

TAMMY L. RAPP

CURRICULUM VITAE

Ohio University
College of Business
Department of Management
1 Ohio University
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Athens, OH 45701

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ORCID: [0000-0002-0104-9987](https://orcid.org/0000-0002-0104-9987)

EDUCATION

Ph.D. Business Administration (Organizational Behavior), <i>University of Connecticut</i>	2009
MBA Strategic Management, <i>Alliant International University</i>	2003
M.S. Management, <i>San Diego State University</i>	1998
B.S. Marketing, <i>Bryant College</i>	1993

ACADEMIC APPOINTMENTS

Ohio University, Athens, OH

Associate Professor, Department of Management	2020 - present
Robert H. Freeman Professorship	2018 - present
Director of Research, College of Business	2022 - 2025
Site Director, Global Consulting Program (Ancona, Italy)	2025
Assistant Site Director, Global Consulting Program (Lisbon, Portugal)	2024
Assistant Site Director, Global Consulting Program (Ancona, Italy)	2023
Assistant Professor, Department of Management	2016-2020
Associate Director, College of Business Honors Program	2015-2018
Visiting Assistant Professor, Department of Management	2015-2016

University of Alabama, Tuscaloosa, AL

Post-Doctoral Fellow, Department of Management	2013-2014
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Clemson University, Clemson, SC

Visiting Lecturer, Department of Management	2010
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Kent State University, Kent, OH

Adjunct Lecturer, Department of Management	2008
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University of Connecticut, Storrs, CT

Instructor & Graduate Research Assistant, Department of Management	2003-2006
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RESEARCH INTERESTS

My primary research interest is in work team dynamics and effectiveness, both at the team level and the individual team-member level (i.e., individuals working within a team context). Several phenomena are of specific interest to me, including team processes, team emergent states, team leadership, and multiple team memberships. When possible, I try to advance the understanding of a phenomenon by studying it in context, over time, or across levels.

RESEARCH IMPACT

[Google Scholar Citations](#): 6372

h-index: 15

i10-index: 18

REFEREED JOURNAL ARTICLES

Rapp, T. L. (2025). Team charters: Benefits and guidelines for development. *Organizational Dynamics*. <https://doi.org/10.1016/j.orgdyn.2025.101174>.

Rapp, T. L. Team emergent states. (2025). In R. Griffin (Ed.), *Oxford Bibliographies in Management*. Oxford University Press. <https://doi.org/10.1093/obo/9780199846740-0229>

Bachrach, D. G., **Rapp, T. L.**, Ogilvie, J. L., & Rapp, A. (2024). It's about time (management)!: Role overload as a bridge explaining relationships between helping, voice, and objective sales performance. *Journal of Business Research*, 172, 114295. <https://doi.org/10.1016/j.jbusres.2023.114295>

Mistry, S., Kirkman, B., Moore, O., Hanna, A., & **Rapp, T. L.** (2023). Too many teams? Examining the impact of multiple team memberships and permanent team identification on employees' identity strain, cognitive depletion, and turnover. *Personnel Psychology*, 76(3), 885-912. <https://doi.org/10.1111/peps.12515>

Rapp, A. A., & **Rapp, T. L.** (2023). Team selling: A review, implications, and an agenda for sales team research. *Journal of Professional Selling & Sales Management*, 43(4), 289-306. <https://doi.org/10.1080/08853134.2023.2257391>

Bachrach, D. G., **Rapp, T. L.**, Rapp, A., & Ogilvie, J. (2023). "Too much" self-efficacy? Understanding the curvilinear consequences of between-person self-efficacy through a moderated-mediation model of perceived proximity and employee effort. *Group & Organization Management*, 48(6), 1544-1581. <https://doi.org/10.1177/10596011211070098>
❖ Group & Organization Management's Most Cited article collection (as of July 2025)

Rapp, T. L. & Rapp, A. (2021). Managing virtual sales teams: Challenges and evidence-based recommendations. *Organizational Dynamics*, 50(1), 1-12. <https://doi.org/10.1016/j.orgdyn.2020.100821>

Rapp, T. L., Maynard, M. T., Domingo, M., Klock, E. (2021). Team emergent states: What has emerged in the last two decades? *Small Group Research*, 52(1), 68-102. <https://doi.org/10.1177/1046496420956715>

Maynard, M. T., Mathieu, J. E., **Rapp, T. L.**, Gilson, L. L., & Kleiner, C. (2021). Team leader coaching intervention: An investigation of the impact on team processes and performance within a surgical context. *Journal of Applied Psychology*, 106(7), 1080-1092. <http://doi.org/10.1037/apl0000814>

❖ Featured in [I/O At Work](#); Featured in [OHIO News](#)

- Rapp, T. L. & Mathieu, J. E. (2019).** Team and individual influences on members' identification and performance per membership in multiple team membership arrangements. *Journal of Applied Psychology*, 104(3), 303-320. <http://dx.doi.org/10.1037/apl0000344>
- Rapp, T. L., Gilson, L. L., Mathieu, J. E., & Ruddy, T. (2016).** Leading empowered teams: An examination of the role of external team leaders and team coaches. *Leadership Quarterly*, 27(1), 109-123. <https://doi.org/10.1016/j.leaqua.2015.08.005>
- Rapp, T. L., Rapp, A. A., & Bachrach, D. G., & Mullins R. (2014).** The role of team goal monitoring in the curvilinear relationship between team efficacy and team performance. *Journal of Applied Psychology*, 99(5), 976-987. <http://dx.doi.org/10.1037/a0036978>
- Rapp, A., Bachrach, D. G., & Rapp, T. L. (2013).** The influence of time management skill on the curvilinear relationship between organizational citizenship behavior and task performance. *Journal of Applied Psychology*, 98(4), 668-677. <http://dx.doi.org/10.1037/a0031733>
- Maynard, M. T., Mathieu, J. E., Rapp, T. L., & Gilson, L.L. (2012).** Something(s) old and something(s) new: Modeling drivers of global virtual team effectiveness. *Journal of Organizational Behavior*, 33(3), 342-365. <https://doi.org/10.1002/job.1772>
- Mathieu, J. E., Rapp, T. L., Maynard, M. T., & Mangos, P. (2010).** Interactive effects of team and task shared mental models as related to air traffic controllers' collective efficacy and effectiveness. *Human Performance*, 23(1), 22-40. <https://doi.org/10.1080/08959280903400150>
- Rapp, A. A., Ahearne, M., Mathieu, J. E., & Rapp, T. L. (2010).** Managing sales teams in a virtual environment. *International Journal of Research in Marketing*, 27, 213-224. <https://doi.org/10.1016/j.ijresmar.2010.02.003>
- Mathieu, J. E. & Rapp, T. L. (2009).** Laying the foundation for successful team performance trajectories: The roles of team charters and deliberate plans. *Journal of Applied Psychology*, 94(1), 90-103. <http://dx.doi.org/10.1037/a0013257>
- Mathieu, J. E., Maynard, M. T., Rapp, T. L., & Gilson, L. L. (2008).** Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. *Journal of Management*, 34(3), 410-476. <https://doi.org/10.1177/0149206308316061>
- ❖ [Scholarly Impact Award](#), *Journal of Management* (2013)
 - ❖ [Editor's Choice Collection \(Teams\)](#), *Journal of Management*
- Rapp, A.A., Rapp, T. L., and Schiellwart, N. (2008).** An empirical analysis of e-service implementation: Antecedents and the resulting value creation. *Journal of Services Marketing*, 22(1), 24-36. <https://doi.org/10.1108/08876040810851932>

Rapp, T. L. & Mathieu, J. E. (2007). Evaluating an individually self-administered generic teamwork skills training program across time and levels. *Small Group Research*, 38(4), 532-555. <https://doi.org/10.1177/1046496407300479>

BOOK CHAPTERS / OTHER PUBLICATIONS

Rapp, T. L. (2016). A cross-classified multilevel analysis of identity and performance in multiple team arrangement. In John Humphreys (Ed.), *Best Paper Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561. <https://doi.org/10.5465/ambpp.2016.199>

Mathieu, J. E., Maynard, M. T., **Rapp, T. L.**, & Gilson, L. L. (2008). Team effectiveness 1997-2007: A review of recent advancements and a glimpse into the future. In J. A. Wagner III, & J. R. Hollenbeck (Eds.), *Readings in organizational behavior* (pp. 321-380). New York, NY, US: Routledge/Taylor & Francis Group.

EDITORIAL PUBLICATIONS

Rapp, T. L., Davis, W. D., & Zagenczyk, T. (2025). Navigating complexity in the modern workplace: The Group & Organization Management 2025 Special Conceptual Issue: *Group & Organization Management*, 50(2), 375-380. <https://doi.org/10.1177/1059601125132523>

Rapp, T. L., Zagenczyk, T., Davis, W. D., Carsten, M., & Gilson, L. L. (2024). The Group & Organization Management 2024 Special Conceptual Issue: Applying new perspectives to advance our understanding of traditional organizational relationships. *Group & Organization Management*, 49(2), 251-258. <https://doi.org/10.1177/10596011241239465>.

Rapp, T. L., Davis, W. D., Carsten, M., Zagenczyk, T., & Gilson, L. L. (2023). The 2023 Conceptual Issue: So...where do we go from here? *Group & Organization Management*. 48(5), 355-360. <https://doi.org/10.1177/10596011231162765>

Rapp, T. L., Davis, W. D., & Gilson, L. L. (2022). The 2022 Conceptual Issue: Highlighting the individual, team, and organizational building blocks of effective organizations. *Group & Organization Management*, 47(2), 143-147. <https://doi.org/10.1177/10596011221089718>

Rapp, T. L., Davis, W. D., & Gilson, L. L. (2021). Cutting edge topics need a sharp knife and a solid cutting board: Welcome to the 2021 Special Conceptual Issue. *Group & Organization Management*, 46(2), 147-152. <https://doi.org/10.1177/10596011211005049>

MANUSCRIPTS UNDER REVIEW

van de Brake, H. J., Mistry, S., & **Rapp, T. L.** [Title removed to protect peer review process]. Under 1st review, *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

van de Brake, H. J., Mistry, S., & **Rapp, T.L.** (2025). Multiple team membership role conflict and role synergy: Scale development. Paper presented at the *Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

- Moore, O., Mistry, S., & **Rapp, T. L.** (2025). Opening the multiple team membership black box: A holistic view across methods and analytical levels. Symposium presented at the *Annual Meeting of the Academy of Management*, Copenhagen, Denmark.
- Rapp, T. L.**, Mistry, S., & Kirkman, B. L. (2024). When do MTMs increase role conflict and harm employee outcomes? The moderating role of skill variety. Paper presented at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Moore, O., **Rapp, T. L.**, & Mistry, S. (2024). Putting the worker front and center in MTM arrangements: New theoretical directions. Symposium presented at the *Annual Meeting of the Academy of Management*, Chicago, IL.
❖ Best Symposium Finalist, Academy of Management, OB Division
- Mistry, S. **Rapp, T. L.**, Margolis, J., & Moore, O.A. (2023). Multiple team memberships, work-related strain, and performance: An interdisciplinary multilevel meta-analysis. Paper presented at the *Annual Meeting of the Academy of Management*, Boston, MA.
- Moore, O., **Rapp, T. L.**, & Mistry, S. (2023). The employee experience in multiple team memberships: New theoretical directions. Symposium presented at the *Annual Meeting of the Academy of Management*, Boston, MA.
- Rapp, T. L.** (2022). The relationship between the number of team memberships and role overload in MTM arrangements: It's complicated. Poster to be presented at the *Interdisciplinary Network of Group Research (INGRoup) Conference*, Hamburg, Germany.
- Mistry, S. **Rapp, T. L.**, & Moore, O.A. (2022). Too much strain? Examining the impact of multiple team membership identity strain and emotional control on cognitive depletion and turnover intentions. Paper presented at the *Annual Meeting of the Academy of Management*, Seattle, WA.
- Moore, O.A., **Rapp, T. L.**, & Mistry, S. (2022). Employee experiences across their multiple teams: new theoretical directions in MTM research. Symposium presented at the *Annual Meeting of the Academy of Management*, Seattle, WA.
- Moore, O., **Rapp, T. L.**, & Mistry, S. (2020) New theoretical directions in multiple team membership research: The employee experience. Symposium presented at the *Annual Meeting of the Academy of Management*, Virtual Conference.
- Maynard, M.T., **Rapp, T. L.**, Mathieu, J.E., Gilson, L.L., & Marshall, D. (2019). Can you coach effective leadership? An examination of an intervention within the operating room context investigating its impact on team processes and performance. Paper presented at the *Interdisciplinary Network of Group Research (INGRoup) Conference*: Lisbon: Portugal.
- Moore, O., **Rapp, T. L.**, & Mistry, S. (2019) Multi-method and multi-level perspectives on multiple team memberships. Symposium presented at the *Annual Meeting of the Academy of Management*, Boston, MA.

- Rapp, T. L.** (2018). Multiple team identities: A person-by-team interaction perspective. Paper presented at the *Annual Meeting of the Academy of Management*: Chicago, IL.
- Moore, O. & **Rapp, T. L.** (2018) Multi-level Perspectives on Multiple Team Memberships. Symposium presented at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Rapp, A., Ogilvie, J., & **Rapp, T. L.** (2018). A cross-classified multilevel analysis of identity and performance in multiple cross-functional sales team arrangements. Paper presented at the *American Marketing Association Winter Conference*: New Orleans, LA.
- Rapp, A., Ogilvie, J., & **Rapp, T. L.** (2017). A cross-classified multilevel analysis of identity and performance in multiple cross-functional sales team arrangements. Paper presented at the *2017 Thought Leadership on the Sales Profession Conference*: Paris, France
- Rapp, T. L.** (2016). A cross-classified multilevel analysis of identity and performance in multiple team arrangements. Paper presented at the *Annual Meeting of the Academy of Management*: Anaheim, CA.
- Rapp, T. L.**, Rapp, A., Bachrach, D., Mullins, R. (2014). Team goal monitoring in the curvilinear relationship between team efficacy and team performance. Paper presented at the *Annual Meeting of the Academy of Management*: Philadelphia, PA.
- Maynard, M. T., Gilson, L. L., Mathieu, J. E., **Rapp, T. L.**, & Marshall, D. (2013). The impact of a teamwork coaching intervention on operating room team processes and performance. Paper presented at the *Interdisciplinary Network of Group Research (INGroup) Conference*: Atlanta, GA.
- Rapp, A. A., Peterson, A., Hughes, D. & **Rapp, T. L.** (2012). A question of productivity and performance: The selling sales manager or the managing sales manager? Paper presented at *Thought Leadership on the Sales Profession Conference*: Harvard University, Boston, MA.
- Maynard, M. T., **Rapp, T. L.**, & Dean, M. (2009). Team creative environment: An expanded view of the nomological network within supply chain teams. Paper presented at the *Annual Meeting of the Academy of Management*: Chicago, IL.
- Rapp, T. L.** (2008). The psychological dynamics underlying individual responses to working in multiple project teams: An intra-person and inter-person investigation. Paper presented at the *Annual Meeting of the Academy of Management*: Anaheim, CA.
- Rapp, T. L.** & Ruddy, T. (2007). Team learning as mediating leader behaviors, empowerment, interdependence and team performance. Paper presented at the *Annual Meeting of the Academy of Management*: Philadelphia, PA.
- Mathieu, J. E., Maynard, M. T., **Rapp, T. L.**, & Gilson, L. L. (2007). Organizational team effectiveness: A review and new directions. Paper presented at the *Annual Meeting of the Academy of Management*: Philadelphia, PA.

Maynard, M. T., & **Rapp, T. L.** (2007). Ability-based trust development in project teams: The role of diversity, personality, and justice. Paper presented at the *Annual Meeting of the Academy of Management*: Philadelphia, PA.

Mathieu, J. E., Maynard, M. T., **Rapp, T. L.**, & Mangos, P. M. (2006). Interactive effects of team and task shared mental models as related to air traffic controllers' team efficacy and effectiveness. Paper presented at the *Annual Meeting of the Academy of Management*: Atlanta, GA.

Rapp, T. L. (2006). Contextualizing team learning: New insights through considerations of task and time. Paper presented at the *Annual Meeting of the Academy of Management*: Atlanta, GA.

Mathieu, J. E. & Woods (**Rapp**), **T. L.** (2005). Team training effects over time: Invest now to benefit later. Paper presented at the *Annual Meeting of the Academy of Management*: Honolulu, HI.

Mathieu, J. E. & Woods (**Rapp**), **T. L.** (2005). A longitudinal examination of within- and between- member functional diversity on team performance. Paper presented at the *Annual Meeting of the Academy of Management*: Honolulu, HI.

Mathieu, J. E. & Woods (**Rapp**), **T.L.** (2005). Laying the foundation for successful team performance trajectories: The roles of team charters and deliberate plans. Paper presented at the *Society for Industrial Organizational Psychology*: Los Angeles, CA.

Rapp, A. & Woods (**Rapp**), **T. L.** (2004). An exploratory examination of individual and manager level effects on salesperson performance using Hierarchical Linear Modeling. Paper presented at the *National Conference of Sales Management*: Miami, FL.

Woods (**Rapp**), **T. L.** & Rapp, A. (2004). Issue interpretation, organizational learning responses, and potential influences: A learning perspective. Paper presented at the *International Academy of Business and Management*: Las Vegas, NV.

Wright, P. & Woods (**Rapp**), **T. L.** (1999). Twenty years later: Selection and training procedures of U.S. multinationals. Paper presented at the *International Business Education Technology*: Cancun, Mexico.

HONORS AND AWARDS

Robert H. Freeman Professorship, Ohio University, College of Business	2018-present
Research Impact Award, Ohio University Management Department	2018; 2025
Excellence in Research Recognition, Ohio University College of Business	2019-2024
Highest Ranked Journal Article, Ohio University Management Department	2019; 2022-2024
Best Symposium Finalist, Academy of Management Annual Meeting, OB Division	2024
Best Reviewer Award, Academy of Management, OB Division	2023
Outstanding Team (Full Time MBA Program), Ohio University, Management Department	2023
Graduate Teaching Award, Ohio University, College of Business	2022

Fellow, Faculty Fellowship Program in Israel	2022
Departmental Service Award, Ohio University, Management Department	2022
Research Impact Award, Ohio University College of Business	2021
Excellence in Intellectual Contributions Award, Ohio University, College of Business	2020
Outstanding Reviewer Award, Group & Organization Management	2020
Extra Effort Award, Critical Leadership Role, College of Business Women's Group	2018
Scholarly Impact Award, Journal of Management	2013
CIBER PhD Dissertation Fellowship, University of Connecticut	2009
Phi Kappa Phi Honor Society Inductee	2008
Society for Human Resource Management (SHRM) Dissertation Award	2007
Academy of Management OB Doctoral Consortium	2007
Doctoral Dissertation Fellowship Award, University of Connecticut	2007
Pre-doctoral Fellowship, University of Connecticut	2006
Academy of Management HR Doctoral Consortium	2006
Management PhD Student Teaching Award, University of Connecticut	2006
Outstanding Reviewer, Academy of Management, OB Division	2006
Pre-doctoral Fellowship, University of Connecticut	2005
Doctoral Fellowship Award for Best Doctoral Paper, NCSM, Miami, FL	2005
Southern Management Association Doctoral Consortium	2005
Pre-doctoral Fellowship, University of Connecticut	2004

GRANTS

Research Seed Grant, Ohio University, College of Business (\$3500)	2025
Ohio University Research Committee/Baker Fund Grant (\$15,000)	2024
Ohio University COB Summer Research Grant (\$15,000)	2024
Research Seed Grant, Ohio University, College of Business (\$3500)	2024
Research Seed Grant, Ohio University, College of Business (\$3000)	2022
Research Seed Grant, Ohio University, College of Business (\$3000)	2019
Research Seed Grant: Ohio University, College of Business (\$3000)	2018
Research Seed Grant: Ohio University, College of Business (\$3000)	2017
Alt-Textbook Grant: Ohio University Libraries (\$1000)	2016
CIBER Research Grant, University of Connecticut (with J. E. Mathieu)	2004

SERVICE TO PROFESSION

Editorial Board Memberships

Senior Associate Editor, <i>Group & Organization Management</i>	2022-present
Co-Editor, Annual Special Conceptual Issue, <i>Group & Organization Management</i>	2020-present
Editorial Review Board, <i>Journal of Organizational Behavior</i>	2023-present
Editorial Review Board, <i>Group & Organization Management</i>	2018-present
Associate Editor, <i>Group & Organization Management</i>	2020-2022
Ad hoc reviewer, <i>Journal of Applied Psychology</i>	
Ad hoc reviewer, <i>Organizational Behavior and Human Decision Processes</i>	
Ad hoc reviewer, <i>Personnel Psychology</i>	
Ad hoc reviewer, <i>Organizational Science</i>	
Ad hoc reviewer, <i>Journal of Management</i>	
Ad hoc reviewer, <i>Journal of Occupational and Organizational Psychology</i>	

Ad hoc reviewer, *European Journal of Information Systems*
 Ad hoc reviewer, *Small Group Research*
 Ad hoc reviewer, *Group Processes & Intergroup Relations*
 Ad hoc reviewer, *Organizational Dynamics*
 Ad hoc reviewer, *Journal of Professional Selling and Sales Management*

Professional Organizations

Conference Reviewer, Academy of Management Annual Meeting	2005-2024
Conference Reviewer, INGRoup Conference	2019-2024
Symposium Organizer & Co-Chair, Academy of Management Annual Meeting	2022-2025
Micro-community Co-Chair, OB Division, Academy of Management	2023
Making Connections Committee Member, Academy of Management, OB Division	2018-2022
Teaching Innovation Committee Member, Academy of Management, OB Division	2022
Doctoral Student Buddy, Academy of Management, OB Division	2021
PDW Organizer, “New to OB: Navigating the OB Division and AOM”	2019-2020
Symposium Organizer & Co-Chair, Academy of Management Annual Meeting	2018-2020
Mentor (Welcome-a-Member Program), Academy of Management, OB Division	2019
Ambassador, Academy of Management, OB Division	2017-2019
Session Co-Chair, Academy of Management Annual Meeting, OB Division	2007
Session Discussant, Southern Management Association	2005
Conference Reviewer, Southern Management Association	2005

SERVICE TO UNIVERSITY

Provost’s Taskforce on Carnegie Rankings	2022-2023
Associate Deans for Research Council Member	2022-2023
Thesis Advisor, Honors Tutorial College	2017-2019
Judge, Ohio University Student Research Expo	2019
Management Representative, Scholars Day	2017

SERVICE TO COLLEGE

Member, Graduate Academic and Professionalism Committee	2019-present
Chair, Intellectual Contributions Committee	2020-2022
Member, Graduate Program Task Force (HR & Management)	2022
Faculty Panelist, Professional MBA Program Recruiting Event	2022
Interim Chair, Intellectual Contributions Committee	2020
Member, Intellectual Contributions Committee	2017-2020
Interviewer, Full Time MBA/Dual MSA Program Candidates	2018-2019
Faculty Panelist, PMBA Program Recruiting/Information Event	2018
Faculty Representative, Up Close Recruiting Events	2016-2018
Interviewer, Office of Career Management	2016
Faculty Representative, Spring Commencement Ceremonies	2015-present

SERVICE TO DEPARTMENT

Member, Tenure & Promotion Committee	2023
Member, Annual Evaluation Committee	2022
Member, Tenure & Promotion Committee	2021

Chair, Tenure & Promotion Committee	2020
Member Annual Evaluation Committee	2017-2019
Co-Chair, Engagement Committee	2017-2019
Co-Organizer, Departmental Faculty Retreat	2019
Chair, Faculty Hiring Committee (Human Resource Management)	2018
Member Tenure & Promotion Committee	2018
Member, Research Task Force	2017-2018
Chair, Faculty Hiring Committee (Human Resource Management)	2017
Member, Organizational Behavior Subgroup Course Committee	2016-2017

DISSERTATION AND THESIS ADVISING

Thesis Advisor, Taylor Woodford, Ohio University Honors Tutorial College	2017-2019
PhD Dissertation External Reader, Christine Newton, Athabasca University, Canada	2018
PhD Dissertation Committee Member, Jessica Ogilvie, University of Alabama	2015
PhD Dissertation Committee Member, Kati Johnson, University of Alabama	2015

PROFESSIONAL AFFILIATIONS

Academy of Management (Organizational Behavior, HR, and Research Methods Divisions)
Interdisciplinary Network for Group Research (INGRoup)
Society for Human Resource Management (SHRM)

TEACHING EXPERIENCE AND EVALUATIONS

Graduate Courses (Ohio University)

MBA 6340: OB & HR (Professional MBA), F2024, Section 102 [hybrid]	7.7/9.0
MBA 6340: OB & HR (Professional MBA), S2023, Section 102 [hybrid]	8.6/9.0
MBA 6340: OB & HR (Professional MBA), F2022, Section 102 [hybrid]	8.6/9.0
MBA 6340: OB & HR (Professional MBA), S2022, Section 100 [hybrid]	8.8/9.0
MBA 6340: OB & HR (Professional MBA), F2021, Section 101 [hybrid]	8.1/9.0
MBA 6340: OB & HR (Residential MBA), F2021, Section 100	8.7/9.0
MBA 6340: OB & HR (Residential MBA), F2021, Section 102	7.7/9.0
MBA 6340: OB & HR (Residential MBA), F2020, Section 101 [online]	8.0/9.0
MBA 6340: OB & HR (Professional MBA), S2020, Section 102 [hybrid]	4.5/5.0
MBA 6340: OB & HR (Residential MBA), F2019, Section 101	4.6/5.0
MBA 6340: OB & HR (Professional MBA), S2019, Section 100 [hybrid]	4.6/5.0
MBA 6340: OB & HR (Residential MBA), F2018, Section 101	4.2/5.0
MBA 6340: OB & HR (Professional MBA), S2018, Section 101 [hybrid]	4.7/5.0
MBA 6340: OB & HR (Residential MBA), F2017, Section 101	4.3/5.0
MBA 6340: OB & HR (Professional MBA), S2017, Section 101 [hybrid]	4.5/5.0
MBA 6340: OB & HR (Professional MBA), F2015, Section 101 [hybrid]	4.3/5.0
MBA 6340: OB & HR (Online MBA), S2014 [online]	not available
MBA 6300: Customer Relationships (Online MBA), S2023, Section 1002 [online]	not available

Undergraduate Courses (Ohio University)

BA 4920: International Business Experience (Ancona, Italy), Summer 2025	not available
BA 4920: International Business Experience (Lisbon, Portugal), Summer 2024	8.5/9.0
BA 4920: International Business Experience (Ancona, Italy), Summer 2022	not available

BA 2290: Cultural Explorations through Global Consulting, S2025	8.5/9.0
MGT 3400: Organizational Behavior, S2025, Section 102	8.4/9.0
MGT 3400: Organizational Behavior, S2025, Section 101	8.1/9.0
MGT 3400: Organizational Behavior, F2024, Section 104	7.9/9.0
MGT 3400: Organizational Behavior, F2024, Section 103	8.4/9.0
MGT 3400: Organizational Behavior, S2023, Section 102	8.6/9.0
MGT 3400: Organizational Behavior, F2022, Section 103	7.7/9.0
MGT 3400: Organizational Behavior, F2022, Section 104	7.2/9.0
MGT 3400: Organizational Behavior, S2022, Section 102	7.5/9.0
MGT 3400: Organizational Behavior, S2021, Section 102 [online]	7.7/9.0
MGT 3400: Organizational Behavior, S2021, Section 103 [online]	7.8/9.0
MGT 3400: Organizational Behavior, F2020, Section 103 [online]	7.5/9.0
MGT 3400: Organizational Behavior, F2020, Section 104 [online]	8.3/9.0
MGT 3400: Organizational Behavior, S2020, Section 102 [hybrid]	8.6/9.0
MGT 3400: Organizational Behavior, F2019, Section 102	8.2/9.0
MGT 3400: Organizational Behavior, F2019, Section 101 [honors]	7.8/9.0
MGT 3400: Organizational Behavior, S2019, Section 102	8.3/9.0
MGT 3400: Organizational Behavior, F2018, Section 102	8.2/9.0
MGT 3400: Organizational Behavior, F2018, Section 106 [honors]	8.6/9.0
MGT 3400: Organizational Behavior, S2018, Section 105	7.5/9.0
BA 4900: Leading Teams (Special Topics in Business), F2017, Section 100 [honors]	8.1/9.0
BA 4900: Research Seminar (Special Topics in Business), F2016, Section 100 [honors]	3.6/5.0
BA 4900: Research Seminar (Special Topics in Business), S2016, Section 100 [honors]	4.3/5.0
MGT 2100: Intro. to Mgmt. (Integrated Business Cluster), S2017, Section 106	4.9/5.0
MGT 2100: Intro. to Mgmt. (Integrated Business Cluster), F2016, Section 104	4.6/5.0
MGT 2100: Intro. to Mgmt. (Integrated Business Cluster), S2016, Section 101	4.9/5.0
MGT 2100: Intro. to Mgmt. (Integrated Business Cluster), S2016, Section 100 [honors]	4.5/5.0
MGT 2100: Intro. to Mgmt. (Integrated Business Cluster), F2015, Section 104 [honors]	4.3/5.0

Undergraduate Courses (Clemson University)

MGT 307: Human Resource Management, F2010	[unavailable]
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Undergraduate Courses (Kent State University)

M&IS 34265: Dynamics of Leadership, F2008	4.5/5.0
M&IS 34180: Human Resource Management, S2008	4.6/5.0

Undergraduate Courses (University of Connecticut)

MGMT 290: Strategy, Policy, and Planning, S2006, Section 100	9.4/10.0
MGMT 290: Strategy, Policy, and Planning, F2005, Section 100	9.3/10.0
MGMT 290: Strategy, Policy, and Planning, S2005, Section 100	9.3/10.0
MGMT 290: Strategy, Policy, and Planning, F2004, Section 100	9.2/10.0

INDUSTRY EXPERIENCE

Management Consultant, Memorial Health, Marysville, OH	2019
Program Manager, First American Corporation, Poway, CA	2002-2003

Business Analyst, First American Corporation, Poway, CA	2000-2002
Investor Relations Manager, PinnFund USA, Carlsbad, CA	1999-2000
Insurance Manager, PSB Lending, Carlsbad, CA	1998-1999
Senior Analyst, PSB Lending, Carlsbad, CA	1996-1998
Account Manager, Norwest Financial, Grafton, MA	1993-1996