

Michael Robert Kukenberger
Department of Management
Peter T. Paul College of Business & Economics
10 Garrison Ave.
University of New Hampshire, Durham, NH 03824
860-899-9647
michael.kukenberger@unh.edu

EDUCATION

PhD	University of Connecticut, School of Business <i>Organizational Behavior</i>	2012
MBA	University of New Hampshire <i>Management</i>	2005
BA	University of Maine, Farmington <i>Mathematics</i>	1998

ACADEMIC APPOINTMENTS

MBA Director	Peter T. Paul College of Business & Economics <i>University of New Hampshire</i> , July 2021 – present.
Associate Professor	Department of Management, Peter T. Paul of Business and Economics <i>University of New Hampshire</i> , July 2020 – present.
Assistant Professor	Department of Management, Peter T. Paul of Business and Economics <i>University of New Hampshire</i> , July 2014 – 2020.
Assistant Professor	Department of Human Resource Management, School of Management and Labor Relations <i>Rutgers University</i> , July 2012 – June 2014

JOURNAL PUBLICATIONS

- D’Innocenzo, L., Kukenberger, M.R., Farro, A. & Griffith, J. (2021). Shared Leadership Performance Relationship Trajectories as Impacted by Team Interventions and Members’ Collective Personalities. *The Leadership Quarterly*. 32, 1048-9843.
- Kukenberger, M.R., & D’Innocenzo, L. (2020). The Building Blocks of Shared Leadership: The Interactive Effects of Diversity Types, Team Climate, and Time. *Personnel Psychology*. 73, 125-150.
- Maltarick, M., Kukenberger, M.R., Reilly, G. & Mathieu, J.E. (2018). When and How Conflict Benefits Teams: The Interactive Effects of Conflict Type, Management Approaches and Time. *Group & Organization Management*. 43, 6-37.
- D’Innocenzo, L., Mathieu, J.E., Kukenberger, M.R. (2016). A Meta-Analysis of Shared Leadership – Team Performance Relations. *Journal of Management*. 42, 1964-1991.
- Mathieu, J.E., Kukenberger, M.R., D’Innocenzo, L. & Reilly, G. (2015). Modeling Reciprocal Team Cohesion – Performance Relationships, as Impacted by Shared Leadership and Members’ Competence. *Journal of Applied Psychology*. 100, 713-734.
- Kukenberger, M.R., Mathieu, J.E. & Ruddy, T.A (2015). A Cross-Level Test of Empowerment and Process Influences on Members’ Informal Learning and Team Commitment. *Journal of Management*. 41, 987-1016

Mathieu, J.E., Tannenbaum, S.I., Kukenberger, M.R., Donsbach, J.S., & Alliger, G.E. (2015). Team Role Experience and Orientation: A Measure and Tests of Construct Validity. *Group & Organization Management*. 40, 6-35.

* 2015 GOM Micro Paper of the Year

Kirkman, B.L., Mathieu, J.E., Cordery, J.L., Rosen, B., & Kukenberger, M.R. (2013). Global organizational communities of practice: The effects of nationality diversity, psychological safety, and media richness on community performance. *Human Relations*. 66, 333-362.

Kirkman, B.L., Mathieu, J.E., Cordery, J.L., Rosen, B & Kukenberger, M.R. (2011). Managing a New Collaborative Entity in Business Organizations: Understanding Organizational Communities of Practice Effectiveness. *Journal of Applied Psychology*. 96, 1234-1245.

GRANTS (~1.1 Million to date)

Understanding Dynamic Team Composition: Exploring Within and Between Team Member Changes. D'Innocenzo, L., Kukenberger, M.R. *Army Research Institute for the Behavioral and Social Sciences (ARI)*. 2023-present. **Co-Principle Investigator**

The Development and Construct Validation of Unobtrusive Dynamic Measures of Team Processes and Emergent States. Tannenbaum, S. I. & Mathieu, J. E. (The Group for Organizational Effectiveness, Inc.). *Army Research Institute for the Behavioral and Social Sciences (ARI)*. 2008/2009. **Key Student Personnel**

BOOK CHAPTERS

Kukenberger, M. R., D'Innocenzo, L. & Shin, N. J. (2019). A Social and Functional Perspective of Team Leadership Networks. Upcoming chapter in: Brass, D.J., Borgatti, S.P. (Eds). *Social Network at Work. SIOP Frontier Book Series*.

Mathieu, J.E., D'Innocenzo, L., & Kukenberger, M.R. (2017). *Contextual Issues in Project Performance: A Multi-Level Perspective*. Chiochio, F., Kelloway, E.K, Hobbs, B. (Eds). *The Psychology and Management of Project Teams: An Interdisciplinary View*. Oxford University Press.

Mathieu, J.E., Kukenberger, M.R., & D'Innocenzo, L. (2014). Time and Teams. Shipp, A. & Fried, Y. (Eds). *Current Issues in Work and Organizational Psychology: Time and Work (vol. 1)*. Psychology Press

TECHNICAL REPORTS

D'Innocenzo, L., Druskat, V., & Kukenberger, M.R. (2014). *Executive report for self-managed teams*. Feedback report presented to Otsuka Pharmaceuticals.

Kukenberger, M.R. (2011). *Summary Report for Shared Leadership and Team Development in Manufacturing*. Feedback report submitted to GE Aviation.

Mathieu, J.E., Kukenberger, M.R., Tannenbaum, S.I., Donsbach, J.S., Alliger, G.E. & Salas, E. (2009). *The Development of the Team Role Experience and Orientation (TREO) Measure*. The Group for Organizational Effectiveness, Inc. *U.S. Army Research Office Contract #: W91WAW-08-C-0021*

Kirkman, B.L., Mathieu, J.M. & Kukenberger, M.R. (2007). *Summary Report for Organizational Communities of Practice Effectiveness*. Feedback report submitted to Alcoa, Inc.

CHAired CONFERENCE SYMPOSIUM

Kukenberger, M.R. (Co-chair) & D'Innocenzo, L., (Co-chair). (2016). *The When, How and Who of Shared Leadership*. Presented at the Annual Meeting of the Academy of Management (AOM). Anaheim, CA

Methot, J. (Co-chair) & Kukenberger, M.R. (Co-chair). (2014). *Enhancing Team Effectiveness Across and Between Levels of Analysis*. Presented at the Society for Industrial and Organizational Psychology (SIOP), Honolulu, Hawaii.

Kukenberger, M. (Co-chair) & D'Innocenzo, L., (Co-chair). (2013). *Shared Leadership in Teams: An Exploration of Antecedents, Formal Hierarchy & Leadership Dimensions*. Presented at the Academy of Management, Boston, MA.

CONFERENCE PRESENTATIONS

Farro, A., D'Innocenzo, L. & Kukenberger, M.R. (2019). *Shared Leadership Emergence in Teams: An Examination of Personality and Gender Composition Effects* in "Gender as a Substantive Variable in Leadership Studies: Perspectives from Individual and Team Levels" Symposium. Presented at the Academy of Management (AOM), Boston. MA.

Kukenberger, M. R., Methot, J. R. & Crawford, E. R. (2019). *Team Trust and Performance: Examining the Predictive Validity of Network Approaches with Traditional Methods*. Presented at the International Sunbelt Social Network Conference, Montreal, Quebec, Canada.

D'Innocenzo, L., Kukenberger, M.R., Farro, A. & Griffith, J. (2019). *Shared Leadership Performance Relationship Trajectories as Impacted by Team Interventions and Members' Collective Personalities*. Presented at the 21st Kravis-de Roulet Leadership Conference. Clermont CA.

Kukenberger, M.R., D'Innocenzo, L., & Pearson, A. (2018). *Interactive Effects of Gender and Collective Gender Salience on Different Types of Informal Leadership Centrality, Shared Leadership and Performance*. Presented at the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Kukenberger, M.R., D'Innocenzo, L., (2017). *Different yet Complementary: Team Role Variance as a Driver of Shared Leadership*. Presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

D'Innocenzo, L., & Kukenberger, M.R. (2017). *An Exploration of Shared Leadership Network Configurations and Team Effectiveness*. Presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Kukenberger, M.R., D'Innocenzo, L., & Pearson, A. (2016). *When Stereotypes Decrease the Sharing of Leadership: The Interactive Multi-Level Effects of Gender, Bias and Team Factors on Leadership Centrality and Density in Teams*. Paper presented at the Annual Meeting of the Interdisciplinary Network for Group Researchers (INGRoup), Helsinki, Finland.

Kukenberger, M., D'Innocenzo, L., & Pearson, A. (2016). *Interactive Multilevel Effects of Gender and Climate on Shared Leadership in Teams* in The When, How and Who of Shared Leadership symposium. Presented at the Annual Meeting of the Academy of Management (AOM). Anaheim, CA

D'Innocenzo, L., Kukenberger, M.R., & Mathieu, J.E. (2015). *Differential Influence of Psychological Safety on Shared Leadership Forms in Context* in "Shared Leadership in Teams: Contemporary Perspectives in Diverse Contexts." Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, Pennsylvania.

D'Innocenzo, L., Mathieu, J.E., & Kukenberger, M.R. (2015). *Predicting Leader Role Occupancy: A Functional Leadership Approach*. Paper presented at the Annual Meeting of the Academy of Management (AOM), Philadelphia, Pennsylvania.

Kukenberger, M.R., & Pearson, A. (2014). *How Stereotypes and Diversity Cues Shape Individual and Team Leadership* in "Exploring the Social Foundations of Effective Team Processes and Outcomes" Symposium. Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Honolulu, Hawaii.

Kukenberger, M.R., D'Innocenzo, L., & Reilly, G. (2014). *Accelerating Individuals' Informal Learning within Teams: A Quasi-Experiment* in "Enhancing Team Effectiveness Across and Between Levels of Analysis" Symposium. Paper presented at the Society for Industrial and Organizational Psychology (SIOP), Honolulu, Hawaii.

Mathieu, J.E., Kukenberger, M.R., D'Innocenzo, L., & Reilly, G. (2013). *Modeling reciprocal team cohesion – performance relationships, as impacted by shared leadership and members' competence*. Journal of Applied Psychology. Paper presented at the Annual Meeting of the Academy of Management (AOM), Orlando, Florida.

D'Innocenzo, L. Kukenberger, M.R. Luciano, M., Mathieu, J. E. (2013). *Modeling the shared leadership –*

performance relationship as a dynamic, multi-dimensional process. Paper presented at the Annual Meeting of the Interdisciplinary Network for Group Researchers (INGRoup), Atlanta, GA.

D’Innocenzo, L., Kukenberger, M.R., & Mathieu, J.E. (2013). **Shared leadership and performance: A meta-analytic perspective.** Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

Kukenberger, M.R., D’Innocenzo, L., & Mathieu, J.E. (2013). **Compositional Antecedents of a Network Measurement of Collective, Distributive Leadership** in “Leading the Way: Incorporating Network Analytics into Leadership Research” Symposium. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

Kukenberger, M.R., D’Innocenzo, L., Mathieu, J.E., & Reilly, G. (2012). **A Multi-Level Test of Team Processes, States, and Team Interventions on Team Performance and Members’ Teamwork and Job Specific Informal Learning.** Paper presented at the Annual Meeting of the Academy of Management (AOM), Boston, MA.

Kukenberger, M.R., Mathieu, J.E., & D’Innocenzo, L. (2012). **Vertical and Shared Leadership Process Dimensions in Project Teams: A Social Network Approach** in “Networks and Teams” Symposium. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.

Kukenberger, M.R., Mathieu, J.E., D’Innocenzo, L. & Reilly, G. (2011). **Shared leadership in teams: An investigation of the impact of team composition and performance.** Academy of Management (AOM). San Antonio, TX.

D’Innocenzo, L. & Kukenberger, M.R. (2011). **A Compilational Model of Shared Leadership.** Academy of Management (AOM). San Antonio, TX.

Kukenberger, M. R. Mathieu, J.E., Cordery, J.L., Kirkman, B.L. & Rosen. B. (2011) **Knowledge Processes in Virtual Teams: A Multi-level Perspective.** Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Kukenberger, M.R., Mathieu, J.E., Ruddy, T. (2010). **A Cross-level Model of Individual Viability and Development.** Academy of Management (AOM). Montreal, QC.

Mathieu, J.E., Cordery, J.L., Kirkman, B.L., Kukenberger, M.R. (2009). **Modeling Virtual Project Team Participation Trajectories.** Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.

Tesluk, P., Edinger, S. Mathieu, J.E., Kukenberger, M.R., Gerstner, C. (2008). **Creating Social Capital in Teams: Linking External Team Leadership, Peer Networks, and Team Performance.** Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.

Mathieu, J.E., Kirkman, B.L., Cordery, J.L., Kukenberger, M.R., & Rosen. B. (2008). **Leading organizational communities of practice: Empower them? It depends...** Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.

Professional Service

Senior Associate Editor

Group & Organization Management 2021 – 2022

Associate Editor

Group & Organization Management 2020 - 2021

Editorial Boards

Journal of Management 2020 - Present

Group & Organization Management 2017 – 2020

Ad Hoc Reviewer

Personnel Psychology, Organizational Behavior and Human Discussion Processes, Administrative Science Quarterly, Organization Science, Human Relations, British Journal of Management, International Journal of Human Resource Management

Non-Tenure Track Faculty Search Committee (2013)

University of Connecticut

Invited Speaker at New PhD Business Orientation, University of Connecticut, 2008, 2012

UConn School of Business, 20th Reunion Planning Committee, 2007

Conference Service

Reviewer; Academy of Management Annual Meeting, 2007, 2008, 2009, 2010, 2011, 2012

Committee Member; Southern Management Academy OB Track Planning Committee, 2008

Committee Member; Academy of Management Making Connections Committee, 2007

Discussant; Academy of Management, 2011

Discussant; Southern Management Association Meeting, 2008

References available upon request