

## Lucy Gilson

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Peter T. Paul College of Business & Economics  
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## Education

Ph.D	Georgia Institute of Technology, Atlanta, GA
MSM	Georgia Institute of Technology, Atlanta, GA
B.S.	Georgetown University, Washington, D.C. (School of Foreign Service)

## Administrative Experience

University of New Hampshire

2022- Current                      Dean, Peter T. Paul College of Business & Economics

University of Connecticut School of Business

2019 – 2022                      Associate Dean for Faculty & Outreach

2015 – 2019                      Department Head: Management

2012 – 2022                      Academic Director: Geno Auriemma UConn Leadership Conference

2007 – 2012                      Ph. D Program Coordinator: Management Department

## Academic Positions

2014 – 2022                      Professor, University of Connecticut

2012 – 2023                      Visiting Research Professor, Universidade Catolica Portuguesa (Lisbon, Portugal)

2008 – 2010                      Visiting International Fellow, Advanced Institute of Management (AIM)  
(Sussex, England)

2006 – 2014                      Associate Professor, University of Connecticut

2000 - 2006                      Assistant Professor, University of Connecticut

## Publications – Refereed Journal

Gibson, C.B., Gilson, L.L., Griffith, T.L., & O'Neill, T.A. (2023) Should Employees be Required to Return to the Office? Authors made equal contributions; the order is alphabetical. **Organizational Dynamics**, 52 (2023) 100981

Gabriel, A.S., Allen, T.D.\*, Devers, C.E.\*, Eby, L.T.\*, Gilson, L.L.\*, Hebl, M.\*, Kehoe, R.R.\*, King, E.B.\*, Ladge, J.J.\*, Little, L.M.\*, Ou, A.Y.\*, Schleicher, D.J.\*, Shockley, K.M.\*, Klotz, A.C., & Rosen, C.C. (2022). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. **Industrial and Organizational Psychology: Perspectives on Science and Practice**, Focal Article 1-24. \*Equal contribution; the order is alphabetical.

Grosser, T., Gilson, L.L., Dong, Y., & Madjar, N. (2021). Creative self-enhancement in a team context: The role of gender, creative self-concept, and trait hypercompetitiveness. **Psychology of Aesthetics, Creativity, and the Arts**. Advance online publication <http://dx.doi.org/10.1037/aca0000430>

- Maynard, T., Rapp, T.L., Mathieu, J., & Gilson, L.L. (2021). Team Leader Coaching Intervention: An Investigation of the Impact on Team Processes and Performance within a Surgical Context." **Journal of Applied Psychology**, 106(7), 1080-1092.
- Gilson, L.L., Costa, P., O'Neill, T., & Maynard, M.T. (2021). Putting the "TEAM" back into Virtual Teams. **Organizational Dynamics**, 50(1).
- Maynard, T., & Gilson, L.L. (2021). Getting to know you: The importance of familiarity in virtual teams. **Organizational Dynamics**, 50(1).
- Gilson, L.L., Lee, Y.S.H, & Litchfield, R.C. (2019). Advances in Team Creativity Research. **Oxford Encyclopedia of Business and Management**. Oxford University Press. doi:10.1093/acrefore/9780190224851.013.171.
- Maynard, T., Mathieu, J., Gilson, L.L., Sanchez, D., & Dean, M. (2019). Do I Really Know You and Does It Matter? Unpacking the Relationship between Familiarity and Information Elaboration in Global Virtual Teams. **Group and Organization Management**, 44(1), 3- 37.
- Best Empirical Paper Award: 2019 Group and Organization Management
  - Media Mention: Science Daily, October 23rd, 2018
  - Media Mention: PHYS.org, October 23rd, 2018
  - Media Mention: TopPersonalHealth.com, October 24th, 2018
- Abecassis-Moedas.C, & Gilson, L.L. (2018). Drivers and levels of creative leadership: An examination of choreographers as directive and integrative leaders. **Innovation: Organization & Management**, 20(2), 122-136.
- Shalley, C.E. & Gilson, L.L., (2017). Creativity and the management of technology: Balancing creativity and standardization. **Production and Operation Management (POM) Journal**, 26(4), 605-616.
- Gilson, L.L. & Litchfield, R.C. (2017). Idea Collections: A link between creativity and innovation. **Innovation: Organization & Management**, 19(1) 80-85.
- Rapp, T.L., Gilson, L.L., Mathieu, J.E., & Ruddy, T.M. (2016). Leading Empowered Teams: An Examination of the Role of External Team Leaders and Team Coaches. **Leadership Quarterly**, 41, 109-123.
- Gilson, L.L., Maynard, T., Jones-Young, N., Vartiainen M., & Hakonen, M. (2015). Virtual teams research: Ten years, ten themes, and ten opportunities. **Journal of Management**, 41(5), 1313-1337.
- Scholarly Impact Award Finalist: 2020 Journal of Management
- Ferreira Peralta, C., Lopes, P., Gilson, L.L, Lourenço, R., & Pais, L. (2015). Innovation processes and team effectiveness: The role of clarity and commitment to team objectives, and team affective tone. **Journal of Occupational and Organizational Psychology**, 88, 80-107.
- Litchfield, R., Gilson, L.L., & Gilson, P.W. (2015). Creative Contributions: Toward a More Nuanced Approach. **Group and Organization Management**, 40(2), 238-265.
- Maynard, T., & Gilson, L.L. (2014). Shared Mental Model Development in Virtual Teams: The Impact of the Type of Technology Used. **Group and Organization Management**, 39, 3- 32.

- Gilson, L.L., Lim, H.S., Luciano, M.M., & Choi, J.N. (2013). Unpacking the effects of tenure dissimilarity and diversity on individual creativity: A multi-level mediational model. **Journal of Occupational and Organizational Psychology**, 86, 203-222.
- Best Paper Award: 2013 Journal of Occupational and Organizational Psychology
- Gilson, L.L., Maynard, T., & Bergeil, E. B. (2013). Working in Virtual Teams: An Experiential Activity. **Small Group Research**, 44(4), 412-427.
- Litchfield, R., & Gilson, L.L. (2013). Curating Collections of Ideas: Museum as Metaphor in the Management of Creativity. **Industrial Marketing Management**, 42, 106-112.
- Maynard, T., Gilson, L.L., & Mathieu, J. (2012). Empowerment – Fad or Fab? A multilevel- review of the last decades of research. **Journal of Management**, 38(4), 1231-1281.
- Maynard, T., Mathieu, J., Rapp, T., & Gilson, L.L. (2012). Something(s) old and something(s) new: Modeling drivers of global virtual team effectiveness. **Journal of Organizational Behavior**, 33, 342-365.
- Gilson, L.L., Lim, H.S., D’Innocenzo, L., Moyer, N. (2012). One Size Does Not Fit All: Managing for Radical and Incremental Creativity. **Journal of Creative Behavior**, 46, 169-193.
- Maynard, T., Mathieu, J., Gilson, L.L., Boyle, E., & Cigularov, K. (2012). Drivers and Outcomes of Team Psychological Empowerment: A Meta-Analytic Review & Model Test. **Organizational Psychology Review**, 3(2), 101-131.
- Gilson, L.L. & Madjar, N. (2011). Radical and Incremental Creativity: Antecedents and Processes. **The Psychology of Aesthetics, Creativity, and the Arts**, 5, 21-28.
- Media Mention: Forbes, June, 22nd 2018
- Shalley, C.E., Gilson, L.L., & Blum, T.C. (2009). Interactive Effects of Growth Need Strength, Work Context, and Job Complexity on Self-Reported Creative Performance. **Academy of Management Journal**, 52, 489-505.
- Mathieu, J.E., Maynard, M.T., Rapp, T. L. & Gilson, L.L. (2008). Team Effectiveness 1997- 2007: A review of recent advancements and a glimpse into the future. **Journal of Management**, 34(3); 410-476.
- Scholarly Impact Award Finalist: 2013 Journal of Management
  - Reprinted in: Readings in organizational behavior. Wagner, John A., III (Ed.); Hollenbeck, John R. (Ed.); New York, NY, US: Routledge/Taylor & Francis Group, 2010. pp. 321-380
- Mathieu, J.E., Maynard, M.T., Taylor, S., & Gilson, L.L. & Ruddy, T.M. (2007). An examination of the effects of organizational district and team contexts on team processes and performance: A meso-mediational model. **Journal of Organizational Behavior**, 28; 891-910.
- Mathieu, J.E., Gilson, L.L., & Ruddy, T.M. (2006). Empowerment and team effectiveness: An empirical test of an integrated model. **Journal of Applied Psychology**, 91, 97-108.
- Gilson, L.L., Mathieu, J.E., Shalley, C.E., & Ruddy, T.M. (2005). Creativity and standardization: complementary or conflicting drivers of team effectiveness. **Academy of Management Journal**, 48: 521-531.
- Ortiz-Walters, R. & Gilson, L.L. (2005). Mentoring in academia: An examination of the experiences of protégés of color. **Journal of Vocational Behavior**, 67: 459-475.
- Gilson, L. L., Fedor, D. B., & Roth, J. L. (2005). What is fair and to whom? Fairness evaluations of socio-sexual behavior. **Journal of Managerial Issues**, 3: 293-309.

Martins, L.L., Gilson, L.L., & Maynard, M.T. (2004) Virtual teams: What do we know and where do we go from here? **Journal of Management**, 30(6): 805-835.

- Scholarly Impact Award Finalist: 2009 Journal of Management
- Reprinted in: Work and Organisational Psychology (Vols 1-5). Boyle, G.J., O’Gorman, J.G., & Fogarty, G.J. (Eds.); London: SAGE Publishers, 2015.

Gilson, L.L. & Shalley, C.E. (2004). A little creativity goes a long way: An examination of teams’ engagement in creative processes. **Journal of Management**, 30(4): 453-470.

Shalley, C.E. & Gilson, L.L. (2004). What leaders need to know: A review of social and contextual factors that can foster or hinder creativity. **Leadership Quarterly**, 15: 33-53.

Gilson, L.L., Shalley, C.E. & Blum, T.C. (2001). Team and organizational attitudes as a lens and mirror impacting customer satisfaction: An empirical test in self-managed teams. **Journal of Quality Management**, 6: 235-256.

Shalley, C.E., Gilson, L.L., & Blum, T.C. (2000). Matching creativity requirements and the work environment: Effects on Satisfaction and Intentions to leave. **Academy of Management Journal**, 43, 215-223.

## Publications – Books & Book Chapters

**Handbook of Virtual Work** edited by Lucy L. Gilson, Thomas A. O’Neill and M. Travis Maynard, (2023), Edward Edgar Publishing Ltd, Cheltenham, UK and Northampton, US

Litchfield, R.C., Lee, Y.S., & Gilson, L.L. (2021). Creativity and Standardization: Tension, Complementarity, and Paradox. In J. Zhou & E.D. Rouse (Eds.), **Handbook of Research on Creativity and Innovation**. Edward Elgar Publishing, Northampton, MA; 67-80

Gilson, L.L. (2020). Teresa M. Amabile: Thought Leadership in Organizational Creativity Research. In R Reiter-Palmon, C. Fisher, & J. Mueller, (Eds.), **Creativity at Work: A Festschrift in Honor of Teresa Amabile**. Palgrave Macmillan, Switzerland.

Maynard, M. T., Gilson, L. L., Jones Young, N., & Vartiainen, M. (2019). Virtual teams. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), **The Wiley-Blackwell Handbook of the Psychology of the Internet at Work**. London, UK: Wiley.

Shalley, C. E., Litchfield, R. C., & Gilson, L.L. 2018. 20 years later: Organizational context for team creativity. In R. Reiter-Palmon (Ed.), **Team Creativity**, Oxford University Press, pp. 167-194.

Litchfield, R.C., & Gilson, L.L. (2018). A Curatorial Metaphor for Creative Leadership. In C. Mainemelis, O. Epitropaki, & R. Kark (Eds.) **Creative Leadership: Contexts and Prospects**. NY: Routledge.

Goldberg, C., Gilson, L.L., & Nesci, S. (2017) Leading Women: Unique challenges and suggestions for moving forward. In T.A. Scandura & E. Mourino (Eds.), **Leading Diversity in the 21<sup>st</sup> Century**. Charlotte, NC: Information Age Publishing, 137-161.

Litchfield, R., Gilson, L.L., & Shalley, C.E. (2017). Can Teams Have a Creative Personality? In G. Feist, R. Reiter-Palmon, & J. Kaufman (Eds.) **The Cambridge Handbook of Creativity and Personality Research**. Cambridge University Press. New York: NY, 354-371.

Gilson, L.L., Lim, H.S., Litchfield, R. & Gilson, P.W. (2015) Creativity in Teams: Directions for Future Research. In C.E. Shalley, M. A. Hitt, & J. Zhou (Eds.) **The Oxford Handbook of Creativity, Innovation, and Entrepreneurship**. Oxford University Press: New York, NY, 177-205.

- Gilson, L.L. (2015) Creativity in Teams: Processes and Outcomes in Creative Industries. In C. Jones, M. Lorenzen, & J. Sapsed (Eds.) **Oxford Handbook of Creative Industries**. Oxford University Press: London, UK, 50-74.
- Gilson, L.L., Litchfield, R., & Gilson, P.W. (2014). An examination of the relationship between time and creativity. In A. Shipp, & Y. Fried (Eds) **Time and Work: Current Issues in Work and Organizational Psychology**. Psychology Press: New York, NY, 141-162.
- Ortiz-Walters, R. & Gilson, L.L. (2013). Mentoring Programs for Under-Represented Groups. In J. Passmore, D. Person, & T. Ferira (Eds). **The Wiley-Blackwell Handbook of the Psychology of Coaching and Mentoring**. Wiley-Blackwell, Oxford, UK: 266-282.
- Mathieu, J.E., & Gilson, L.L. (2012). Critical issues and team effectiveness. In Kozlowski, S. J. W. (Ed). **Oxford Handbook of Industrial and Organizational Psychology**. 910-930
- Gilson, L.L. (2007). Why be creative: A review of the practical outcomes associated with creativity at the individual, group, and organizational levels. In C. Shalley & J. Zhou (Eds), **Handbook of Organizational Creativity**. Lawrence Erlbaum Associates, Inc, 303-322.

## Editorials

- Rapp, T.L., Davis, W.D., Gilson, L.L., Carsten, M.K., & Zagenczyk, T.J. (2023). The 2023 Conceptual Issue: So...Where Do We Go from Here? **Group and Organization Management**, 48(2) 355-360
- Rapp, T.L., & Davis, W.D., & Gilson, L.L., (2022). The 2022 Conceptual Issue Highlighting the Individual, Team, and Organizational Building Blocks of Effective Organization, **Group and Organization Management**, 47(2) 143-148.
- Gilson, L.L., O'Neill, T., & Costa, P. (2021). Editorial: Overview of the 2021 Special Virtual Teams Issue. **Organizational Dynamics**, 50(1), 1-4.
- Rapp, T.L., & Davis, W.D., & Gilson, L.L., (2021). Cutting Edge Topics Need a Sharp Knife and a Solid Cutting Board: Welcome to the 2021 Special Conceptual Issue. **Group and Organization Management**, 46(2) 147-153.
- Gilson, L.L., & Davis, W.D. (2020). Writing a special issue editorial: Unique challenges to cooperative behavior. **Group and Organization Management**, 45(2), 139-142.
- Gilson, L.L., & Davis, W.D. (2019). Managing in an Age of Complexity and Uncertainty. *Group & Organization Management* Special Conceptual Issue. **Group and Organization Management**, 44(2), 243-246.
- Gilson, L.L. (2018). Creativity or status quo: Do companies really have to choose? **Hartford Business Journal**, October 22, p. 12.
- Gilson, L.L., & Davis, W.D. (2018). It's about time: The bonds that unite and the unique concepts addressed in the 2018 *Group & Organization Management* Special Conceptual Issue. **Group and Organization Management**, 43(5), 687-690.
- Davis, W.D., & Gilson, L.L. (2017). Connecting the Dots: Integrating diverse theoretical perspectives on understand emerging management issues. **Group and Organization Management**, 42(5), 595-597.
- Goldberg, C.B., & Gilson, L.L. (2016). What makes the GOM Special Conceptual Issue, Special? **Group and Organization Management**, 41, 567-570.
- Gilson, L.L., & Goldberg, C.B. (2015). Editors' Comment: So, what is a conceptual paper? **Group and Organization Management**, 40(2), 127-130.

## Over 100 Conference Presentations – Details Available upon Request

### Awards, Honors, and Keynotes

2023	Best Paper - Academy of Management. Healthcare Management Division - Lee, Y, S.H., Litchfield, R, C., & Gilson, L.L. The Harmony of Creativity and Standardization in High-Stakes Work: Lessons from the Bedside in ICUs.
2021	Elected to the Academy of Management Board of Governors
2020	Recognized Top 1% of world's most highly cited researchers by Web of Science
2020	Journal of Management Scholarly Impact Finalist
2019	Best Empirical Paper Group & Organization Management
2019	Inducted as a Fellow of the Southern Academy of Management
2019	Keynote Presentation EAWOP Small Group Meeting: Teamworking Virtually: Business as usual? - Happy 30th Birthday to the WWW
2019	CT Attorney General Alexander Tong's First Town Hall – Invited keynote
2018	Ridgefield High School Business Symposium – Keynote Speaker
2018	CT ROTC Military Ball Keynote Address
2015	Distinguished Civilian Participant, U.S. Army War College - National Security Seminar
2013	Journal of Management Scholarly Impact Award
2013	Best Paper Journal of Occupational and Organizational Psychology
2013	Eastern Academy of Management International. Best Paper - Research Methods Track
2012	University of Connecticut, School of Business MBA Teacher of the Year
2012	University of Connecticut MBA (Management) Teacher of the Year
2011	University of Connecticut MBA (Management) Teacher of the Year
2008-2010	University of Connecticut, School of Business - Ackerman Scholar
2006-2008	University of Connecticut, School of Business - Ackerman Scholar
2008	University of Connecticut, School of Business - Outreach Award
2009	Journal of Management Scholarly Impact Award Finalist
2007	University of Connecticut MBA (Management) Teacher of the Year
2003	Best Symposium - Academy of Management. Careers Division - Ortiz-Walters, R. & Gilson, L.L. (Chairs). Diversity and mentoring relationships: A closer look at the mentoring of racial minorities and women.

- 1998 Best Student Paper - Academy of Management. Conflict Division - Gilson, L.L. Social context and fairness: The relationship between gender and workgroup composition on perceptions of fairness.

## Fellowships and Grants

- Patient, D., Sguera, F., Giordano, A.P., & Gilson, L. (2016). The emergence and consequences of collective psychological ownership in teams. Funded by PTDC/IIM-GES/3501/2014
- Gilson, L.L. (Principal Investigator) (2015). Unpacking Idea Generation Novelty and Usefulness: Effects of Learning Goal Orientation and Creative Self-efficacy: Funded by Connecticut Center for Entrepreneurship and Innovation
- Mathieu, J.E., & Gilson, L.L. (2014) Army Research Institute (ARI) – External consultant to Personnel Decisions Research Institutes (PDRI): Best Practices in e-Leadership for the Military
- Gilson, L.L. (Principal Investigator) (2014). Creativity in multicultural teams: Funded by Connecticut Center for Entrepreneurship and Innovation
- Gilson, L.L. (Principal Investigator) & Lim, H.S. (2013). Virtual Teams and Creativity. Funded by Connecticut Center for Entrepreneurship and Innovation
- Gilson, L.L. (Principal Investigator), Lim, H.S. (2012). Climate and Rewards on Individual Creativity" Funded by Connecticut Center for Entrepreneurship and Innovation
- Gilson, L.L. (Principal Investigator), Lim, H.S., & Luciano, M. (2011). Creativity & Innovation. Funded by Connecticut Center for Entrepreneurship and Innovation
- Gilson, L.L. (Principal Investigator) Lim, H.S., & D'Innocenzo, L. (2010). Patterns in Creative Idea Generation: What Kinds of Creativity are Likely. Funded by Connecticut Center for Entrepreneurship and Innovation
- Rice, S, Gilson, L.L. "The Internet and the Entrepreneur." Funded by Connecticut Center for Entrepreneurship and Innovation
- Madjar, N, Gilson, L.L. "The Creative Process in Intrapreneurial Teams." Funded by Connecticut Center for Entrepreneurship and Innovation
- Gilson, L.L. Ba, S. "The role of computer mediated technology on team creativity" Funded by Connecticut Center for Entrepreneurship and Innovation

## Invited Presentations

- Gilson, L.L. (2021). A dynamic ontology of creativity and standardization in high stakes work: Lessons from the bedside in intensive care units. Rotterdam School of Management, Erasmus University.
- Gilson, L.L. (2021). Best Practices for Virtual Collaboration. US Nuclear Regulatory Agency.
- Gilson, L.L. (2021). Putting the *Team* back into Virtual Teams. Judge Business School, Cambridge University. Cambridge, England (Virtual).
- Gilson, L.L. (2020). Best Practices for Virtual Collaboration. Dahlem Leadership Academy. Freie Universität Berlin, Germany (Virtual).
- Gee, M.V., Gilson, L.L., & Meixell, M. (2020). Growth, Tolerance and Resilience: Lessons from 2020. AACSB Conference (Virtual).



- Schipani, C., Dworkin, T., Gilson, L., & Pederson, N. (2020). Celebrating a century of disruption: Women, work, and the centennial anniversary of a women's right to vote. Academy of Legal Studies in Business Annual Conference.
- Gilson, L.L. (2019). Happy 30th Birthday to the WWW. EAWOP Small Group Meeting: Teamworking Virtually: Business as usual? Lisbon, Portugal.
- Gilson, L.L., & Cocco, J. (2019). Leading and Leveraging Virtual Teams for Global Business and Innovation. Pre-Conference Workshops, Society for Industrial and Organizational Psychology (SIOP), Washington, DC.
- Gilson, L. (2016). Creativity in multicultural teams: The ARC of team cultural metacognition. Imperial College, London, England.
- Gilson, L. (2015). Virtual team research: Ten years, ten themes, and ten opportunities. Rawls College of Business – Texas Tech University, Lubbock, TX.
- Gilson, L. (2014). Innovation processes and team effectiveness: The role of clarity and commitment to team objectives, and team affective tone. Scheller School of Business, Atlanta, GA.
- Gilson, L. (2013). The Curvilinear Relation between Creativity and Performance: A Moderating Effect of Team Creativity. Psychology Department, University of Connecticut.
- Gilson, L. (2012). An Integrated Model of Team Creativity and Innovation: The Roles of Leadership, Climate, and Team Creative Processes. Quinnipiac University, Hamden, CT.
- Gilson, L. (2011). An Integrated Model of Team Creativity and Innovation: The Roles of Leadership, Climate, and Team Creative Processes Universidade Catolica Portuguesa, Lisbon, Portugal.
- Gilson, L. (2011). Running a Center, an Institute, or a Program - who does it and why. Southern Management Association Annual Meeting. Savannah, GA.
- Gilson, L. (2011). An examination of creativity and innovation in teams. Whitman School of Business. Syracuse University, NY.
- Gilson, L. (2011). Creativity in teams. Oxford Handbook of the Creative Industries Workshop. University of Sussex, Brighton, England.
- Gilson, L. (2011). Academic Life: Building a Research Pipeline. Georgia Institute of Technology. Atlanta, GA.
- Reis, S., Gilson, L., Barreca, R (2011) Women in Academia: What's now, what's next? UConn Panel Celebrating Women's History Month.
- Gilson, L.L. (2011) Creativity and Innovation: So close and yet so far apart. New Horizons in Innovation Management Workshop. University of Sussex, UK.
- Neale, M., Keyton, J., Weingart., & Gilson, L. (2010). Multidisciplinary and diverse teams. NSF Workshop on Interdisciplinary Collaboration in Innovative Science & Engineering Fields. Boston University, MA.
- Gilson, L.L. (2010). Ask the Administrators - the "pros" and the "cons" of going into Academic Administration. Southern Management Association Annual Meeting. St. Petersburg, FL.
- Gilson, L.L. (2010) Unpacking creativity into novel and useful and leadership for team creativity and innovation. Innovation and Entrepreneurship Group, Imperial College, London, UK
- del Mar Borney, M., Uhl-Bien, M., & Gilson, L. (2010) An Examination of Team Innovation: The Role of Team Creative Processes, Psychological Climate, and Leadership, Georgia Institute of Technology, Atlanta, GA.



- Gilson, L.L. (2009) Invited Discussant for AIM Research Report “Shifting Boundaries of Innovation” British Academy of Management, Brighton, UK.
- Gilson, L.L. (2008) Recruiting, Conducting, and Publishing Research with Organizations. Advanced Institute of Management Research (AIM) Capacity Building Workshop, London UK.
- Gilson, L.L. (2008) Creativity and Performance among State Police Troopers: The Effects of Organizational Structure. Center for Research and Innovation Management (CENTRUM) and Center for Science and technology Policy Research (SPRU), UK.
- Gilson, L.L. (2007) Exploring the dark side of creativity: Conflicts & complementarities. The Leading Edge Consortium, SIOP, Kansas City MO.
- Gilson, LL. (2006) Academic Life, Mentoring, and Developing a Program of Research. University of Mississippi, Oxford, MS.
- Gilson, LL. (2004) Developing a Program of Research. Florida State University, Tallahassee, FL.
- Gilson, L.L. (2003) Examining Exploratory Vs. Exploitative Creative Behaviors: New Measures, New Models. Vanderbilt University, Nashville, TN

## Teaching

PhD:	Professional Development Seminar
Executive MBA:	Leading Complex Organization for Innovation and Change Managing Teams and Organization Culture
MBA (full & part-time):	Leading Complex Organization Managing Innovation and Change Management Consulting Practicum
Masters in Accounting:	Decision Making in a Complex Work Environment Success through Managing Change
Masters in Project Management:	Leadership & Communication
Undergraduate:	Managerial and Interpersonal Behavior Management of Small Businesses & New Venture Creation
Executive Education:	Leadership Managing Innovation and Change Leading for Creativity and Innovation
UConn Continuing Studies:	Summer Institute on Social Entrepreneurship <ul style="list-style-type: none"> <li>• Creativity &amp; Innovation Module</li> <li>• Mentoring Module</li> </ul>

## Student Advising (PhD)

- Member, Dissertation Committee, Gerben Tolkamp (2022)  
University of Groningen (The Netherlands)
- Member, Dissertation Committee, Ana Paula Giordano (2020)

Instituto Universitario de Lisboa (ISCTE)  
 Member, Dissertation Committee (I/O), Susan Zhou (2018)  
 Assistant Professor University Kentucky  
 Member, Dissertation Committee, Redona Methasani (2018)  
 Assistant Professor In-Residence UConn  
 Member, Dissertation Committee, Dale Watson (2018)  
 Assistant Professor Penn State Harrisburg  
 Chair, Dissertation Committee, Hyoun Sook Lim (2015)  
 Assistant Professor Central Connecticut State University  
 Member, Dissertation Committee, Margaret Luciano (2015)  
 Associate Professor Penn State University  
 Member, Dissertation Committee, Lauren D’Innocenzo (2014)  
 Associate Professor Drexel University  
 Member, Dissertation Committee, Michael Kukenberger (2012)  
 Associate Professor University of New Hampshire  
 Member, Dissertation Committee (I/O), David Rusbasan (2009)  
 Associate Professor Marian University  
 Member, Dissertation Committee, Tammy Rapp (2009)  
 Associate Professor Ohio University  
 Chair Dissertation Committee, Travis Maynard (2006)  
 Professor and Associate Dean for Graduate Programs, Colorado State University  
 Chair Dissertation Committee, Rowena Ortiz Walters (2003)  
 Dean SUNY Plattsburg  
 Member Dissertation Committee (I/O), Daniel O’Shea (2002)

## Professional Service

### Academy of Management

All Academy Board of Governors (2021-2024)

OB Division: Executive Committee (2014-2017)  
 Coordinator, OB Division Volunteer Initiatives (2016-17)  
 Coordinator, OB Doctoral Consortium (2015, 2016)  
 Chair, Making Connections Committee (2007-2009)  
 Invited Presenter OB Doctoral Consortium (2007-2011)  
 Selection Committee, Outstanding Publication (2005)  
 New Member Committee (2002 – 2003)

Entrepreneurship Division: IDEA Awards Committee (2008-2010)  
 Exemplars Conference Planning Committee (2008-2010)

### Eastern Academy of Management:

OB Best Paper Committee (2013)  
 International Best Paper Committee (2013)  
 Doctoral Student Consortium Co-Chair (2009)

### Southern Management Association:

Fellow Presentation (2020)  
 Invited Presenter Faculty & Doctoral Consortium’s (2020)  
 Member, Jerry Hunt Sustained Service Award (2016-2017; 2020)  
 Best Paper Committee (2017)

Executive Board (2009 – 2012)  
 Chair, Jerry Hunt Sustained Service Award (2010-2013)  
 Collaborative Luncheon Committee (2010-2013) International Program  
 Development Committee (2011- 2012)  
 Invited Presenter Doctoral Consortium (2005-2012) Journal of  
 Management Publisher Task Force (2009-2010) Paper Development  
 Workshop Mentor (2008-2013) Faculty Consortium Coordinator  
 (2009- 2010) Organizational Behavior Track Chair (2008)  
 Ethics & Diversity Track Chair (2006)  
 OB Track Best Paper Committee (2004; 2009, 2010)

## Editorial Service

Senior Associate Editor	Group & Organization Management (2014 – current)
Associate Editor	Innovation & Organization Management (2017-2021)
Special Issue Editor	Organizational Dynamics – Virtual Teams Special Issue (2020-2021)
Special Issue Editor	Conceptual Issue: Group & Org Management (2014- 2024)
Editorial Board Member:	Journal of Management (2003 - current)
	International Journal of Leadership Studies (2005 - 2010)

Ad-hoc Reviewer:	Academy of Management Journal - Leadership Quarterly
	Academy of Management Review - Journal of Applied Psychology
	Administrative Science Quarterly - Organizational Science - Journal of
	Organizational Behavior - Creativity Research Journal

## University of New Hampshire

### University

- President's Athletic Advisory Committee (2022-Current)

## University of Connecticut Service

### University

- President's Athletic Advisory Committee (2020-2022)
- Diversity and Inclusion Committee (2018- 2022)
- Consulting Management Committee (2018 – 2022)
- NEASC accreditation process Committee member (2016)
- Search Committee: Associate Vice President for HR (2015- 16)
- Selection Committee: UConn Leadership Legacy (2015-2022)
- University Graduation Marshal (2007 – 2022)
- Founding Member & Advisor: UConn Women in Philanthropy (2015-2022)
- Panelist: UConn Department of Athletics (2016) – Women in Sport Leadership.
- Panelist: A Discussion on Corporate Governance hosted by the UConn School of Law (2015)
- Featured Panelist: Department of Dramatic Arts (2014) *From Power Suits to Power Pink: Professional Women in Pop Culture*
- Panel Moderator: UConn, Lincoln Financial *Invest in You* Leadership (2014)
- Faculty Interview Committee - Research Development Director (2012- 2013)
- Committee Member: Women's Center New Faculty Luncheon (2013 -2022)
- Search Committee: Neag School of Education, senior faculty position (2011)

- Committee Member: Provost's Commission on the Status of Women (2008 – 2011)
- Committee Member: University Senate Budget (2007 – 2008)

### School of Business

- Founder and Faculty Advisor Women's MBA Association (2007- 2022)
- Graduate Programs Committee (2014- 2015)
- Stewardship: Coordinated and Hosted Networking Events for MBA and Executive Education Students working with Alumni and Development Offices - (2006 – 2022)
- Promotion Tenure and Renewal Committee for Full case (PTR) (2012)
- Invited Speaker: Public Service Professionals Diploma Ceremony (2011/12)
- Executive Education: Developed & Promoted Public Service Professionals Certificate Program (2005 – 2012)
- Member of School wide PhD Program Committee (2007- 2012)
- Hosted Family Business Award Winners (2004-2011)
- Global Innovation Research Accelerator (GIRA) Development Committee
- MBA New Student Team Building Coordinator & Facilitator (2008-2010)
- Invited Presenter - Innovation Accelerator Orientation (2007-2010)
- Promotion Tenure and Renewal Committee (PTR) (2007 – 2009)

### Management Department

- Chair, Wolff Chair in Strategic Entrepreneurship Search Committee (2013)
- Chair, Department Head Search Committee (2012)
- PhD Program Coordinator (September 2007 - 2012)
- Department Head Search Committee Member (2010)
- Promotion Tenure and Renewal Committee (PTR) (2009-2014)
- PhD student evaluation and admissions committee (2000-2007)

## Consulting and Corporate Sponsored Research

CT Department of Public Service  
 CT Department of Public Health  
 College of Holy Cross  
 Xerox Corporation  
 BigY World Class Market  
 Henkel Corporation  
 BNP Paribas  
 Hallmark Cards Distribution Center  
 Webster Bank

OrangeArt  
 Palmer Foods  
 Bigelow Tea  
 Raggozino Foods  
 Ulbrich Steel  
 UConn Family Business Program  
 Santander Bank  
 Bank of America Women's Group  
 UTC Research Center

## Executive Education

UConn Foundation  
 Webster Bank  
 Northeast Utilities

CT Department of Public Safety  
 CT Department of Public Health  
 US Customs and Border Protection