

July 2012

Poppy Laretta McLeod

Department of Communication
Cornell University
Ithaca,, NY 14853
(607) 254-8896
plm29@cornell.edu

EDUCATION

Harvard University: Ph.D. in Social Psychology, 1985.

Syracuse University: B.S. in Psychology, 1979.

ACADEMIC EXPERIENCE

Cornell University:

Department of Communication, Associate Professor, 2005 – present. Visiting Associate Professor, Jan. – Dec, 2004

Johnson Graduate School of Management, Adjunct Professor, 2005 - present

Case Western Reserve University Weatherhead School of Management: Associate Professor 1997- 2005.

University of Iowa College of Business Administration: Associate Professor 1992-1997.

University of Michigan School of Business Administration: Assistant Professor 1985-1992.

Helsinki School of Economics and Business Administration, Finland: Visiting Professor, Summers 1993 - 2000.

Università Luigi Bocconi, Milan, Italy: Visiting Professor, Summer, 1990.

HONORS AND AWARDS

State University of New York

2009 SUNY Chancellor's Award for Teaching Excellence

Cornell University, College of Agriculture and Life Sciences

2008 Innovative Teacher Award, for Creativity in Undergraduate Teaching

RESEARCH GRANTS AND FELLOWSHIPS

Cornell University Institute for Social Sciences

2010/2011 \$6000 to support research on emotions and language in intergroup bias.

Hatch Foundation/USDA/CSREES

2010/2013 \$81,448 to support project "Identity, Emotions and Language in Inter-Community Conflict"

Cornell University Institute for Social Sciences

2006/2007 \$5000 to support conducting interviews as part of a study of collaboration between social service agencies.

Hatch Foundation/USDA/CSREES

2007/2010 \$25000 per year to support data collection, data coding and field observations as part of a study of collaboration between social service agencies.

College of Business Administration, University of Iowa

1993/1994: \$3,000 summer research grants to conduct collection and coding of data on interpersonal processes in computer-supported group discussion.

Office of the Vice President for Research, University of Michigan

1990: \$10,000 to build a computer-based tool to support observation, and analysis of interpersonal behaviors in small groups.

1989: \$9,800 to conduct laboratory study on the effects of computer support on task groups.

1987: \$3,000 to conduct laboratory study on cognitive similarity and interpersonal interaction.

PAPERS AND PUBLICATIONS

Refereed Journal Articles

Bazarova, N., Walther, J. B. & **McLeod, P. L.** (in press) Minority Influence in Computer Mediated Communication. *Communication Research*.

Lu, L., Yuan, Y. Y. & **McLeod, P. L.** (2011) Twenty-Five Years of Hidden Profiles in Group Decision Making: A Meta-Analysis, *Personality and Social Psychology Review*.

McLeod, P. L. (2011) "Effects of Anonymity and Social Comparison of Rewards on Computer-Mediated Group Brainstorming" *Small Group Research*, 42, 475-503.

Akrivou, K., Boyatzis, R. E. & **McLeod, P. L.** (2006) "The Evolving Group: Towards a Prescriptive Theory of Intentional Group Development" *Journal of Management Development*, 25, 689-706.

McLeod, P. L. & Kettner-Polley, R. B. (2004) Contributions of Psychodynamic Theories to Understanding Small Groups. *Small Group Research*, 35, 333 – 361.

Hart, R. K. & **McLeod, P. L.** (2003) Rethinking Team Building in Geographically Dispersed Teams: One Message at a Time”, *Organizational Dynamics*, 31, 352 - 361.

Wheeler, J. V. & **McLeod, P. L.** (2002) “Increasing Effectiveness When Responding to ‘In-The-Moment’ Classroom Events” *Journal of Management Education*, 26, 693 - 716.

Durham, C., Poon, J., Locke, E. A., & **McLeod, P. L.** (2000) "Effects of Group Goals and Time Pressure on Group Efficacy, Information-Seeking Strategy, and Performance." *Human Performance*, 13, 115-138.

McLeod, P. L. (1999) “A Literary Examination of Electronic Meeting System Use In Everyday Organizational Life.” *Journal of Applied Behavioral Science* 35, 188-206.

McLeod, P. L. & Cotter, J. (1999) “Opposites May Not Attract, But They Can Complement: Integrating Finance and Organizational Behavior in the MBA Curriculum.” *Journal of Management Education*, 23, 251-262.

McLeod, P. L., Baron, R. S., Marti, M. & Yoon, K. (1997) “The Eyes Have It: Minority Influence in Face-To-Face and Computer-Mediated Group Discussion.” *Journal of Applied Psychology*, pp. 706-718.

McLeod, P. L., Lobel, S. A. & Cox, T. H. (1996) "Ethnic Diversity and Creativity in Small Groups." *Small Group Research*, 27, 248-264.

Austin, L. C., Liker, J. K. & **McLeod, P. L.** (1993) "Who Controls the Technology in Group Support Systems? Determinants and Consequences." *Human Computer Interaction*, 8, 217-236.

McLeod, P. L. & Liker, J. K. (1992) "Electronic Meeting Systems: Evidence From a Low Structure Environment." *Information Systems Research*, 3, 195-223.

McLeod, P. L. (1992) "An Assessment of the Experimental Literature on Electronic Support of Group Work: Results of a Meta-Analysis." *Human Computer Interaction*, 7, 257-280.

McLeod, P. L., Liker, J. K. & Lobel, S. A. (1992) "Process Feedback in Task Groups: An Application of Goal Setting." *Journal of Applied Behavioral Science*, 28, 15-41.

McLeod, P. L., Liker, J. K. & Lobel, S. A. (1992) "Inept, Misguided or Caught Between Competing Paradigms? A Reply to Locke and Latham and to Wells." *Journal of Applied Behavioral Science*, 28, 54-61.

McLeod, P. L. (1992) "Are Human Factors People Really So Different? Comparisons of Interpersonal Behavior and Implications for Design Teams." *Journal of Management Information Systems*, 9, 113-132.

Cox, T. H., Lobel, S. A. & **McLeod, P. L.** (1991) "Effects of Ethnic Group Cultural Differences on Cooperative and Competitive Behavior on a Group Task." *Academy of Management Journal*, 34, 827-847.

Reprinted in C. G. Gersick (Ed.) *Group Management*. Hampshire, England: Dartmouth Publishing Company, 1996.

Cash, J. I. & **McLeod, P. L.** (1985) "Managing the Introduction of Information Systems Technology in Strategically Dependent Companies." *Journal of Management Information Systems*, 1, 6-23.

Reprinted in H. J. Watson et al. (Eds.) *Information Systems for Management, Business Publications, Inc.*, 1986.

McLeod, P. L. & Rosenthal, R. (1983) "Micromomentary Movement and the Decoding of Face and Body Cues." *Journal of Nonverbal Behavior*, 8, 83-90.

Book Chapters and Essays

McLeod, P. L. & Leshed, G. (2011). As Long as They Don't Know Where I Live: Information Disclosure Strategies for Managing Identity in *Second Life*. In A. Peachy & M. Childs (Eds), *Reinventing Ourselves: Contemporary Concepts of Identity in Virtual Worlds*, (pp 191 – 211). London, UK: Routledge.

McLeod, P. L. & Kettner-Polley, R. B. (2005) "Psychodynamic Perspectives on Small Groups" in M. S. Poole, & A. B. Hollingshead (Eds.). *Theories of Small Groups: An Interdisciplinary Perspective*. Sage Publications: Thousand Oaks, CA.

McLeod, P. L. (2000) "Anonymity and Consensus in Computer-Supported Group Decision-Making. In T. I. Griffith (Ed.) *Research on Groups in Organizations, Volume III, Technology*, pgs. 175 – 204, Stamford, CT: JAI Press.

McLeod, P. L. (1996) "New Communication Technologies for Group Decision Making: Toward an Integrative Framework." In R. Y. Hirokawa & M. S. Poole (Eds.) *Communication and Group Decision-Making*. Newbury Park, CA: Sage (2nd Ed.), 426-461.

Hauserman, N. H. & **McLeod, P. L.** (1996). "Conflict in the Classroom: Wonderland Welcomes Alice." *The Journal of Legal Issues in Education*, 13, 241-256.

Novelli, L., Beard, K. M. & **McLeod, P. L.** (1992) "Mining Videotapes for Evidence of Learning: A Research Dialogue." *Journal of Management Inquiry*, 1, 119-129.

Manuscripts Under Review and in Preparation

McLeod, P. L. (2012) An Experiential Learning Approach to an Undergraduate Course in Group Communication and Decision-Making. Under review, *Small Group Research*.

McLeod, P. L. (2012) Distributed People and Distributed Information: Vigilant Decision-Making in Virtual Teams. Under review, *Small Group Research*.

Guo, J. & **McLeod, P. L.** (2012). The Impact of Relevance and Heterogeneity of Pictorial Stimuli on Individual Brainstorming. Under Review *Creativity Research Journal*.

Guo, J., Lomanov, A., Kim, A., Davis, M. C. & **McLeod, P. L.** (2012). Social threat, familiarity and intergroup perceptions within collegiate Greek-letter organizations. Under review, *Journal of College Student Development*.

McLeod, P. L., Hart, R. K., Chou, C. Y. & Lee, P. D. (2012). Group communication and collaboration in Second Life: The effects of task features. (In preparation)

Yuan, Y. Y. & **McLeod, P. L.** (2009) Revisiting the Role of Transactive Memory in the Hidden Profile Paradigm: From One to Multiple Expertise Domains. (In preparation)

McLeod, P. L. Anonymity and Identity in Computer Mediated Communication (in preparation)

Leshed, G., **McLeod, P. L.**, Hancock, J. T. & Gay, G. (2010) Guiding Distributed Teamwork Behaviors with Automated Language-Based Feedback. (In preparation)

Invited Colloquia & Workshops

Cornell Municipal Clerks Institute, Workshop on managing bias in language when involved in public controversies. July, 2012

Rensselaer County Cooperative Extension, Executive Board of Directors, Keynote address on “Linguistic Bias in Public Communication”, May 2012

Rensselaer County Cooperative Extension educators, workshop on managing bias in language when involved in public controversies, May 2012

Elmira, NY Cooperative Extension educators, “Identity, Emotions and Language in Conflict over Public Issues”, May 2012

Epsilon Sigma Phi, National Cooperative Extension honor society Key Note address at annual conference, Syracuse, NY October 12, 2011. “Identity, Emotions and Language in Conflict over Public Issues.”

Pennsylvania State University Cooperative Extension. “Identity, Emotions and Language in Conflict over Public Issues,” Extension educators in-service training presentation, Dec. 8, 2010.

Cornell University Cooperative Extension. “Identity, Emotions and Language in Conflict over Public Issues,” Presentation at Epsilon Sigma Phi, National Cooperative Extension honor society, NY State Chapter annual meeting, Nov. 1, 2010.

Cornell University Community and Rural Development Institute Research Roundtable, “Terror Management Theory and Other Psychological and Cognitive Barriers to Acting on Climate Change” (with Janis Dickinson, Cornell Lab of Ornithology), Oct. 28, 2010.

Cornell University Cooperative Extension “Bias in Language between Groups on Different Sides of Public Issues: The Case of Hydrofracturing”, In-service training session for CCE educators, May 7, 2010.

Syracuse University Department of Psychology. “Collaboration between Social Service Agencies: A Linguistic Intergroup Bias Analysis, 2007.

Spotlight on Women Lecture Series, Case Western Reserve University. “Using Metaphor in Social Science Research”, 1999.

Finnish Employer’s Management Development Institute “Team Based Job Design”, 1994

Northwestern University, Department of Organizational Behavior: “A Literary Analysis of Group Support Systems Use.” 1993.

University of Jyväskylä (Finland), Department of Management Information Systems, “An Application of Adaptive Structuration in GSS Use”, 1993

University of Minnesota, Department of Information and Decision Sciences: "Longitudinal Investigation of GSS Use: An Application of Adaptive Structuration." 1993.

University of Northern Iowa, Department of Management Information Systems: "A Review of Experimental Studies of GSS Use." 1993.

Calgary University, Department of Management Information Systems: "A Review of Experimental Studies of GSS Use." 1991.

Center for Creative Leadership: "Process Feedback in Task Groups." 1991.

Carnegie Mellon University, Department of Social Science: "Introduction of Computer Technology among Academic Secretaries: A Longitudinal Investigation." 1986.

Presentations and Conference Proceedings

Refereed Proceedings

Leshed, G. & McLeod, P. L. (2011) Metaphors for Social Relations in 3D Virtual Worlds, To be presented, *Conference on Computer Supported Cooperative Work*, Seattle.

Leshed, G., Perez, D., Hancock, J. T., Cosley, D., Birnholtz, J., Lee, S., **McLeod, P. L.** & Gay, G. (2009) Visualizing Real-Time Language-Based Feedback on Teamwork Behavior in Computer-Mediated Groups *Proceedings of the ACM Conference on Human Factors in Computing Systems (CHI 09)*, April 4 – 9, Boston, MA.

Leshed, G., Hancock, J. T., Cosley, D., **McLeod, P. L.**, & Gay, G. (2007). Feedback for guiding reflection on teamwork practices. In *Proceedings of GROUP '07*, Sanibel Island, FL. 217-220.

McLeod, P. L. (1997) "A Comprehensive Model of Anonymity In Computer-Supported Group Decision-Making." *Proceedings 18th International Conference on Information Systems*, Atlanta, GA, 223-234.

Rao, V. S., **McLeod, P. L.** & Beard, K. M. (1996) "Adoption Patterns of Low-Structure Groupware: Experiences with Collaborative Writing Software." *Proceedings 29th Hawaii International Conference on System Science*, Maui, HI.

McLeod, P. L. & Elston, S. E. (1995) "Persuasive Linguistic Devices in Anonymous vs Identified Computer-Supported Groups: An Exploratory Study." *Proceedings 28th Hawaii International Conference on System Science*, Maui, HI.

McLeod, P. L. & Lobel, S. A. (1992) "Effects of Ethnic Diversity on Idea Generation in Small Groups." *Proceedings Academy of Management Meeting*, Las Vegas, NV.

Austin, L. C., Liker, J. K. & **McLeod, P. L.** (1990) "Determinants and Patterns of Control over Technology in a Computerized Meeting Room," *Proceedings, Third Conference on Computer Supported Cooperative Work*, Los Angeles, CA.

Conference Presentations

Liu, Y-C., Davids, R., Li, S., & **McLeod, P. L.** (2011). Effects of task type on communication behaviors in task-oriented groups working within an immersive virtual environment. *International Communication Association Annual Meeting*, Phoenix, AZ.

Guo, J. Kim, A., Mayer, B. & **McLeod, P. L.** (2011). Mortality salience effects on linguistic intergroup bias and inhumanization: The case of social fraternities and sororities. *International Communication Association Annual Meeting*, Phoenix, AZ.

Guo, J. & **McLeod, P. L.** (2011). The Effect of Visual Stimuli on Individual Brainstorming. , *International Communication Association Meeting*, Boston, MA, May.

Hart, R. K., Chou, C. C. & **McLeod, P. L.** (2011). Virtual Meetings in Virtual Worlds: Does the Avatar Make the Heart Grow Fonder? *INGROUP Conference*, Minneapolis, MN, July.

McLeod, P. L. & Hoffman, B. T. (2010). A Terror Management Account of Linguistic Intergroup Bias. Presented, *INGROUP Conference*, Washington, DC, July

Hart, R. K., Chou, C. & **McLeod, P. L.** (2010). An Exploratory Study of the Content and Quality of Virtual Team Collaboration in *Second Life*. *INGROUP Conference*, Washington, DC, July.

Lu, L., Yuan, C. & **McLeod, P. L.** (2010) Twenty-Five Years of Hidden Profile Studies: A Meta-Analysis. Presented, *Annual conference of the National Communication Association*, San Francisco, November.

Yuan, C. & **McLeod, P. L.** (2009) "Revisiting the role of transactive memory in the hidden profile paradigm: From one to multiple expertise domains." *Academy of Management Annual Meeting*, Chicago, IL, August.

Lee, P. D. & **McLeod, P. L.** (2009) Management Education and Research in Virtual Worlds, *Academy of Management Annual Meeting*, Chicago, IL, August

- McLeod, P. L.** & Kravec, N. G. (2008). Reward Distribution in Anonymous Computer-Supported Task Groups: The Effects of Social Comparison *International Communication Association Meetings*, Montreal Quebec, May.
- McLeod, P. L.** & DiDario, M. (2007) An Intergroup Perspective on Coordination between Social Service Agencies: Linguistic Category Analysis of Collaboration Accounts. *International Communication Association Meetings*, San Francisco, May.
- McLeod, P. L.**, Walther, J. B. & Shami, N. S. (2005) "Information Distribution, Member Distribution, and Decision-Making in Differentially Distributed Online Groups", *International Communication Association Meetings*, New York City, May.
- Peña, J. F., Barrett, T. & **McLeod, P. L.** (2005) "Dominance and Participation in Online Dialogues of Differentially Distributed CMC Groups," *International Communication Association Meetings*, New York City, May.
- Hancock, J., Bazarova, N., Wang, Z., Peña, J. F., Barrett, T. & **McLeod, P. L.** (2005), "The dialogic Aspects of Attribution, Identification, and distribution in Online Groups," *International Communication Association Meetings*, New York City, May.
- McLeod, P. L.** (2005) "Anonymity in Computer-Mediated Communication: An Absence of Social Identity?" *Conference on Group Processes in Computer-Supported Interaction: Technological and Social Determinism*, Department of Psychology, Miami University of Ohio.
- McLeod, P. L.** & Freeman, S. F. (2004) "Organizational Leadership Lessons from Argentine Tango", *Second International Improvisational Conference on the Future of Time in Management and Organizations*, INSEAD, Fontainbleu, France.
- McLeod, P. L.** (2004) "Interagency Coordination: Front Line Case Workers as Ad Hoc Teams", *Management Faculty of Color Association*, College Park, Md.
- McLeod, P. L.**, Falcone, R. N., Howard, A. R. & Coombe, D. D. (2004). "Interagency Coordination: Front Line Case Workers as Ad Hoc Teams", *Annual Meeting of the Academy of Management*, New Orleans, LA.
- Hart, R. K. & **McLeod, P. L.** (2003) "Personal Relationships in Geographically Dispersed Work Teams: Leading Through Everyday Communication", *Annual Meeting of the Academy of Management*, Seattle, WA.
- Goosby, J., Kanawattanachai, P. Lingham, T. **McLeod, P. L.**, Sekerka, L. Weems, V. & Winter, M (2000). "Mask or Disguise: Effects of Varying Anonymity Type in Computer-

Mediated Decision Making”, *Annual Meeting of the Academy of Management*, Toronto, Ontario.

McLeod, P. L. (1999) “Teaching Emotional Intelligence Across the MBA Curriculum”, *Academy of Management Meeting*, Chicago, IL.

Wheeler, J. V. & **McLeod, P. L.** (1999) “Expanding Our Personal Borders: Increasing Effectiveness When Responding to “In-The-Moment” Classroom Events”, *Organizational Behavior Teaching Conference*, Las Cruces, NM.

McLeod, P. L. (1998) “Benefits of Communication Technology for Information Exchange and Decision Making in Groups: A Conspicuous Lack of Evidence”, *Academy of Management Meeting*, San Diego, CA.

McLeod, P. L. (1997) “Group Support Systems and the Discovery of Hidden Profiles,” *Academy of Management Meeting*, Boston, MA.

McLeod, P. L., Baron, R. S., Marti, M. & Yoon, K. (1997) “Minority Influence in Face-To-Face and Computer-Mediated Group Discussion, *Academy of Management Meeting*, Boston, MA.

McLeod, P. L. & Elston, S. E. (1994) "Minority Opinion and Private Opinion Change: Moderating Effects of GSS Use and Anonymity." *Academy of Management Meeting*, Dallas, TX.

Hirokawa, R. Y. & **McLeod, P. L.** (1993) “Communication, Decision Development and Decision Quality in Small Groups: An Integration of Two Approaches.” *Speech Communication Association Meetings*.

McLeod, P. L. (1991) "What if Jesus had Communicated With His Apostles Using a Computer: Collaborative Technology Use by Some Famous Groups." *Academy of Management Meeting*, Miami Beach, FL.

McLeod, P. L. (1991) "Turning Busy Work into Real Work: An Assessment Center Approach to Group Projects." *Organizational Behavior Teaching Conference*. Bellingham, WA.

McLeod, P. L. (1986) "The Impact of Personal Computer Workstations on Attitudes and Job Satisfaction among Academic Secretaries," *Academy of Management Meeting*, Chicago, IL.

Other Publications

McLeod, P. L. (1989) “Book Review of *In the Age of the Smart Machine*,” by Shoshana Zuboff, *Journal of Engineering and Technology Management*, 6.

Media Appearances

WSKG Public Radio –Guest on “Community Conversation” hosted by Crystal Sarakas.
October, 2010, “Incivility in Public Discourse”
October, 2011, “How to Talk about Complex, Controversial and Difficult Issues.”

COURSES TAUGHT

Degree Programs

Cornell University

Communication and Decision Making in Groups	COMM 3100, 2005 - present
Persuasion and Social Influence	COMM 2760, 2001 - present
Leading Teams and Organizations	NBA 668 (JGSB), Fall, 2005 – 2007
Introduction to Emotional Intelligence and Emotional Intelligence in Teams	JGSB LSP course Fall 2008, 2009
Theory and Method in Small Group Research	COMM 6840, Fall, 2006 - present
Methods of Communication Research	COMM 6820, Fall, 2007

Case Weatherhead School of Management

Leadership Assessment & Development	MBAC410 (Full Time); MGMT 403 (Part Time)
Human Value in Organization (Time)	MBAC 413 (Full Time); MGMT 407 (Part Time)
Introduction to Research Methods	ORBH 560
Theory and Research in Small Groups	ORBH 575

University of Iowa College of Business

MBA and BBA core Organizational Behavior courses; elective MBA course on leadership development

University of Michigan School of Business

MBA and BBA core Organizational Behavior courses

Executive Education

Weatherhead School of Management Affiliates Program:

Seminar on effective teamwork, 2000

Seminar on Emotional Intelligence 2000 &, 2001 (with Diana Bilimoria and Richard E. Boyatzis), 2002 - 2010

Seminar on Emotional Intelligence in Teams, 2000-2010

Weatherhead School of Management Corporate University Custom Programs:

Leadership Deep Dive Program -- Modules on team leadership through emotional intelligence.

Sherwin-Williams Corporation – Faculty Director and Instructor for modules on Emotional Intelligence and Leadership, 2004 - present

Lubrizol Corporation – Modules on teamwork and leadership, 2000 - 2002

Oglebay Norton Corporation – Modules on leadership and Emotional Intelligence, 2000 - 2002

KeyCorp – Modules on leadership and Emotional Intelligence (with Jane V. Wheeler), 2001 – 2005

Workshop on Emotional Intelligence (with Diana Bilimoria and Richard E. Boyatzis), 2000 - 2001

Weatherhead School of Management Health Care Management Systems:

Seminar on effective teamwork, 1998, 2000, 2001

Workshop on Emotional Intelligence for Physician Executives Institute (with Diana Bilimoria), 2001

Sparrow Health Care Systems Custom Program – Workshop on effective teamwork (2001)

GRADUATE COMMITTEES

Carol Haddad, Ph. D.	University of Michigan	1989
Wynne Chin, Ph. D.	University of Michigan	1992
Surinder Singh Kahai, Ph.D.	University of Michigan	1993
John Oetzel, Ph. D.	University of Iowa	1995
Kuh Yoon, Ph.D.	University of Iowa	1997
Angela Murphy, Ph.D.	Case Western Reserve U.	2000
Rama Bhalla, Ph. D.(Chair)	Case Western Reserve U.	2001
Esther Wyss, Ph. D.	Case Western Reserve U.	2002
Prasert Kanawattanachai, Ph.D.	Case Western Reserve U.	2002
Scott Taylor, Ph.D.	Case Western Reserve U.	2006
Jorge Peña, Ph.D.	Cornell University	2007
Zuoming Wang, Ph. D.	Cornell University	2007
Sadat Shami, Ph, D.	Cornell University	2008
Kim Wong, M.S.	Cornell University	2008
Katherine McLean, M.S	Cornell University	2007
Natalya Bazarova, Ph. D.,	Cornell University	2009

Tasha Lewis, Ph.D.,	Cornell University	2009
Gilly Leshed, Ph.D.,	Cornell University	2009
Li Lu, M.S.,	Cornell University	2009
Bryce Hoffman, M. S. (Chair)	Cornell University	2011
Jing Guo, Ph.D. (Chair)	Cornell University	2012 (exp)
Christopher Langone, Ph. D. (Chair)	Cornell University	2012 (exp)
Yi-Ching Liu, Ph.D. (Chair)	Cornell University	2015 (exp)
Brian Mayer, Ph.D. (Chair)	Cornell University	2016 (exp)
Elizabeth Newbury, Ph. D.	Cornell University	2015 (exp)
Verena Krause, M. A.	Cornell University	2015 (exp)
Jin Liu, Ph.D.	Cornell University	2015 (exp)

UNDERGRADUATE HONOR'S THESES

Nicole Kravec (Chair)	Cornell University	2006
Amanda Lomanov (Chair)	Cornell University	2012 (exp)

PROFESSIONAL SERVICE

Professional Societies

Academy of Management: Executive Committee, Organizational Communication and Information Systems Division (OCIS), 1997-2003; Senior Faculty Member for Junior Faculty Consortium, 1994; Faculty Member for Doctoral Consortium, 1998; and Faculty Member for KPMG Ph.D. Project Consortium, 1998-2003.

Editorial Boards

1996-2010	<i>Small Group Behavior</i> 2007 – 2008, special issue co-editor with M. S. Poole
2004-2005	<i>Academy of Management Learning and Education</i>
1999-2002	Associate Editor, <i>MIS Quarterly</i>
2001	<i>Journal of Management Education</i> (special issue)
Ad Hoc Reviewer	<i>Academy of Management Journal</i> <i>Academy of Management Review</i> <i>Accounting</i> <i>Management and Information Technologies</i> <i>Human Computer Interaction</i> <i>Information Systems Research</i> <i>Journal of Management Education</i> <i>Journal of Management Information Systems</i>

Journal of Organizational Behavior
Management Science
MIS Quarterly
Personality and Social Psychology Bulletin
Small Group Research
Organization Science
Communication Research
Journal of Computer Mediated Communication

Committee Assignments

- **International/National:**

National Science Foundation: Selection Panel Member for Minority Graduate Fellowship Program, 1992-1995; and Psychology Panel Chair, 1996

National Black MBA Association: Selection Panel Member for Graduate Fellowships, 1993-1996; and Panel Speaker, National Convention, 1993 and 1994.

National Conference on Assessing Current Knowledge of Groups: Planning Committee Member, 2001 and 2002.

International Conference on Information Systems: Program Committee Member, 1991 and 1993; Program Executive Committee Member, 1998.

- **State/Local:**

Harvard Club of Northeast Ohio: Member, Board of Trustees, 2000-2004.

New Pioneer Natural Foods Grocery Cooperative, Iowa City: Board of Directors, Office of Secretary, 1994-1997.

- **University:**

Cornell University Graduate School General Committee, Member, 2011 -

Cornell University, Community and Rural Development Institute, Member Advisory Board, 2010 - present

Cornell University, Faculty Fellow, Alice Cook House undergraduate residence/learning center.

Cornell University, Faculty Advisor, Teszia Belly Dance Troupe.

Case Western Reserve University President's Advisory on Minority Affairs, Member (2001)

Case Western Reserve University Faculty Senate Sub-Committee on Research, Member (1998-1999)

- **College:**

Cornell University, College of Agriculture and Life Sciences, Faculty Senate (2007 – 2011; Secretary of Executive Committee, 2009-2010)

Weatherhead School of Management (WSOM) Dean's Committee on Strategic Planning, Member (2001-2002)

Search Committee for Dean of WSOM, Member (2000-2001)

WSOM Faculty Technology Committee, Member (1998-2000)

WSOM Managerial Assessment and Development Course, Chair (1999-2005)

WSOM Professional Degree Program Committee, Member (1999-2003)

WSOM Committee on Action Learning and Core Curriculum Redesign, Member (2000-2001)

- **Department:**

Cornell University Department of Communication, Chair, Department Curriculum Committee, 2010 – present.

Cornell University Department of Communication, Chair, Faculty Search Committee. 2006; Member, 2007

Cornell University Department of Communication, Member, Curriculum Committee (2008 – present)

Cornell University Department of Communication, Member, Graduate Professional Committee (2006 – 2008)

WSOM Department of Organizational Behavior: Ph.D. Admissions Committee, Chair (1998-1999), Chair (2003)

LANGUAGE SKILLS

Proficient in Spanish.