

ANTHONY T. PESCOSOLIDO

Department of Management
Peter T. Paul College of Business & Economics
University of New Hampshire
Durham, NH 03824
Phone (603) 862-3367
Fax (603) 862-3383
tuck.pescosolido@unh.edu

EDUCATION

- | | | |
|-------------|---|---------------|
| 1994 – 2001 | Case Western Reserve University
Ph.D. in Organizational Behavior; January 2001. | Cleveland, OH |
| 1987 – 1991 | Harvard University
B. A. in Psychology, June 1991. | Cambridge, MA |

EMPLOYMENT HISTORY

- | | | |
|--------------|--|--|
| 2012-Present | University of New Hampshire, Peter T. Paul College of Business & Economics
Associate Professor of Management & Organizational Behavior | |
| 2008 – 2012 | University of New Hampshire, Whittemore School of Business & Economics
Associate Professor of Management & Organizational Behavior | |
| 2002 – 2008 | University of New Hampshire, Whittemore School of Business & Economics
Assistant Professor of Management & Organizational Behavior | |
| 2001 – 2002 | College of William & Mary, School of Business
Visiting Assistant Professor of Organizational Behavior | |
| 2000 | Franklin University
Adjunct Assistant Professor | |
| 1995 – 2000 | Case Western Reserve University, Weatherhead School of Management
Instructor | |

HONORS & AWARDS

- 2012 Outstanding Reviewer Award, Small Group Research
- 2007 Finalist, UNH Outstanding Assistant Professor of the year.
- 2006 UNH Graduate School Summer Faculty Fellowship
- 2006 Nominated for Outstanding Assistant Professor Award
- 2004 Whittemore School of Business & Economics Research Excellence Award
- 2004 Whittemore School of Business & Economics Summer Faculty Research Fellowship
- 2003 UNH Faculty Development Grant

RESEARCH PAPERS

Refereed Journal Articles

1. Wilson, J. M., Fletcher, T. D., Pescosolido, A. T., & Major, D. A. (2021). Extraversion and leadership emergence: differences in virtual and face-to-face teams. Small Group Research, 52 (5), 535-564.
2. Harvey, N. P., Harris, K. J., Kacmar, K. M., Buckless, A., & Pescosolido, A. T., (2014). The impact of political skill on employees' perceptions of ethical leadership. Journal of Leadership and Organizational Studies, 21, 5-16.
3. Kalargyrou, V., Pescosolido, A. T. & Kalagiros, E. A. (2012). Leadership skills in management education. Academy of Educational Leadership, 16, 39-63.
4. Pescosolido, A. T. & Saavedra, R. (2012). Cohesion and sports teams: A review. Small Group Research, 43, 744-758.
5. Romero, E. J. & Pescosolido, A. T. (2008). Humor and group effectiveness. Human Relations, 61, 395-418.
6. Pescosolido, A. T. 2003. Group efficacy and group effectiveness: The effects of group efficacy over time on group development and performance. Small Group Research, 34, 20-42.
7. Druskat, V. U., & Pescosolido, A. T. 2002. The content of effective teamwork mental models in self-managing teams: Ownership, learning, and heedful interrelating. Human Relations, 55, 283-314.
8. Pescosolido, A. T. 2002. Emergent leaders as managers of group emotion. Leadership Quarterly, 13, 583-599.
9. Wolff, S. B., Pescosolido, A. T., & Druskat, V. U. 2002. Emotional intelligence as the basis of leadership emergence in self-managing teams. Leadership Quarterly, 13, 505-522.

10. Pescosolido, A. T. 2001. Informal leaders and the development of group efficacy. Small Group Research, 32, 74-93.

Refereed Book Chapters

11. Druskat, V. U., & Pescosolido, A. T. 2006. The impact of emergent leader emotionally competent behavior on team trust, communication, engagement, and effectiveness. In Ashkanasy, N. , Hartel, C., & Zerbe, W. Research on Emotion in Organizations, Volume 2: Individual and organizational perspectives on emotion management and display. Elsevier Publishing.
12. Pescosolido, A. T. 2004. Managing emotion: A new role for emergent group leaders. In Hartel, C., Zerbe, W., & Ashkanasy, N. Emotions in Organizational Behavior. Lawrence Erlbaum Associates, Mahwah NJ.

CONFERENCE PRESENTATIONS

2020 Pescosolido, A. T. Emergent leader behavior and the development of team efficacy. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGRoup). Conference held virtually.

2019 Pescosolido, A. T. Emergent leader behavior and the development of team efficacy, Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

2016 Wilson, J. M & Pescosolido, A. T. Leadership in virtual groups: The failure of extraversion to predict leadership emergence. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGRoup). Helsinki, FINLAND.

2015 Pescosolido, A. T. The role of emergent leaders in the development of group emotional competence. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Pittsburgh, PA.

Pescosolido, A. T. Active experimentation and leadership development. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Pittsburgh, PA.

2013 Bedwell, W., Feltz, D., Gould, D., Keyton, J., Paletz, S., & Pescosolido, A. T. Translating Research Results Across Group Contexts. Symposium presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Atlanta, GA.

Pescosolido, A. T. The role of emergent leaders in the development of group emotional competence. Paper presented at the Third Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Atlanta, GA.

- 2008 Pescosolido, A. T. Emergent group leaders and group efficacy. Paper presented at the Third Annual Conference of the Interdisciplinary Network for Group Research (INGroup). St. Louis, MO.
- Pescosolido, A. T. Emergent leadership and the development of group emotional competence. Paper presented at the conference of the Academy of Management. Anaheim, CA.
- 2007 Pescosolido, A. T. How do we feel about that? The development of emotional solidarity. Paper presented at the Second Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Lansing, MI.
- 2006 Pescosolido, A. T. Emotional solidarity in groups. Paper presented at the Fifth International Conference on Emotions and Organizational Life. Atlanta, GA.
- Pescosolido, A. T. The development of group emotional competence. Paper presented at the conference of the Academy of Management. Atlanta, GA.
- 2005 Wyss-Flamm, E. D. & Pescosolido, A. T. Psychological safety in learning teams: Insights from a conversation-centered perspective. Paper presented at the conference of the Academy of Management. Honolulu, HI.
- 2004 Druskat, V. U. & Pescosolido, A. T. Leading Self-Managing Teams from the Inside: Emergent Leader Behavior and Team Effectiveness. Paper presented at the Fourth International Conference on Emotions and Organizational Life, London England.
- 2003 Kayes, D. C. & Pescosolido, A. T. The dynamics of team learning: A model of team learning over time. Presented at the conference of the Academy of Management. Seattle, WA.
- Pescosolido, A. T. Emotional expression as a cohesive force in work groups. Presented at the conference of the American Psychological Association. Toronto, CA.
- Wilson, J., Pescosolido, A., Fletcher, T., & Major, D. Emergent leaders in virtual groups. Presented at the conference of the Academy of Management. Seattle, WA.
- 2002 Pescosolido, A. T. Managing group emotion: A new role for group leaders. Accepted at the Third International Conference on Emotions and Organizational Life, Gold Coast Australia.
- 2001 Pescosolido, A. T. The effects of group efficacy: Group efficacy and overall group effectiveness. Presented at the conference of the Academy of Management. Washington, D. C.

2000 Druskat, V. U., & Pescosolido, A. T. The content of effective teamwork mental models in self-managing teams. Presented at the conference of the Academy of Management. Toronto Canada.

Pescosolido, A. T. The development of group efficacy over time: Contribution of the informal leader. Presented at the conference of the Academy of Management. Toronto Canada.

INVITED PRESENTATIONS

2012 *Becoming a Sustainability Change Agent.* UNH Institute in Corporate Sustainability.

2007 *Emergent Group Leadership & Group Emotional Competence.* University of New Hampshire, Whittemore School of Business & Economics

2005 *Leading organizational change in a new direction: An introduction to appreciative inquiry.* University of New Hampshire, Whittemore School of Business & Economics

2004 *The dynamics of team learning: A model of team learning over time.* University of New Hampshire, Whittemore School of Business & Economics

Emotional expression as a cohesive force in working groups. University of New Hampshire, Whittemore School of Business & Economics

2002 *The Development of group efficacy and group effectiveness: An examination of the role of group efficacy in a learning situation.* College of William & Mary, School of Business

The effects of efficacy: Group efficacy and its impact on overall group effectiveness. Rider University, College of Business Administration

2001 *Informal leadership: Tactics and strategies of successful informal leaders.* College of William & Mary, School of Business.

The influence of emergent group leaders; Group efficacy, group goals and performance. Pennsylvania State University Great Valley.

The expression of collective emotion and its impact on sustainable group performance. The George Washington University, Colombian School of Arts & Sciences.

EXECUTIVE EDUCATION

- 2016-2020 *Leading Effective Teams: A Blueprint for Success.* Albany Engineered Composites.
Leading Effective Teams and Influence & Negotiation. Delta Dental Consortium Program.
- 2010 *Developing your emotional competence.* Electronic Imaging Materials.
- 2008 *Leading and developing organizational change.* Liberty Mutual.
Leading people; managing projects. New York State Governor's Office of Employee Relations.
- 2007 *Leading effective groups and teams.* New York State Governor's Office of Employee Relations.
- 2006 *Effective leadership through emotional intelligence.* New York State Governor's Office of Employee Relations.
Planning and sustaining organizational change: Implementing demand flow technology. BAE Systems
- 2005 *Emotional intelligence and effective organizational leadership.* Energy Council of New England.
- 2004 *Emotionally intelligent team leadership.* BAE Systems.
- 2003 *Self-management & emotional intelligence.* BAE Systems.

TEACHING EXPERIENCE

Undergraduate

Leadership Development (MGT 713) Elective course within the BSBA program. Paul College of Business & Economics, University of New Hampshire.

Behavior in Organizations: (ADMN 575) Required core course for the BSBA. Paul College of Business & Economics, University of New Hampshire.

Organizational Behavior: (BUS 317) Required core course for the BSBA. Mason School of Business, The College of William & Mary.

Leadership & Small Group Development (ORBH 303) Elective course for the BSBA. Weatherhead School of Management, Case Western Reserve University.

Graduate

Leading Teams (ADMN 898) Elective course for the MBA. Paul College of Business & Economics, University of New Hampshire.

Managing Yourself & Leading Others: (ADMN 912) Required core course for the MBA and Part Time MBA. Paul College of Business & Economics, University of New Hampshire. (Delivered in both a face to face and an online environment)

Leadership: From the Ground Up (ADMN 898) Elective course for MBA and Part Time MBA. Whittemore School of Business & Economics, University of New Hampshire.

Leadership & Team Management (MOT 936) Required core course for the MSMOT. Whittemore School of Business & Economics, University of New Hampshire.

Advanced Managerial Topics: Leadership, Ethics & International Management (ADMN 908) Required course for the Part Time MBA. Whittemore School of Business & Economics, University of New Hampshire.

Leadership, Management & Team Skills (MGMT 898-L01) Required course for the MSMOT. Whittemore School of Business & Economics, University of New Hampshire.

Teams & Teamwork (BUS 595-26). Elective course for the MBA. Mason School of Business, The College of William & Mary.

Organizational Behavior (MGT 325). Required course for the online BSBA. Franklin University.

Leadership Assessment & Development (MGMT 403) Required course for the MBA and Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

Human Values in Organization (MGMT 413) Required course for the Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

Organizational Analysis & Development (ORBH 412) Required course for the MS in Organizational Development & Analysis. Weatherhead School of Management, Case Western Reserve University.

Leadership & Interpersonal Skills (ORBH 403) Elective course for the MBA and Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

SERVICE ACTIVITIES

Paul College of Business & Economics

- | | |
|-------------|--|
| 2021 | Member, MGT Department Hiring Committee |
| 2021 | Member, PCBE Teaching Excellence Committee |
| 2020-2021 | Member, PCBE Online MBA Teaching Task Force |
| 2019 | Chair, Lecturer Search Committee (2 Lecture faculty to teach ADMN 400 Introduction to Business) |
| 2018-19 | Chair, ADMN 400 Redesign Committee |
| 2018 | Member, Lecturer Search Committee (2 Lecture faculty, one in MGT and one in PHIL to co-teach PHIL 431 "Business Ethics") |
| 2014 – 2020 | Chair, Department of Management |
| 2013 - 2014 | Member, Paul College Promotion & Tenure Committee |
| 2010 – 2014 | Chair, Graduate Curriculum & Assessment Committee |
| 2009 - 2014 | Management Department Representative, Graduate Curriculum & Assessment Committee |
| 2013 | Member, Task Force evaluating proposal from the external firm Academic Partnerships as a potential partner for the Online MBA |
| 2013 | Co-chair, Organizational Behavior Hiring Committee |
| 2012 | Co-chair, Organizational Theory Hiring Committee |
| 2012 – 2013 | Member, Faculty Advisory Board for the Online MBA |
| 2003 – 2018 | Founder and faculty advisor for SIGNAL (Students Interested in Growth, Networking And Leadership), an organization devoted to helping Whittemore School students build business acumen, learn about a variety of industries, and develop their leadership and networking skills. |
| 2012 | Member, Whittemore School Promotion & Tenure Review Committee |

- 2004-2011 Whittemore School and Management Department representative at Open House events for both the University Honors Program and the Whittemore School.
- 2010-2011 Member, Whittemore School Promotion & Tenure Committee
- 2010-2011 Member, Department of Management Promotion & Tenure Committee
- 2010 Interim Chair, Department of Management
- 2006 Chair, Department of Organizational Behavior Hiring Committee.
- 2004 Member of Ad-hoc committee on WSBE MBA Graduate Residency Program.
- 2002 Member of Management Department Hiring Committee

University of New Hampshire

- 2020 Faculty Representative, Huron Report Working Group on Business Process Improvement
- 2012 – 2014 Chair, Faculty Senate Campus Planning Committee
- 2010 – 2014 Management Department Representative to the Faculty Senate. Campus Planning Committee (2010-2014) & Student Affairs Committee (2003-2005)
- 2012 - 2014 Member, NEASC Reaccreditation Committee (Standard 8)
- 2010 Member, President’s Strategic Planning Initiative Committee
- 2005 – 2009 Advisor and Proposal Reviewer, Undergraduate Research Opportunities Program (UROP), International Research Opportunities Program (IROP), Summer Undergraduate Research Fellowship (SURF) Program
- 2007 - 2008 Strategic Planning Board, The Hamel Center for Undergraduate Research at The University of New Hampshire.
- 2004 Faculty representative to the UNH Judicial and Mediation Programs Review Board.

Academic Organizations

- 2013 – 2017 INGRoup (the Interdisciplinary Network for Group Research) Board Secretary

Editorial Boards

2006 - present *Journal of Organizational Behavior*
2006 - present *Small Group Research*

Ad Hoc Reviewer

Academy of Management Review
Human Performance
Human Relations
Journal of Applied Psychology
Leadership Quarterly
Management Science
Academy of Management (Organizational Behavior, Management Education & Development, and Managerial & Organizational Cognition Divisions)
European Academy of Management
International Conference on Emotions in Organizations

PROFESSIONAL DEVELOPMENT ACTIVITIES

- 2021 Harvard Business School webinar – “Can we diversify the protagonists in business teaching cases?”
- 2020 UNH Center for Excellence & Innovation in Teaching & Learning workshops (multiple workshops covering diverse topics)
UNH Faculty Instructional Technology Summer Institute – Strategies for Flexible Instruction
- 2019 Academy of Management Learning & Education PDW paper development workshop (Babson College)
- 2017 Master Teacher Program at Georgia State University
- 2016 Harvard Business School workshop on Online Case Study Teaching
- 2012 Faculty Instructional Technology Summer Institute at UNH
- 2009 UNH Engaged Scholarship Academy
- 2006 Fifth Annual Faculty Instructional Technology Summer Institute at UNH.
- 2003 Organizational Behavior Teaching Conference, T-Group Session.
- 2001 Junior Faculty Workshop, Academy of Management Meeting.

- 2000 Doctoral Student Consortium, Academy of Management Meeting (Management Education Division).
- 2000 Instructional Strategies Faculty Development Program, Franklin University.
- 1999 Doctoral Student Consortium, Academy of Management Meeting (Management Education Division).

OTHER PROFESSIONAL EXPERIENCE

- 1998 – 2000 Independent Consultant. Developed and delivered experiential training for a variety of clients addressing team building and organizational change.
- 1994 – 1999 Ernst & Young, LLP. Designed stand-alone training materials and developed/delivered multi-day training sessions on organizational change, leadership development and team building for internal and external clients.

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- Academy of Management (Organizational Behavior, Management Education & Development, and Management & Organizational Cognition divisions)
- Consortium for Research on Emotional Intelligence in Organizations
- EMONET – The Emotions in Organizations Network
- INGRoup – the Interdisciplinary Network for Group Research
- LDRNET – The Network for Leadership Scholars
- Organizational Behavior Teaching Society