

MIKHAIL A. WOLFSON

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ACADEMIC POSITIONS

UNIVERSITY OF KENTUCKY – GATTON COLLEGE OF BUSINESS AND ECONOMICS	LEXINGTON, KY
Associate Professor	2024 – Present
Assistant Professor & Vernon Smith Fellow in Management	2020 – 2024
AMERICAN UNIVERSITY – KOGOD SCHOOL OF BUSINESS	WASHINGTON, D.C.
Assistant Professor of Management	2018 – 2020

EDUCATION

UNIVERSITY OF CONNECTICUT	STORRS, CT
Ph.D., Business Administration	July 2018
UNIVERSITY OF MASSACHUSETTS	AMHERST, MA
B.A., Psychology	May 2011

RESEARCH INTERESTS

Team Composition • Informal Learning • Human Capital Resources • Social Networks • Unobtrusive Measurement

REFEREED JOURNAL PUBLICATIONS

- Gallagher, P. G., **Wolfson, M. A.**, Reilly, G. P., & Mathieu, J. E. (2023) Managing unit human capital resources: Integrating insights from human resource management and team literatures. *Journal of Applied Psychology*.
- Soltis, S. M., Dineen, B. R., & **Wolfson, M. A.** (2023) Contextualizing social networks: The role of person-organization fit in the network-job performance relationship. *Human Resource Management*, 62, 445-460.
- Wolfson, M.A.**, D’Innocenzo, L. E., & Bell, S. T. (2022) Dynamic Team Composition: A theoretical framework exploring potential and kinetic dynamism in team capabilities. *Journal of Applied Psychology*, 107, 1889-1906.
- *Designated as Editor’s Choice Article*
- Mathieu, J. E., **Wolfson, M. A.**, Park, S., Luciano, M. L., Bedwell, W., Ramsay, S., Klock, E. A., Tannenbaum, S.I. (2022). Indexing dynamic collective constructs using computer-aided text analysis: Construct validity evidence and illustrations featuring team processes. *Journal of Applied Psychology*, 107, 533-559.
- *Designated as Monograph*
- Tannenbaum, S. I., & **Wolfson, M. A.** (2022). Informal (Field-Based) Learning. *Annual Review of Organizational Psychology and Organizational Behavior*, 9, 391-414.
- Wolfson, M. A.** & Mathieu, J. E. (2021). Deploying human capital resources: Accentuating effects of situational alignment and social capital resources. *Academy of Management Journal*, 64, 435-457.
- Zhu, X., **Wolfson, M. A.**, Dalal, D. K., Mathieu, J. E. (2021). Team decision-making: The Dynamic effects of team decision style composition and performance via decision strategy. *Journal of Management*, 47, 1281-1304.

- Wolfson, M. A.**, Mathieu, J. E., Tannenbaum, S. I., & Maynard, M. T. (2019). Informal field-based learning and work design. *Journal of Applied Psychology*, *104*, 1283-1295.
- Wolfson, M. A.**, & Mathieu, J. E. (2018). Sprinting to the finish: Toward a theory of Human Capital Resource Complementarity. *Journal of Applied Psychology*, *103*, 1165-1180.
- Mathieu, J. E., **Wolfson, M. A.**, Park, S. (2018). The evolution of work team research since Hawthorne. *American Psychologist*, *73*, 308-321.
- Wolfson, M. A.**, Tannenbaum, S. I., Mathieu, J. E., & Maynard, M. T. (2018). A cross-level investigation of informal field-based learning and performance improvements. *Journal of Applied Psychology*, *103*, 14-36.

WORK IN PROGRESS

- Roebuck, A. A., **Wolfson, M. A.**, Gallagher, P. G. Shifting teams, shifting performance: Unpacking the dynamics of team composition components. *Under Review: Organization Science*.
- Kang, D., **Wolfson, M. A.**, Kang, T., Labianca, G., & Sayama, H. Leading Within and Between Teams in Multiteam System: A network perspective on knowledge accumulation. *Under Review: Personnel Psychology*.
- Wolfson, M. A.**, Gallagher, P. G., Zhu, X. Getting Left of the Process: A multilevel framework of team processes antecedents and intervention opportunities. *Target: Journal of Applied Psychology*
- Wolfson, M. A.**, D’Innocenzo, L. E., & Mathieu, J. E. Toward a Configural Theory of Team Composition. *Target: Academy of Management Journal*.
- Wolfson, M. A.**, Mathieu, J. E., & Reilly, G. P. Team composition effects on performance trajectories. *Target: Personnel Psychology*.

BOOK CHAPTERS

- Wolfson, M. A.**, & Mathieu, J. E., (2017) *Team Composition*. In E. Salas, R. Ramon, J. Passmore (Eds.), *The Psychology of Teamwork and Collaborative Processes*. *The Wiley-Blackwell Handbook of the Psychology of Team Working and Collaborative Processes*.

DISSERTATION

- Toward a Configural Theory of Team Composition: An Exploration of Dynamic Crew Configurations on Team Processes
Committee: John E. Mathieu (Chair), Greg P. Reilly, Travis J. Grosser, Lauren E. D’Innocenzo

PRESENTATIONS

- Roebuck, A. A., **Wolfson, M.A.**, & Gallagher, P. T. (2023, August). *Talent influx or talent in flux? Performance consequences of varying types of dynamic team composition*. In Park & Reinke (Co-Chairs) *Beneath the Surface: Theorizing and Testing the Microfoundations of Team-Level Constructs*. Academy of Management Annual Conference; Boston, MA.
- Taylor, N., Phipps, B., Zhu, X., **Wolfson, M.A.**, Watson, D.E., & Labianca, G. (2023, April). *A qualitative exploration of antecedents and outcomes of ostracism in the U.S. Military*. Society for Industrial and Organizational Psychology Annual Conference; Boston, MA.
- Wolfson, M. A.**, & Mathieu, J. E. (2022, August). *Leveraging cycling data to study human capital, social capital, and performance over time*. In Sharapov & Aversa (Co-Chairs) *Using Sports Data To Advance Management Theory*. Academy of Management Annual Conference; Seattle, WA.

- Wolfson, M. A.** (2022, March). *Cyclists, Surgeons, and Soldiers: Team dynamics in action*. Research Excellence Presentation at the University of Kentucky; Lexington, KY.
- Watson, D. E., Mathieu, J. E., **Wolfson, M. A.**, Roebuck, A. A., Gallagher, P. T., & Perry, S. K. (2020, April). *MTS adaptive processes in response to environmental events* In Kozlowski, Chao & Ruark (Co-Chairs) *Unpacking organizational, multi-team and team system dynamics*. Society for Industrial and Organizational Psychology Conference; Houston, TX.
- Wolfson, M. A.** & Zhu, X., (2019, May). *Research collaboration between academia and industry: Lessons from the trenches*. AACSB Co-Lab: Connecting Industry with Business Schools; Philadelphia, PA.
- Wolfson, M. A.**, & Cerasoli, C. P., (2019, April). *Informal learning: Knowns and unknowns*. Society for Industrial and Organizational Psychology Conference; Washington, D.C.
- Zhu, X., **Wolfson, M. A.**, Dalal, D. K., & Mathieu, J. E. (2018, November). *Effects of team decision style and strategy on team performance*. Society for Judgement and Decision Making Conference; New Orleans, LA.
- Wolfson, M. A.**, (2018, November). *Aligning team competencies and shared experiences with dynamic situational demands in deploying human capital resources*. D.C. Region Management Conference; Arlington, VA.
- Wolfson, M. A.**, Mathieu, J. E., & Rifenbark, G. G. (2017, August). *Effectively deploying human capital: Aligning team competencies and dynamic situational demands*. In Stewart (Chair) *Difficult but necessary: Longitudinally examining change and adaptation for individuals and teams*. Academy of Management Conference, Atlanta, GA.
- Wolfson, M. A.**, & Mathieu, J. E., (2017, April). *Development and validation of CATA team process dictionaries*. In Mathieu (Chair), *Advancing measurement of team dynamics*. Society for Industrial and Organizational Psychology Conference; Orlando, FL.
- Watson, D. E., & **Wolfson, M. A.** (2017, April). *Wearing team dynamics on your sleeve: What can we learn from wearable sensors?* In Mathieu (Chair), *Advancing measurement of team dynamics*. Society for Industrial and Organizational Psychology Conference; Orlando, FL.
- Wolfson, M. A.**, Mathieu, J. E., (2016, August). *Unpacking performance: The role of time and specific competencies*. In Flynn (Chair), *It's about time: Advancing theories and methods of dynamic research*. Academy of Management Conference; Anaheim, CA.
- Wolfson, M. A.**, Mathieu, J. E., & Reilly, G. E., (2016, April). *Team composition effects on performance trajectories*. In Mathieu & **Wolfson**, (Co-Chairs), *Managing human capital in dynamic team environments*. Society for Industrial and Organizational Psychology Conference; Anaheim, CA.
- Zhu, X., **Wolfson, M. A.**, Dalal, D. K., & Mathieu, J. E. (2016, April). *Effects of team decision style and strategy on team performance*. In Zhu & Dalal, (Co-Chairs), *Cross-fertilizing JDM and IOOB: Advances in applied judgment and decision-making*. Society for Industrial and Organizational Psychology Conference; Anaheim, CA.
- Wolfson, M. A.**, Mathieu, J. E., & Maynard, M. T. (2015, August). *Multilevel interactionist perspective of Field-based learning – performance relations*. Academy of Management Conference; Vancouver, BC, Canada.
- Wolfson, M. A.**, Mathieu, J. E., & Maynard, M. T. (2015, May). *Antecedents and contextual effects on field-based learning and performance*. In Mathieu & Park, (Co-Chairs), *Multilevel models of learning and motivation*. Society for Industrial and Organizational Psychology Conference; Philadelphia, PA.
- Wolfson, M. A.**, & Madjar, N. (2014, August). *Advocacy, gender and reputation: A motivational framework for creativity in negotiations*. Academy of Management; Philadelphia, PA.

FUNDED RESEARCH

Integrating Social Networks and Team Intervention Approaches to Reduce Ostracism in the Military 2021 – 2024

PIs: Xiaoyuan (Susan) Zhu, Mikhail Wolfson, & Giuseppe (Joe) Labianca

Funding: \$1.85 Million. US Army Medical Research and Development Command (USAMRDC), Military Operational Medicine Research Program (MOMRP)

THE GROUP FOR ORGANIZATIONAL EFFECTIVENESS, INC.

ALBANY, NY

Research Consultant

2014 – 2018

Project: The Development and Construct Validation of Unobtrusive Dynamic Measures of Team Process and Emergent States

PIs: Scott Tannenbaum & John Mathieu

Funding: U.S. Army Research Institute.

Project: Informal Field-Based Learning

PIs: Scott Tannenbaum & John Mathieu

Funding: U.S. Army Research Institute.

TEACHING EXPERIENCE

UNIVERSITY OF KENTUCKY

LEXINGTON, KY

Ph.D. Seminar in Organizational Behavior

Fall 2022

Analysis of Organizational Behavior

Fall 2020 - Present

Fall 2022 (35 students; 4.90/5)

Fall 2021 (118 students across three sections; 4.80/5)

Fall 2020 (119 students across three sections; 4.14/5)

AMERICAN UNIVERSITY

WASHINGTON, D.C.

Management and Organizational Behavior

Fall 2018 – Spring 2020

Fall 2019 (105 students across three sections; 6.5/7)

Fall 2018 (89 students across three sections; 6.1/7)

UNIVERSITY OF CONNECTICUT

STORRS, CT

Managerial and Interpersonal Behavior

Spring 2015 – Spring 2018

Spring 2015 (60 students; 4.5/5)

Fall 2015 (58 students; 4.3/5)

Fall 2016 (46 students; 4.1/5)

Spring 2018 (40 students; 4.5/5)

HONORS & AWARDS

UNIVERSITY OF KENTUCKY, LEXINGTON, KY

Junior Faculty Research Award

2022

Vernon Smith Endowed Fellowship

2021-Present

AMERICAN UNIVERSITY, WASHINGTON, DC

Kogod Faculty Award for Outstanding Research

2019

Most Valuable Professor (Teaching Award)

2018

UNIVERSITY OF CONNECTICUT, STORRS, CT

UConn School of Business Hall of Fame

2018

Ph.D. Program-wide Outstanding Scholar	2018
Dean's Dissertation Scholarship	2018
UConn Doctoral Dissertation Fellowship	2018
Outstanding Ph.D. Student Scholar Fellowship in Management	2017-2018
Ted Rosenberg and Mary F. McVay Endowed Scholarship Award	2016
Gary N. Powell Outstanding Ph.D. Student Achievement Award	2016
Management Department Outstanding Scholar	2015
Management Department Summer Pre-Doctoral Fellowship	2014
University Pre-Doctoral Fellowship	2013-2015

RUSSIAN JEWISH COMMUNITY FOUNDATION

Young Leadership Award	2008
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ACADEMIC SERVICE

NATIONAL ACADEMIES OF SCIENCES, ENGINEERING, AND MEDICINE

Committee Member for Consensus Study on <i>Adult Learning in the Military Context</i>	2023-2025
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AD HOC REVIEWER

- Academy of Management Journal
- Academy of Management Review
- National Science Foundation
- Group & Organization Management
- Organizational Psychology Review
- Journal of Vocational Behavior
- Oxford Bibliographies

ACADEMY OF MANAGEMENT ANNUAL MEETING

Reviewer	Since 2014
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SOCIETY FOR INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY (SIOP)

Small Grants Committee	Since 2021
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ACADEMIC ORGANIZATION MEMBERSHIPS

Member, Academy of Management (AoM)	Since 2013
Member, Society for Industrial & Organizational Psychology (SIOP)	Since 2014
Member, Interdisciplinary Network for Group Research (INGRoup)	Since 2018
Member, Psi Chi (Psychology Honor Society)	Since 2011