

Curriculum Vita

Sherry M. B. Thatcher

J. Henry Fellers Professor in Business Administration

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Chronology of Education

2000	Ph.D.	Organizational Behavior	The Wharton School, University of Pennsylvania
1998	M.A.	Management	The Wharton School, University of Pennsylvania
1993	M.B.A.	International Business	University of Hawaii at Manoa
1989	B.A.	Business Economics, <i>Honors</i>	Pitzer College, Claremont, California

Chronology of Employment

2019-Present	J. Henry Fellers Professor in Business Administration	Management Department University of South Carolina
2018-Present	Department Chair	Management Department University of South Carolina
2012-2019	Professor and Moore Business Partnership Foundation Fellow	Management Department University of South Carolina
2008-2012	Associate Professor/Assistant Professor	Management and Entrepreneurship Department University of Louisville
2000-2007	Assistant Professor	Management Information Systems Department University of Arizona
1998-2000	Adjunct Professor	Management Information Systems Department University of Arizona
1995-2000	Research Assistant	Management Department Wharton School of Business, University of Pennsylvania
1993-1995	Assistant Director and Business Development Specialist	Pacific Business Center Program University of Hawaii at Manoa

Research Interests

Diversity and faultlines, Group conflict, Identity and Identification in teams

Publications

Refereed Journals

Antino, M, Rico, R., & Thatcher, S.M.B. In-press. Structuring reality through the faultlines lens: The effects of structure, fairness, and status conflict on the activated faultlines-performance relationship. **Academy of Management Journal**.

Bachrach, D.G., Lewis, K.L., Kim, Y., Patel, P.C., Campion, M.C., & Thatcher, S.M.B. in press. Transactive memory systems in context: A meta-analytic examination of contextual factors in transactive memory systems development and team performance. **Journal of Applied Psychology**. DOI: 10.1037/apl0000329

Zhao, E., Thatcher, S.M.B., & Jehn, K.A. 2019. Instigating, engaging in, and managing group conflict: A review of literature addressing the critical role of the leader in group conflict. **Academy of Management Annals**, 13(1): 112-147. doi.org/10.5465/annals.2016.0153

Liu, X., Park, J., Hymer, C., & Thatcher, S.M.B. 2019. Multidimensionality: A cross-disciplinary review and integration. **Journal of Management**, 45(1): 197-230.

Schepker, D.J., Kim, Y., Patel, P., Thatcher, S.M.B., & Campion, M. 2017. CEO succession, strategic change, and post-succession performance: A meta-analysis. **Leadership Quarterly**, 28(6): 701-720.

Fuller, R., Brown, S., & Thatcher, S.M.B. 2016. Style versus content: Impression formation and durability in mediated communication. **Journal of the Association for Information Systems**.

Maruping, L., Venkatesh, V., Thatcher, S.M.B., & Patel, P. 2015. Folding under pressure or rising to the occasion? Perceived time pressure and the moderating role of team temporal leadership. **Academy of Management Journal**, 58(5): 1313-1333. DOI:10.5465/amj.2012.0468.

Li, A. & Thatcher, S.M.B. 2015. Understanding the effects of self and teammate OCB congruence and incongruence. **Journal of Business and Psychology**. 30(4), 641–655. DOI 10.1007/s10869-014-9387-0 **Recipient of the 2015 Editor Commendation designation**.

Call, M., Nyberg, A., & Thatcher, S.M.B. 2015. Stargazing: An integrative conceptual review, theoretical reconciliation, and extension for star employee research. **Journal of Applied Psychology**. 100-3: 623-640.

Zhu, L., Thatcher, S.M.B., & Thatcher, M.E. 2014. The institutional environment for B2B e-commerce usage: Towards an understanding in the Chinese context. **Journal of Information Technology Cases and Application Research**. 16:3-4, 127-154. DOI: 10.1080/15228053.2014.987612

Meister, A., Jehn, K.A., & Thatcher, S.M.B. 2014. Feeling misidentified: The consequences of internal identity asymmetries for individuals at work. **Academy of Management Review**, 39: 488-512. **(Finalist, Best Paper of the Year Award from Academy of Management Review)**.

Patel, P. & Thatcher, S.M.B. 2014. Sticking it out: Individual attributes and persistence in self-employment. **Journal of Management**, 40(7): 1932-1979. DOI: 10.1177/0149206312446643

Cooper, D., Patel, P., & Thatcher, S.M.B. 2014. It depends: Environmental context and the effects of faultlines on top management team performance. **Organization Science**, 25(2): 633-652. DOI: 10.1287/orsc.2013.0855

Patel, P.C., Thatcher, S.M.B., & Bezrukova, K. 2013. Organizationally-relevant configurations: The value of modeling local dependence. **Quantity and Quality**, 47: 287-311.

- Thatcher, S.M.B. & Patel, P. 2012. Group faultlines: A review, synthesis, and guide to future research. **Journal of Management**, 38(4): 969-1009. DOI: 10.1177/0149206311426187.
- Thatcher, S.M.B., Brown, S., & Jenkins, J. 2012. E-collaboration media use and diversity perceptions: An evolutionary perspective of virtual organizations. **International Journal of e-Collaboration**, 8(2): 27-45.
- Bezrukova, K., Thatcher, S.M.B., Jehn, K.A., & Spell, C. 2012. The effects of alignments: Examining group faultlines, organizational cultures, and performance. **Journal of Applied Psychology**, 97(1): 77-92.
- Doucet, L.M., Thatcher, S.M.B., & Thatcher, M. 2012. The effects of positive affect and personal information search on outcomes in call centers: An empirical study. **Decision Support Systems**, 52: 664-673.
- Thatcher, S.M.B. & Bagger, J. 2011. Working in pajamas: Is telecommuting unfair to your coworkers? **Negotiation and Conflict Management Research**, 4(3): 248-276. DOI: 10.1111/j.1750-4716.2011.00082.x
- Rispens, S., Jehn, K.A., Greer, L.L., & Thatcher, S.M.B. 2011. It's not so bad after all: How relational closeness buffers the effect of relationship conflict on helpful and deviant group behaviors. **Negotiation Conflict and Management Research**, 4(4): 277-296.
- Cooper, D. & Thatcher, S.M.B. 2010. Identification in organizations: The role of self-concept orientations and identification motives. **Academy of Management Review**, 35(4): 516-538.
- Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2010. The effects of conflict asymmetry on workgroup and individual outcomes. **Academy of Management Journal**, 53(3): 596-616. (Received the Best Paper of the Year Award from the International Association of Conflict Management).
- Thatcher, S.M.B. & Brown, S. 2010. Individual creativity in teams: The importance of communication media mix. **Decision Support Systems**, 49: 290-300.
- Zhu, L. & Thatcher, S.M.B. 2010. National information ecology: An institutional perspective of global B2B e-commerce diffusion. **Journal of Electronic Commerce Research**, 11(1): 53-72.
- Hauck, R.V., Thatcher, S.M.B., & Weisband, S. 2010. The role of shift in knowledge work: A field study of police officers. **International Journal of Information Systems in the Service Sector**, 2(2): 1-18.
- Bezrukova, K., Jehn, K.A., Zanutto, E. & Thatcher, S.M.B. 2009. Do workgroup faultlines help or hurt? A moderated model of group faultlines, team identification, and group performance. **Organization Science**, 20(1): 35-50.
- Goldman, B.M., Cropanzano, R., Stein, J.H., Shapiro, D.L., Thatcher, S.M.B., & Ko, J. 2008. The role of ideology in mediated disputes at work: A justice perspective. **International Journal of Conflict Management**, 19(3): 210-233.
- Thatcher, S.M.B. & Greer, L.L. 2008. Does it really matter if you understand me? The implications of identity comprehension for individuals in organizations. **Journal of Management**, 34(1): 5-24.
- Hunter, L.W. & Thatcher, S.M.B. 2007. When do people produce? Effects of stress, commitment, and job experience on performance. **Academy of Management Journal**, 50(4): 953-968.
- Zhu, L. & Thatcher, S.M.B. 2007. Institutional environments for B2B E-commerce Adoption: A quantitative study of electronics and textiles firms in Greater China and the U.S., **International Journal of Networking and Virtual Organizations**, 4(1): 92-104.
- Thatcher, S.M.B. & Zhu, X. 2006. Changing identities in a changing workplace: Identification, identity enactment, self-verification and telecommuting. **Academy of Management Review**, 31(4): 1076-1088.

- Thatcher, S.M.B., Foster, W., & Zhu, L. 2006. B2B E-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. **Electronic Commerce Research and Applications**, 5: 92-104.
- Thatcher, S.M.B., Jehn, K.A., & Zanutto, E. 2003. Cracks in diversity research: The effects of diversity faultlines on conflict and performance. **Group Decision and Negotiation**, 12: 217-241.
- Thatcher, S.M.B. 1999. The contextual importance of diversity: The impact of relational demography and group diversity on individual performance and satisfaction. **Performance Improvement Quarterly**, 12(1): 97-112.
- Jehn, K.A., Chadwick, C. & Thatcher, S.M.B. 1997. To agree or not to agree: The effects of value congruence, individual demographic dissimilarity, and conflict on workgroup outcomes. **International Journal of Conflict Management**, 8(4): 287-305.

Book chapters

- Thatcher, S.M.B. & Patel, P.C. 2014. Understanding the messy relationship between faultlines and conflict. O. Ayoko, N. Ashkanasay, and K. Jehn (Eds.) **Handbook of Conflict Management** (403-423). London, UK: Edward Edgar Publishing.
- Thatcher, S.M.B. 2013. Moving beyond a categorical approach to diversity: The role of demographic faultlines. In Q. Roberson (Ed). **The Oxford Handbook of Diversity and Work** (52-70). New York, NY, Oxford University Press.
- Jehn, K.A., Thatcher, S.M.B., & Rispens, S. 2012. Managing conflict in groups and teams: Conflict about conflict. M.A. Neale and E.A., Mannix (Eds.) **Research on Managing Groups and Teams** (Vol. 15 (pp. 133-159). London, UK: Elsevier Science, Ltd.
- Jehn, K.A., Bezrukova, K. & Thatcher, S.M.B. 2008. Conflict, diversity, and faultlines in workgroups. In C.K.W. DeDreu & M.J. Gelfand (Eds.) **The Psychology of Conflict and Conflict Management in Organizations** (179-210). The SIOP Frontiers Series, Lawrence Erlbaum.
- Bezrukova, K., Thatcher, S.M.B., and Jehn, K. 2007. Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition. In L. Thompson & K. Behfar, **Conflict in Teams** (57-92). The Northwestern University Press.
- Thatcher, S.M.B., Doucet, L. & Tuncel, E. 2003. Subjective identity and identity communication processes in information technology teams. M.A. Neale, E.A., Mannix and J.T. Polzer (Eds.) **Research on Managing Groups and Teams**. Vol. 5. (53-90). London, UK: Elsevier Science, Ltd.
- Goldman, B.M. & Thatcher, S.M.B. 2001. A social information processing view of organizational justice. S.W. Gilliland, D.D. Steiner & D.P. Skarlicki (Eds.) **Research in Social Issues in Management: Organizational Justice Beyond the Organization**. Information Age Publishing, Inc.: 103-130.
- Mannix, B.A., Thatcher, S.M.B. & Jehn, K.A. 2001. Does culture always flow downstream? Linking group consensus and organizational culture. **Handbook of Organizational Culture**. C. Cooper, C. Early, J. Chatman, & W. Starbuck (Eds.) (pp: 289-306) UK: John Wiley & Sons, Ltd.
- Thatcher, S.M.B. & Jehn, K.A. 1998. A model of group diversity profiles and categorization processes in bicultural organizational teams. In E. A. Mannix, M. Neale & D.H. Gruenfeld (Eds.), **Research on Managing Groups and Teams: Composition**, Vol.1 (pp. 1-20). Stamford, CT: JAI Press.

Encyclopedia Entries

Thatcher, S.M.B. 2017. Faultlines. In S.G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd Ed.* Thousand Oaks, CA: Sage Publications, Inc.

Editorials and Special Issue Introductions

Nkomo, S.M., Bell, M.P., Roberts, L.M., Joshi, A., & Thatcher, S.M.B. 2019. Introduction to Special Topic Forum; Diversity at a critical juncture: New theories for a complex phenomenon. *Academy of Management Review*.

Byron, K. & Thatcher, S.M.B. 2016. Editors' Comments: "What I know now that I wish I knew then" – Teaching theory and theory building. *Academy of Management Review*, 41(1): 1-8.

Thatcher, S.M.B & Phillips, K.W. 2010. Beauty is in the eye of the beholder: How asymmetric perceptions color our experience. Introduction to the Special Issue. *Negotiation and Conflict Management Research*, 3(4): 277-282.

Books and Monographs

Thatcher, S.M.B. 2002. Business-to-Business E-Commerce: A Study of Greater Chinese and U.S. Electronics and Apparel/Textile Firms. Published by the Center for Advanced Purchasing Studies. Tempe, AZ.

Bushnell, S.M. 1994. The ecotourism planning kit: A business planning guide for ecotourism operators in the Pacific Islands, Pacific Business Center Program, University of Hawaii, 216 pages.

Refereed Published Conference Proceedings

McFarland, L., Hendricks, J., Meister, A., & Thatcher, S.M.B. 2019 An examination of the prevalence and consequences of identity disclosures among job seekers. *Proceedings of the 2019 Academy of Management Meeting*. Boston, MA.

Wilson, D., Brown, S.A., & Thatcher, S.M.B. 2015. Identity communication in virtual teams: Insights from interviews with working professionals. *21st Americas Conference on Information Systems*. Puerto Rico. (Best Paper of the Conference Award).

Brown, S.A. & Thatcher, S.M.B. 2011. Factors influencing adoption and non-adoption of cyberinfrastructure by the research community. *15th Pacific Asia Conference on Information Systems Conference Proceedings*. Brisbane, Australia. July 7-11.

Brown, S.A., Thatcher, S.M.B., & Dang, Y. 2011. Managing knowledge in a changing scientific landscape: The impact of cyberinfrastructure. *The Forty-Third Annual Hawaii International Conference on System Sciences Proceedings*. Kauai, Hawaii. January 5-8.

Brown, S.A., Thatcher, S.M.B., & Dang, Y. 2010. The evolving influence of diversity and media in virtual organizations. *16th Americas Conference on Information Systems Conference Proceedings*. Lima, Peru. Paper 350.

Song, T., Thatcher, S.M.B., & Weisband, S. 2003. A review of distributed teams: Implications for multinational companies. *Global Information Technology Management Conference Proceedings*.

Thatcher, S.M.B. & Foster, W. 2003. B2B e-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. *The Thirty-Sixth Annual Hawaii International Conference on System Sciences Proceedings*.

Thatcher, S.M.B. 2001. The mediating role of identity fit: Understanding the relationship between communication media, demographic differences, and creativity. *The Thirty-Fourth Annual Hawaii International Conference on System Sciences Proceedings*.

Papers Currently Under Review (some information deleted to respect the blind review process)

Meister, A., Thatcher, S.M.B., Park, J., Maltarich, M. The accruing effects of faultlines over time: Faultline strength trajectories. **Conditional acceptance at Journal of Management Studies**.

Cooper, D., Rockmann, K. Moteabbed, S., & Thatcher, S.M.B. Identity guide or gremlin? The role of identity partners in shaping team newcomers' identities. **Conditional acceptance at Academy of Management Review**.

Thatcher, S.M.B., Meyer, B., Patel, P., & Kim, Y. Twenty years of team faultlines: A meta-analysis of the literature. **1st R&R**

Li, A., Thatcher, S.M.B., & Shao, T.P. Family demands diversity, team work-family conflict, and employee individual effort: A moderated mediation model. **1st R&R**

Maltarich, M., Schepker, D.J., & Thatcher, S.M.B., & Park, J. What you see is what you get: A dynamic model of individual expectations, faultline perceptions, conflict, and satisfaction. **Initial submission**

Works in Progress

Liu, X., Thatcher, S.M.B., & Kautz, J. I see a chasm, you see a bridge: The coexistence of demographic faultlines and informal status hierarchies on faultline identification asymmetry.

Schepker, D.J., Nyberg, A., Thatcher, S.M.B., & Wright, P. Lessons from the board room: Building inductive theory about CEO succession planning.

Maruping, L., Thatcher, S.M.B., Yang, Y., & Liu, X. Goal orientations, empowerment, and performance in teams: A multilevel model.

Meyer, B., Glenz, A., Tarakci, M., Greer, L. & Thatcher, S.M.B. Ego-faultlines: An individual-level perspective on social network formation and creativity in project organizations.

Hymer, C. & Thatcher, S.M.B. A holistic understanding of shared workspaces: A guiding typology and framework.

Brown, S.A., Thatcher, S.M.B., & Hymer, C. A theory of virtual identity communication.

Flynn, P., Korsgaard, M.A., & Thatcher, S.M.B. The Emergence of Team Helping, Team Voice, and Their Relations to Team Effectiveness.

Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. The dynamic nature of activated faultlines: Does authority differentiation matter?

Cooper, D., Thatcher, S.M.B., & Moteabbed, S. Prioritizing a team member over the self: The role of self-concept orientations, identification motives, and team member identification in interpersonal social dilemmas.

Cropanzano, R., Li, A., Bagger, J., Thatcher, S.M.B., & Hauck, R.V. Responses to negative employment decisions: An attributional model with conceptual and methodological extensions.

Thatcher, S.M.B. & Bagger, J. Etiquette on the net: Unmet expectations and collaborator exchanges in computer-mediated communication interactions.

Wilson, D., Thatcher, S.M.B., & Brown, S. Identity communication and disclosure in online contexts.

Thatcher, S.M.B., Hendricks, J., & Meister, A. Virtual identity asymmetries: You are not who I thought you were.

Greer, L.L., De Hoogh, A.H.B., Thatcher, S.M.B., De Dreu, C.K.W. When leaders struggle for power: The dark side of leadership.

Grants and Contracts Received

Federal

Co-PI, National Science Foundation. 2013-2015. "I Want You to Know Who I Am: Identity Communication and Verification in Virtual Teams." (\$330,000).

Co-PI, National Science Foundation. 2008-2011. "Differences in Space: Diversity and Virtual Organization Evolution." (\$240,000).

Co-PI, National Science Foundation. 2003-2007. "Multiple Task Performance in Collaboration." (\$294,276).

Co-PI, National Science Foundation. 2002-2006. "The Role of Technology on Work Practices in Police Departments." (\$356,325).

University

PI, Center for Executive Succession, University of South Carolina. 2019. Longitudinal leadership transitions. (\$15,000).

PI, Darla Moore School Research Grant, University of South Carolina. 2018. Identity work behaviors after an international experience. (\$7500).

PI, Darla Moore School Research Grant, University of South Carolina. 2018. Managing multiple identities in response to identity threat and enhancement. (\$3000).

PI, Darla Moore School Research Grant, University of South Carolina. 2018. The role of identity in successful leadership transitions: Qualitative coding support. (\$2500).

PI, Darla Moore School Research Grant, University of South Carolina. 2017. Newcomers' information seeking in work groups: The effects of faultlines and identification. (\$3125).

PI, Darla Moore School Research Grant, University of South Carolina. 2017. Identity work behaviors after an international experience. (\$5000).

PI, Riegel & Emory HR Fellows Program, University of South Carolina. 2017. Exploring the intersection between work and flexible space within shared workspaces. (\$3140).

PI, Darla Moore School Research Grant, University of South Carolina. 2017. The role of identity in successful leadership transitions. (\$5000).

PI, Darla Moore School Research Grant, University of South Carolina. 2017. Human capital and faultlines. (\$3,750).

PI, Darla Moore School Research Grant, University of South Carolina. 2016. Newcomers' information seeking. (\$3,750).

PI, Riegel & Emory Board Grant, University of South Carolina. 2016. The impact of high performers on co-worker satisfaction and performance in cooperative and competitive pay structures. (\$3,000).

PI, Darla Moore School Research Grant, University of South Carolina. 2015. The impact of high performers on co-worker satisfaction and performance in cooperative and competitive pay structures. (\$3,000).

Co-PI, PMBA Curriculum Innovation Grant, Moore College of Business, University of South Carolina. 2013. (\$22,500).

PI, College of Business Research Incentive Grant, University of Louisville. 2011. Entrepreneurs' decisions to exploit opportunities: The influence of positive mood (\$3,800).

PI, College of Business Research Incentive Grant, University of Louisville. 2011. Exploring the moderating roles of employee entrepreneurial identity and firm entrepreneurial culture on the "Big 5-performance" relationship. (\$2,500).

Co-PI, College of Business Research Incentive Grant, University of Louisville. 2008. "Effect of mandatory use of information and communication technologies (ICTs) on stress and work-life balance among knowledge workers. (\$3,675).

PI, Foreign Travel Grant, University of Arizona, International Affairs. 2005. For travel expenses to the Social Identity in Organizations Conference. (\$800).

PI, Faculty Small Grants Program, University of Arizona Foundation. 2004. "The role of telecommuting on identities and fairness perceptions" (\$7,500).

Co-PI, Proposition 301 Grant, University of Arizona. 2004. "Demystifying how technologies fit into our changing world: Technology bridging project for girls and minorities." (\$15,000).

PI, Foreign Travel Grant, University of Arizona, International Affairs. 2003. For travel expenses to the Global Information Technology Management Conference. (\$350).

Co-PI, Proposition 301 Grant, University of Arizona. 2002. "Effective management of e-business: The impact of e-procurement technologies on organizations." (\$14,940).

PI, Faculty Small Grants Program, University of Arizona Foundation. 2000. "Culture, Industry, and Government Influences on U.S.-Chinese B2B e-commerce." (\$5,000).

Co-PI, International Research Grant. 1997-1998. SEI Center for Advanced Studies in Management, Wharton School of Business, University of Pennsylvania. (\$5,000).

Co-PI, University Research Foundation Award. 1997-1998. Wharton School of Business, University of Pennsylvania. (\$5,000).

Private

Co-PI, Melbourne Business School Research Scholar Grant. 2015-2016. Melbourne Business School. (\$6,400).

PI, Center for Advanced Purchasing Studies. 2001. "Culture, Industry, and Government Influences on U.S.-Chinese B2B e-commerce." (\$48,900).

Honors and Awards

Corona Chair Visiting Scholar. 2016 Universidad de Los Andes. Bogota, Colombia.

Recipient, Educational Foundation Award for Research in Professional Schools. 2016. University of South Carolina.

Best Paper Award. Meyer, B., Glenz, A., Tarakci, M., Greer, L. & Thatcher, S. 2016. Ego-faultlines: An individual-level perspective on social network formation and creativity in project organizations. INGGroup, Helsinki, Finland.

2015 Editor Commendation for Li, A., & Thatcher, S. M. B. 2015. Understanding the Effects of Self and Teammate OCB Congruence and Incongruence. *Journal of Business and Psychology*, 30(4), 641–655.

Best Paper Award. 2015. 21st Americas Conference on Information Systems. Awarded for “Wilson, D., Brown, S.A., & Thatcher, S.M.B. 2015. Identity communication in virtual teams: Insights from interviews with working professionals.”

Finalist, Best Paper Award. 2015. Academy of Management Review awarded for “Meister, A., Jehn, K.A., & Thatcher, S.M.B. 2014. Feeling misidentified: The consequences of internal identity asymmetries for individuals at work. *Academy of Management Review*, 39: 488-512.”

CIBER/International Activities Scholarship. 2013. Attendance in CIBER FDIB-Africa program. University of South Carolina.

Outstanding Reviewer Award. 2013. Academy of Management Organizational Behavior Division, Academy of Management.

Editorial Board Outstanding Reviewer Award. 2012. *Academy of Management Review*.

Best Paper Award. 2012. International Association of Conflict Management awarded for “Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2010. The effects of conflict asymmetry on workgroup and individual outcomes. *Academy of Management Journal*, 53(3): 596-616.”

Faculty Research Award. 2011. College-wide award for most research points. College of Business, University of Louisville.

Outstanding Reviewer Award. 2011. *Academy of Management Review*.

Faculty Excellence Award. 2010. College-wide award for outstanding performance in research, teaching, and service activities. College of Business, University of Louisville.

Outstanding Reviewer Award. 2010. Academy of Management Organizational Behavior Division, Academy of Management.

Highly Commended Paper Award. 2009. Emerald Literati Network 2009 Awards for Excellence in the *International Journal of Conflict Management*.

Best Paper Award. 2005. Association of Work and Organizational Psychology, Rotterdam, The Netherlands.

Outstanding Faculty Member. 2002. University of Arizona’s Graduate and Professional Student Council Achievement Award. The University of Arizona.

Recognition for Outstanding Dedication to Students. 2002. Mortar Board National Senior Honor Society. The University of Arizona.

Best Paper Award. 2001. 34th *Annual Hawaii International Conference on Systems Sciences*, Thatcher, S.M.B. 2001. The mediating role of identity fit: Understanding the relationship between communication media, demographic differences and creativity. January. Maui, HI.

Dissertation Proposal Award. 1999. George Harvey Program on Redefining Diversity: Value Creation through Diversity, SEI Center for Advanced Studies in Management. (\$500).

MIS Instructor of the Year. 1999. Management Information Systems Student's Association. The University of Arizona.

GE Foundation Forgivable Loan Recipient. 1995-1997. Wharton School, University of Pennsylvania.

Dean's Leadership Award. 1993. College of Business Administration, University of Hawaii at Manoa.

East-West Center Grantee. 1991-1993. Full scholarship covering tuition, fees, and all living expenses to complete a University of Hawaii graduate study program, University of Hawaii at Manoa.

Scholarship Recipient. 1993. Center for International Business Education and Research. Full scholarship to participate in a Japanese management program in Tokyo, Japan, University of Hawaii at Manoa.

IBM Thomas J. Watson Foundation Fellowship. 1989. Fellowship to conduct one year of independent international research. (\$15,000)

Scholarly Presentations (Selected Presentations)

Refereed Presentations

Flynn, P., Korsgaard, A. & Thatcher, S.M.B. 2019. How patterns and types of team voice influence team functioning: A configurational approach. 50th Annual Conference of the Decision Sciences Institute. November. New Orleans, LA.

Meister, A., McFarland, L., Hendricks, J. & Thatcher, S.M.B. 2019. An examination of the prevalence and consequences of identity disclosures among job seekers. Academy of Management Meeting. August. Boston, MA. **(Published in the AOM Proceedings as one of the Best Papers in the HR division)**

Liu, X. & Thatcher, S.M.B. 2019. Symposium: Faultlines within and outside group boundaries and their cross-level effects. Academy of Management Meeting. August. Boston, MA.

Hymer, C. & Thatcher, S.M.B. 2019. Symposium: Managing identities across time: The influence of past, present, and future identities on the self. Academy of Management Meeting. August. Boston, MA.

Thatcher, S.M.B., Brown, S., Hymer, C. 2019. A theory of virtual identity communication within CMC teams. INGroup. Lisbon, Portugal.

Ravlin, E., Teegen, H., Buchan, N., Leri, A. & Thatcher, S.M.B. 2019. Assessing global business education. Association of International Business Conference. Copenhagen, Denmark.

Clark, S., Thatcher, S.M.B., & Carpenter, N. 2018. Cultural faultlines and counterproductive work behavior. Academy of Management Meeting. August. Chicago, IL.

Hymer, C., Thatcher, S.M.B. & Ravlin, E. 2018. Identity work behaviors after an international exposure. Academy of Management Meeting. August. Chicago, IL.

Clark, S., Thatcher, S.M.B., & Korsgaard, A. 2018. Making the move: How identity motives help or hinder role transitions. Academy of Management Meeting. August. Chicago, IL.

Liu, X., Kautz, J., & Thatcher, S.M.B. 2018. Collective Turnover and Team Faultlines: The Role of Static and Dynamic Team Faultlines on Team Performance. Academy of Management Meeting. August. Chicago, IL.

Li, A., Thatcher, S.M.B., & Shao, T.P. 2018. Family demands diversity, team work-family conflict, and employee individual effort: A moderated mediation model. Academy of Management Meeting. August. Chicago, IL.

Antino, M., Thatcher, S.M.B., & Rico, R. 2018. Managing bad behavior: Incivility, leadership and turnover in faultline-based teams. Academy of Management Meeting. August. Chicago, IL.

Cooper, D., Moteabbed, S., Thatcher, S.M.B., & Rockmann, K. 2017. Identity guide or gremlin? The role of identity partners in shaping team newcomers' identities. 2017 Academy of Management Meeting. August. Atlanta, GA.

- Liu, X. & Thatcher, S.M.B. 2017. Newcomer adjustment in diverse groups: The effects of demographic faultlines on newcomer information seeking, in Symposium named Impact of Faultlines on Individual Perspectives and Behaviors in Teams. 2017 Academy of Management Meeting. August. Atlanta, GA.
- Meyer, B., Glenz, A., Tarakci, M., Greer, L. & Thatcher, S.M.B. 2017. Ego-faultlines: An individual-level perspective on social network formation and creativity in project organizations, in Symposium named Impact of Faultlines on Individual Perspectives and Behaviors in Teams. 2017 Academy of Management Meeting. August. Atlanta, GA.
- Flynn, P., Korsgaard, M.A., & Thatcher, S.M. B. 2017. Over the top: A multilevel approach to team helping, team voice, and team effectiveness. 2017 Academy of Management Meeting. August. Atlanta, GA.
- McFarland, L., Hendricks, J., Meister, A., & Thatcher, S.M.B. Symposium organizers: The role of identities and impression management in image creation in organizations. 2017 Academy of Management Meeting. August. Atlanta, GA.
- Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. 2017. The dynamic nature of activated faultlines: Does task allocation matter? 2017 Academy of Management Meeting. August. Atlanta, GA.
- Antino, M., Rico, R., & Thatcher, S.M.B. 2017. Paper in the following Symposium: Enhancing understanding of team diversity through the lens of faultlines. *2017 Society for Industrial and Organizational Psychology Conference*. April. Orlando, FL.
- Park, J., Maltarich, M., Thatcher, S.M.B., & Schepker, D.J. 2017. Faultlines and decision-making structure in teams over time. *2017 Society for Industrial and Organizational Psychology Conference*. April. Orlando, FL.
- Wilson, D., Brown, S.A., & Thatcher, S.M.B. 2017. (Virtual) identity communication: Motivations and contextual factors. *The Fiftieth Annual Hawaii International Conference on System Sciences Proceedings*. January. Waikaloa, HI.
- Thatcher, S.M.B., Meister, A., & Park, J. 2016. The accruing effects of faultlines: Identity motives, faultline types, and group development stages. *Academy of Management Conference*. August. Anaheim, CA.
- Liu, X. & Thatcher, S.M.B. 2016. Crisscross horizontal and vertical alignments: Faultlines and informal status hierarchy. *Academy of Management Conference*. August. Anaheim, CA.
- Hendricks, J., Call, M. & Thatcher, S.M.B. 2016. Being the rest competing with the best: High performer humility and competing peer goal orientation on peer performance. *Academy of Management Conference*. August. Anaheim, CA.
- Antino, M., Rico, R., & Thatcher, S.M.B. 2016. Structuring faultlines teams to promote team justice climate and prevent status conflict. *Academy of Management Conference*. August. Anaheim, CA.
- Meyer, B., Glenz, A., Tarakci, M., Greer, L. & Thatcher, S. 2016. Ego-faultlines: An individual-level perspective on social network formation and creativity in project organizations. *INGROUP*, Helsinki, Finland. BEST PAPER AWARD
- Brown, S.A., Thatcher, S.M.B., & Wilson, D. 2016. Measurement and outcomes of identity communication in virtual teams. *The Forty-Ninth Annual Hawaii International Conference on System Sciences Proceedings*. January. Poipu, HI.
- Brown, S.A., Wilson, D., & Thatcher, S.M.B. 2015. Examining predictors and outcomes of identity communication in virtual teams. *European Conference on Information Systems*. Munster, Germany.

- Wilson, D., Brown, S.A., & Thatcher, S.M.B. 2015. Identity communication in virtual teams: Insights from interviews with working professionals. *21st Americas Conference on Information Systems*. Puerto Rico.
- Thatcher, S.M.B., Wilson, D., & Brown, S.A. 2015. Toward a theory of virtual identity communication. *Academy of Management Conference*. Vancouver, CANADA.
- Park, J. & Thatcher, S.M.B. 2015. Faultlines and group performance: A group development perspective. *2015 Society for Industrial and Organizational Psychology Conference*. April. Philadelphia, PA.
- Cragun, O., Thatcher, S.M.B., & Nyberg, A. 2015. The impact of pay on faultline salience. *2015 Society for Industrial and Organizational Psychology Conference*. April. Philadelphia, PA.
- Wilson, D., Brown, S.A., & Thatcher, S.M.B. 2015. Media capabilities that support identity communication in virtual teams. *The Forty-Eighth Annual Hawaii International Conference on System Sciences Proceedings*. January. Poipu, HI.
- Jehn, K.A., Thatcher, S.M.B., & Zhao, E. 2014. Hot stuff: Entitlement, self-esteem, and conflict in teams. *International Association of Conflict Management*. Leiden, Netherlands.
- Meyer, B., Thatcher, S.M.B., Tarakci, M., Greer, L., & Glenz, A. 2014. Ego-faultlines: An individual-level conceptualization of faultlines and subgroups. *INGroup Conference*. Raleigh, NC.
- Antino, M., Rico, R., & Thatcher, S.M.B. 2014. The role of fairness perceptions and power structure in faultline teams. *Academy of Management Conference*. Philadelphia, PA.
- Cooper, D., Moteabbed, S., & Thatcher, S.M.B. 2013. Prioritizing team member over self: Role of self-concept orientations and team member identification. *Academy of Management Conference*. August. Orlando, FL.
- Thatcher, S.M.B., Korsgaard, A., & Ployhart, R. 2013. Intragroup conflict configurations over time. In Modeling and Understanding Teams as Dynamic Entities Symposium. *Academy of Management Conference*. August. Orlando, FL.
- Meister, A., Jehn, K.A., & Thatcher, S.M.B. 2013. The consequences of internal identity asymmetries for individuals in workgroups. *Academy of Management Conference*. August. Orlando, FL.
- Nadkarni, S., Thatcher, S.M.B., Patel, P. & Chen, J. 2012. Is the glass half full, half empty, or both? TMT dispositional optimism composition, competitive behaviors, and firm performance. *Academy of Management Conference*. August. Boston, MA.
- Li, A., Cropanzano, R.S., Bagger, J., Thatcher, S.M.B., & Hauck, R. 2012. Responses to promotion rejection: A model of internal and external attribution incongruence. *Academy of Management Conference*. August. Boston, MA.
- Thatcher, S.M.B. & Lau, D.C. 2012. Contextualizing Faultlines: Exploring the role of environmental contexts in team faultline dynamics. Symposium organizers. *Academy of Management Conference*. August. Boston, MA.
- Thatcher, S.M.B. & Patel, P.C. 2012. Alignment and refinement: The temporal context of faultlines. *Academy of Management Conference*. August. Boston, MA.
- Cooper, D., Thatcher, S.M.B., & McKee, V. 2012. The self-enhancement motive and helping: The mediating role of relational identification. *Academy of Management Conference*. August. Boston, MA.
- Greer, L.L., De Hoogh, A.H.B., Patel, P., Thatcher, S.M.B., De Dreu, C.K.W. 2011. When leaders struggle for power: The dark side of leadership. *Academy of Management Conference*. August. San Antonio, TX.

- Brown, S.A., Thatcher, S.M.B., & Dang, Y. 2010. Diversity and media in virtual organizations over time. *16th Americas Conference on Information Systems*. August. Lima, Peru.
- Poudel, K. & Thatcher, S.M.B. 2010. The case for a knowledge corridor of mediation in models of team effectiveness. *Academy of Management Conference*. August. Montreal, Canada.
- Ye, Q. & Thatcher, S.M.B. 2010. An underlying mechanism of entrepreneurial decision making: A cognitive-affective-social process system approach. *Babson College Entrepreneurship Research Conference*. June. Babson Park, MA.
- Brown, S.A., Thatcher, S.M.B., & Dang, Y. 2010. Managing knowledge in a changing scientific landscape: The impact of cyberinfrastructure. *The Forty-Third Annual Hawaii International Conference on System Sciences Proceedings*. January. Poipu, HI.
- Hauck, R.V. & Thatcher, S.M.B. 2009. Investigating the relationship between communication distance, performance, and perceptions of work: A case study of a police organization. *9th Annual Hawaii International Conference on Business*. June. Honolulu, HI.
- Cooper, D. & Thatcher, S.M.B. 2008. Understanding identification in organizations: The role of self-concept orientation. In the Showcase Symposium: Who am I? Who are you? Who are we?: Relationships, Identity, and Work. *Academy of Management Conference*. August. Anaheim, CA.
- Jehn, K.A., Rispens, S., Thatcher, S.M.B. 2008. Do you hear what I hear? The effects of conflict asymmetry on workgroup and individual outcomes. *Academy of Management Conference*. August. Anaheim, CA.
- Greer, L.L., Jehn, K.A., Thatcher, S.M.B., & Mannix, E.A. 2007. The effect of trust on conflict and performance in groups split by demographic faultlines. *International Association of Conflict Management*. June. Budapest, Hungary.
- Thatcher, S.M.B. & Zhu, L. 2006. Institutional environments for B2B e-commerce adoption: A quantitative study of electronics and textiles firms in Greater China and the U.S. *Americas Conference on Information Systems*. August. Acapulco, Mexico.
- Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2006. The multiple level effects of faultline token- splits. *Academy of Management Conference*. August. Atlanta, GA.
- Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2005. The multiple level effects of faultline token splits. *Association of Researchers in Work and Organizational Psychology*, November. Rotterdam, The Netherlands.
- Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2005. Examining the conditions for constructive task conflict: Group process training and group structure. *Werkgemeenschap van Arbeids-en Organisatiepsychologen'* (studygroup for work and organizational psychologists). November, Rotterdam, The Netherlands.
- Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2005. The effect of trust on conflict and performance in groups split by demographic faultlines. *Trust Within and Between Organizations*. October. Amsterdam, The Netherlands.
- Bezrukova, K., Jehn, K.A., Zanutto, E. & Thatcher, S.M.B. 2005. Do faultlines help or hurt? Exploring distance, identity, task conflict, and individual performance in diverse groups. *International Association of Conflict Management*. June. Seville, Spain.

- Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2005. An examination of three perspectives of conflict in workgroups: Constructive debate, cognitive processing, and asymmetric perceptions. *International Association of Conflict Management*. June. Seville, Spain.
- Thatcher, S.M.B. 2005. The moderating role of communication media use on the relationship between identity comprehension, self-esteem, and individual creativity. *Academy of Management Conference*. August. Honolulu, HI.
- Weisband, S., Thatcher, S.M.B., & Xu, J. 2005. Using bibliometric analysis to evaluate scientific progress in virtual teams research. *Academy of Management Conference*. August. Honolulu, HI.
- Goldman, B.M., Shapiro, D.L., Cropanzano, R., Ko, J. & Thatcher, S.M.B. 2005. The role of morality in mediated disputes at work: A justice perspective. *Academy of Management Conference*. August. Honolulu, HI.
- Bezrukova, K., Thatcher, S.M.B. & Jehn, K.A. 2004. Consistency matters! The effects of group and organizational culture on the faultline-outcomes link. *Academy of Management Conference*. August. New Orleans, LA.
- Goldman, B.M., Ko, J., Thatcher, S.M.B. & Shapiro, D. 2004. There and back again: Changing perceptions of unfairness by third-party mediation. *Academy of Management Conference*. August. New Orleans, LA.
- Zhu, X. & Thatcher, S.M.B. 2003. Productivity and satisfaction of home-based telecommuters. *Academy of Management Conference*. August. Seattle, WA.
- Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. 2003. Comparing the effects of group heterogeneity and faultlines on performance: An empirical assessment of contrasting models. *Academy of Management Conference*. August. Seattle, WA.
- Song, T., Thatcher, S.M.B., & Weisband, S. 2003. A review of distributed teams: Implications for multinational companies. *Global Information Technology Management Conference*. June. Calgary, Canada.
- Thatcher, S.M.B. & Foster, W. 2003. B2B e-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. *The Thirty-Sixth Annual Hawaii International Conference on System Sciences Proceedings*. January. Kona, HI.
- Thatcher, S.M.B., Doucet, L. & Tuncel, E. 2001. Identity content and identity communication processes in information technology teams. *Cornell Conference on Managing Groups and Teams*. May. Ithaca, NY.
- Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. 2001. Comparing the effects of group heterogeneity and faultlines on performance: An empirical assessment of contrasting models. As part of a symposium idea. *Academy of Management Conference*. August. Washington, DC.
- Thatcher, S.M.B. & Foster, W. 2001. Culture, industry and government influences on US-Chinese B2B E-commerce. *Global Information Technology Management Conference*. June. Dallas, Texas.
- *Thatcher, S.M.B. 2001. The mediating role of identity fit: Understanding the relationship between communication media, demographic differences and creativity. *Hawaii International Conference on System Sciences*. January. Maui, HI.

Invited Presentations

- Invited Speaker, Micro meets Meso Conference, Phoenix, AZ, February 2018
- Invited Speaker, Women Leadership in Academia, Law School, University of South Carolina, February 2018

- Department of Psychology, University of Chemnitz, Chemnitz, Germany, January 2018
- Universidad de los Andes School of Management, Bogota, Colombia, October 2016
- ISCTE Lisbon, Portugal, May 2016
- Melbourne Business School, University of Melbourne, Australia, January 2016
- IE University, Madrid, September 2015
- Fudan University, June 2015
- Rotterdam School of Management, Erasmus University, May 2013
- University of South Carolina, Moore Business School, November 2011
- Texas A&M University, Mays Business School, September 2011
- University of Leiden, Amsterdam, The Netherlands. June 2005
- University of Pennsylvania, The Wharton School of Business, November 2003
- University of Illinois, Urbana-Champaign, Business School, July 2001

Scholarly Interviews

Thatcher, S.M.B. & Hunter, L. Nov. 20, 2007. *Stress and Job Performance*. New Management Podcast. Over 1533 reads. OB Division of the Academy of Management. Found at <http://www.obweb.org/modules.php?op=modload&name=News&file=index&catid=&topic=10>

Teaching Experience

Classes Taught

2014- Executive Education Leadership Training: Sonoco, U.S. Army
 2011, 2014-: Organizational Behavior and Human Resource Management (PhD)
 2008-Current: Organizational Behavior (MBA)
 Leadership and Ethics (MBA)
 Intercultural Management (MBA)
 Team Dynamics (MBA)
 Global Learning (MBA)
 2008-2009: Principles of Management (Undergraduate)
 2001-2007: Project Management of Information Technology (Undergraduate, MBA)
 International Dimensions of Information Technology (Undergraduate, MBA)
 2000-2001: Policy Formation and Management Information Systems (Undergraduate)
 1998: Introduction to Management (Undergraduate)

Internal Service Activities

University Service

- Tenure Review Board (2017-
- University Committee on Tenure and Promotions (2013-2017)
- Decanal Review Committee (2010)

College Service

- Management Department Chair (2018-
- Teaching Effectiveness Committee (2012-2018)
- PhD Committee (2009-2011)
- MBA Global Business International Trip Advisor (2009-2012)
- Coach, MIS Business Plan Team (2007), Vancouver, CANADA

- Judge, Fifth Annual Eller Case Competition (2000-2001)

Departmental Service

- Management Department Chair (2018-
- Chair, Tenure and Promotion Committee (2013-
- Faculty Search Committee, University of South Carolina (2012-
- Faculty Search Committee, University of Louisville (2010)
- Faculty Search Committee, University of Arizona (2004-2005)

Dissertations Directed

- Dissertation advisor:
 - Xing Liu, Current
 - Jieun Park, Current
 - Krishna Poudel, Southern University at New Orleans
 - Rosie Hauck, Illinois State University
 - Ling Zhu, Long Island University
- Dissertation committee member for: Matt Call (USC), Shora Mottabead (Essec, Paris), Robert Sinclair, Kathy Broneck, Xiao Fang, Will Foster, Jessica Bagger, Byoung uk Kim, Sanjiv Pandey, Hau Nguyen, Walt Goodwin, Yonghong Xu, Cuiping Chen

External Service Activities

Associate Editor/Guest Associate Editor

- Academy of Management Review (2014-2018)
- Negotiation and Conflict Management Research (2009-2010)
- International Conference on Information Systems, Organization, Culture, Decision-Making & Knowledge track (2002)

Editorial Board Member

- Journal of Management (2014-
- Academy of Management Review (2010-2014; 2017-
- Group & Organization Management (2018-
- Small Group Research (2010-2014)
- Journal of Information Technology Cases and Applications (2002-2004)

Conference Activities

- Participant, SEC Conference, Atlanta, GA (2015)
- Workshop Organizer and Facilitator, International Association of Conflict Management (2015)
- Participant, InGroup conference 2014: Measuring and detecting faultlines and subgroups: Current methods, possibilities, and challenges
- Research Facilitator, OB Division's New Member Networking and Research Forum, Academy of Management Conference (2013)
- Track Chair, Academy of Management Conference (2014, 2010, 2009, 2004)
- Track Chair, ACM SIGMIS CPR Conference (2004)
- Track Chair, Arizona MIS Conference, Managing IT in Networked Organizations track (2003)
- Track Chair, Global Information Technology Management Conference (2002)

- Track Chair, Hawaii International Conference on Systems Sciences, Creativity in Information Systems (2002)

Judge

- USC School of Music's Art Entrepreneurship class (December 2015)
- Academy of Management Organizational Behavior Division Award for Most Innovative Student Paper (2011)

Reviewer

- **Management Journals:** Academy of Management Journal, Academy of Management Review, Human Relations, Journal of Management, Group Decisions and Negotiation, International Journal of Conflict Management, Group and Organization Management, Small Group Research, Organization Science, Organization Studies, Organizational Behavior and Human Decision Processes, Journal of Management Studies
- **MIS Journals:** Communications of the Association for Information Systems, Journal of Supply Chain Management, Decision Support Systems, Journal of the American Society for Information Science
- **Management Conferences:** Academy of Management meetings, International Association of Conflict Management
- **MIS Conferences:** International Conference on Information Systems, Global Information Technology Management Conference, Hawaii International Conference on Systems Sciences
- **Others:** National Science Foundation, Netherlands Granting Agency

Other Relevant Experience

International Research and Exchange Experience

- Participated in the University of South Carolina's CIBER (Center for International Business Education and Research) trip to South Africa, Swaziland, and Mozambique. 2014.
- Led groups of MBA students on 10-day international trips designed to expose U.S. students to other countries' business practices and cultures. Trips were arranged to Thailand, Vietnam, Greece, Turkey, United Arab Emirates (Dubai), Peru, and Morocco. 2009-2012.
- Managed fieldwork in Hong Kong, Taiwan, and the People's Republic of China for fulfillment of a study funded by the Center for Advanced Purchasing Studies
- Conducted fieldwork in Malaysia, Singapore and Thailand on Japanese foreign direct investment strategies. With Kogut, B. and Song, J. 1996.
- Conducted fieldwork in Hong Kong, Singapore, South Korea, Thailand, and Taiwan on an IBM Watson Fellowship. Spent one year in South Korea, Thailand, Taiwan, Hong Kong, and Singapore researching university students' views on the Japanese people and the Japanese economy, 1989-1990.

Training and Coursework at Foreign Universities

- Systems Science Institute, Waseda University, Tokyo, JAPAN 1993, 1987.
- American Alumni University, Bangkok, THAILAND 1991.
- Division of International Education, Yonsei University, Seoul, SOUTH KOREA 1988.