

**Curriculum Vita**  
(January 2020)  
**MICHAEL M. BEYERLEIN**

**Contact Information**

Department of Educational Administration and Human Resource Development  
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**Education**

- Ph.D. Colorado State University, Fort Collins, CO  
Industrial/Organizational Psychology  
Dissertation: The relationship of three cognitive styles and training to judgment performance.  
Major Professor: Jacob Hautaluoma
- MS.Ed. Western Oregon University, Monmouth, OR  
Counseling & Guidance
- B.S. University of Oregon, Eugene, OR  
Philosophy

**Professional Experience**

- 2013 – present Professor, Human Resource Development, Texas A&M University
- 2010 – 2013 Professor, Department of Technology Leadership & Innovation, Purdue University.
- 2010 – 2013 Director of the Virtual Collaboration Laboratory in the Department of Technology Leadership & Innovation, Purdue University.
- 2007 – 2010 Department Head, Organizational Leadership & Supervision, Purdue University  
About 25 faculty & staff and 25 adjuncts in nine cities.
- 1997 – 2000 Editor, Team Performance Management Journal.
- 1987 – 2007 Professor, Department of Psychology, University of North Texas, Denton, Texas (promoted to Associate in 1994 and Full in 2000).

- 1991 - 2007 Founding Director of the Center for Collaborative Organizations (CCO; formerly known as the Interdisciplinary Center Study of Work Teams -- CSWT), University of North Texas (UNT). I was director of the internationally known CCO for the entire period without release time from faculty responsibilities. The CCO was 97% self-supporting (operations) since its inception and was housed in the Department of Psychology. The CCO supported over 150 graduate and undergraduate students during its 16 years of operation – most at 50% time. Our annual operating budgets averaged around \$500,000 with a total of about \$8,000,000 generated by CCO activities - conference revenue, corporate sponsor fees, workshop fees and external grants and contracts.
- 2004 – 2005 Interim Director, Industrial/Organizational Psychology Doctoral Program.
- 1992 - 2002 Program Coordinator, annual University of North Texas Symposium on Work Teams (CSWT).
- 1989 - 1995 Program Coordinator, annual International Conference on Work Teams (CSWT).
- 1984 - 1987 Assistant Professor, Dept. of Psychology, Fort Hay State University, Hays, KS.

### **Honors**

- Graduate Mentor Award, Education Administration & Human Resource Development Department, Texas A&M University, 2015 (\$1,000)
- The Jacob E. Hautaluoma Distinguished Alumni Award, Colorado State University, 2006
- The University of North Texas Regents Faculty Lecturer, 2006 (\$3,000 honorarium)
- The University of North Texas Developing Scholar Award, 1999 (\$3,000 honorarium)
- The Charn Uswachoke International Development Fund Award, University of North Texas, 1996 (\$2,500 stipend)
- The President's Council Service Award, University of North Texas, presented to the Center for Collaborative Organizations (at that time known as the Center for the Study of Work Teams) --M. Beyerlein, Director, 1994
- The President's Council Teaching Award, University of North Texas, 1993 (\$2,500 honorarium)
- Member of the National Alliance of Business Roundtable, Washington, D.C., 1995
- Elected Member of the Sigma Xi, The Scientific Research Society, 1989

Junior Faculty Summer Research Grant, UNT, 1989 (\$3,000)

### **Current Professional Associations**

Academy of Human Resource Development

Academy of Management

### **Publications: Books, Book Chapters, Journal Articles** **(student authors are identified with an asterisk)**

#### **Books**

Nemiro, J., Beyerlein, M., \*Bradley, L., & Beyerlein, S. (2008). *The handbook of high performance virtual teams: A toolkit for collaborating across boundaries*. San Francisco: Jossey-Bass.

Nemiro, J., Klein, G., McGee, C., & Beyerlein, M. (2006). *The collaborative work system casebook*. University of North Texas, Denton: Center for Collaborative Organizations.

Beyerlein, M., Beyerlein, S., & Kennedy, F. (Eds.). (2006). *Advances in interdisciplinary studies of work teams: Innovation through collaboration* (vol. 12). Oxford: Elsevier.

Beyerlein, M., Beyerlein, S., & Kennedy, F. (Eds.). (2005). *Advances in interdisciplinary studies of work teams: Collaborative capital* (vol. 11). Oxford: Elsevier.

Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2004). *Advances in interdisciplinary studies of work teams: Complex collaboration* (vol. 10). Oxford: Elsevier.

Beyerlein, M., & \*Harris, C. L. (2003). *Guiding the journey to collaborative work systems: A strategic design workbook*. San Francisco: Jossey-Bass/Pfeiffer.

Beyerlein, M., McGee, C., Klein, G., Nemiro, J., & Broedling, L. (2003). *The collaborative work system fieldbook*. San Francisco: Jossey-Bass/Pfeiffer.

Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2003). *Advances in interdisciplinary studies of work teams: Team-based organizing* (vol. 9). Oxford: Elsevier.

Beyerlein, M., Freedman, S., McGee, C., & Moran, L. (2002). *Beyond teams: Building the collaborative organization*. San Francisco: Jossey-Bass/Pfeiffer.

Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2001). *Advances in interdisciplinary studies of work teams: Virtual teams* (vol. 8). Oxford: Elsevier.

Beyerlein, M. (Ed.). (2000). *Work teams: Past, present, and future*. Kluwer Academic Press.

- Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2000). *Advances in interdisciplinary studies of work teams: Team development* (vol. 7). Oxford: Elsevier.
- Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2000). *Advances in interdisciplinary studies of work teams: Team performance measurement* (vol. 6). Greenwich, CT: JAI Press.
- Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (2000). *Advances in interdisciplinary studies of work teams: Product development teams* (vol. 5). Greenwich, CT: JAI Press.
- Jones, S. D., & Beyerlein, M. (Eds.). (1999). *In action: Developing high performance teams* (vol. II). Alexandria, VA: ASTD Press.
- Jones, S. D., & Beyerlein, M. (Eds.). (1998). *In action: Developing high performance teams* (vol. I). Alexandria, VA: ASTD Press.
- Beyerlein, M., Johnson, D., Beyerlein, S. (Eds.). (1997). *Advances in interdisciplinary studies of work teams: Team implementation issues* (vol. 4). Greenwich, CT: JAI Press.
- Beyerlein, M., Johnson, D., Beyerlein, S. (Eds.). (1996). *Advances in interdisciplinary studies of work teams: Team leadership* (vol. 3). Greenwich, CT: JAI Press.
- Beyerlein, M., Johnson, D., & Beyerlein, S. (Eds.). (1995). *Advances in interdisciplinary studies of work teams: Knowledge workers in teams* (vol. 2). Greenwich, CT: JAI Press..
- Beyerlein, M., & Johnson, D. (Eds.). (1994). *Advances in interdisciplinary studies of work teams: Theories of self-managing work teams* (vol. 1). Greenwich, CT: JAI Press

### **Book Chapters (asterisk indicates student co-author)**

- Beyerlein, M., \*Han, C., & Prasad, A. (2018). A multi-level model of collaboration and creativity. Invited chapter in R. Reiter-Palmon (Ed.), *Team Creativity and Innovation*, 195-224. Oxford University Press.
- Beyerlein, M., Collins, R., \*Jeong, S., \*Phillips, C., Sunalai, S., & \*Xie, L. (2017) Knowledge sharing and human resource development in innovative organizations. In M. Mohiuddin (Ed.), *Knowledge Management Strategies and Applications*. Rijeka, Croatia: InTech Press.
- Beyerlein, M., & \*Han, S. J. (2017). The STEM Project Team as a Student Developed Learning Environment and Its Urgency. In N. A. Alias and J. E. Luanan (Eds.), *Student-Driven Learning Strategies for the 21st Century Classroom*. IGI Global, 44-61.
- \*Han, S. J., \*Jeong, S., & Beyerlein, M. (2017). Talent development of global

virtual team leaders. In F. M. Nafukho, K. Dirani, & B. J. Irby (Eds.), *Talent Development and the Global Economy: Perspectives from Special Interest Groups*, 93-126.

Beyerlein, M., Dirani, K., & \*Xie, L. (2017). Learning in the Workplace: A 30-Year Collaboration of Victoria Marsick and Karen Watkins. *The Palgrave Handbook of Organizational Change Thinkers*. D. Szabla, W. Pasmore, & M. Barnes. Palgrave Macmillan

\*Han, S. J., \*Liau-Hing, C., & Beyerlein, M. (2016). Facilitating Multicultural Student Team Engagement in Higher Education: A Model for Digital Learning Environments. *Handbook of Research on Transformative Digital Content and Learning Technologies*, 184-210.

Beyerlein, M., Prasad, A., Cordas, J., & \*Shah, P. (2015). Virtuality in project teamwork, p. 393-422. Invited Chapter in F. Chiochio, E. K. Kelloway, & B. Hobbs (Eds.), *The psychology and management of project teams: An interdisciplinary view*. New York: Oxford University Press.

Beyerlein, M. (2012). Cognition. In M. Marvel (Ed.), *Encyclopedia of new venture management*. Thousand Oaks, CA: Sage.

Freedman, S., & Beyerlein, M. (2012). Globalization. In M. Marvel (Ed.), *Encyclopedia of new venture management*. Thousand Oaks, CA: Sage.

Beyerlein, M., & \*Lin, J. (2010). Participation and complexity in collaborative knowledge generation: Teams as social-intellectual environments. In A. Tait, & K. A. Richardson (Eds.), *Complexity and knowledge management: Understanding the role of knowledge in the management of social networks* (pp. 153-174). Charlotte, NC: Information Age Publishing, Inc.

Kennedy, F., & Beyerlein, M. (2008). Managing intangible capital. In C. Wankel (Ed.), *Handbook of 21<sup>st</sup> century management* (pp. 401-410). Thousand Oaks, CA: Sage.

Nemiro, J., Bradley, L., Beyerlein, M., & Beyerlein, S. (2008). The challenges of virtual teaming. In J. Nemiro, M. Beyerlein, L. Bradley, & S. Beyerlein (Eds.), *The handbook of high performance virtual teams: A toolkit for working across boundaries*. San Francisco: Jossey-Bass.

Beyerlein, M., Beyerlein, S., Nemiro, J., & \*Bradley, L. (2008). Building the business case to your executives for virtual teams. In J. Nemiro, M. Beyerlein, L. Bradley, & S. Beyerlein (Eds.), *The handbook of high performance virtual teams: A toolkit for working across boundaries*. San Francisco: Jossey-Bass.

Beyerlein, M., Nemiro, J., & Beyerlein, S. (2008). A framework for working across boundaries. In J. Nemiro, M. Beyerlein, & L. Bradley (Eds.), *The handbook of high performance virtual teams: A toolkit for working across boundaries*. San Francisco: Jossey-Bass.

Conway, M., Jennings, J., Raschke, M., Witort, M., & Beyerlein, M. (2008). VEtiquette: What's the etiquette of virtual teams? In J. Nemiro, M. Beyerlein, L. Bradley, & S. Beyerlein (Eds.), *The handbook of high performance virtual teams: A toolkit for working across boundaries*. San Francisco: Jossey-Bass.

\*Yue Lin, & Beyerlein, M. M. (2006). Communities of practice: A critical perspective on collaboration. In M. Beyerlein, S. Beyerlein, & F. Kennedy (Eds.), *Advances in interdisciplinary studies of work teams: Innovation through collaboration* (vol. 12). Oxford: Elsevier/JAI Imprint.

\*Tekell, J., \*Turner, J., \*Harris, C., Beyerlein, M., & \*Bodner, S. (2006). Collaborative work systems design. In P. Holman, T. Devane, and S. Cady (Eds.), *The change handbook: Group methods for shaping the future*. San Francisco: Berrett-Koehler.

\*Kennedy, M. F., & Beyerlein, M. M. (2005). Minimizing the impact of organizational distress on intellectual and social capital through development of collaborative capital. In M. Beyerlein, S. Beyerlein, & F. Kennedy (Eds.), *Advances in interdisciplinary studies of work teams: Collaborative capital* (vol. 11, pp. 237-284). Oxford: Elsevier/JAI Imprint.

\*Bradley, L., & Beyerlein, M. (2005). Facilitation of the future: How virtual meetings are changing the work of the facilitator. In S. Schuman (Ed.), *The IAF handbook of group facilitation* (pp. 295-312). San Francisco: Jossey-Bass.

\*Harris, C. L., & Beyerlein, M. M. (2003). Critical success factors in team-based organizing. In M. Beyerlein, C. McGee, G. Klein, J. Nemiro, & L. Broedling (Eds.), *The collaborative work system fieldbook*. San Francisco: Jossey-Bass/Pfeiffer.

Beyerlein, M. M. (2003). Team accountability: A leadership responsibility. In M. Beyerlein, C. McGee, G. Klein, J. Nemiro, & L. Broedling (Eds.), *The collaborative work system fieldbook*. San Francisco: Jossey-Bass/Pfeiffer.

Beyerlein, M. M. (2003). A tool approach to team competencies: The forgotten ones. In M. Beyerlein, C. McGee, G. Klein, J. Nemiro, & L. Broedling (Eds.), *The collaborative work system fieldbook*. San Francisco: Jossey-Bass/Pfeiffer.

\*Harris, C. L., & Beyerlein, M. M. (2003). Developing team-based organizations. In M. Beyerlein, D. Johnson, & S. Beyerlein (Eds.), *Advances in interdisciplinary studies of work teams: Team-based organizing* (vol. 9). Greenwich, CT: JAI Press.

\*Harris, C. L., & Beyerlein, M. M. (2003). Team-Based Organization: Creating an

environment for team success. M. A. West, K. Smith, & D. Tjosvold (Eds.), *International handbook of organisational teamwork and cooperative working*. West Sussex, England: John Wiley & Sons.

Halfhill, T. R., Huff, J. W., Johnson, D. A., Beyerlein, M. M., & Ballentine, R. D. (2002). Interventions that work (and some that don't): An executive summary of the organizational change literature. In R. L. Lowman (Ed.), *Handbook of consulting psychology: A comprehensive guide to skills and techniques*. San Francisco: Jossey-Bass.

Johnson, D. A., Beyerlein, M. M., Huff, J. W., Halfhill, T. R., & Ballentine, R. D. (2002). Successfully implementing teams in organizations. In R. L. Lowman (Ed.), *Handbook of consulting psychology: A comprehensive Guide to skills and techniques*. San Francisco: Jossey-Bass.

Porter, G., & Beyerlein, M. M. (2000). Historic roots of team theory and practice. In M. M. Beyerlein (Ed.), *Work teams: Past, present, and future* (pp. 3-24). Amsterdam: Kluwer Academic Press.

\*Hall, C., & Beyerlein, M. (2000). Support systems for teams: A taxonomy. In M. Beyerlein, D. Johnson, & S. Beyerlein (Eds.), *Advances in interdisciplinary studies of work teams: Product development teams* (vol. 5, pp. 89-132). Greenwich, CT: JAI Press.

Beyerlein, M. (1998). The future of teams/teams of the future. In G. M. Parker (Ed.), *The best practices handbook for teams* (vol.2). Boston: HRD Press.

Jones, S. D., & Beyerlein, M. M. (1999). Five principles of team implementation. In S. D. Jones, & M. M. Beyerlein (Eds.), *Developing high-performance work teams* (vol. 2). New York: ASTD Press.

Beyerlein, M. M., & Jones, S. (1997). Implementation of work teams: An overview. In M. Beyerlein, & S. Jones (Eds.), *High performance work teams: A case book*. New York: ASTD Press.

Beyerlein, M. (1996). History of work teams. In G. M. Parker (Ed.), *The best practices handbook for teams*. Boston: HRD Press.

\*Dean, C. C., Thibodeaux, M. S., Beyerlein, M., Ebrahimi, B., & Molina, D. (1993). Corporate entrepreneurship and competitive aggressiveness: A comparison of U.S. firms operating in eastern Europe and the Commonwealth of Independent States with U.S. firms in other high-risk environments. In S. B. Prasad & R. B. Peterson (Eds.), *Advances in international comparative management* (pp.31-54). Greenwich, CT: JAI Press.

\*Metheny, W. M., Bentson, C., Beyerlein, M., & Frey, M. E. (1993). Human resources issues in the implementation of self-managed work teams. In A. Alkafahji, C. Swanson, & M. Ryan (Eds.), *Emerging issues in international management*. Greenwich, CT: JAI Press.

**Journal Publications (refereed)(asterisk indicates student co-author)**

- Han, S. J.\*, Lee, Y., & Beyerlein, M. (2019). Developing team creativity: The influence of psychological safety and relation-oriented shared leadership. *Performance Improvement Quarterly*, 32(2), 159-182. <https://doi.org/10.1002/piq.21293>
- Xie, L., Dirani, K. M., & Beyerlein, M. (2019). Learning culture in a Chinese SME: the unique role of work-family enrichment. *European Journal of Training and Development*. <https://doi.org/10.1108/EJTD-06-2019-0085>
- \*Rezaei, D. F., & Beyerlein, M. (2018). Talent Development: A systematic literature review of empirical studies. *European Journal of Training and Development*.42(1/2),75-90.
- Han, S. J., \*Lee, Y., Beyerlein, M., & Kolb, J. (2018). Shared leadership in teams: The role of coordination, goal commitment, and knowledge sharing on perceived team performance. *Team Performance Management: An International Journal*, 24(3/4), 150-168.
- Han, S. J., \*Lee, Y., Beyerlein, M., & Kolb, J. (2018). The Effect of Shared Leadership on Team Processes and Performance. *Team Performance Management: An International Journal*.
- Beyerlein, M., Jones, T., & Peck-Parrott, K. (2017). Redesigning an Undergraduate HRD Program with Stakeholder Guidance. *Advances in Developing Human Resources*, 19(2), 138-156.
- Prasad, A., DeRosa, D., & Beyerlein, M. (2017). Dispersion beyond miles: configuration and performance in virtual teams. *Team Performance Management: An International Journal*, 23(3),186-204.
- Han, S. J., \*Chae, C., \*Macko, P., \*Park, W., & Beyerlein, M. (2017). How virtual team leaders cope with creativity challenges. *European Journal of Training and Development*, 41(3), 261-276.
- Han, S. J., \*Lee, Y., Beyerlein, M., & Kolb, J. (2017). Shared leadership in teams: The role of coordination, goal commitment, and knowledge sharing on perceived team performance. *Team Performance Management: An International Journal*. <https://doi.org/10.1108/TPM-11-2016-0050>
- \*Han, S. J. & Beyerlein, M. (2016). Framing the Effects of Multinational Cultural Diversity on Virtual Team Processes. *Small Group Research*, 47, 351-383.
- Sunalai, S. & Beyerlein, M., (2015). Exploring knowledge management in higher education institutions: Processes, influences, and outcomes. *Academy of Educational Leadership Journal*, 19, 289-308.

- \*Arnatt, M. J., & Beyerlein, M. M. (2015). A Quantitative Examination of Special Operations Team Leaders and Members. *Policing: an International Journal of Police Strategies & Management*.
- Beyerlein, M. (2014). How Entrepreneurs Do What They Do: Case Studies in Knowledge Intensive Entrepreneurship edited by Maureen McKelvey and Astrid Heidemann Lassen. *Science and Public Policy*, 41(2), 263-265.
- \*Hirunyawipada, T., Beyerlein, M., & Blankson, C. (2010). Cross-functional integration as a knowledge transformation mechanism: Implications for new product development. *Industrial Marketing Management*, 39(4), 650-660.
- Kennedy, F. A., Loughry, M. L., Klammer, T. P., & Beyerlein, M. (2009). Effects of organizational support on potency in work teams: The mediating role of team processes. *Small Group Research*, 40(1), 72-93.
- \*Hawkins, T. G., Whittmann, C. M., & Beyerlein, M. (2008). Opportunism's antecedents and consequences in buyer-supplier relations: A research synthesis and new frontiers. *Industrial Marketing Management*, 37(8), 895-909.
- Bink, M., & Beyerlein, M. (2007). Innovating in virtual teams. *International Journal of Cognitive Technology*, 12(2), 11-16.
- Beyerlein, M. M., Freedman, S., McGee, C., & Moran, L. (2003). The ten principles of collaborative organizations. *Journal of Organizational Excellence*, 22(2) 51-64.
- Beyerlein, M. M. (2001). The parallel growth of team practices and the Center for the Study of Work Teams. *Team Performance Management*, 7(5), 93-99.
- Walker, M., \*Knox, D., Jr., & Beyerlein, M. (2001). How tapping informal leaders can improve organizational performance. *Workforce Education Forum*, 28, 1-11
- \*Lahti, R.K., & Beyerlein, M.M. (2000). Knowledge transfer and management consulting: A look at 'the firm.' *Business Horizons*, 43(1), 65-74.
- \*Suanthong, S., Schumacker, R. E., & Beyerlein, M. M. (2000). An investigation of factors affecting test equating in latent trait theory. *Journal of Applied Measurement*, 1(1), 25-43
- Hayslip, B., Beyerlein, M., & Nichols, J. (1997). Assessing anxiety about retirement. *International Journal of Aging & Human Development*, 44(1), 15-37.
- \*Miller, C., Beyerlein, M., Hayslip, B., Jr., Johnson, D., \*Metheny, W., & Yeatts, D. (1996). Employee age and perceptions of work in self-managed and traditional work groups. *International Journal of Aging & Human Development*, 42(4), 291-313.

- \*Martins-Crane, L. M. D., Beyerlein, M. M., & Johnson, D. A. (1995). Adjusting models of gender and work to new work environments. *Journal of Social Behavior and Personality, 10*, 27-50.
- Beyerlein, M., & Beyerlein, S. T. (1992). The quick brown fox. In D. Marcic (Ed.), *Organizational Behavior: Experiences and Cases* (3rd ed.). St. Paul: West Publishing.
- Beyerlein, S. T., & Beyerlein, M. (1991). The use of regression diagnostics to improve model fit: A case of role strain and job stress. *Multiple Regression Viewpoints, 8*, 98-107.
- Hayslip, B., Jr., Luhr, D. D., & Beyerlein, M. (1991). Levels of death anxiety in terminally ill men: A pilot study. *Omega: Journal of Death and Dying, 24*, 13-19.
- \*Kumar, K., & Beyerlein, M. (1991). Construction and validation of an instrument for measuring ingratiation behaviors in organizational settings. *Journal of Applied Psychology, 76*, 619-627.
- Beyerlein, M., & Beyerlein, S. M. (1991). The quick brown fox: A job redesign exercise. *Journal of Management Education, 15*(2), 268-270.
- Beyerlein, S. M., Beyerlein, M., & Markley, R. P. (1991). Measurement of cognitive structure in the domain of art history. *Empirical Studies of the Arts, 9*(1), 35-50.
- Yeatts, D. E., Beyerlein, M., & Thibodeaux, M. (1990, December). The self-managed work team: An innovation in progress. *Business & Economic Quarterly, 2-6*.
- Beyerlein, M. (1985). The measurement of cognitive styles: A bibliography with introduction. *Psychological Documents, 15*(4), 32.
- \*Beyerlein, M., \*Hobson-Panico, P., \*Laue, F., & \*Bentson, C. (1983). An annotated bibliography of organizational development evaluation literature. *Psychological Documents, 13*(1), 17.
- \*Beyerlein, M., \*Brandel, R., \*Hamilton, M., \*Nededog, A., & Thoman, S. (1982). Community development in family housing: Identifying promoters and inhibitors. *The Journal of College and University Student Housing, 12*(2), 8-13.

### **Invited Presentations**

- Beyerlein, M. (2016). Growing Creative Project Teams. Spring 2016 I/O Psychology Colloquium, April 22, Texas A&M University.
- Beyerlein, M., Lincoln, Y., & Watkins, K. (2016). Graduate Student Success. Panel presentation at the GRAB 3rd Annual Symposium, Texas A&M University, February 5, 2016.
- Beyerlein, M. (2012). Growing knowing flowing: Evolving ways to collaborate on complex

problems. Invited presentation to the Networks and Complex Systems Group, Indiana University, October 8, 2012.

Beyerlein, M. (2011). A comparison of ways that two hub-based systems support virtual collaboration. Invited paper presented at National Science Foundation workshop on Virtual, Networked Organizations, May 16-17, 2011, at the Institute for Simulation and Training, the University of Central Florida, Orlando.

Beyerlein, M. (2011). Cyberinfrastructure to support virtual collaboration by scientists: How do we find the gaps? Invited paper presented at the Science of Team Science Conference, April 14, 2011, Chicago.

Beyerlein, M. M. (2010, August). Turning creativity into innovation through collaboration. Annual meeting of the SEIGERT fellows and associates, Purdue University.

Beyerlein, M. M. (2008, March) Virtual teams. Society of Business Engineers, Purdue University.

Beyerlein, M. M. (2006, November). Innovation through collaboration: Leveraging human resources for 21<sup>st</sup> century challenges. Regents Faculty Lecture. University of North Texas.

Beyerlein, M. M. (2006, March). Collaboration and creativity. Opening keynote for the American Creativity Association, Austin, TX.

Beyerlein, M. M. (2005, September). Collaboration as a core competency. Keynote address for Houston Area Industrial/Organizational Psychologists annual banquet. Houston.

Beyerlein, M. M. (1997, April). Transformation to teams. Institute of Work Psychology, University of Sheffield, UK.

Beyerlein, M. M. & Beyerlein, S. T. (1997, April). Mapping mental models. Institute of Work Psychology, University of Sheffield, UK.

Beyerlein, M. M. (1996, November). Teaming at the top and at the bottom: When will it pay off? CEO Institute, Dallas.

Beyerlein, M. M., Beyerlein, S. T., Doster, J., \*Gilly, S., \*Hall, C., Johnson, D., Jordan, A., Plummer, M., \*Rust, G., & Swigger, K. (1996, August). Leadership of technical professionals in teams: A project overview. Presentation at the ASQC TQO Roundtable, Chicago.

Beyerlein, M. M., Jordan, A., Beyerlein, S. T., & Swigger, K. (1995, September). Team leadership: A research study. Presentation at the Transformation to Quality Organizations (TQO) Sharing Session, Washington, D.C.

- Beyerlein, M., \*Beyerlein, S., & \*Faden, S. (1994, November). Knowledge teams in purchasing. Workshop for the Purchasing Benchmarking Network, Frito-Lay, Plano, T.X
- Beyerlein, M., Johnson, D., Richardson, S., & \*Beyerlein, S. (1994, August). Implementing work teams: A dialogue between academics and practitioners. Pre-conference workshop for the Academy of Management annual meeting, Dallas.
- Beyerlein, M., Johnson, D., \*Richardson, S., & \*Beyerlein, S. (1994, April). Teaming for tomorrow: Implementing self-managing work teams in traditional organizations. Pre-conference workshop for the Society for Industrial & Organizational Psychology (SIOP) annual meeting, Nashville.
- Beyerlein, M., \*Beyerlein, S., & \*Richardson, S. (1994, March). Building championship teams in your organization: Technical professionals in teams. Presentation for the IT Executive Briefing Session for the Information Systems Research Center, University of North Texas, Denton.
- Beyerlein, M. (1993, November). Why teams work. Presentation at the monthly meeting of the alumni of Leadership Denton, Denton, TX.
- Beyerlein, M. (1993, November). Why teams work. Presentation at the monthly meeting of the Dallas Chapter of the Association for Quality and Participation.
- Beyerlein, M., & \*Richardson, S. (1993, October). The transition to teams: Challenges and opportunities for I/O Psychologists. Presentation at the October meeting of the Dallas/Fort Worth Organizational Psychologists Group, Dallas.
- Beyerlein, M., \*Richardson, S., & \*Beyerlein, S. T. (1993, October). Technical professional teams. Presentation at Team Week, Texas Instruments' Spring Creek Site, Plano, Texas.
- Beyerlein, M. (1992, November). Videotaped interview for Leadership Denton by Ellen Shirts. City of Denton, Texas.

### **Conference Presentations**

- Han, S. J., Xie, L., Lu, J., Walichowski, M., Beyerlein, M., & Boehm, R. (2020). Examining the Mediating Role of Team Growth Mindset on the Relationship of Individual Mindsets and Shared Leadership. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*. Atlanta, Georgia, USA.
- Han, S. J., \*Garr, A., \*Kogut, A., \*Norton, M., Beyerlein, M., \*Xie, L., & Boehm, R. (2019). Exploring the emergence of a team growth mindset in winning design teams: A pilot study. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*. Louisville, Kentucky, USA.

- \*Leight, C., \*Xie, L., Han, S. J., Beyerlein, M., & Zarestky, J. (2018). Emergence of Complementary Shared Leadership Roles: A Video Analysis of Project Teams. Paper presented at the AHRD Annual Conference.
- Beyerlein, M., & Yep, Carla Liao-Hing (2018). Building a Learning Ecosystem to Simultaneously Development Competencies and Efficacy: The Case of Teacher Technology Training. Presentation at the Transformational Teaching and Learning Conference. TAMU, April 18, 2018.
- Beyerlein, M. & Han, S. J. (2018). Skill Development for Students in Project Teams to Enhance Their Learning Environment. Presentation at the Transformational Teaching and Learning Conference. TAMU, April 18, 2018.
- \*Alizadeh, A., Beyerlein, M., Dirani, K., \*Xie, L., Bowman, E., \*Isna, N., & Kurian, D. (2018). Ethical Dilemmas for OD Practitioners: Emerging Cross-cultural Challenges in the 21st Century. Focus Session presented at the AHRD Annual Conference.
- \*Kogut, A., \*Norton, M., \*Garr, A., & Beyerlein, M. (2018). Role of Mentors in Multidisciplinary Innovation and Design Student Teams. Poster at Science of Team Science Annual Conference. Galveston, TX.
- Kim, J., Beyerlein, M., & Wang, J. (2018). Building a Creative Learning Transfer Theory: A Nomological Network. Paper presented at the Academy of Management Annual Conference, Chicago, IL.
- Beyerlein, M., Cantu, C., & \*Liao-Hing, C. (2017). The Art and Science of Facilitating Experiential Learning to Achieve Transformational Growth! Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX, USA, March 2-4.
- Beyerlein, M., Dirani, K., & \*Xie, L. (2017). A 30 Years' Evolving Journey of Learning in the Workplace: Karen Watkins and Victoria Marsick's Multifaceted Impact on HRD Through Informal and Incidental Learning and the Learning Organization Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX, USA, March 2-4.
- Beyerlein, M., Han, S. J., Zarestky, J., Natarajarathinam, M., & Dirani, K. (2017). Models of team learning in STEM: An opportunity for HRD. Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX, USA, March 2-4.
- \*Han, S. J., \*Macko, P., \*Chae, C., \*Park, W., & Beyerlein, M. (2017). Exploring how virtual team leaders cope with the challenge of developing a context for team creativity. Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX, USA

- Natarajarathinam, M., Beyerlein, M., Zarestky, J., Han, S. J., \*Xie, L., Dirani, K., & Boehm, R., (2017). WIP: Micro-skills and mini-habits in engineering student teams: Facilitating a confluence of perspectives and talent. Submitted to the Proceedings of the 2017 American Society for Engineering Education (ASEE) Annual Conference and Exposition, Columbus, OH, June 25-28.
- Sunalai, S., & Beyerlein, M. (2017). An Iterative Model of Knowledge Management Processes in Higher Education Institutions. Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX, USA, March 2-4.
- \*Rezaei, D. F., & Beyerlein, M. (2016). Virtual Human Resource Development and Talent Management: Looking at social media from a different lens. Presented in AHRD conference. Florida, Jacksonville.
- \*Han, S. J. & Beyerlein, M. (2016, March). Best practices for improving student project team performance for distance education courses. Presented at the 2016 Teaching with Technology Conference. College Station, TX., USA
- Kim, J., Beyerlein, M., & Wang, J. (2016, January). Building a Creative Learning Transfer Theory: A Nomological Network. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17838). Academy of Management.
- \*Rezaei, F., & Beyerlein, M. (2016). Technological Advancement and Talent Development: Looking at Social Media from a Different Lens. Presented at the 2016 Academy of Human Resource Development International Research Conference in the Americas. Jacksonville, FL., USA.
- \*Han, S. J., \*Kim, M., Beyerlein, M., DeRosa, D. (2016). Virtual team leadership and training. Presented at the 2016 Academy of Human Resource Development International Research Conference in the Americas. Jacksonville, FL., USA.
- Beyerlein, M., \*Han, S. J., & Prasad, M. (2016, August). Teamwork and learning in student project teams. *Proceedings of the 2016 International Organization of Social Sciences and Behavioral Research*. New Orleans, LA, USA.
- \*Han, S. J., & Beyerlein, M. (2015). Managing Culturally Diverse Virtual Teams: A Systematic Literature Review. Presented at the 2015 Academy of Human Resource Development International Research Conference in the Americas. St. Louis, MO., USA.
- Beyerlein, M. (2014). Emerging Structure in the New Field of Innovation Science. Poster presentation. 5<sup>th</sup> Annual SciTX (Science of Team Science) Conference. Austin, TX, August.
- Beyerlein, M. (2014). Mixed Methods Research. Panel presentation at Academy of HRD 2014 Conference, Houston, TX., February.

- Beyerlein, M. (2014). The Central Role of HRD in Developing Innovation Capability. Paper submitted to Academy of Human Resource Development annual conference, Houston
- Beyerlein, M., Cordas, J., & Prasad, A. (2012, July). Global Virtual Teams – Attempting Creative Knowledge Work from a Distance. Paper presented at the International Society for Psychology of Science and Technology (ISPST) annual conference, Pittsburgh.
- Beyerlein, M., Paletz, S., Paulus, P., & Reiter-Palmon, R. (2012, July). Constructal theory as perspective studying creative teams' structure and flow. Panel Presentation - Team Creativity: State of the Research. Paper presented at the Interdisciplinary Network for Group Research (INGroup) annual conference, Chicago.
- Keaton, J., Beyerlein, M., Meyers, R., & Schaffer, S. (2012, July). The case for a group dynamics curriculum for K-12. Poster presentation at the INGroup annual conference, Chicago.
- Prasad, M., DeRosa, D. M., & Beyerlein, M. (2012, April 26-28). Beyond Miles: Configuration, electronic communication, and performance in virtual teams. Poster presentation at the Society for Industrial & Organizational Psychology (SIOP) annual conference, San Diego.
- Beyerlein, M., Zimmerman, A., Krug, W., Ncube, L., Beyerlein, S. (2012). Evolution of the nanoHUB as an Enabler of Collaboration in Nanotechnology. Poster presentation at the Science of Team Science annual conference, Chicago.
- Beyerlein, M. (2011, July). Virtual teams as complex systems: Transitioning from complicated to complex structure for higher levels of creativity. Presentation at the INGroup annual conference, Minneapolis.
- Beyerlein, M., & \*Morris, P. L. (2010). nanoHUB: The evolution of a science hub. Poster presented at the Science of Team Science annual conference, Chicago.
- Beyerlein, M. M., & \*Morris, P. L. (2009, August). Tutorial: Creating cyber environments for collaborative discovery work. Portland International Conference on the Management of Engineering and Technology (PICMET), Portland, OR.
- Beyerlein, M. M. (2006, September 25-27). Collaborating across boundaries for innovation. Presentation at the Center for Collaborative Organizations annual international conference, Denton, TX.
- Beyerlein, M. M., Ashton, D., Imai, M., Perry, R., & Schaniel, E. (2006, September 25-27). Collaborating across boundaries for innovation. Panel presentation at the Center for Collaborative Organizations annual international conference, Denton, TX.
- Beyerlein, M. M., Conway, M., Jennings, J., Rashcke, C., & Witort, M. (2006, September 25-

27). What's the etiquette of virtual teams? Vetiquette. Panel presentation at the Center for Collaborative Organizations annual international conference, Denton, TX.

\*Yeoh, T., \*Gupta, D., \*Turner, J., Beyerlein, M., & \*Bradley, L. (2005, September 25).

Chartering your team: launch with a framework for high performance. Pre-conference workshop at the 2005 International Conference on Work Teams, Fort Worth.

Nemiro, J., & Beyerlein, M. (2005). Working across boundaries. Workshop at the 2005 International Conference on Work Teams, Fort Worth.

Beyerlein, M., \*Bodner, S., & \*Tekel, J. (2005, September 26-28). Creating a foundation for change. Presentation at the 2005 International Conference on Work Teams, Fort Worth.

Beyerlein, M. M. (2005, July). Tutorial: Collaborating across boundaries to generate intangible forms of capital. Portland International Conference on the Management of Engineering and Technology (PICMET), Portland, OR.

Nemiro, J. E., & Beyerlein, M. (2005, July). Preconference workshop: Collaboration + creativity + learning = competence. Portland International Conference on the Management of Engineering and Technology (PICMET), Portland, OR.

Beyerlein, M. M., & \*Harris, C. (2004, September). Telling employees to "be empowered" isn't enough: The tangled web of employee empowerment, leader behavior, and support systems. Workshop at the 2004 International Conference on Work Teams, Dallas.

Beyerlein, M. M., Cohen, S., Mankin, D., Olson, J., Barrett, F., Bradley, L., & Witort, M. (2003, August). Complex collaboration: Building the capabilities for working across boundaries. Panel presentation at the Academy of Management annual conference, Seattle.

McGee, C., & Beyerlein, M. (2003, August). Beyond teams: Building the collaborative organization. Workshop presented at the Academy of Management annual conference, Seattle.

Beyerlein, M., & \*Harris, C. (2003, September). Guiding the journey to collaborative work systems. Featured Workshop at the 2003 International Conference on Work Teams, Dallas.

Beyerlein, M., Freedman, S., McGee, C., & Moran, L. (2003, September). Why collaboration fails in organizations today. Presentation at the 2003 International Conference on Work Teams, Dallas.

Beyerlein, M., McGee, C., Klein, G., Nemiro, J., & Broedling, L. (2003, September). Best practices to foster collaboration in the organization. Presentation at the 2003 International Conference on Work Teams, Dallas.

\*Kennedy, F., Klammer, T., & Beyerlein, M. (2003). Potential effects of observer/actor bias on

resource allocation decisions in teaming organizations. Presented at the 2003 Management Accounting Research and Case Conference.

\*Harris, C., & Beyerlein, M., & \*Barnett, M. (2002, September 23-25). Navigating the journey to collaborative work systems: Critical success factors for a successful transformation. Workshop presented at the 13<sup>th</sup> Annual International Conference on Work Teams, Dallas.

McGee, C., Beyerlein, M., Freedman, S., & Moran, L. (2002, September 26). Leveraging your teams: Creating the collaborative organization for competitive advantage. One day workshop presented at the 13<sup>th</sup> Annual International Conference on Work Teams, Dallas.

Moran, L., Beyerlein, M., McGee, C., & Freedman, S. (2002, September 23-25). Beyond teams: Building the collaborative organization. Presentation at the 13<sup>th</sup> Annual International Conference on Work Teams, Dallas.

Freedman, S., Beyerlein, M., McGee, C., & Moran, L. (2002, September 23-25). Virtual teams in the collaborative organization: A simulation. Workshop presented at the 13<sup>th</sup> Annual International Conference on Work Teams, Dallas.

Beyerlein, M., & \*Harris, C. (2001, September 9). Team-based organizing: Crafting the conditions for collaborating. Pre-conference workshop, 12<sup>th</sup> Annual International Conference on Work Teams, Dallas.

Nemiro, J., & Beyerlein, M. (2001, September 10). Building the context for collaboration, creativity, and effectiveness in virtual teams. Workshop, 12<sup>th</sup> Annual International Conference on Work Teams, Dallas.

Beyerlein, M. M., Beyerlein, S. T., & Miner, D. (2001, July 31). The subtleties of leading engineering knowledge teams. *Proceedings of the Portland International Conference on the Management of Engineering and Technology*, Portland, OR.

\*Harris, C., & Beyerlein, M. (2001, May 23). Team-based organizations: Literature trends and our experiences. Workshop, 9<sup>th</sup> annual UNT Symposium on Individual, Team, and Organizational Effectiveness. University of North Texas, Denton.

\*Blansett, K., Nemiro, J., Beyerlein, M., \*Whitworth, C., & \*Cordas, J. (2001, May 23). The impact of team process and support on research outcomes of R&D projects: A pilot project. Poster presentation, 9<sup>th</sup> annual UNT Symposium on Individual, Team, and Organizational Effectiveness. University of North Texas, Denton.

Beyerlein, M. (2001, May 23). Collaborative work systems. Conference opening, 9<sup>th</sup> annual UNT Symposium on Individual, Team, and Organizational Effectiveness. University of North Texas, Denton.

Nemiro, J., & Beyerlein, M. (2001, July 31). Collaborative knowledge generation. Workshop,

Portland International Conference on the Management of Engineering and Technology (PICMET), Portland, OR.

Beyerlein, M. M., (2001, September 10). Leveraging team performance for business results. Conference opening, 12th annual International conference on Work Teams, Dallas.

Sundstrom, E., Beyerlein, M., & \*Kennedy, F. (2000, September 16). Aligning team support systems for increased ROI: One day workshop. 11th annual International Conference on Work Teams, Dallas.

Sundstrom, E., Beyerlein, M., & \*Kennedy, F. (2000, may 23). Aligning team support systems for increased return-on-investment (ROI): Half-day workshop. 8<sup>th</sup> UNT Symposium on Individual, Team, and Organizational Effectiveness, University of North Texas, Denton.

\*Hall, C., Johnson, D. A., & Beyerlein, M. M. (2000, April). Relationship of team support systems to team performance. In M. Marks, & J. Mathieu (Chairs), What's really in the "P-Box" of I-P-O effectiveness models? Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans.

\*Collins, V. A., Johnson, D. A., Beyerlein, M. M., & Schneider, L. J. (2000, August). Relationship between occupational stress and burnout: A meta-analysis. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

Beyerlein, M., \*Andrews, C., & \*Whitson, C. (1999). Contemporary perspectives on leadership. The Leadership Consortium of North Texas Area Colleges & Universities Sixth Annual Conference, February, Denton, Texas.

Beyerlein, M., \*Harris, C., & \*Hall, C. (1998, June). System alignment for achieving high performance. Workshop presented at the first Achieving Organization Outcomes through Teams and Employee Involvement conference at Huntington Beach, CA.

\*Dean, C. C., Beyerlein, M. M., & Thibodeaux, M. S. (1994, August). A structural equation model of the effects of corporate entrepreneurship on the global presence and performance of corporations. Paper presented at the annual meeting of the Academy of Management, Dallas.

Beyerlein, M., Johnson, D., \*Richardson, S., & \*Beyerlein, S. (1994, March). Teaming for tomorrow: Implementing self-managing work teams in traditional organizations. Workshop for the spring conference of the Center for the Study of Work Teams: Building Strategic Skills, Dallas.

Beyerlein, M. M., & \*Martins-Crane, L. (1994, March). Measuring team responsibility: Construction of a new scale. Paper presented at the annual meeting of the Southwest Decision Sciences Institute, Dallas.

\*Dean, C. C., Beyerlein, M. M., & Thibodeaux, M. S. (1994, March). Discriminant analysis of

US firms in Eastern Europe or the CIS and US firms not in these areas. Paper presented at the annual meeting of the AIB-SW, Dallas.

Beyerlein, M., \*Beyerlein, S. T., \*Richardson, S., Bullock, M., & Vaughn, T. (1993, September). 1993 Survey of technical professionals in teams. Paper presented at the 1993 International Conference on Self-Managed Work Teams, Dallas.

Beyerlein, M., \*Beyerlein, S. T., & Yeatts, D. (1993, April). Job characteristics theory in a self-managed work team setting. Paper presented at the annual meeting of the International Academy of Business Disciplines, New Orleans.

Beyerlein, M., Johnson, D., & \*Strickel, E. (1993, April). Testing and assessment in human resources departments in the 21st century. Paper presented at the annual meeting of the International Academy of Business Disciplines, New Orleans.

Beyerlein, M. (1993, April). Bridging the gap between researchers and practitioners with qualitative research. Paper presented at the annual meeting of the International Academy of Business Disciplines, New Orleans.

Beyerlein, M., Beyerlein, S. T., & Yeatts, D. E. (1992, November). Production and support workers' role strain in self-managed work teams at a greenfield site. Paper presented at the Southern Academy of Management Association annual conference, New Orleans.

\*Collins, V., Beyerlein, M., Johnson, D., & Schneider, L. (1992, November). Stress and performance at work: A meta-analysis. Paper presented at the NIOSH/APA Conference on Work Stress, Washington, D.C.

\*Metheny, W. M., & Beyerlein, M. (1992, April). Peer evaluations: A performance appraisal alternative for self-managed work teams. Paper presented at the annual conference of the International Association of Business Disciplines, Washington, D.C.

\*Beyerlein, S. T., & Beyerlein, M. (1992, March). The use of regression diagnostics to improve model fit: A case of role strain and job stress. Paper presented at the annual meeting of the Southwest Decision Sciences Institute, San Antonio.

Beyerlein, M., \*McElhenie, M., & \*Thornton, R. (1991, August). The emergence of structure in small groups: A chaos perspective. Presented at the Inaugural Conference for a Society for Chaos Theory in Psychology, San Francisco.

\*Metheny, W., Beyerlein, M., & \*Frey, M. (1991, April). Adjusting the human resources management function to self-managed work teams. Paper presented at the annual meeting of the International Academy of Management and Marketing, Detroit.

Beyerlein, M. (1991, March). The homeodynamics of work group creativity. Paper presented at the annual meeting of the Southwest Division of the Academy of Management, Houston.

- Beyerlein, M. (1991, March). A LISREL analysis of Brunswik's Lens Model. Paper presented at the Southwest Division of the Academy of Management, Houston.
- \*Price, D. M., & Beyerlein, M. (1990, November). The Impact of Life Events Questionnaire (ILEQ): An assessment of life events and career decisions. Paper presented at the annual meeting of the Texas Psychological Association, Dallas.
- Beyerlein, M., \*Pisecco, S., & \*Powell, A. (1990, November). Changes in small group behavior over time. Paper presented at the annual meeting of the Texas Psychological Association, Dallas.
- Beyerlein, M. (1990, July). Speculations on human mind and change in the next century. Paper presented at the annual meeting of the North American Personal Construct Network, San Antonio.
- Beyerlein, M., & Beyerlein, S. M. (1990, June). Work and psycho-social environments as influences of the stress-burnout relationship. Paper presented at the annual meeting of the American Psychological Society, Dallas.
- \*Kumar, K., & Beyerlein, M. (1990, April). Construction and validation of MIBOSS: An instrument for measuring ingratiation behaviors in organizational settings. Paper presented at the annual meeting of the Western Division of the Academy of Management, San Francisco.
- Beyerlein, M., & \*Beyerlein, S. M. (1989, June). Mapping information to enhance knowledge acquisition in the classroom. Workshop presented at the annual meeting of the Organizational Behavior Teaching Society, Columbia, MO.
- Beyerlein, M., \*Brady, B., \*Hauser, S., \*Street, A., & \*Smith, L. (1989, June). Using concept maps to measure cognitive complexity. A paper presented at the annual meeting of the Southwest Psychological Association meeting, Houston.
- Beyerlein, M., \*Brady, B., \*Hauser, S., \*Street, A., & \*Smith, L. (1989, April). Workshop: Using concept maps in teaching and research. Workshop presented at the annual meeting of the Southwest Psychological Association meeting, Houston.
- Beyerlein, M., & Hays, L. (1989). Development of an instrument for measuring graduate student satisfaction. A paper presented at the annual meeting of the Southwest Psychological Association meeting, Houston.
- Beyerlein, M., \*Strickel, E., \*Ray, J., & \*Street, A. (1989, April). The relationship of social skills to group performance and satisfaction. Paper presented at the annual meeting of the Southwest Psychological Association meeting, Houston.

- \*Beyerlein, S. M., & Beyerlein, M. (1988, August). Measurement of cognitive structure in the domain of art history. Paper presented at the 96<sup>th</sup> annual meeting of the American Psychological Association, Atlanta.
- Beyerlein, M., & \*Wright, T. (1988, April). Representing knowledge and increasing understanding through concept mapping. Kansas Psychological Association annual conference.
- Beyerlein, M., & Wright, T. (1988, April). Learning the science of OB with the help of Gowin's Vee Diagram. Kansas Psychological Association annual conference.
- Beyerlein, M. (1987, April). The Relationship of three cognitive styles and training to judgment performance on multiple-cue probabilistic prediction tasks. Paper presented at the annual meeting of the Midwest Division of the Academy of Management, Bloomington, IN.
- \*Krug, D., Beyerlein, M., & \*O'Brien, E. P. (1987, March). Applying the expectancy theory to student motivation. Kansas Students' Contribution to Psychology Conference, Bethel, KS.
- Bentson, C., & Beyerlein, M. (1985, March). Developing team management skills through classroom simulation of the organization. Paper presented at the meeting of the Human Resources Management and Organizational Behavior Association, Denver.
- \*Beyerlein, M., & Gavin, J. F. (1983, August). Work group dynamics: A causal model using confirmatory factor analysis. Paper presented at the meeting of the Academy of Management Association, Dallas.
- \*Beyerlein, M. (1983, April). A protocol analysis of multiple-cue probabilistic learning. Paper presented at the meeting of the Rocky Mountain Psychological Association, Snow Bird, Utah.
- \*Beyerlein, M., & Gavin, J. F. (1983, April). A causal model of work group dynamics. Paper presented at the meeting of the Rocky Mountain Psychological Association, Snow Bird, Utah.
- \*Beyerlein, M., (1981, October). Causal modeling with LISREL: Examples of the power and versatility of LISREL as a tool for theory builders. Department Colloquium, Department of Psychology, Colorado State University, Fort Collins.
- \*Beyerlein, M., \*Brandel, R., \*Hamilton, M., \*Nededog, A., & Thoman, S. (1981, July). Community development in family housing: Identifying promoters and inhibitors. Paper presented at the meeting of the Association of College and University Housing Officers, Boulder, Colorado.
- \*Beyerlein, M., & Gavin, J. F. (1981, April). A model of organizational dynamics using confirmatory analysis. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Denver.

Gavin, J. F., \*Axelrod, W., \*Beyerlein, M., & Shikiar, R. (1979, April). The psychological climate of underground mining crews: Structural, demographic, affective, and behavioral correlates. Paper presented at the meeting of the Rocky Mountain Psychological Association, Las Vegas.

### **Presentations Published in Proceedings**

Beyerlein, M. (2014). The Central Role of HRD in Developing Innovation Capability. Proceedings of the Association for Human Resource Development Annual Conference, Houston, TX.

Beyerlein, M. M., Beyerlein, S. T., & Miner, D. (2001, July 31). The subtleties of leading engineering knowledge teams. *Proceedings of the Portland International Conference on the Management of Engineering and Technology*, Portland, OR.

Miner, D., & Beyerlein, M. (1999). Leadership of engineering teams. *Proceedings of the 1999 International Conference on Work Teams*, Dallas.

Van Aken, E., Dixon, N., & Beyerlein, M. (1999). Transfer of knowledge within the learning system. *Proceedings of the Seventh Annual University of North Texas Symposium on Individual, Team, and Organizational Effectiveness*, Denton, TX.

Kennedy, F., & Beyerlein, M. (1999). Intellectual capital. *Proceedings of the Third World Congress on the Management of Intellectual Capital and Innovation*, Hamilton, Ontario.

Beyerlein, M., \*Hall, C., \*Harris, C. & Beyerlein, S. (1998). Team support systems: Alignment or failure. *Proceedings of the 1998 International Conference on Work Teams*, Dallas.

Beyerlein, M., \*Hall, C., \*Harris, C., Beyerlein, S. (1997). The failure of transformation to teams. *Proceedings of the 1997 International Conference on Work Teams*, Dallas.

Beyerlein, M. M., Beyerlein, S. T., & Jordan, A. (1997, July 27-31). Engineers in teams: A study of collaborative work structures. *Proceedings 1997 Portland International Conference on Management of Engineering and Technology*, Portland, OR.

Swigger, K., Plummer, M. C., Landt-Hearney, L., & Beyerlein, M. (1997, January). Software to assist geographically dispersed workers. *Proceedings of the Conference for Industry and Education Collaboration*, Tampa.

Beyerlein, M. M., Beyerlein, S. T., Jordan, A., \*Gilly, M. S., \*Hall, C., & \*Rust, G. (1997). Leadership of technical professional work teams. *Proceedings 1997 NSF Design and Manufacturing Grantees Conference*, Seattle, January. Also same topic poster session.

Tedford, K., Beyerlein, M., & Rust, G. (1996). Mapping mental models. *Proceedings of the 1996*

*International Conference on Work Teams*, Dallas.

Beyerlein, M. M., Beyerlein, S. T., Jordan, A., Plummer, M., \*Gilly, M. S., & Swigger, K. (1996, January). Technical professionals in work teams. *Proceedings 1996 NSF Design and Manufacturing Grantees Conference*, Albuquerque. Also same topic poster session.

Beyerlein, M., Jordan, A., Beyerlein, S., & \*Gilly, M. S. (1995). Team leadership of technical professional work teams. *Proceedings of the 1995 International Conference on Work Teams*, Dallas.

\*Beyerlein, S. T., Powell, D., Beyerlein, M. M. (1995). Professionals in teams: Challenges and solutions. *Proceedings of the 17th Annual Spring Conference and Resource of the Association for Quality and Participation*, San Antonio.

Beyerlein, M. M. (1994). Knowledge work in teams: Lessons from research, theory, and practice. *Proceedings of the 1994 International Conference on Work Teams*, Dallas.

Carlson, C. D., Thibodeaux, M. S., Beyerlein, M., Ebrahimi, B., & Molina, D. J. (1993). Corporate entrepreneurship and competitive aggressiveness: A comparison of U.S. firms operating in Eastern Europe or the CIS and U.S. firms in other high-risk environments. *Proceedings of the 1993 Academy of International Business Southwest Regional Meeting*, New Orleans.

\*Beyerlein, S. T., Yeatts, D. E., & Beyerlein, M. (1991). Antecedents and consequences of role stress in a greenfield site: A covariance structure analysis. *Proceedings of the 1991 International Conference on Self-Managed Work Teams*, Dallas.

\*Metheny, W. M., \*Bentson, C., & Beyerlein, M. (1991). Human resources issues in the implementation of self-managed work teams. *Proceedings of the 1991 International Conference on Self-Managed Work Teams*, Dallas.

\*Kumar, K., Replogle, S. H., & Beyerlein, M. (1991). Analyzing the effectiveness of autonomous work groups: Framework & longitudinal study. *Proceedings of the 1991 International Conference on Self-Managed Work Teams*, Dallas.

Schenberger, R., Capuano, L., Holland, T., Yeatts, D., Thibodeaux, M., & Beyerlein, M. (1991). Measuring team performance at Boeing - Corinth: A Symposium. *Proceedings of the 1991 International Conference on Self-Managed Work Teams*, Dallas.

Beyerlein, M., Elden, M., Swanson, C., Ebrahimi, B., \*Kumar, K., & Raab, A. (1990). Culture and participation. In A. Alkafaji (Ed.), *Proceedings of the International Academy of Management and Marketing*, Dallas.

Beyerlein, M., Prigogine, I., Watson, W., Gunter, P. A. Y., West, B., & Helm, K. (1990). Chaos theory: A new paradigm for the organization sciences (a symposium). In A. Alkafaji (Ed.),

*Proceedings of the International Academy of Management and Marketing*, Dallas.

Beyerlein, M., Schumacker, R., & \*Kumar, K. (1990). Norm referenced test construction: A workshop. In A. Alkafaji (Ed.), *Proceedings of the Second International Academy of Management and Marketing*, Dallas.

Beyerlein, M., & Schumacker, R. (1990). Causal modeling of measured and latent variable networks: A tutorial. In D. Ledgerwood (Ed.), *Proceedings of the Southwest Division of the Academy of Management*, Dallas.

Schumacker, R. E., & Beyerlein, M. (1990). EQS/PC versus LISREL/PC: Which should I use? *Proceedings of the Southwest Education Research Association*, Austin.

Beyerlein, M., \*MacGowan, T. L., & Beyerlein, S. M. (1989). Causes and consequences of faculty stress. *Proceedings of the Southwest Division of the Academy of Management*.

### **Conference Management**

Oversaw organization of 35 conferences between 1990 and 2009 with about 18,000 participants at the University of North Texas and Purdue University, for example:

2008 – 2009 Collaboration & Innovation 2009, September 15-17, 2009, Purdue University

2006 – 2007 The 19th International Conference on Work Teams, September 2007, University of North Texas.

### **Conference Opening Speeches**

Delivered welcome and overview at over 30 CCO conferences and 2 Purdue conferences 1990-2009.

### **Service**

#### **Colloquia Organized for the University**

Dr. Masahiro Nowatari, Tomagawa University, “Construction of the global industrial teamwork dynamics” (February, 2012 at Purdue University) (assisted Shimon Nof with arrangements)

Dr. Lori Foster Thompson, North Carolina State University, “Sharing knowledge and exploring collaboration opportunities in distributed teams and virtual immersive environments” (September, 2008 at Purdue University).

Dr. Max Elden, University of Houston at Clear Lake, “Social scientist’s action framework for societal change – ‘trans – organizational praxis’” (April, 2002 at the University of North Texas).

Dr. Shaul Fox, Bar-Ilan University, "Resistance to change" (April, 2001 at the University of North Texas).

Dr. Masahiro Nowatari, Tamagawa University, "Comparison of Japanese and American automobile manufacturing plants" (April, 2000 at the University of North Texas).

### **Workshop Organizing**

"Fit, failure, and the hall of fame" with Dr. Raymond Miles, University of California at Berkeley; co-sponsored by GTE Directories, July, 1995, Dallas, Texas.

"The supervisor as facilitator" with Dr. Gerald Klein of Ryder College, Toni Hynds of General Motors, and Sue Easton of Easton and Associates presenting, July, 1992, Denton, Texas.

"The problem of the supervisor in the self-managed work team environment" with Dr. Janice Klein of MIT and Billy Bennett of BCB of Belgium presenting, July, 1992, Denton, Texas.

"Solving the problems in the transition to self-managed work teams" with Drs. Tom Cummings of USC, Henry Sims, Jr., of the University of Maryland, and Charles Manz of Arizona State presenting, April, 1992, Denton, Texas.

### **Editorials, Prefaces, Book Reviews, Etc.- 23 (Nonrefereed)**

. \*Cordas, J., & Beyerlein, M. (2001). Team-based organizations: The employee as expert. Preface to E. Rose & S. Buckley's *Self-directed work teams: The trainer's role in a successful transition*.

Beyerlein, M., & \*Willbanks, K. (1998). Learning and competitiveness. Preface to E. Rose's *50 Ways to teach your learner: Activities and interventions for building high-performance teams*. San Francisco: Jossey-Bass.

\*Hall, C. A., & Beyerlein, M. M. (1998). Book review: *Designing and leading team-based organizations: A workbook for organizational self-design*. *Personnel Psychology*, 51(4), 1074-1077.

Beyerlein, M. (1998). Self-report questionnaires: Who calibrates the reporter? *Team Performance Management Journal*, 4(5).

Beyerlein, M. (1998). Viewpoint. *Team Performance Management Journal*, 4(2).

Beyerlein, M. (1998). Book review: *Management team: Five key strategies for maximizing group performance*. *Team Performance Management Journal*, 4(2).

Beyerlein, M. (1998). Viewpoint. *Team Performance Management Journal*, 4(6).

- Beyerlein, M. (1998). The future depends on collaboration. *Team Performance Management Journal*, 4(5).
- Miner, D., & Beyerlein, M. (1998). Embedded knowledge teams: Succeeding with hybrid organizational forms. *Team Performance Management Journal*.4(5) <http://www.emerald-library.com>.
- Beyerlein, M. M. (1998). Upgrades: A four letter word? *Team Performance Management Journal* 4(3), an electronic journal.
- Beyerlein, M. M. (1998). What to read? *Team Performance Management Journal* 4(2).
- Beyerlein, M. M. (1998). Team Performance Management Journal: A new editor's perspective. *Team Performance Management Journal* 4(1).
- Beyerlein, M. M. (1997). "Top management teams": An oxymoron? *Team Performance Management Journal*, 3(4).
- Beyerlein, M. M. (1997). Where are team designs headed? *Team Performance Management Journal*, 3(3).
- Beyerlein, M., \*Beyerlein, S., Jordan, A., & \*Gilly, S. (1995). Winning the race: transition to a global economy through work teams. Inaugural issue of *Teams: The Magazine for High Performance Organizations* (U.K.) November.
- Beyerlein, M. (1992). Forward. In Rollin Glaser (Ed.), *Classic readings in self-managing teamwork*. King of Prussia, Pa. Organization Design and Development, Inc.
- Beyerlein, M. (1992-2003). Editorials. *The Self-Managed Work Teams Newsletter*.
- Beyerlein, M. (1993, October/November). Why do teams work? Part II. *AQP Report: The Association for Quality and Participation Newsletter* (p. 9).
- Beyerlein, M. (1993, August/September). Why do teams work? Part I. *AQP Report: The Association for Quality and Participation Newsletter* (p. 7).  
Newsletter.
- Beyerlein, M. (1993). [Review of *The Fifth Discipline: The Learning Organization*]. *The Self-Managed Work Teams Newsletter*.
- Beyerlein, M. (1991, Fall). Review of *Structural Equation Modeling with LISREL: Essentials and Advances*. *LISREL Newsletter* (pp. 4-5).
- Beyerlein, M. (1990, Summer). Changes in LISREL 7 for the PC. *LISREL Newsletter* (p. 4).

Beyerlein, M. (1990, June). Employee participation: From suggestion box to self-managed work team. *Training Issues* (p. 6).

### **Technical Reports**

Beyerlein, M., Zimmerman, Z., Ncube, L., Krug, W., Beyerlein, S., Feld, S., Morris, P., Brown, N., & Alsaad, M. (2011). Executive Summary of the nanoHUB VOSS Team Survey Report.

Beyerlein, M., Ncube, L., Alsaad, M., Krug, W., Beyerlein, S., Zimmerman, A., Feld, S., Morris, P., & Brown, N. (2011). Executive Summary of the CTSI Hub Site Survey Report VOSS Team

Beyerlein, M., Zimmerman, Z., Ncube, L., Krug, W., Beyerlein, S., Feld, S., Morris, P., Brown, N., & Alsaad, M. (2011). The emergence of collaborative social structure in nanoHUB cyberspace. Final Report to National Science Foundation. Summary of Preliminary Findings: OCI 0838352 & 0838259

Berkow, J., Beyerlein, M., Bodner, S., ...et al. (2002). Framing IT success – Get in the picture. Department of Veterans Affairs, National CIO Conference.

Kappelman, L. A., Prybutok, V. R., & Beyerlein, M. M. (2001). Increasing the contribution of IT investments to the quality, productivity, and effectiveness of City of Denton government operations. Prepared for the City of Denton, TX.

Beyerlein, S. T., Beyerlein, M., & Richardson, S. (1993). *Summary Survey Feedback Report: Technical Professional Employees in Teams*. University of North Texas, Denton.

Beyerlein, S. T., Beyerlein, M. M., & Richardson, S. (1993). *Survey Feedback Report for Technical Professional Employees in Teams: (individual--see list at end of this citation)*. University of North Texas, Denton. Separate reports were produced for 23 groups of employees in nine companies, including Air Products & Chemicals, Inc., Convex Computer Corporation, Harris Semiconductor, Hewlett-Packard Company, IBM, Ishida Aerospace, Mobil Exploration and Producing US Inc., Rockwell International, and Texas Instruments.

Yeatts, D., Thibodeaux, M., Beyerlein, M., Stevens, L., Beyerlein, S. T., & Ruggiere, P. (1991). *Analyses from 1990 employee survey*. University of North Texas, Denton.

Yeatts, D., Thibodeaux, M., Beyerlein, M., Metheny, W., Small, L., Stevens, L., & Ruggiere, P. (1991). *Texas Instruments-Sherman 1990 employee attitude survey*. University of North Texas, Denton.

Beyerlein, M., MacGowan, T., & Beyerlein, S. M. (1988). *Faculty stress feedback report: UNT and TWU*. University of North Texas, Denton.

Beyerlein, M., Beyerlein, S. M., Wright, T., & Zimmer, M. (1987). *Needs assessment for the Reading and Study Skills Center*. Fort Hays State University.

Beyerlein, M., O'Brien, P., Krizek, N., Krug, D., & Hollingsworth, M. (1986). *Survey of referral sources for High Plains Mental Health Center*. Fort Hays State University, Hays, KS.

Gavin, J. F., Hautaluoma, J., & Beyerlein, M. (1979). *Black Thunder Mine employee attitude survey 1979: Interview report*. Colorado State University, Fort Collins.

Gavin, J. F., Hautaluoma, J., & Beyerlein, M. (1979). *Black Thunder Mine employee attitude survey 1979: Questionnaire results - comparative analysis*. Colorado State University, Fort Collins.

## **Grants and Contracts**

### **Grants & Contracts Funded Externally**

External grant funding totaled \$1,436,718.

National Science Foundation -- DIBBs: Conceptualization of the Social and Innovation Opportunities of Data Analysis. Conceptualization of the social and innovation opportunities of data analysis. Michael Zentner (PI), Michael Beyerlein, Gerhard Klimeck, & Michael McLennan. \$99,718, 2013.

Army Research Institute -- Command Post of the Future (CPoF). Darrel Sandall & Michael Beyerlein, \$30,000, 2010-2011.

National Science Foundation VOSS program, Collaborative Research: VOSS: The emergence of collaborative social structure in nanoHUB cyberspace, with Lisa Ncube, Bill Krug, Susan Beyerlein, and Scott Feld of Purdue University, \$197,000, 2008-2011. Collaborative Research with Ann Zimmerman at the University of Michigan, \$111,687.

First American Financial, Team Return-on-Investment, \$2,500, September, 2002

First American Finance: \$3,000 for Team Return-on-Investment, August, 2001

Advance Sterilization Products: \$1,750 for Team Return-on-Investment, August, 2001

Shell Chemical: \$2,200 for Team Return-on-Investment, August, 2001

Hills Pet Nutrition: \$1,250 for Team Return-on-Investment, August, 2001

Colgate Palmolive: \$2,500 for Team Return-on-Investment, August, 2001

INTRIA/HP: \$1,600 for Team Return-on-Investment, August, 2001

Raytheon: \$2,000 for Team Return-on-Investment, August, 2001

City of Denton (\$12,500) for diagnosis of information system use (with UNT Information Systems Research Center) 2000 – 2001.

U.S. Department of Veterans Affairs (\$17,000) for design and facilitation of CIO conference (with UNT Information Systems Research Center) 2001 – 2002.

The Boeing Company, Team-based Organizations, \$118,000, 2001-2002.

The Boeing Company, Team-based Organizations, \$60,000, November, 1999.

The Boeing Company, Team-based Organizations, \$58,000, April, 1999.

The Boeing Company, Team-based Organizations, \$31,000, December, 1998.

Corporate contributions to support team leadership research project funded by NSF: GTE Directories--half time intern student for 18 months and travel to sites in two other states; Westinghouse, Canada--\$15,000 for travel and graduate student time on site for data collection; DCMC, Defense Logistics--travel for two researchers to adjoining state; Harris Semiconductor--full time intern for five months; Shell Oil--\$13,000 for materials and labor on preparation of surveys and feedback reports.

Advanced Micro Devices, Team Leadership, \$65,000, with Susan Beyerlein, November, 1996.

Advanced Micro Devices, Team Leadership, \$60,000, with Susan Beyerlein, September, 1995.

National Science Foundation, Transformations to Quality Organizations (TQO Program): *Leadership of Technical Professional Teams*, \$420,000 for four years, with Ann Jordan (Anthropology), Jon Young (Computer Education and Cognitive Systems), Kathleen Swigger (Computer Science), Mitty Plummer (Engineering Technology), Mary Thibodeaux (Management), Doug Johnson (Psychology), Joseph Doster (Psychology), Susan Beyerlein & Martha Sue Gilly (Center for the Study of Work Teams), January, 1995.

In-kind contribution of employee time in responding to survey of technical professionals in teams, estimated at \$43,000, from 14 companies, including Air Products & Chemicals, Inc., Bell Helicopter Textron, Boeing Defense & Space--Texas, Convex Computer Corporation, Harris Semiconductor, Hewlett-Packard Company, Honeywell, Hexcel, IBM, Ishida Aerospace, Mobil Exploration and Producing US Inc., Ravenswood Aluminum, Rockwell International, and Texas Instruments.

Funding for a team of eight facilitators for: *A Workshop on Accounting and Capital Budgeting for Environmental Costs*, sponsored by the U.S. Environmental Protection Agency, Dallas, Harvey Hotel, (\$8,500) December 5-7, 1993.

Texas Advanced Research Program, Supplemental Minority Grant Fund, Corporate Competitiveness and the Self-Managed Work Team, \$14,015, with Dale Yeatts, PI (UNT Sociology Department), and Mary Thibodeaux, Co-Investigator (UNT Management Department), 1990-1991.

Texas Advanced Research Program, Corporate Competitiveness and the Self-Managed Work Team, \$82,240, with Dale Yeatts, Principal Investigator (UNT Sociology Department), and Mary Thibodeaux, Co-Investigator (UNT Management Department), 1990-1991.

Tandy Corporation, two complete microcomputers and peripherals for programming management cases: approximate value \$7,100.00, February, 1986.

Intel Corporation, microcomputer central processing unit for Development of an expert system for management decision making: approximate value \$10,000.00, February, 1985.

### **Grants Funded Internally**

Texas A&M University, College of Education & Human Resources, USRI – Undergraduate Student Research Initiative Grant, \$2,000, 2018-2019.

Texas A&M University, Vice President for Research, Evaluation Grant, “T3 and X-Grant Programs at TAMU: Enhancing teams’ interdisciplinary and transdisciplinary research capability.” M. Beyerlein (PI), K. McLeroy (Co-PI), P. Goodson (Co-PI). \$285,000, 2018-2021.

Texas A&M University, College of Education & Human Resources, Catapult Grant, “What does learning look like? A micro-level analysis of student team interaction during STEM project work,” \$30,000, 2016-2017.

Texas A&M University, College of Education & Human Resources, Strategic Research Award (to fund Graduate Research Assistant), \$30,000, 2016-2017.

Texas A&M University, Education Administration & Human Resources, Seed Grant, \$5,000, 2015-2016.

University of North Texas, Faculty Research Grant, *Innovation culture in the supply chain*, \$1,500, 2003-2005.

University of North Texas, Faculty Research Grant, *The impact of team process and support on research outcomes on R&D projects*, \$3,800, 1999-2000.

University of North Texas, Faculty Research Grant, *Measurement of work teams*, \$3,800, 1996-1997.

University of North Texas, *Facilitation of self-management in organizations: Developing and testing a theory*, with Joseph Doster (Psychology), \$2,500, 1992-1993.

University of North Texas, *Reducing employee stress by changing job design and increasing participation*, approved but not funded, with Dale Yeatts (Sociology) and John Eddy (Higher Education), 1991-1992.

University of North Texas, Faculty Research Grant, *The bottom line for self-managed work teams: A longitudinal analysis*, with Dale Yeatts (Department of Sociology, UNT) and Mary Thibodeaux (Department of Management, UNT), \$1,500, 1990-1991.

University of North Texas, Faculty Opportunity Grant, \$2,500, *An investigation on linear dynamics in group processes*, with Tom Hurt, PI (Department of Communications and Public Address), 1990-1991.

University of North Texas, Faculty Initiation Grant, \$1,500, *The impact of faculty stress on research output*, with John Eddy (Department of Higher Education, UNT), 1990-1991.

University of North Texas, Small Research Grant, from Office of Research and Grants and from Psychology Department, \$630, *Stress and performance: A review*, 1989-1990.

University of North Texas, Junior Faculty Summer Research Grant, from Office of Research and Academic Grants, \$3,500 for release time from teaching to collect and analyze data for two studies, 1989.

University of North Texas, Small Research Grant, from Office of Research and from Psychology Department, \$508, *Sequential analysis of members' interactions in classroom problem-solving groups*, 1988-1989.

University of North Texas, Research Initiation Grant, \$1,500, *Creation and validation of a questionnaire for assessing change and stress of faculty*, 1988-1989.

University of North Texas, Research Opportunity Grant, with Dr. Bert Hayslip, (Department of Psychology, UNT) \$2,100, *Surveys of attitudes toward retirement*, 1988-1989.

University of North Texas, Small Research Grant, from Office of Research and from Psychology Department, \$750, *Survey of faculty stress*, 1987-1988.

University of North Texas, Research Initiation Grant, *Computer simulation of an organization*, \$800, 1987-1988.

Fort Hays State University Graduate School, *Development of an expert system for management decision making*, approximate value \$1,400, 1985.

Fort Hays State University Graduate School, summer salary for work on expert system project,

approximate value \$1,000, 1985.

Fort Hays State University Graduate School, *Study of the relationship of dogmatism and need for cognition with the development of expertise*, approximate value \$650, December, 1986.

### **Additional Consulting and Training**

Harris, C. H., Beyerlein, M. M., and others (2005). The Collaborative Work Systems Design Workshop. July 19-21, Denton, TX.

Harris, C. H., Beyerlein, M. M., and others (2005). The Collaborative Work Systems Design Workshop. February 23-25, Denton, TX.

Additional Workshops: Stress Management, Productive Meetings, Time Management, Team Building, Knowledge Teams, Implementation of Teams, Team Support Systems, Collaborative Knowledge Creation, Team ROI, Virtual Teams, The Collaborative Organization, Team-based Organizing, Collaborative Work Systems Design Stress Management, Group Dynamics, Decision Making.

Stress management workshops (3) for FMC Corporation, Dallas, Texas (1994).

Stress management workshop for Department of Planning, City of Denton, Texas (1991).

Team building workshop for Division of Student Life staff at TWU (1990).

Leader of six workshops for Continuing Education, UNT: Meeting Management, Stress Management, and Time Management (1989-1990).

### **Service**

2017 - 2018 Search Committee Chair, EAHR Department, Texas A&M

2016 - 2017 Search Committee Member, EAHR Department, Texas A&M

2014 – present Editorial Board for Group and Organization Management Journal

2014 - 2018 Promotion & Tenure Committee, College of Education & Human Resources

2013 Search Committee Chair, EAHR Department, Texas A&M

2013 AEHR Program Committee Member, EAHR Department

2013 Climate Committee, EAHR Department, Texas A&M

2011 Search Committee Chair, TLI Department, Purdue University

2011 Coast Guard Training Center – TLI Planning Committee, Purdue University

2010 – 2012 Member of Biometrics Lab Redesign Team, Purdue

2010 – 2011 Chair, Organizational Leadership Graduate Program Committee

2010 OLS Graduate Education Committee Member

2011– Present Reviewer for Interdisciplinary Network for Group Research (INGroup)

2011 – Present Reviewer for *Small Group Behavior*

2007 Reviewer for *Educational & Psychological Measurement*

2005 – Present Advisory Board Member, Center for Communities of the Future

2004 – 2005 Assessment Coordinator, Developmental Physiology Virtual Collaboratory (DePCo)

2004 – 2005 Member, University Task Force on Institutes and Centers

2004 – 2005 Member, Space Committee, Department of Psychology

2000 – 2007 Senior Editor, Jossey-Bass/Pfeiffer Series on Collaborative Work Systems.

1999 – 2005 Book Reviewer for Jossey-Bass Publications.

1999 – 2001 Reviewer for *Personnel Psychology*.

1999 – 2001 Reviewer for *IEEE Transactions on Engineering Management*.

2000 – Present Reviewer for the National Science Foundation.

2001 Reviewer for the Air Force Research Institute.

1998 – 2000 Founder and Editor, *Infrastructure: Sustaining Systems*, an electronic journal, <http://notes3.nms.unt.edu/infrstrt.nsf>

1997 – 2007 Member Department Personnel Affairs Committee, UNT; chair for one year.

1997 – 2005 Member Department Tenure and Promotion Committee, UNT; chair for one year.

- 1997 – 1998 Editor, *Team Performance Management Journal*, published by MCB University Press, Bradford, UK.
- 1997 – 2000 Reviewer for *Journal of Applied Psychology*.
- 1997 – 2000 Reviewer for *Quality Management Journal*.
- 1997 – 2005 Reviewer for The Center for Creative Leadership.
- 1996 – 2007 Associate, Institute of Work Psychology, University of Sheffield
- 1996 – 1997 Reviewer for *IEEE Management Journal*.
- 1996 – 2000 Reviewer for *Personnel Psychology*.
- 1996 – Present Reviewer for National Science Foundation grant proposals.
- 1995 – 2017 Member of the Editorial Board for *TEAMS: The Magazine for High Performance Organizations and their Work Teams*, published by IFS International Limited.
- 1994 – 1996 Council Member, National Workforce Assistance Collaborative, National Alliance of Business, Washington, DC.
- 1994 – 1996 Department Personnel Affairs Committee, UNT; chair for one year.
- 1994 – 1996 Department Tenure and Promotion Committee, UNT; chair for one year.
- 1994 – 1996 Committee Member, Faculty Development Leave Committee, UNT.
- 1994 Committee Member, Texas Academy of Math and Science Selection Committee, UNT.
- 1993 – 2007 Senior Editor for the JAI Press series, *Advances in Interdisciplinary Studies of Work Teams*.
- 1993 – 2000 Reviewer for *Structural Equation Modeling: A Multi-disciplinary Journal*.
- 1993 – 1997 Reviewer for *Academy of Management Review*.
- 1993 – 1996 Reviewer for *Academy of Management Journal*.
- 1992 – 1993 Member of the Sunset Review Committee, University of North Texas.
- 1992 – 1994 Track Chair for Research Design Track, the International

Association of Business Disciplines (IABD).

- 1992 Member of College Committee on General Access Computing Labs, University of North Texas.
- 1991 – 2007 Affiliate Faculty with the Information Systems Research Center, University of North Texas.
- 1991 – 2007 Board Member of the Center for Quality and Productivity, University of North Texas.
- 1990 – 1992 Member of the Ad Hoc Committee on Consulting, College of Arts and Sciences, University of North Texas.
- 1990 – Present Reviewer for *Group and Organization Studies*.
- 1990 – 1992 Track Chair for symposiums for the International Academy of Business Disciplines (IABD).
- 1990 – 1992 Assistant Editor of the *LISREL Users Newsletter*.
- 1989 – 2007 Program Coordinator for the International Conference on Work Teams.
- 1989 – 1992 Reviewer for the *Journal of Managerial Issues*.
- 1989 – 1991 Member of the Executive Committee of the Department of Psychology, University of North Texas.
- 1989 – 1990 Initiator and Coordinator of the Faculty Research Forum for the Social and Behavioral Sciences, University of North Texas.
- 1989 – Present Program Director and Coordinator of Planning Committee for the Annual International Conference on Self-Managed Work Teams.
- 1989 – 1990 Liaison between Psychology Department and University Library.
- 1989 – 1995 Reviewer for the Research and Grants Office, UNT, for faculty grant proposals.
- 1988 – 1989 Reviewer for the Southwest Psychological Association Annual Conference.
- 1985 Chair, Microcomputer Committee, Psychology Department, Fort Hays State University.

- 1984 – 1987 Member of Department Committees for General Program, Internships, Evaluation of Graduate Students, Recruiting, Methodology Comprehensive Exams, and Human Resources Interdisciplinary Program, Psychology Department, Fort Hays State University.
- 1984 – 1987 Responsible for developing curriculum (seven new courses), program proposal, and support for master's degree program in Industrial/Organizational Psychology, Fort Hays State University.
- 1979 – 1980 President of Industrial Psychologists Association of Colorado (student-faculty organization).
- 1979 – 1980 Department Representative to Natural Sciences Student Council, Psychology Department, Colorado State University.

### **Work with Students – Teaching, Research Supervision**

#### **Courses Taught**

Undergraduate courses taught: Data Analysis (introductory statistics), Experimental Methods, Introduction to Measurement, Group Psychology, Introduction to Industrial/Organizational Psychology, Introductory Psychology, Organizational Behavior, Testing & Measurement.

Graduate courses taught: Psychological Assessment of Individuals in Organizations, Consulting in Organizations, Psychometric Theory, Organizational Psychology, Employee Counseling, Groups in Work Settings, Training and Development, Learning & Creating in Organizations, Leadership Theories, Organizational Assessment, Process Observation & Group Facilitation, Strategic Applications of I/O Psychology, Organizational Transformation, Program Evaluation, Internship Supervision, Virtual Organizations & Teaming, Organizational Design & Development, Organization Development & Performance, Leadership Assessment & Development, Innovative Organizations, Strategic Human Resource Development, Research Methods, Organizational Development and Performance, Project Team Leadership

#### **Student Research Supervision – Current Dissertation Committee Chair**

Christi Phillips, Ph.D. Student

LaToya Morris, Ph.D. Student

Lenea , Ph.D. Student

Jiacheng Lu, Ph.D. Student

## **Student Supervision to Completion as Chair**

Dissertation Supervision – 30 (1992 - present)

Thesis Supervision – 34 (1986 - present)

Research In Lieu of Thesis (equivalent of thesis for PhD tracks) – 22 (1994 - present).

Minor Professor for students in the following departments: Management, Marketing, Business Computers & Information Systems, Accounting, Computers & Cognition, Anthropology, Communications, Behavioral Analysis, Higher Education, Counseling

## **Dissertation Supervision as Committee Chair**

LaToya Morris, Ph.D. (completed in 2019) Examining the dynamic, relational inter-organizational learning processes in public sector multi-agency partnerships

Carla Liao-Hing, Ph.D. (completed, 2018) Professional Development System as an Ecology for Sustainable Learning: A Study to Empower Instructors to Use Technology Integration in Adult Language Classrooms

Fatemah (Dena) Rezaei (completed, 2018) Social Media and Talent Development: Influencing Factors on Use Behavior and Employees' Work Success

John LeCounte, Ph.D. Student (completed 2018) Best Practices in Succession Planning for CEOs Leading Family-Owned Small and Medium-Sized Enterprises

Shinhee Jeong (completed, 2018) A multilevel Analysis of the Influences of Employee Expertise and Quality of Interpersonal Relationships on Organizational Knowledge Creation: The Moderating Role of Transformational Leadership

Joe Hlavin (completed, 2017) Articulating the work experiences of chief medical officers: A qualitative study

Soo Jeoung (Crystal) Han (completed, 2017) Testing a process model for student project teams in higher education with relationships among shared leadership, psychological safety, team processes, team performance, and creativity

Junhee Kim (completed, 2015) The relationships among the learning transfer system, managers' creative learning transfer, and job performance

Suravee Sunalai (completed, 2015) Knowledge Management Systems in Higher Education

Sydney Barcus (completed, 2010) Team training (shadow chair – after leaving UNT)

Tanya Bhagwat (completed, 2009) Corporate ethics (shadow chair– after leaving UNT)

Nicole DeJarnett Hobson (completed, 2008) Succession planning.

Kevin Impelman (completed, 2008) Integrity testing.

Cynthia Cantu (completed 2008) Team assessment.

Nicolette Hass (completed, 2008) Team development.

Yue Lin (completed, 2008) 360 degree assessment compared internationally.

Jon Cordas (completed, 2008) Engagement at work.

Philip Hunter (completed December, 2006) Organizational and career commitment.

Cheryl Harris (completed, 2005) Collaborative work system assessment.

Eric Simpson (completed, 2006) Employee satisfaction and customer service in banking

John Besich (completed, 2005) Job embeddedness versus traditional models of turnover

Mikel Koy Roberts (completed) Measurement systems for knowledge work teams.

Julie Schwartz Collins (completed) Meta-analysis of role strain studies and comparison to work hassles influences.

Ryan Lahti (completed, 1999) Comparison of knowledge transfer for temporary and permanent employees.

Christopher Hall (completed, 1998) Assessing support system alignment with work teams.

Michael McElhenie (completed, 1998) Analysis of self-ratings in 360s.

Melissa Horner (completed, 1997) Shared leadership in teams.

David Price (completed, 1997) Test development and validation for study of the impact of life events on career planning.

Lauri Luce Mathews (completed, 1996) Top management teams.

Julie Eads (completed, 1992) The role of self-monitoring in stress management.

### **Thesis Supervision as Committee Chair**

Jeremy Tekell (completed 2008) Affective & cognitive components of job satisfaction.

Lindsey Straka West (completed 2007) Employee-superior conflict and turnover.

Terence Yeoh (completed 2007) The Facet Satisfaction Scale.

Sydney Barcus (completed 2007) Impact of organizational learning and training on satisfaction.

Nicolette Hass (completed 2006) Team support systems.

Tanya Bhagwat (completed 2006) Performance appraisal.

Jon Turner (completed 2006) Empowering leadership.

Kevin Impelman (completed 2006) Validation of an integrity instrument.

Jodi Longo (completed 2005) Meeting effectiveness.

Cheryl Herried (completed 2005) Performance appraisal.

Diem Thai (completed) Team-based organization implementation.

Mikhail Koulikov (completed) Test equating in English and Spanish.

Kristi Willbanks (completed) Team training as a support system.

Michael Kennedy (completed) Social and intellectual capital and distress.

John Besich (completed) Work-life balance in information technology jobs.

Cheryl Harris (completed) Team leadership.

John Adcock (completed, 1999) Team support systems.

Michael Yaffe (completed, 1998) Team leadership styles.

Lori Reisenbechler (completed, 1998) Climate for creativity in small professional firms.

Mikel Koy Roberts (completed, 1998) Measurement systems for knowledge work teams.

Jodi Rose (completed) Pay for knowledge/skills in self-managed work teams.

Stacey Flax (completed) Assessment of work team growth.

Dawn Root (completed) Assessing the training of work team facilitators.

Carolyn Miller (completed, 1992) Relationship between employee age and perceptions of work in self-managed work groups.

Lolin Martins-Crane (completed, 1992) Sex differences in adjusting to self-managed work teams.

Ann Burress (completed, 1992) Analysis of the team facilitator's job.

Scott McTague (completed, 1992) Personnel selection in retail sales: A concurrent validation study.

Lauri Luce (completed, 1991). The stress of engineers in high and low security environments.

Amy Street (completed, 1990) Factors relating to upper level employees support for organizational redesign.

Simin Rousteani (completed, 1990) An employee participation change project and its impact on the organization: A case study.

Karen Blansett (completed, 1990) Prediction of the job performance of restaurant workers using a service orientation measure.

Patrick Daily (completed) Empirical study of methods of test validation.

Raul Villanueva (completed, 1989) Evaluation of an ergonomic intervention program for the prevention of cumulative trauma disorders in industry.

Susan Peach (completed, 1986) The effects of music on stress and pain tolerance during Lamaze natural childbirth: Toward a more efficient music-assisted childbirth technique.

### **Research in Lieu of Thesis (PSYC 6610: Equivalent of Thesis for PhD Tracks)**

Sarah Zhang – (completed, 2016) Competencies of OD Professionals

Michael Arndt – (completed, 2013) Emergency response teams.

Dan Tranter – (completed, 2011) Team changes in a corporate environment.

Cynthia Cantu -- (completed, 2007) Team evaluation.

Bob Francoeur (completed 2007) Democracy in the workplace.

Dipti Gupta (completed, 2006) Proctored versus unproctored online testing using a personality measure.

Philip Hunter (completed, 2007) Validity of the job characteristics model in a team environment.

Lori Bradley (completed, 2006) Facilitation of virtual meetings.

Jon Cordas (completed, 2006) Organizational culture and change.

Karen Blansett (completed, 2005) Creativity in science teams.

Eric Simpson (completed, 1999) Team coaching.

Julie Schwartz (completed, 1998) Meta-analysis of role strain and performance.

Ryan Lahti (completed, 1998) Knowledge management.

Melissa Horner (completed, 1997) Benchmarking team leadership in semiconductor fabs.

James Rohlman (completed, 1997) Construction of a test for teams.

Lauri Luce Mathews (completed, 1996) Validation of a test of leadership.

Sandra Richardson (completed, 1995) Organizational diagnosis.

Ann Burress (completed, 1993) Leader behaviors for self-managing teams.

Vivian Collins (completed, 1993) A meta-analysis of stress and performance.

Michael McElhenie (completed, 1993) Nonlinear dynamics in decision making during a computer game.

Stewart Pisecco (completed, 1992) A sequential analysis of small group behavior.

Richard Harrington (completed, 1992) A review of nonlinear dynamics literature.