinese.” International Association for Chinese Management Research Conference, Shanghai.
- Jehn, K. A. & Jonsen, K. (2010, May). “A multi-method approach to the study of sensitive organizational issues.” European Academy of Management Conference, Rome, Italy.
- De Wit, F., Jehn, K. A., Scheepers, D. & Van Mol, C. (2010, May). “Negotiating in groups: a psychophysiological approach.” Research on Managing Groups and Teams, Stanford University, Palo Alto, C.A.
- De Wit, F. R. C., Jehn, K. A. & Scheepers, D. (2009, December). “Physiological reactions to conflict: effects on decision-making and on reported levels of conflict.” Second Annual Conference on Asymmetries Cognitions and Emotions (FACE-2), London Business School, U.K.
- Bezrukova, K. & Jehn, K. A. (2009, August). “Can we teach diversity? A review of diversity trainings in organizational and educational settings.” Academy of Management Conference, Chicago, I.L.
- De Wit, F. R. C. & Jehn, K. A. (2009, August). “Asymmetries in perceptions of conflict: the role of human physiology.” Academy of Management Conference, Chicago, I.L.
- Rupert, J. & Jehn, K. A. (2009, September). “When subgroups fuse and divide: effects on faultlines on team learning and customer satisfaction.” International Workshop on Teamworking 13, The Netherlands.
- Homan, A. C., Greer, L., Jehn, K. A. & Koning, L. (2009, June). “Believing is seeing? How diversity beliefs shape the perception of diversity in groups.” International Association for Conflict Management, Kyoto, Japan.
- De Wit, F. R. C., Jehn, K. A. & Scheepers, D. (2009, June). “Coping with conflict: how cardiovascular reactions to a task related disagreement affect decision-making quality.” International Association for Conflict Management, Kyoto, Japan. **IACM 2009 Best Student Paper Award.**
- Ayoko, O. B., Ashkanasy, N. & Jehn, K. A. (2009, June). “Workplace territorial behaviors: A conceptual model of the impact of employees’ territorial behaviors on conflict and outcomes

- in diverse teams.” International Association for Conflict Management Conference, Kyoto, Japan.
- Ayub, N. & Jehn, K. A. (2009, June). “The challenge of diverse work teams in Pakistan: what do we know and what can we learn?” European Association of Work and Organizational Psychology, Santiago del Compostella, Spain.
- Van Gils, A., Waller, J. M. & Jehn, K. A. (2008). “Faultlines and families: the role of faultlines in family business top management teams.” Academy of Management Annual Meeting, Anaheim, C.A.
- De Wit, F. R. C., Greer, L. L. & Jehn, K. A. (2008, November). “The effects of team member diversity and conflict on team performance: a meta-analysis.” Association of Researchers in Work and Organizational Psychology, Heerlen, The Netherlands.
- Ayub, N. & Jehn, K. A. (2008). “National diversity and conflict asymmetry,” First Asymmetry, Cognitions, and Emotions Meeting, Leiden, The Netherlands.
- Ayub, N. & Jehn, K. A. (2008). “When diversity may help performance: effects on national variety and national separation.” International Association for Conflict Management, Chicago, I.L.
- Rupert, J. & Jehn, K. A. (2008, September). “Antecedents and consequences of team learning: a mediating model for three types of team learning.” International Conference on Teamwork, Birmigham, U.K.
- Jehn, K. A. & Bezrukova, K. (2008, August). “The effects of faultline activation on coalition formation, conflict, and group outcomes.” Academy of Management, Anaheim, C.A.
- Jehn, K. A., Rispens, S. & Thatcher, S. M. B. (2008, August). “Do you hear what I hear? The effects of conflict asymmetry on workgroup and individual outcomes mediated by emergent states and social processes.” Academy of Management, CM Division, Anaheim, C.A.
- De Wit, F. R. C. & Jehn, K. A. (2008, August). “Team member diversity and asymmetries in physiological reactions to conflict.” Academy of Management, Anaheim, C.A.
- De Wit, F., Greer, L. L. & Jehn, K. A. (2008, August). “The black-box deciphered: a meta-analysis of diversity, conflict, and team performance.” Academy of Management, Anaheim, C.A. **CMD Best Student Paper Award.**
- Jonsen, K. & Jehn, K. A. (2008, July). “The triangulation trilogy: three ways of validating qualitative methods.” Association of International Business, Milan, Italy.
- Jehn, K. A., Rupert, J., Nauta, A. & van den Bossche, S. (2008, July). “Crooked conflicts: the effects of conflict asymmetry in mediation.” International Association for Conflict Management, Chicago, I.L.
- Jehn, K. A., de Wit, F. R. C., Baretto, M. & Rink, F. (2008, July). “Conflict asymmetries: effects on motivation, attitudes, and performance.” International Association for Conflict Management, Chicago, I.L.

- Rupert, J. & Jehn, K. A. (2008, July). "Subgroup perceptions, conflict, and team learning." International Association for Conflict Management Conference, Chicago, I.L.
- Greer, L. L., Caruso, H. M. & Jehn, K. A. (2008, July). "The bigger they are, the harder they fall: linking team power, conflict, congruence, and team performance." International Association for Conflict Management, Chicago, I.L. Also presented at the Kurt Lewin Institute Conference, Zeist, The Netherlands.
- Ayub, N. & Jehn, K. A. (2008, July). "Effects of nationality numerical composition and context on social distance, stereotypes, and conflict in workgroups." International Association for Conflict Management, Chicago, I.L.
- Homan, A. C., Greer, L. L. & Jehn, K. A. (2008, June). "The beneficial effects of diversity beliefs in faultline teams: the role of subgroup perceptions." European Association for Experimental and Social Psychology, Opatija, Croatia.
- Greer, L. L., Jehn, K. A. & Rispen, S. (2008, June). "To fight or not to fight? When do team members decide to engage in team conflicts?" INGroup Conference, Kansas City, M.O.
- Jehn, K. A., Greer, L. L. & Kramer, M. (2008, June). "The effects of group composition on dyadic interactions: relationship quality and status differences." INGroup Conference, Kansas City, M.O.
- Grutterink, H., van der Vegt, G. S., Molleman, E. & Jehn, K. A. (2008, June) "Team coordination and performance: the importance of shared cognition about expertise and team meta-perception." Institute of Work Psychology Conference, Sheffield, U.K.
- Van der Haar, S., Jehn, K. A. & Segers, M. (2008, May). "Towards a model for team learning in multidisciplinary crisis management teams." The International Emergence Management Society, Prague.
- Ayub, N. & Jehn, K. A. (2007), "Negative stereotypes, social distances, and conflict in nationally diverse workgroups." WAOB, Twente, The Netherlands.
- Grutterink, H., van der Vegt, G.S. & Molleman, E., & Jehn, K. A. (2007, March). "Coordinating expertise in work teams: how perceived awareness and consensus affect performance." SOM PhD Conference, Groningen, The Netherlands.
- Grutterink, H., van der Vegt, G. S. & Molleman, E. & Jehn, K. A. (2007, May). "The development of transactive memory in work teams: the role of motivation." European Congress of Work and Organizational Psychology Conference, Stockholm, Sweden.
- Greer, L. L., Caruso, H. M. & Jehn, K. A. (2007, August). "Are high power teams really high performers? The roles of trust and status congruency in high power team performance." Academy of Management, Philadelphia, P.A. **CMD Best Student Paper Award.**
- Greer, L. L. & Jehn, K. A. (2007, August). "Where perception meets reality: the effects of different types of faultline perceptions, asymmetries and realities on intersubgroup conflict and group

- outcomes.” Academy of Management, Philadelphia, P.A. **GDO Best Student Paper Award.**
- Jehn, K. A. & Greer, L. L. (2007, August). “The effects of group composition on dyadic interactions.” Academy of Management, Philadelphia, P.A.
- Greer, L. L., Jehn, K. A. & van Beest, I. (2007, July). “The effects of faultline placement and demographic status on individual perceptions of group processes and performance.” International Association for Conflict Management, Budapest, Hungary. **Best Student Paper Award.**
- Greer, L. L., Jehn, K. A. & Rispens, S. (2007). “Conflict contagion: a multi-level, temporal perspective on the spread of conflict in teams.” International Association for Conflict Management, Budapest, Hungary.
- Ayub, N. & Jehn, K. A. (2007, July). “Social distances and conflict in nationally diverse workgroups.” International Association for Conflict Management, Budapest, Hungary.
- Ayub, N. & Jehn, K. A. (2007, July). “Influence of racioethnic diversity and cultural preference on intragroup conflict and efficient performance.” International Association for Conflict Management, Budapest, Hungary.
- Ayub, N. & Jehn, K. A. (2007, July). “Types of performance and how they are distinctively related to types of conflict and conflict profiles.” International Association for Conflict Management, Budapest, Hungary.
- Ayub, N. & Jehn, K. A. (2007, July). “The moderating influence of nationalism on the relationship between national diversity and conflict.” International Association for Conflict Management, Budapest, Hungary.
- De Wit, F. & Jehn, K. A. (2007, July). “Why people perceive the same conflict differently: a cognitive perspective on intragroup conflict.” International Association for Conflict Management, Budapest, Hungary.
- De Wit, F., Jehn, K. A. & Greer, L. L. (2007, July). “The black-box revisited: a meta-analysis of group-diversity, conflict and performance.” International Association for Conflict Management, Budapest, Hungary.
- Greer, L. L., Jehn, K. A. & Mannix, E. A. (2007, July). “Conflict transformation: the moderating role of resolution potential.” INGroup, Lansing, M.I.
- Rupert, J. & Jehn, K. A. (2007, May). “Diversity faultlines and team learning: do they distract from effective performance?” European Congress of Work and Organizational Psychology, Stockholm, Sweden.
- Ayub, N. & Jehn, K. A. (2007, April). “Social beings in organizational setup: social distances in nationally diverse workgroups and the conflict experience.” National Conference on New Trends in Psychological Research, Lahore, Pakistan.

- Greer, L. & Jehn, K. A. (2006, November). "Where perception meets reality: the effects of different types of faultline perceptions, asymmetries and realities on intersubgroup conflict and group outcomes." Association of Work and Organizational Psychology, Nijmegen, The Netherlands.
- Ayub, N. & Jehn, K. A. (2006, November). "Nationalism as a moderator of the relationship between national diversity and conflict in workgroups." Association of Work and Organizational Psychology, Nijmegen, The Netherlands.
- Rupert, J., Jehn, K. A. & Bouwmeester, A. (2006, November). "Diversity faultlines and team learning: does psychological safety help?" Association of Work and Organizational Psychology, Nijmegen, The Netherlands.
- Rupert, J. & Jehn, K. A. (2006, September). "Team learning: the development and validation of a new typology." The 10th International Workshop on Teamworking, Groningen, The Netherlands.
- Grutterink, H. Van der Vegt, G., Molleman, E. & Jehn, K. A. (2006, September). "Updating transactive memory in work teams: motivational antecedents." The 10th International Workshop on Teamworking, Groningen, The Netherlands.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2006, September). "Consistency matters! The multilevel effects of group and division cultures on the faultline-outcomes link." INGroup Conference, Pittsburgh, P.A.
- Jehn, K. A., Greer, L., Rispens, S., Barreto, M. & Rink, F. (2006, August). "The roots and effects of asymmetric conflict perceptions." Academy of Management, Atlanta, G.A.
- Greer, L., Jehn, K. A. & van Beest, I. (2006, August). "The effects of faultline placement and demographic status on individual perceptions of group processes and performance." Academy of Management, Atlanta, G.A.
- Greer, L., Jehn, K. A. & Thatcher, S. M. B. (2006, August). "Demographic faultlines and token splits: effects on conflict and performance." Academy of Management, Atlanta, G.A.
- Grutterink, H., van der Vegt, G. S., Molleman, E. & Jehn, K. A. (2006, August). "Updating transactive memory in work teams: the role of meta-accuracy." Academy of Management Conference, Atlanta, G.A.
- Rispens, S., Greer, L. & Jehn, K. A. (2006, June). "Can relationship conflict be positive? Exploring the moderating role of interdependence on the link between relationship conflict and performance." International Association for Conflict Management, Montreal, Canada.
- Ayub, N. & Jehn, K. A. (2006, June). "National diversity and conflict in multinational workgroups: a theoretical model of the moderating effect of nationalism." International Association for Conflict Management, Montreal, Canada. **SSRN Top Ten** download list.

- Greer, L. & Jehn, K. A. (June, 2006). "The pivotal role of emotion in intra-group process conflict: an examination of the nature, roots, and effects of process conflict." Research on Managing Groups and Teams, Palo Alto, C.A.
- Grutterink, H., van der Vegt, G., Molleman, E. & Jehn, K. A. (2006, May). "The development of transactive memory in work teams: the role of motivation." European Association of Work and Organizational Psychology, Stockholm, Sweden.
- Rispens, S., Jehn, K. A. & Thatcher, S. M. B. (2005, November). "Asymmetric conflict in workgroups: effects on group processes and performance." Association of Work and Organizational Psychology, Rotterdam, The Netherlands. **Best Student Paper Award.**
- Greer, L., Jehn, K. A. & Thatcher, S. M. B. (2005, November). "The multiple level effects of token splits." Association of Work and Organizational Psychology, Rotterdam, The Netherlands.
- Greer, L., Jehn, K. A. & Thatcher, S. M. B. (2005, November). "The multiple level effects of faultline token splits." Association of Work and Organizational Psychology, Rotterdam, The Netherlands.
- Greer, L., Jehn, K. A. & Thatcher, S. M. B. (2005, October). "The effect of trust on conflict and performance in diverse groups: the moderating effect of faultline strength." The 3<sup>rd</sup> Workshop on Trust within and between Organizations, Amsterdam, The Netherlands.
- Michel, A. & Jehn, K. A. (2005, August). "About the 'I' in the EI construct: a more social approach to intelligence and its performance implications." Academy of Management Meetings, Honolulu, Hawaii.
- Rupert, J. & Jehn, K. A. (2005, August). "Commitment of cultural minorities in organizations: effects of leadership and pressure to conform." Academy of Management Meetings, Honolulu, Hawaii.
- Greer, L. & Jehn, K. A. (2005, August). "The language of leadership in the 21<sup>st</sup> century: the use of influence tactics in email." Academy of Management, Honolulu, Hawaii.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2005, July). "Group heterogeneity and faultlines: comparing alignment and dispersion theories of group composition." Conflict in Teams Conference, Evanston, I.L.
- Greer, L. & Jehn, K. A. (2005, June). "Relationship and task conflict in e-mail: performance effects moderated by verbal style and influence tactic usage." International Association for Conflict Management Conference, Seville, Spain. **Best Student Paper Award.**
- Rispens, S., Jehn, K. A. & Thatcher, S. M. B. (2005, June). "Creating constructive task conflict: reward structures and group process training." International Association for Conflict Management Conference, Seville, Spain.
- Bezrukova, K., Jehn, K. A., Zanutto, E. & Thatcher, S. M. B. (2005, June). "Do faultlines hurt or help? Exploring distance, identity, task conflict, and individual performance in diverse groups." International Association for Conflict Management Conference, Seville, Spain.

- Jehn, K. A., Rupert, J. & Nauta, A. (2005, June). "The effects of conflict asymmetry on mediation outcomes: linking theory and practice." International Association for Conflict Management Conference, Seville, Spain.
- Michel, A. & Jehn, K. A. (2005, June). "For love and money: identities, motivation, and performance in two Wall Street investment banks." The KNAW/EAESP Conference on Social Identity in Organizations, Amsterdam, The Netherlands.
- Jehn, K. A. & Barreto, M. (2005, May). "The effects of conflict asymmetry on workgroup outcomes." European Association of Experimental Social Psychology, Wurzburg, Germany.
- Greer, L. & Jehn, K. A. (2004, November). "The language of leadership: how to exert influence through electronic email." Association of Work and Organizational Psychology, Utrecht, The Netherlands.
- Jehn, K. A., Rupert, J. & Nauta, A. (2004, November). "Conflict asymmetry: the effects of mediation on absenteeism, satisfaction, and turnover intentions." Association of Work and Organizational Psychology, Utrecht, The Netherlands.
- Rispens, S. & Jehn, K. A. (2004, November). "Do we know everything there is to know about coordination? An exploration of the influence of different interdependency types on performance in the Dutch rail." Association of Work and Organizational Psychology, Utrecht, The Netherlands.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2004, August). "The effects of cross-level conflict: the moderating effects of conflict culture on the relationship between group faultlines and performance." Academy of Management Meetings, New Orleans, L.A.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2004, August). "Statistical methods for assessing faultlines in teams: directions for research on team composition." Academy of Management Meetings, New Orleans, L.A.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2004, August). "Consistency matters! The effects of group and organizational culture on the faultline-outcomes link." Academy of Management Meetings, New Orleans, L.A.
- Bezrukova, K. & Jehn, K. A. (2004, July). "Who runs faster and lasts longer? A study of group faultlines, group values, and employee mobility." Society for the Advancement in Socio-Economics, Washington, D.C.
- Rispens, S. & Jehn, K. A. (2004, July). "Congruent interdependencies and their effect on performance: preliminary empirical results." European Group for Organizational Studies.
- Bezrukova, K. & Jehn, K. A. (2004, April). "The effects of diversity training programs." Society for Industrial and Organizational Psychology Conference, Chicago, I.L.



- Jehn, K. A. (2003, November). "An introduction and program of research: group composition, diversity, conflict, and performance." Keynote address at WAOP, Eindhoven, The Netherlands.
- Bezrukova, K., Ramarajan, L., Jehn, K. A. & Euwema, M. (2003, August). "The role of conflict management styles and content-specific training across organizational boundaries in uncertain contexts." Academy of Management, Seattle, W.A. **SSRN Top Ten** download list for Third Party Intervention (2009). **Nominated for Conflict Management Division Best Paper Award.**
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2003, August). "Comparing the effects of group heterogeneity and faultlines on conflict and performance: an empirical assessment of contrasting models." Academy of Management Meetings, Seattle, W.A.
- Bezrukova, K. & Jehn, K. A. (2003, June). "The role of group values in the relationship between group faultlines and performance." International Association for Conflict Management, Melbourne, Australia.
- Bezrukova, K. & Jehn, K. A. (2003, June). "Examining ethnic faultlines in groups: a multimethod study of demographic alignment, leadership profiles, coalition formation, intersubgroup conflict and group outcomes." International Association for Conflict Management, Melbourne, Australia. **SSRN Top Ten** download list for Diversity Studies.
- Ramarajan, L., Bezrukova, K., Jehn, K. A. & Euwema, M. (2003, May). "The relationship between peacekeepers and NGOs: the role of training and conflict management in international peacekeeping." American Political Science Association Annual Meeting, Philadelphia, P.A.
- Ramarajan, L., Bezrukova, K., Jehn, K. A., Euwema, M. & Kop, N. (2002). "The relationship between peacekeepers and NGO workers: the role of training and conflict management styles in international peacekeeping." International Association for Conflict Management, Park City, U.T.
- Bezrukova, K., Jehn, K. A. & Zanutto, E. (2002, August). "A field study of group faultlines, team identity, conflict, and performance in organizational groups." Academy of Management Meetings, Denver, C.O. **SSRN Top Ten** download list for Academy of Management Conflict Management Division.
- Bezrukova, K. & Jehn, K. A. (2002, August). "The effects of cross-level conflict: The moderating effects of conflict culture on the group faultlines-performance link." International Association for Conflict Management, Park City, U.T. **SSRN Top Ten** download list for The NEG Conferences & Meetings Recent Hits.
- Bezrukova, K., Jehn, K. A. & Gounder, M. (2002, June). "Persistence and visibility of group faultlines: the effects of team identity on the group faultlines-intersubgroup conflict link." International Association for Conflict Management, Park City, U.T.
- Bezrukova, K., Jehn, K. A., Euwema, M. & Kop, N. (2002, June). "Individual dissimilarities, conflict and satisfaction in peacekeeping: the role of mission context." International Association for Conflict Management, Park City, U.T.

- Ramarajan, L., Bezrukova, K., Jehn, K. A., Euwema, M. & Kop, N. (2002, June). "Successful conflict resolution between peacekeepers and local NGOs: the role of training and preparation for peacekeeping missions in Bosnia." International Association for Conflict Management, Park City, U.T. **SSRN Top Ten** download list.
- Bezrukova, K. & Jehn, K. A. (2001, August). "A study of diversity, team processes, organizational context, and performance." Academy of Management Meetings, Washington, D.C.
- Doucet, L., Scott, E. & Jehn, K. A. (2001, August). "Faking emotions." Academy of Management, Washington, D.C.
- Bezrukova, K., Thatcher, S. M. B. & Jehn, K. A. (2001, August). "Comparing the effects of group diversity and faultlines on performance: an empirical assessment of contrasting models." Academy of Management, Washington, D.C.
- Bezrukova, K. & Jehn, K. A. (2001, June). "Whiteness versus blackness in organizational groups and the links to group processes and performance." Society for the Advancement in Socio-Economics, Amsterdam, The Netherlands.
- Bezrukova, K. & Jehn, K. A. (2001, June). "Exploring ethnic faultlines and escalating conflict situations: the role of leadership, identity and coalitions." International Association for Conflict Management, Cergy, France.
- Jehn, K. A. & Bezrukova, K. (2001, June). "Exploring ethnic values, group culture, and conflict." International Association for Conflict Management, Cergy, France.
- Xu, G., Doucet, L. & Jehn, K. A. (2001, June). "Bicultural conflict in Sino-American joint ventures." International Association for Conflict Management, Cergy, France.
- Scott, E. & Jehn, K. A. (2001, March). "Beyond paperless: Internet surveys of ethical issues." International Association for Business and Society, Sedona, A.Z.
- Jehn, K. A., Scott, E. & Holland, R. (2000, December). "Diversity in diversity research." Academy of Business Administration, Cancun, Mexico.
- Jehn, K. A., Thatcher, S. M. B. & Bezrukova, K. (2000, August). "Exploring faultlines in diverse groups." Academy of Management Meetings, Toronto, Canada.
- Mannix, E. & Jehn, K. A. (2000, July). "Negotiation research in groups and teams: looking back and moving forward." INFORMS, Scotland.
- Jehn, K. A. & Waller, M. (2000, April). "Task-based conflict and time to resolution: human and technological factors in control crew performance." Society for Industrial Organizational Psychology, New Orleans, L.A.
- Mannix, E., Thatcher, S. M. B. & Jehn, K. A. (1999, August). "The culture of organizational teams: the impact of values and norms on process and performance." Academy of Management Meetings, Chicago, I.L.

- Levine, S. & Jehn, K. A. (1999, August). "High performing teams: characteristics of the optimal conflict profile." Academy of Management Meetings, Chicago, I.L.
- Jehn, K. A. & Thatcher, S. M. B. (1999, June). "Issues of identity and conflict management in the Korean workplace." International Association for Conflict Management Conference, Spain.
- Bilsky, W. & Jehn, K. A. (1999, June). "Reconsiderations of value structures based on cross-cultural research: implications for organizational culture and conflict." International Association for Conflict Management Conference, Spain.
- Jehn, K. A. & Weigelt, K. (1999, June). "Patient decision making: a comparison of Eastern and Western views." International Association for Conflict Management Conference, Spain.
- Jehn, K. A., Greer, L. & Conlon, D. (1999, June). "Diversity in punk rock bands: conflict and performance." International Association for Conflict Management Conference, Spain.
- Scott, E. & Jehn, K. A. (1999, June). "Is dishonesty habit-forming?" International Association for Business and Society, Paris, France.
- Jehn, K. A. (1998, September). "Rethinking gender and race in the emerging workplace." Women's Studies' of the University of Pennsylvania's 25<sup>th</sup> Anniversary Celebration, Philadelphia, P.A.
- Cummings, A. & Jehn, K. A. (1998, April). "Leading team conflict." Leadership Research Conference – Center for Leadership and Change Management, Philadelphia, P.A.
- Stroh, L. Jehn, K. A. & von Glinow, M. (1998, April). "Commuter relationships: a work/family compromise?" Society of Industrial and Organizational Psychology Conference, Dallas, T.X.
- Jehn, K. A. & Chatman, J. (1998, June). "New conceptualizations of conflict: relational and proportional conflict." International Conference for Conflict Management, College Park, Maryland.
- Jehn, K. A., Thatcher, S. M. B. & Yang, E. (1998, June). "Research in a bicultural team: identity and conflict in Korean firms." International Conference for Conflict Management, College Park, Maryland.
- Jehn, K. A. & Scott, E. (1998, June). "Lies in the sky: A test of a model of dishonesty and organizational image." Annual Conference of the International Association of Business in Society Conference, Kailua-Kona, Hawaii.
- Jehn, K. A. (1998, August). "Trust and interpersonal relationships in organizations." Academy of Management, San Diego, C.A.
- Thatcher, S. M. B., Jehn, K. A. & Chadwick, C. (1998, August). "Understanding the impact of differences: individual demographic differences, group diversity, and conflict." Academy of Management, San Diego, C.A.

- Scott, E. & Jehn, K. A. (1997, March). "Dishonesty in organizations." International Association for Business and Society, Destin, F.L.
- Spicer, A. & Jehn, K. A. (1997, August). "Culture and know-how: American expatriates perceptions of conflict in Russian multi-national settings." Academy of Management, Boston, M.A. **Best Paper Award, International Division.**
- Jehn, K. A., Stroh, L. & von Glinow, M.A. (1997, August). "The commuting couple: oxymoron or career freedom?" Academy of Management, Boston, M.A.
- Jehn, K. A., Chadwick, C. & Thatcher, S. M. B. (1997, August). "To agree or not to agree: the effects of value congruence, member diversity & conflict on workgroup outcomes." Academy of Management, Boston, M.A.
- Jehn, K. A. (1996, August). "The transformation of conflict: a longitudinal study of intragroup conflict and group performance." Academy of Management, Cincinnati, O.H.
- Jehn, K. A. & Shah, P. (1996, August). "An investigation of the impact of social relationships on task performance in production and decision-making groups." Academy of Management, Cincinnati, O.H.
- Weldon, E., Jehn, K. A., Doucet, L., Chen, X. & Wang, Z. (1996, August). "Conflict management in US-Chinese joint ventures." Academy of Management, Cincinnati, O.H. Invited to the Cross-Cultural Management in China conference, Hong Kong.
- Jehn, K. A., Chadwick, C. & Thatcher, S. M. B. (1996, June). "Value congruence and content in groups: the effects on perceived and objective outcomes." International Association for Conflict Management Conference, Ithaca, N.Y.
- Jehn, K. A. & Scott, E. (1996, June). "Why lie in the sky? Ethics and customer perceptions in the airline industry." International Association for Conflict Management Conference, Ithaca, N.Y.
- Thatcher, S. M. B. & Jehn, K. A. (1996, June). "The causes and consequences of negative intercultural stereotypes." International Association for Conflict Management Conference, Ithaca, N.Y.
- Jehn, K. A., Doucet, L. & Weldon, E. (1995, August). "Conflict in Sino-American joint ventures: the differences between intracultural and intercultural conflicts." Academy of Management, Vancouver, British Columbia.
- Cummings, A., van Dyne, L. & Jehn, K. A. (1995, August). "Home stress and work stress in service jobs: effects on sales revenue and creativity at work." Academy of Management, Vancouver, British Columbia.
- Jehn, K. A. (1995, June). "An examination of conflict in organizational groups." International Conference on Conflict Management, Elsinore, Denmark.

- Jehn, K. A., Doucet, L. & Spicer, A. (1995, June). "Investigating conflict in management teams of US-Foreign joint ventures and American firms." International Conference on Conflict Management, Elsinore, Denmark.
- Jehn, K. A. & Shah, P. (1994, August). "Relationships at work: are they worth it?" Academy of Management, Dallas, T.X.
- Jehn, K. A. & Doucet, L. (1994, June). "Comparing management processes in Sino-American joint ventures." International Conference in Advances in Management, Calgary, Alberta, Canada.
- Jehn, K. A., Doucet, L. & Weldon E. (1994, June). "Conflict in US-Chinese joint venture top management teams." International Conference on Conflict Management, Eugene, O.R.
- Spicer, A. & Jehn, K. A. (1994, June). "Cross-cultural conflict management in US-Russian joint venture settings." International Conference on Conflict Management, Eugene, O.R.
- Jehn, K. A. (1993, August). "The impact of intragroup conflict on effectiveness." Academy of Management, Atlanta, G.A. **Outstanding Paper Based on a Dissertation Award.**
- Van Dyne, L. & Jehn, K. A. (1993, August). "Value and demographic diversity in work groups: effects on group process and group originality." Academy of Management, Atlanta, G.A.
- Jehn, K. A. & van Dyne, L. (1993, June). "The effects of intragroup conflict, ideas, and communication on work group originality and satisfaction." International Association for Conflict Management, Hengelhof, Belgium.
- Jehn, K. A. & Shah, P. (1993, June). "Friends or acquaintances: who makes better decisions?" International Association for Conflict Management, Hengelhof, Belgium.
- Shah, P. & Jehn, K. A. (1993, May). "Why do friend groups perform better than acquaintance groups?" Annual Meeting of the Eastern Academy of Management, Providence, R.I. **Best Paper Award - second place.**
- Jehn, K. A. & van Dyne, L. (1993, April). "The influence of group diversity on product originality." Society for Industrial and Organizational Psychology Convention, San Francisco, C.A.
- Jehn, K. A. & Weldon, E. (1992, August). "A comparative study of managerial attitudes toward conflict in the United States and the People's Republic of China: issues of theory and measurement." Academy of Management, Las Vegas, N.V.
- Jehn, K. A. (1992, July). "A benefit/detriment model of conflict: implications for cross-cultural research." International Congress of the International Association for Cross-Cultural Psychology, Liege, Belgium.
- Jehn, K. A. & Weldon, E. (1992, July). "A cross-cultural study of managerial attitudes toward conflict." International Congress of Psychology, Brussels, Belgium.
- Jehn, K. A. (1992, June). "The transformation of conflict: a longitudinal study of intragroup conflict." International Association for Conflict Management, Minneapolis, M.N.

- Van Dyne, L. & Jehn, K. A. (1992, June). "Group member diversity: the effect of group heterogeneity on group conflict and group communication." International Association for Conflict Management, Minneapolis, M.N.
- Pradhan, P. & Jehn, K. A. (1992, June). "Do friends perform better than strangers? The interaction of relationship, conflict and task." International Association for Conflict Management, Minneapolis, M.N.
- Weldon, E. & Jehn, K. A. (1992, April). "Work goals and work-related beliefs among managers and professionals in the United States and the People's Republic of China." The Fifth International Conference on Comparative Management, Kaohsiung, Taiwan.
- Jehn, K. A. & Robinson, S. (1992, March). "Gender differences in organizations: two studies of the task/emotion dimension." The International Conference on Advances in Management.
- Robinson, S. L. & Jehn, K. A. (1992, March). "Secret tests: information seeking strategies within organizational relationships." The International Conference on Advances in Management.
- Jehn, K. A. (1991, November). "The impact of intragroup conflict on group effectiveness: a multimethod examination of the benefits and detriments of conflict." ORSA/TIMS Meeting Symposium for finalists of The Institute of Management Sciences' College of Organization. **Best Dissertation Proposal Award.**
- Jehn, K. A. (1991, November). "Norms and values in team sports: an ethnographic analysis." American Anthropological Association Meeting, Chicago, I.L.
- Jehn, K. A. (1991, October). "The effectiveness of self-managed work teams: a question of interdependence and culture." International Conference of Self-Managed Work Teams, Dallas, T.X.
- Chatman, J. & Jehn, K. A. (1991, August). "Organization culture in the service sector: a between-industry comparison." Academy of Management, Miami Beach, F.L. (Best Paper Award).
- Jehn, K. A. (1991, August, April). "The benefits and detriments of intragroup conflict." Industrial/Organizational Psychology and Organization Behavior Graduate Student Conference, St. Louis, M.O. Academy of Management, Miami Beach, F.L. (Award Winning Papers of 1991).
- Weldon, E. & Jehn, K. A. (1991, August). "Work goals in the People's Republic of China." Academy of Management, Miami Beach, F.L.
- Jehn, K. (1991, August). "Identifying dimensions of intragroup conflict: a multi-dimensional scaling approach." Academy of Management preconference session, Miami Beach, F.L.
- Jehn, K. A. & Weldon, E. (1991, August). "Managerial attitudes toward conflict: a comparative study of the People's Republic of China and the United States." Academy of Management preconference session, Miami Beach, F.L.

- Jehn, K. A. (1991, June). "Intragroup conflict: its effects on long term relationships." International Association for Conflict Management, Amsterdam, The Netherlands.
- Jehn, K. A. (1991, April). "The effects of group culture on attitudes and behavior." Annual Meeting of the International Association of Marketing and Management, Detroit, M.I./Windsor, Ontario.
- Weldon, E. & Jehn, K. A. (1990, June). "The impact of a difficult group goal on communication in small groups." International Communication Association Conference, Dublin, Ireland.
- Jehn, K. A. (1990, April). "A cultural view of group conflict." International Association for Conflict Management, Vancouver, British Columbia; Working paper 73, Dispute Resolution Research Center, Kellogg Graduate School of Management, Northwestern University.
- Weldon, E., Jehn, K. A. & Hamilton, A. (1989, August). "Processes that mediate the relationship between a group goal and improved group performance." Academy of Management, Washington, D.C.

## **B. Invited talks**

- Guest speaker, Trinity Grammar School, Academia/ research as a career, 2016, Melbourne, Australia.
- Guest speaker, Kew Primary School, Academia/ Research as a career, 2014, Melbourne, Australia.
- Quest 238: Neuroeconomics (2014, May), NeuroTalk-2014, Nanjing, China.
- From Associate to Full Professional Development Workshop (2014, August), Scientific Affairs Committee for the OB Division, Philadelphia, USA.
- The Faculty CPO Roundtable (2014, November). Guest speaker, Melbourne, Australia.
- Henry Stewart Talks (2014). Online Seminar, Ruth Wageman's Team Effectiveness series.
- Kurt Lewin Institute Conference (KLI) (2014, May). Keynote speech and presentation, Amsterdam, The Netherlands.
- 17<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP) (2014, May). Keynote speech and presentation, Oslo, Norway.
- Women and Management Symposium (2013, November). Panel chair, Melbourne, Australia.
- 8<sup>th</sup> Asia-Pacific Symposium on Emotions in Worklife (APSEW) (2013, November). Keynote at ANZAM Emotion and Cognition Special Interest Group, Melbourne, Australia.
- 16<sup>th</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP) (2013, May). Keynote, Münster, Germany.

The Wharton School, University of Pennsylvania 2002, 2001

Kurt Lewin Institute of Graduate Studies, The Netherlands (State of the Art Address)

Stanford University, MIT, Carnegie-Mellon, NYU, Northwestern, University of Chicago, University of Iowa, University of Utah, University of Arizona, University of Michigan (Interdisciplinary Committee on Organizational Studies), University of Illinois, University of Amsterdam, University of British Columbia, University of Groningen, National Academy of Sciences, National Academy of Engineers, Institute of World Peace, Work and Organizational Psychology Association (keynote)

## **V. RESEARCH GRANTS**

McKenzie Postdoctoral Fellowship (Said Safa) (University of Melbourne) – AUD 102,290. “The influence of cultural diversity on trust formation, stress regulation and organizational behavior.” 2016-2018. Role: Supervisor.

Marie Curie Fellowship (proposal with H. Yang) (European Union) - £ 5,300. “Promoting effectiveness of culturally diverse teams: Understanding the role of team conflicts.” 2014-2015. Role: Co-Pi with Huadong Yang.

McKenzie Postdoctoral Fellowship (F. De Wit) (University of Melbourne) – AUD 102,290. “Coping with Conflict: A Psychophysiological Investigation of Workplace Conflict, Stress, and Performance at Work.” 2014-2016. Role: Supervisor.

The Swedish Foundation for International Cooperation in Research and Higher Education (STINT) - Euro 142,000. “A collaborative project in the interdisciplinary field of architecture, organizational management, and occupational health.” 2012-2013. Role: Co-Pi with Christina B. Danielsson.

Australian Research Council (ARC) - AUD 245,000. “Employee wellbeing and productivity: the role of territoriality, conflict and emotions.” 2011-2014. Role: Co-PI with Oluremi (Remi) Ayoko and Neal M. Ashkanasy.

National Science Foundation (NWO – The Netherlands) - Euro 220,000. “Conflict and Security.” 2006. Role: PI.

KNAW Conference Award - Euro 85,000. “Social Identity at Work.” 2005. Role: Co-PI with Naomi Ellemers and Floor Rink.

Coreefonds, Leiden University - Euro 500,000. 2004. Role: PI.

National Science Foundation (NWO – The Netherlands) - Euro 250,000. “Faultlines and conflict in organizational groups.” 2004. Role: PI.

Solomon Asch Center for the Study of Ethnopolitical Conflict at the University of Pennsylvania - USD 8,000. “Exploring ethnic faultlines and escalating conflict situations: the role of



leadership and coalitions.” 2002. Role: Co-PI with Katerina Bezrukova.

Zicklin Center for Ethics of the Wharton School - USD 5,000. “Lies in the sky: effects of employee deception in the airline industry.” 2002. Role: Co-PI with Elizabeth Scott.

University of Pennsylvania Research Foundation - USD 14,150. “Exploring ethnic faultlines and escalating conflict situations: the role of leadership, identity and coalitions.” 2002. Role: PI.

University of Pennsylvania Research Foundation - USD 11,750. “Faultlines, conflict, and effectiveness of peacekeeping troops in Bosnia.” 2001. Role: PI.

Solomon Asch Center for the Study of Ethnopolitical Conflict at the University of Pennsylvania - USD 8,000. “Comparing the effects of group diversity and faultlines on violent conflict situations.” 2001. Role: Co-PI with Katerina Bezrukova.

The Center for Leadership and Change of the Wharton School - USD 5,000. “For love and money: the group performance consequences of task-extrinsic motivation in the service of task-intrinsic motivation.” 2000. Role: Co-PI with Alex Michel.

SEI Center for Advanced Studies in Management of the Wharton School and The George Harvey Program on Redefining Diversity: Value Creation through Diversity - USD 8,000. “The effects of diversity training programs.” 2000. Role: Co-PI with Katerina Bezrukova.

Zicklin Center for Ethics of the Wharton School - USD 8,000. “Multiple stakeholder judgments of employee behaviors: a contingent prototype model of dishonesty.” 2000. Role: Co-PI with Elizabeth Scott.

Alfred P. Sloan Foundation and the Society for Human Resource Management, The BOLD Initiative - USD 750,000. “The effects of diversity on corporate performance.” 1999-2002. Role: Director and Lead Researcher.

The Center for Leadership and Change of the Wharton School - USD 5,000. “The link between creativity and conflict in the workplace.” 1999. Role: Co-PI with Anne Cummings.

Huntsman Center for Global Competition and Innovation of the Wharton School - USD 11,000. “Strategy formulation as disciplined imagination: a decision-making simulation.” 1999. Role: Co-PI with Gabriel Szulanski.

Zicklin Center for Ethics of the Wharton School - USD 5,000. “About face: how employee dishonesty influences a stakeholder's image of an organization.” 1999. Role: Co-PI with Elizabeth Scott.

SEI Center for Advanced Studies in Management of the Wharton School and The George Harvey Program on Redefining Diversity: Value Creation through Diversity - USD 18,000. “Value creation through diversity.” 1999-2002. Role: PI, Director of the Diversity Analysis Research Team.

Zicklin Center for Ethics of the Wharton School - USD 5,000. “A tarnished image: a model of dishonesty and organizational image.” 1998. Role: Co-PI with Elizabeth Scott.

SEI Center for Advanced Studies in Management of the Wharton School - USD 5,000. "Diversity in Korean firms." 1998. Role: Co-PI with Sherry Thatcher.

Reginald H. Jones Center for Management Policy, Strategy, and Organization of the Wharton School - USD 5,000. "Conflict management in bicultural teams: cultural dimensions and synergistic problem solving." 1997. Role: PI.

University of Pennsylvania Research Foundation - USD 5,000. "Value congruence, diversity and conflict in workteams." 1997. Role: PI.

Reginald H. Jones Center for Management Policy, Strategy, and Organization of the Wharton School - USD 5,000. "Analyzing harsh words in a sensitive setting: American expatriates in Communist China." 1996. Role: PI.

Huntsman Center for Global Competition and Innovation of the Wharton School - USD 5,000. "Investigating conflict in management teams of US-Foreign joint ventures and American firms." 1995. Role: PI.

International Research Exchange Board of the U.S. State Department – USD 5,000. "Conflict management in US-foreign joint ventures." 1995. Role: PI.

Reginald H. Jones Center for Management Policy, Strategy, and Organization of the Wharton School - USD 5,000. "Interpersonal relationships and task performance: an examination of mediating processes in friendship and acquaintance groups." 1995. Role: PI.

National Science Foundation, Cognitive Science and Decision-Making Program - USD 18,000. "Conflict management and decision making in US-foreign joint ventures." 1995. Role: PI.

Carnegie Bosch Institute for Applied Studies in International Management - USD 7,000. "A comparative study of conflict management in Sino-American joint ventures." 1994. Role: Co-PI with Elizabeth Weldon.

Huntsman Center for Global Competition and Innovation of the Wharton School - USD 5,000. "Stages of conflict escalation and management in Sino-American joint ventures." 1994. Role: PI.

Huntsman Center for Global Competition and Innovation of the Wharton School - USD 5,000. "A comparative study of managerial attitudes toward conflict in the United States and the People's Republic of China: Issues of theory and measurement." 1994. Role: Co-PI with Elizabeth Weldon.

Reginald H. Jones Center for Management Policy, Strategy, and Organization of the Wharton School - USD 5,000. "Improving the efficiency of US-China and US-Russian joint ventures: A model of conflict and interaction." 1994. Role: PI.

The Institute for Economic Research of the United States Government - USD 5,000 “Improving the efficiency of US-China and US-Russian joint ventures: a model of conflict and interaction.” 1994. Role: PI.

Dispute Resolution Research Center, Kellogg Graduate School of Management, Northwestern University - USD 9,000. “Do friends perform better than acquaintances?” 1993. Role: Co-PI with Priti Pradhan Shah.

University of Pennsylvania Research Foundation - USD 7,000. “Do friends perform better than acquaintances?” 1993. Role: Co-PI with Priti Pradhan Shah.

The Wurster Center for Internationalization of the Wharton School - USD 3,000. “Conflict in Sino-American joint ventures.” 1992. Role: PI.

Dispute Resolution Research Center, Kellogg Graduate School of Management, Northwestern University - USD 6,000. “A cultural perspective of intragroup conflict.” 1991. Role: PI.

Dispute Resolution Research Center, Kellogg Graduate School of Management, Northwestern University - USD 4,000. “Long term relationships in work groups: two studies of intragroup conflict.” 1991. Role: PI.

## **VI. RESEARCH AWARDS**

2023 H index = 59; Total citation count = 43,678; Last 3 years citation count = 7,738

AD Scientific Index 2024 (<https://www.adscientificindex.com/scientist/karen-jehn/124934>) #1 at MBS, #4 in Australia, #4 in Oceania, and #84 in the world, 2023.

Stanford University's Top 2% of Scientists in the World list - 124<sup>th</sup> in the world, 2023.

Faculty of Business and Economics Best Management Paper Award (with J. Hodge as 1<sup>st</sup> author), 2022.

AOM Conflict Management Division's Most Influential Article award published between 2013-2016 (with L. Weingart as 1<sup>st</sup> author), 2021.

IACM Fellows Award, 2021.

Top 10% of Authors on SSRN by all-time downloads, 2019.

IJCM Outstanding Paper (with N. Ayub as 1<sup>st</sup> author), 2018.

AOM Conflict Management Division Most Influential Article Award (with F. De Wit as 1<sup>st</sup> author), 2018.

Redmond Barry Distinguished Professorship, University of Melbourne, 2016.

IJCM Highly Commended Paper (1<sup>st</sup> author), 2016.

Top 10 studies in Human Capital Growth's Most Important Articles with Practical Significance to Organizations (with K. Bezrukova as 1<sup>st</sup> author), 2016.

APA Division 49 Dissertation Award (with M. Van der Kamp as 1<sup>st</sup> author), 2016.

AOM Conflict in Context Award (with M. Van der Kamp as 1<sup>st</sup> author), 2016.

Certificate for Research Excellence, Melbourne Business School, University of Melbourne, 2015.

Emerald Literati Award for Highly Commended Paper (1<sup>st</sup> author), International Journal of Conflict Management, 2015.

Highly Commended Paper Award (1<sup>st</sup> author), International Journal of Conflict Management, 2015.

Deans' Certificate for Research Excellence (A., Meister, K. A., Jehn, K. & S. M. B. Thatcher), Melbourne Business School, University of Melbourne, 2014.

Best Empirical Theoretical Paper Award (with L. Weingart as 1<sup>st</sup> author), Academy of Management Conflict Management Division, 2014.

Best Article Award Finalist (with A. Meister as 1<sup>st</sup> author), Academy of Management Review, 2014.

Emerald Group Highly Commended Paper (1<sup>st</sup> author), 2014.

Editors' Choice Award (with N. Ayub as 1<sup>st</sup> author), 25th Anniversary Issue, International Journal of Conflict Management, 2014.

Deans' Certificate for Research Excellence (M., Flache, A., Takács, K. & Jehn, K. A.), Melbourne Business School, University of Melbourne, 2013.

Outstanding Paper (1<sup>st</sup> author), International Journal of Conflict Management, 2013.

Best Paper Award (with E. Y. Zhao as 1<sup>st</sup> author), Directions in Management and Organization Theory: Best Papers from the 1<sup>st</sup> Management Theory Conference, 2013.

Best Student Paper Award (with F. De Wit as 1<sup>st</sup> author), Annual Meeting of the Academy of Management, Conflict Management Division, 2013.

Co-editor Appreciation Award, Negotiation and conflict management Research, International Association for Conflict Management, 2012.

Most Influential Paper Award (1<sup>st</sup> author), International Association of Conflict Management, 2012.

Best Article Award (with F. De Wit as 1st author), International Association for Conflict Management, 2012.

Top 5 Articles Award (with F. De Wit as 1st author), Journal of Applied Psychology, 2012.

The Woodward Medal in Humanities and Social Sciences, Nomination, University of Melbourne, 2012.

Academy of Management International Online Teaching Resource Library video competition finalist, Academy of Management, 2012.

Anatol-Rapoport-Prize (with M. Mäs, A. Flache & K. Takács), The German Sociological Association (Section Model-building and Simulation), 2012.

Best Theoretical Conference Paper Runner-up, International Association for Conflict Management, 2012.

Outstanding Postgraduate Research Award (2<sup>nd</sup> place) (with H. Grutterink as 1<sup>st</sup> author), Society of Applied Social Psychology (SASP), 2012.

ERIM Report Series: Research in Management Award (with I. Borg as 1<sup>st</sup> author), 2011.

Highly Commended Award Winner at the Liberati Network Awards for Excellence 2010, International Journal of Conflict Management.

Best Paper Award (1<sup>st</sup> author), Work and Organizational Psychology Conference, 2010.

Outstanding Paper Award, International Association for Conflict Management, 2010.

Best Paper Award for the Organizational Behavior Division (with H. Grutterink as 1<sup>st</sup> author), Academy of Management, 2010.

Distinguished Scholar Award, Managing Conflict in Groups, 16<sup>th</sup> Annual Conference on Advances in Management, 2009.

Best Student Paper Award (with F. de Wit, student as 1<sup>st</sup> author), Annual Meeting of the International Association for Conflict Management, 2009.

Emerald Award for Excellence (S. Rispens as 1<sup>st</sup> author), Outstanding Paper, International Journal of Conflict Management, 2008.

Distinguished Scholar Award, International Conference on Advances in Management, 2008.

Outstanding Paper Award (with S. Rispens and L. Greer), Emerald Publishing Award for Excellence, 2008.

Best Student Paper Award (with F. de Wit and L. Greer, student as 1<sup>st</sup> author), Annual Meeting of the Academy of Management, Conflict Management Division, 2008.

Best Paper Award (with L. Greer, student as 1<sup>st</sup> author), International Association for Conflict Management., 2008.

Most Influential Article Award, Conflict Management Division, Academy of Management, 2007.

Best Paper Award (with L. Greer, student as 1<sup>st</sup> author), International Association for Conflict Management, 2007.

Best Paper Award (with L. Greer, student as 1<sup>st</sup> author), Academy of Management (Gender and Diversity in Organizations Division), 2007.

Best Paper Award (with L. Greer and H. Caruso, student as 1<sup>st</sup> author), Academy of Management (Conflict Management Division), 2007.

State of the Art Address, Kurt Lewin Institute of Graduate Studies, University of Amsterdam, The Netherlands, 2007.

Best Paper Award (with S. Rispens & S.M.B. Thatcher), Work and Organizational Psychology Conference, 2006.

Best Paper Award (with L. Greer, student as 1<sup>st</sup> author), International Association for Conflict Management, 2005.

Most Influential Article Award, Conflict Management Division, Academy of Management, 2004.

Distinguished Service Award, Academy of Management, 2000-2004.

Best Paper Award (T. Kochan as 1<sup>st</sup> author), Ulrich & Lake Award for Excellence in HRM Scholarship, Human Resource Management Journal, 2003.

Keynote Address, Work and Organizational Psychology Conference, Eindhoven, The Netherlands, 2003.

Most Influential Article Award, Conflict Management Division, Academy of Management, 2000.

Best Paper Award (with A. Spicer), Academy of Management (International Management Division), 1997.

Best Article Award, International Association for Conflict Management, 1997.

Junior Faculty Research Planning Award from the National Science Foundation (Cognitive Science and Decision-Making Division; Democratization Initiative), 1995 - 1996.

Winner of the Honorable Mention for the S. Rains Wallace Dissertation Research Award from the Society for Industrial and Organizational Psychology, 1994.

Winner of the Outstanding Paper Based on a Dissertation Award from the Academy of Management (Organization Behavior Division), 1993.

Winner of the Best Dissertation Award from the American Psychological Association (Group Psychology and Group Psychotherapy Division), 1993.

Winner (with E. Weldon) of the Edwin E. Ghiselli Best Research Proposal Award from the Society for Industrial and Organizational Psychology, 1993.

Winner of the Outstanding Young Alumni Award from the University of Wisconsin - Oshkosh, 1993.

Summer Dean's Office Fellowship, The Wharton School of the University of Pennsylvania, 1993, 1994, 1996.

Winner (with J. Chatman) of the Best Paper Award from the Academy of Management Meetings (Organization and Management Theory Division), 1991.

Winner of the Lyman W. Porter Best Paper Award from the Academy of Management Meetings (Organization Behavior Division) and the Industrial and Organizational Psychology and Organization Behavior Graduate Student Conference (Organization Behavior Division), 1991.

Northwestern University Graduate Fellowship, 1988-1992.

Psi Chi (National Psychology Honor Society), initiated in 1982.

Honor Scholar, University of Wisconsin, 1984-1988.

Foundation Honors Fellowship, University of Wisconsin, 1984-1988.

## **VII. PROFESSIONAL ACTIVITIES**

### **A. University committees**

Chair, Diversity and Inclusion (D&I) Committee, Melbourne Business School, 2022 - present.

Joint Diversity and Inclusion (D&I) Committee, University of Melbourne, 2021 - present.

Research Ethics Advisor (REA), Melbourne Business School, University of Melbourne, 2020 - 2021.

Melbourne Business School Faculty Committee, 2009 - present.

Melbourne Business School Senior Academic Leadership Team (SALT) Committee, 2020 - 2022.

Melbourne Business School Senior Appointments & Advisory Group (SA&AG) Committee, 2009 - 2023.

Melbourne Business School Teaching & Learning Quality Assurance Committee (TALQAC), 2015 - 2019.

Melbourne Business School PhD Committee, 2013.

Melbourne Business School Organizational Behavior Recruiting Committee (co-chair), 2012-2013.

Research Institute and Graduate School of the Faculty of Economics and Business, University of Groningen, 2008-2011.

Kurt Lewin National Graduate School of Social and Organizational Psychology, 2007-2009.

SOM Advisory Board, 2009-2012.

Cultural Diversity in Context Research Portfolio Committee (Co-Chair of Faculty of Social Sciences), 2007-2008.

Emancipation Program Committee (Chair), 2004-2005.

Psychology Research Masters Development Committee, 2004-2005.

Social and Organizational Psychology Professional Masters Development Committee, 2004-2005.

Doctoral Student Committee (Co-Coordinator for Management Department), 2001-2002.

Faculty Senate Committee on the Faculty, 2000-2001.

Mentoring Committee (Management Department), 2000-2001.

MBA Executive committee Grading Policy Review Committee, 1999-2000.

Safety and Security, 1999-2000.

PhD Policy Committee (Management Department), 1999-2001.

Research Programs Policy Committee (The Wharton School), 1999-2000.

Women's Studies Faculty Advisory Board, 1998-2002.

Graduate Core Implementation Committee (The Wharton School), 1998-2000.

MBA Executive Committee, 1997-1998.

Preliminary Exam Committee for Organization Behavior/Human Resources Doctoral Students, 1997-1998 (involved in development of this subgroup).

Recruiting Committee for Human Resources Group, 1995-1998.

Lippincott Library Committee, 1994-1995.

Oversight Committee for Management Department Core Course "Foundations of Leadership and Teamwork," 1994-1995.



Management Department Chair Selection Committee, 1994-1995.

Management Department Colloquium Committee, 1993-1994.

Recruiting Committee for Organizations Group, 1992-1994.

Preliminary Exam Committee for Organizations Group Doctoral Students, 1992-1999 (chair).

Screening Exam Committee for the First Year Doctoral Students (Management Department), 1992-1997.

## **B. Doctoral dissertation committees**

### **1. Chair**

Josh Hodge, “The Trap of the Meaning-Map Gap Slap.” Melbourne Business School, Chair, 2021. **Faculty of Business and Economics Best Management Paper Award (with J. Hodge as 1<sup>st</sup> author), 2022.** placement: Melbourne Business School, University of Melbourne.

Andrew Zur, “The impact of inter-generational value differences have on job applicants on firms with corporate social responsibility strategies.” Melbourne Business School, Chair, 2021. placement: Faculty of Business and Economics, University of Melbourne.

Emma Zhao, “Dark side of leadership and team outcomes.” Melbourne Business School, Chair, 2017. **Directions in Management and Organization Theory: Best Papers from the 1st Management Theory Conference, 2013.** placement: Carnegie Mellon University.

Trent Hennessey, “Marketing yourself as a brand: A phenomenological study of personal branding.” Melbourne Business School, Chair, 2017. placement: Manager, Scholarly dev. (Learning & Academic), Student and scholarly services, Faculty of Business and Economics, University of Melbourne.

Alyson Meister, “Internal identity asymmetry and its consequences for individuals at work.” Melbourne Business School, Chair, 2015. **Finalist (top 2) AMR Best Article Award. Academy of Management Meeting Best Paper Proceedings. Deans' Certificate for Research Excellence for 2014, Melbourne Business School.** placement: Los Andes University, Colombia.

Martijn van der Kamp, “The rise and fall of subgroups and conflict in alliance teams: Faultline activation and deactivation.” Melbourne Business School, Chair, 2015. **2012 IACM Best Conceptual Paper Award. Nominated for The J. Richard Hackman Award for the Dissertation that Most Significantly Advances the Study of Groups 2016. APA Division 49 Dissertation Award, 2016. 2016 AOM Conflict in Context Award.** placement: Monash University.

- Saïd Shafa, “Eyes of Others - The role of honor-concerns in explaining and preventing insult-elicited aggression.” Leiden University, Chair, 2014. **McKenzie Postdoctoral Fellowship 2016-2018**. placement: Melbourne Business School, University of Melbourne.
- Hanneke Gutterink, “Meta-perceptions in work teams. A multi-level model of antecedents and consequences of perceived expertise affirmation.” University of Groningen, Faculty of Economics & Business, department of HRM & OB, Chair, 2013. **Best paper award for the Organizational Behavior Division. Society of Applied Social Psychology (SASP) Outstanding Postgraduate Research Award (2nd place), Adelaide**. placement: University of Groningen.
- Frank de Wit, “The paradox of intragroup conflict.” Leiden University, Chair, 2011. **Best Paper Award, Academy of Management, 2008. Best Student Paper Award, International Association of Conflict Management, 2009. Best Article Award, International Association of Conflict Management, 2012. Top 5 Articles Award, Journal of Applied Psychology, 2012. Best Student Paper Award, Conflict Management Division, Academy of Management, 2013. Finalist APA Divison 49 Dissertation Award, 2014. 2015 IACM Award for Outstanding Dissertation Completed in 2013-2014. Nominated for CMD Influential Article Award 2017. AOM Conflict Management Division Most Influential Article Award for 2018. McKenzie Postdoctoral Fellowship 2014-2016**. placement: Melbourne Business School, University of Melbourne.
- Selma van der Haar, “Getting on the same page: team cognition and team learning in emergency management teams.” Leiden University, Chair, 2011. placement: Maastricht University School of Business and Economics.
- Joyce Rupert, “Diversity faultlines and team learning.” Leiden University, Chair, 2010. placement: University of Groningen.
- Naliah Ayub, “National diversity and conflict: The role of social attitudes and beliefs.” Leiden University, Chair, 2010. **Honourable Mention Award for the Organizational Behaviour Division**. placement: Leiden University.
- Lakshmi Ramarajan, “Who am I? The influence of multiple intrapersonal identities on interpersonal problem solving.” University of Pennsylvania, The Wharton School, Chair, 2009. **Nominated for Conflict Management Division Best Paper Award. State Farm Dissertation Award**. placement: Harvard Business School.
- Lindred Greer, “Team composition and conflict: the role of individual differences.” Leiden University, *Cum laude*, Chair, 2008. **Best Student Paper Award, International Association for Conflict Management, 2005, 2007. Best Student Paper Award, Academy of Management, Diversity in Organizations Division, 2007. Best Student Paper Award, Academy of Management, Conflict Management Division, 2007, 2008. Emerald Award for Excellence, Outstanding Paper, 2008. Best Article Award, International Association of Conflict Management, 2012. Top 5 Articles Award, Journal of Applied Psychology, 2012. IJCM Outstanding Paper of 2013. Editors Choice award, 25th anniversary issue**. placement: Stanford.

Sonja Rispens, “Multiple interdependencies and workgroup effectiveness.” Leiden University, Chair, 2006. **Best Student Paper Award, Association of Work and Organization Psychology, 2005. Emerald Award for Excellence, Outstanding Paper, 2008. Best Dissertation Publishing Award, North Holland, 2004. IJCM Outstanding Paper of 2013. Editors Choice award, 25th anniversary issue.** placement: University of Twente.

Alex Michel, “Kinds of minds: how organizations think and why it matters.” University of Pennsylvania, The Wharton School, Chair, 2003. placement: University of Southern California.

Corinne Bendersky, “Complementarities in employment dispute resolution systems: Bigger bang or just bigger bucks?” MIT, Chair, 2002. **Best Dissertation, International Association for Conflict Management, Industrial Relations Research Association. Best Paper Award, Academy of Management, 2001, 2003, 2006, 2008. Best Paper Award, International Association for Conflict Management, 2008. Best Article Award, Academy of Management Review, 2003.** placement: UCLA.

Danielle Warren “Constructive and destructive deviance in investment banks.” University of Pennsylvania, The Wharton School, Chair, 2002. placement: Rutgers University.

Sherry M. B. Thatcher, “Implications of identity fit for diverse workforces.” University of Pennsylvania, The Wharton School, Chair, 2000. **Best Dissertation Proposal Award, Information Management Association, 1999. Best Paper Award, International Conference on Systems Sciences, 2001. Best Dissertation Proposal Award, George Harvey Program on Redefining Diversity, 1999. Best Student Paper Award, Association of Work and Organization Psychology, 2005.** placement: University of Arizona.

Yekaterina Bezrukova, “Informational and Methodical Tools for Regulating the Team-Building Process.” Moscow, Russia. Chair, 1999. **Nominated for Conflict Management Division Best Paper Award, 2003. Best Paper Award, 2003, Ulrich & Lake Award for Excellence in HRM Scholarship.** placement: Wharton, University of Pennsylvania.

Lorna Doucet, “Coordination: emotion and information in service interactions.” University of Pennsylvania, The Wharton School, Chair, 1997. **Highly Commended Award Winner at the Liberati Network Awards for Excellence 2010.** placement: University of Illinois.

Norman S. Wright, “Organizational commitment: a study of external influences on employee commitment to organizations.” University of Pennsylvania, The Wharton School, Chair, 1997. placement: Brigham-Young University.

Elizabeth D. Scott, PhD in Management. University of Pennsylvania. Honorary supervisor, 1996. placement: The Pennsylvania State University. **International Association for Business and Society Best Article Award.**

## 2. Postdoctoral

Saïd Shafa, McKenzie Postdoctoral Fellowship 2016-2018, Melbourne Business School.

Frank de Wit, McKenzie Postdoctoral Fellowship 2014-2016, Melbourne Business School. **Finalist APA Division 49 Dissertation Award, 2014. 2015 IACM Award for Outstanding Dissertation Completed in 2013-2014.**

Yekaterina Bezrukova. **Nominated for Conflict Management Division Best Paper Award, 2003. Best Paper Award, 2003, Ulrich & Lake Award for Excellence in HRM Scholarship.**

### 3. Other

Anne de Bruijn, "Fair Evaluation in the Workplace: Mitigating Gender Bias in Performance Evaluations with Natural Language Processing." Committee Chair, Melbourne Business School, 2023-2026.

Florien M. Cramwinckel, "The social dynamics of morality." Utrecht University, The Netherlands, Reading Committee, 2016.

Gerdien de Vries, Delft University of Technology, The Netherlands, Reading Committee.

Moureen Wong, Melbourne Business School, Reading Committee.

Victoria Roberts, Melbourne Business School, Reading Committee.

Michelle Evans, "Be:Longing - Enacting indigenous arts leadership." Melbourne Business School, Reading Committee, 2012.

John Qin, "Distinguishing positive and negative effects of diversity." University of Ballarat, Reading Committee, 2009.

Kyra Luijters, "Making diversity bloom: coping effectively with cultural differences at work." University of Groningen, Reading Committee, 2008.

Sezgin Cihangir, "The dark side of subtle discrimination." Leiden University, Reading Committee, 2008.

Kieren Moffat, "Managing employment status diversity in the Australian Defence Force." The University of Queensland, Reading Committee, 2008.

Leighton Jay, "An analysis of the critical contingency factors influencing the use of group facilitation in organization." The University of Western Australia, Reading Committee, 2007.

Shannon L. Lloyd, "The conditions leading to positive outcomes for members of culturally diverse work teams." Monash University, Reading Committee, 2007.

Elianne van Steenbergen, "Work-family facilitation: a positive psychological perspective on role combination." Leiden University, Reading Committee, 2007. placement: Utrecht University.

- Ed Sleebos, "Consequences of perceived intra-group respect." Leiden University, Reading Committee, 2005. placement: Free University, Amsterdam.
- Jacqueline Fendt, "The CEO in post-merger situations." Leiden University, Cum Laude, Reading Committee, 2005.
- Oluremi B. Ayoko, "Making a difference from differences: culturally heterogeneous workgroups need leaders with conflict and emotions management skills." The University of Queensland, Australia, Reading Committee, 2003. **2010 Making Connections Award for the OB Division.** placement: The University of Queensland.
- Lisa B. Cain, "Accounting for territory and representative heterogeneity in sales performance evaluation." University of Pennsylvania, The Wharton School, Committee Member, 2002. placement: University of California, Berkeley.
- Ralph A. Rodriguez, "Challenging demographic reductionism: a study investigating diversity in group composition." Temple University, Reading Committee, 2000.
- Chandra Aleong, "Strategic planning and higher-education institutions." University of Pennsylvania, School of Education, Reading Committee, 1999.
- Van der Togt, J. "The effectiveness of concern for oneself and for others in voluntary groups and work groups." University of Groningen, The Netherlands, Department of Social Psychology, Reading Committee, 1999.
- Stacy Kim, "Gradual return to work: the antecedents and consequences of switching to part-time work after childbirth." University of Pennsylvania, School of Education, Reading Committee, 1999.
- Van der Vegt, G.S. "Patterns of interdependence in work groups: a cross-level examination of the relation with satisfaction and commitment." University of Groningen, The Netherlands, Department of Social Psychology, Reading Committee, 1998.
- Debendra Prasas Kar, "Assessment of antecedents of organizational citizenship behavior." Indian Institute of Technology, Reading Committee, 1997.
- Margarita Mayo, "Work team diversity: an examination of a process model using artificial intelligence and social network methods." State University of New York, Buffalo School of Management, Reading Committee, 1997.
- Nikolai Rogovsky, "Cultural differences as mediators of occupational work values." University of Pennsylvania, The Wharton School, Reading Committee, 1996.

### C. Advising

Senior thesis advisor (Honours) Reanna Joy Clark, 2016.

Senior thesis advisor (Honours) Elizabeth Tupper, Sumedha Verma, 2015-2016.

Senior thesis advisor (Honours) Vik Ki Eng, Priscilla Marietta, Jasper Johnson, Mei Liew, Sophie Rushton, Adam van Heerden, 2014.

Senior thesis advisor for Brian Van, Samantha Thomson, Patricia Abletez, 2009-2013.

Senior thesis advisor for thirty-six students at Leiden University, 2003-2009.

Faculty advisor to Out4Biz, the gay, lesbian, bisexual MBA student group at Wharton, 1997-2000.

Faculty founder and internet liaison for Wharton People Who Care.

Faculty advisor for Women of Wharton.

Senior thesis advisor for Elizabeth Franklin (honors - psychology), Rachel Domers (honors - Women Studies), Nicholas Hays (honors - psychology).

Advisor to doctoral students on their second-year research projects (Management Department: Lorna Doucet, Andrew Spicer, Sherry Thatcher, Clint Chadwick, Alex Michel, Danielle Warren, Sheen Levine; Marketing: Nancy Buchan, Lisa Cain).

Independent study advisor to doctoral students (Lorna Doucet, Andrew Spicer, Huiyao Liu, Alex Michel, Danielle Warren) and numerous Wharton undergraduate students.

#### **D. Editorial activities**

##### **Reviewing**

International Journal of Conflict Management  
International Association for Conflict Management  
Stanford Social Innovation Review

##### **Past reviewing**

Journal of Management Research  
Journal of Management & Organization  
Academy of Management Conference

#### **E. Administrative positions**

Research Ethics Advisor (REA), Melbourne Business School, University of Melbourne, 2020 - 2021.

President, 2014, International Association for Conflict Management (IACM).

Board Member, 2008-2014, Research Institute and Graduate School of the Faculty of Economics and Business, University of Groningen, The Netherlands.

Founder and organizer, 2008-2012, Faculty studying Asymmetry, Conflict, and Emotions in the Workplace (FACE).

Board Member, 2007-2011, Kurt Lewin National Graduate School of Social and Organizational Psychology, The Netherlands.

Board Member, 2007-2011, National Science Foundation, Conflict and Security Theme, The Netherlands.

Co-convener, 2007, Dutch HRM network conference, “In search of balance: Managing the Dualities of HRM “Integration versus differentiation” track.

Affiliate, 2003, the Sloan Industry Centers.

Division Chair, 2003, Conflict Management Division, Academy of Management.

Program Chair, 2001, Conflict Management Division, Academy of Management.

Program Chair, 2000, International Association for Conflict Management Conference.

Professional Development Chair, 2000, Conflict Management Division, Academy of Management.

Faculty Coordinator, 2000-2002, the Pitney Bowes Awards for Outstanding PhD Theses in the Field of Diversity offered by the George Harvey Program on Redefining Diversity: Value Creation Through Diversity and sponsored by the SEI Center for Advanced Studies in Management in the Wharton School, University of Pennsylvania (originator of this award).

Faculty Associate, 2000-2002, Center for Leadership and Change Management of the Wharton School.

Research Director, 1999-2002, Diversity Research Network, Sloan Foundation.

Faculty Coordinator, 1999-2002, George Harvey Program on Redefining Diversity, SEI Center, Wharton.

Liaison, 1998-1999, Academy of Management’s Conflict Management Divisions and Entrepreneurship Group.

Initiator and Director, 1998, the Qualitative Research Discussion Forum for doctoral students and faculty. Participants from the Management, Operations and Information Management, Marketing, Psychology, Sociology, and Political Science departments.

Faculty Representative, 1997-1998, Wharton MBA Global Immersion Project (People’s Republic of China).

Penn Reading Project Faculty Discussion leader, 1997.

Participant, 1997, the Undergraduate First Year Faculty Advising program of the Wharton School.

Organizer, 1996, Academy of Management Preconference Panel on Managing Doctoral Students.

Representative-at-Large, 1996, Conflict Management Division, Academy of Management.

Board Member, 1995-2002, Wharton Cross-department Decision Processes doctoral program.

Founder and organizer, 1995-2002, the working paper series for micro-meso organization behavior, M Squared, at the University of Pennsylvania.

Founder and host, 1994-2002, Annual Wharton Micro-Organizational Behavior Conference.

Chair, 1994, Organization Theory/Strategic Management Division for the International Conference on Advances in Management.

Founding member, 1990, Industry Studies Association (ISA), University of Pittsburgh, U.S.

## **F. Consulting and training**

Covid19 Taskforce – National Science Foundation and American Psychological Foundation (2020).

Negotiation – AT&T, Australian Graduate School of Management, Broadview Associates, Bell, ABC Life (2019).

Diversity – Xerox, United States Postal Service, Chase Manhattan, Federal Express, Pitney Bowes, AT&T, Bell, International Research Exchange to Russia for the State Department, Women in Leadership, Philadelphia, PA.

Teamwork – Motorola, Allied Van Lines, Inc., Metropolitan Structures, NASA, National Science Foundation Democratization Initiative Scholar.

Volunteer counsellor for Life Crisis, a centre for assisting victims of domestic violence.

## **G. Professional affiliations and memberships**

Academy of Management, Conflict Management Division, 1992-2023

American Psychological Association, 1992-2023

American Association of Anthropologists, 1992-2022

International Association for Conflict Management 1992-2023, President 2014, Fellow 2021

Society for Industrial and Organizational Psychology, 1992-2023

Society for the Study of Peace, Conflict and Violence, 1992-2023

Academy of Management All-Academy Theme Committee, 1992-2020

European Association of Work and Organisational Psychology, 1992-2021