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ACADEMIC POSITIONS

UNIVERSITY OF KENTUCKY – GATTON COLLEGE OF BUSINESS AND ECONOMICS

Assistant Professor of Management

LEXINGTON, KY

2020 – Present

AMERICAN UNIVERSITY – KOGOD SCHOOL OF BUSINESS

Assistant Professor of Management

WASHINGTON, D.C.

2018 – 2020

EDUCATION

UNIVERSITY OF CONNECTICUT

Ph.D., Management

STORRS, CT

July 2018

UNIVERSITY OF MASSACHUSETTS

B.A., Psychology

AMHERST, MA

May 2011

RESEARCH INTERESTS

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

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

REFEREED JOURNAL PUBLICATIONS

Wolfson, M. A. & Mathieu, J. E. (In Press) Deploying human capital resources: Accentuating effects of situational alignment and synergies. *Academy of Management Journal*.

Zhu, X., **Wolfson, M. A.**, Dalal, D. K., Mathieu, J. E. (In Press) Team decision-making: The Dynamic effects of team decision style composition and performance via decision strategy. *Journal of Management*.

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.

UNDER REVIEW

Mathieu, J. E., **Wolfson, M. A.**, Park, S., Luciano, M. L., Bedwell, W., Ramsay, S., Klock, E. A, Tannenbaum, S.I. Multitrait-Multimethod Investigation of alternative measures of team processes. **2nd Revise and Resubmit: Journal of Applied Psychology.**

Wolfson, M.A., D’Innocenzo, L. E., & Bell, S. T. Team composition 2.0: Revisiting dynamic aspects of team composition. **Revise and Resubmit: Journal of Applied Psychology.**

WORKING PAPERS

Wolfson, M. A., D’Innocenzo, L. E., & Mathieu, J. E. Toward a Configural Theory of Team Composition. *Target: Academy of Management Journal.*

Tannenbaum, S. I., & **Wolfson, M. A.** Review of Informal Field Based Learning. *Target: Annual Review of Organizational Psychology and Organizational Behavior.*

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.*

CONFERENCE PRESENTATIONS

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.

CURRENT RESEARCH POSITIONS

THE GROUP FOR ORGANIZATIONAL EFFECTIVENESS, INC.

ALBANY, NY

Research Consultant

2014 – Present

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. 7/14 – Present.

Project: Informal Field Based Learning

PIs: Scott Tannenbaum & John Mathieu

Funding: U.S. Army Research Institute. 10/12 – Present.

TEACHING EXPERIENCE

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

Managerial and Interpersonal Behavior

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)

STORRS, CT

Spring 2015 – Spring 2018

RUSSIAN SCHOOL OF MATHEMATICSMathematics Teacher (K – 12, Class sizes of 12 to 15 Students)**ACTON, MA**

Aug 2010 – Jun 2013

UNIVERSITY OF MASSACHUSETTSTeaching Assistant

Abnormal Psychology

Spring 2010 (400+ Students), Spring 2011 (400+ Students)

Statistics in Psychology

Spring 2009 (40 Students)

AMHERST, MA

Jan 2009 – May 2011

HONORS & AWARDS

AMERICAN UNIVERSITY, WASHINGTON, DC

Most Valuable Professor (Teaching Award)

2018

Kogod Faculty Award for Outstanding Research

2019

UNIVERSITY OF CONNECTICUT, STORRS, CT

University Pre-Doctoral Fellowship

2013-2015

Management Department Summer Pre-Doctoral Fellowship

2014

Management Department Outstanding Scholar

2015

Gary N. Powell Outstanding PhD Student Achievement Award

2016

Ted Rosenberg and Mary F. McVay Endowed Scholarship Award

2016

Outstanding PhD Student Scholar Fellowship in Management

2017-2018

UConn Doctoral Dissertation Fellowship

2018

Dean's Dissertation Scholarship

2018

PhD Program-wide Outstanding Scholar

2018

UConn School of Business Hall of Fame

2018

RUSSIAN JEWISH COMMUNITY FOUNDATION

Young Leadership Award

2008

ACADEMIC SERVICE

Reviewer, Academy of Management Annual Meeting

Since 2014

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)
Member, Psi Chi (Psychology Honor Society)

Since 2018
Since 2011