

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 APOINTMENTS

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

- 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*. DOI:10.1111/peps.12318
- 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 and Organizational 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 and Organizational Management*. 40, 6-35.
* 2015 GOM Micro Paper of the Year
- Kirkman, B.L., Mathieu, J.E., Cordero, 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.

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

MANUSCRIPTS UNDER REVIEW

D’Innocenzo, L., Kukenberger, M.R., Farro, A. & Griffith, J. (R&R). Shared Leadership Performance Relationship Trajectories as Impacted by Team Interventions and Members’ Collective Personalities. *The Leadership Quarterly*.

Kukenberger, M.R., Mathieu, J.E. & D’Innocenzo, L. (under review). A Configural Examination of Multiple Forms of Leadership Networks and Team Effectiveness. *Journal of Management*.

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*. To be 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 72nd Annual Meeting of the Academy of Management, Boston, MA.

CONFERENCE PRESENTATIONS

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

- Kukenberger, M. R., Methot, J. R. & Crawford, E. R. (2019). *Team Trust and Performance: Examining the Predictive Validity of Network Approaches with Traditional Methods*. To be presented at the International Sunbelt Social Network Conference, Montreal, Quebec, Canada.
- Farro, A., D'Innocenzo, L. & Kukenberger, M.R. (2019). *Shared Leadership Emergence in Teams: An Examination of Personality and Gender Composition Effects*. To be presented at the Academy of Management (AOM), Boston, MA.
- 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., Kukenberger, M.R., Reilly, G. (2010). *Dynamic Virtuality as a Choice Behavior for Project Team Effectiveness*. Society for Industrial and Organizational Psychology (SIOP), Atlanta, GA.
- Kukenberger, M.R. (2009). *Inter- and Intra-team Functional Diversity and Multi-team System Effectiveness*. Academy of Management (AOM). Chicago, IL.
- 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

Associate Editor

Group and Organizational Management 2020 - Present

Editorial Boards

Journal of Management 2020 - Present

Group and Organizational 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

TEACHING EXPERIENCE

University of New Hampshire Undergraduate

Behavior in Organizations (17 sections ~average) Fall 2014 – present (4.8/5)

University of New Hampshire MBA

Organizations, Leadership, and Environments Spring 2016, 2017, 2018 (4.8/5)
(3 section ~average)

Rutgers University Graduate

Strategic Human Resource Management I Fall 2013 (4.0/5)
Strategic Human Resource Management I Fall 2013 (4.1/5)
Strategic Human Resource Management II Spring 2013 (4.3/5)
Strategic Human Resource Management I Spring 2013 (4/5)
Strategic Human Resource Management I Fall 2012 (4.6/5)

University of Connecticut Graduate

Managing Organizations, *MBA* Spring 2012 (9.1/10)
Managing Organizations, *MBA* Fall 2011 (9.8/10)
Managing Organizations, *MBA* Fall 2010 (9.3/10)
Managing Organizations, *MBA* Fall 2009 (9/10)

University of Connecticut Undergraduate

Managerial and Interpersonal Behavior Spring 2012 (9.5/10)
Strategy, Policy and Planning Fall 2011 (9.4/10)
Strategy, Policy and Planning Fall 2011 (9.4/10)
Managerial and Interpersonal Behavior Spring 2011 (9.4/10)
Managerial and Interpersonal Behavior Spring 2010 (9.1/10)
Managerial and Interpersonal Behavior Spring 2009 (9.5/10)
Managerial and Interpersonal Behavior Fall 2008 (9.6/10)
Managerial and Interpersonal Behavior Spring 2008 (9.7/10)
Managerial and Interpersonal Behavior Fall 2007 (9.5/10)
MBA & MA in Accounting Summer Orientations
2007, 2008, 2009, 2010

HONORS & AWARDS

University of New Hampshire, 2019, *Paul College Outstanding Researcher of the Year*
Group and Organizational Management, 2017, *Outstanding Reviewer*
Group and Organizational Management, 2015, *Micro Paper of the Year*
University of Connecticut, 2011 *School of Business Hall of Fame Award*
University of Connecticut, 2010 *Management Department Ph.D. Teaching Award*
University of Connecticut, 2010 *Management Department Research Award*
University of Connecticut, 2010 *Business School, Gary Powell Research Award*
University of Connecticut, 2009 *Business School Ph.D. Teaching Award*
University of Connecticut, 2009 *Management Department Ph.D. Teaching Award*
University of Connecticut, *Predoctoral Fellowship Award*, 2006 - 2011
University of Connecticut, *Predoctoral Summer Fellowship*, 2008 - 2010
University of New Hampshire, *MBA International Case Competition Team Member*, 2004, 2005
University of Maine, *Farmington Doc DesRoche Scholarship*, 1997, 1998

UNVIERSITY SERVICE

University Committees (University of New Hampshire)

Paul College Associate Dean Search Committee (2020)
University Graduate Council (2019-present)
University Masters Committee (2019-present)
Paul College Diversity and Inclusion Committee (2018-present)
Paul College Intellectual Contributions Committee (2017-2020)
Paul College MBA Core MBA Task Force (2016-2017)
Department of Management Tenure Track Faculty Search Committee (2015-2016)

Department of Management Brown Bag Speaker Series (2014-2019)
University Writing Committee (2015-2016)

University Committees (Rutgers University)

Tenure Track Faculty Search Committee (2013-2014)
Non-Tenure Track Faculty Search Committee (2013)

University Committees (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

INDUSTRY EXPERIENCE

GE Aviation, Cincinnati, OH *January 2010-August 2012*

Subcontract Research Consultant

GOE Consulting Group, Albany, NY *January 2009-December 2010*

Subcontract Research Consultant

Glimmerglass Consulting Group, Exeter, NH *May 2004-August 2006*

Consultant

References available upon request