

Jeanne M. Wilson

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Education

Ph.D., Organizational Behavior and Theory, December 2001
Carnegie Mellon University

M.S., Industrial/Organizational Psychology, May 1982
Purdue University

B.S., Psychology, May 1979
St. Joseph's College

Research Interests: Groups and organizations: particularly new forms of organization; the performance of distributed work groups; the longitudinal effects of distance and technology-mediated communication on group process and performance.

Publications

Wilson, J.M., O'Leary, M., Metiu, A. & Jett, Q. (2008). *Perceptions of proximity in virtual work: Explaining the paradox of far-but-close*. Organization Studies, 29, 979-1002.

Cramton, C.D., Orvis, K. & Wilson, J.M. (2007). *Situation invisibility and attribution in distributed collaborations*. Journal of Management, 33, 525-546.

Wilson, J., Goodman, P.S. & Cronin, M. (2007). *Group learning*. Academy of Management Review, 32, 1041-1059.

Wilson, J.M., Straus, S.G. & McEvily, W.J. (2006). All in due time: The development of trust in electronic and face-to-face groups. Organizational Behavior and Human Decision Processes, 99, 16-33.

Jelinek, M. & Wilson, J.M. (2005). Macro influences on multicultural teams: A multi-level view. In Shapiro, D.L., Von Glinow, M.A., & Cheng, J.L.C. (Eds.), Managing Multinational Teams: Global Perspectives. Oxford: Elsevier/JAI.

- Espinosa, A., Cummings, J., Wilson, J. & Pearce, B. (2003). Team boundary issues across multiple global firms. Journal of Management Information Systems, 19, 157-190.
- Goodman, P.S. & Wilson, J.M. (2003). The changing nature and role of teams. In T. Kochan, R. Locke & D. Lipsky (Eds.), Negotiations and Change: From Workplace to Society. Cornell University Press, p. 70-93.
- Espinosa, A., Wilson, J.M. & Cummings, J. (2002). Research on teams with multiple boundaries. Proceedings of the Thirty-Fifth Hawaii International Conference on System Sciences. (nominated for best paper award)
- Goodman, P.S., Pearce, B.M. & Wilson, J.M. (2001). Conceptualizing group learning. In M. Crossan & F. Olivera (Eds.), Organizational learning and knowledge management: New directions. Richard Ivey School of Business, 227-244.
- Levesque, L.M., Wilson, J.M. & Wholey, D.M. (2001). Cognitive divergence: The development of shared mental models in software development teams. Journal of Organizational Behavior, 22, 135-144.
- Goodman, P.S. & Wilson, J.M. (2000). Substitutes for socialization in exocentric teams. In M. Neale, B. Mannix & T. Griffith (Eds.), Research in Groups and Teams, 3, JAI Press, 53-77.
- Straus, S. G., Weisband, S. P., & Wilson, J. M. (1998). Human resource management practices in the networked organization: Impacts of electronic communication systems. In C. Cooper and D. Rousseau (Eds.), Trends in Organizational Behavior, 5, 127-154.

Invited Scholarly Papers and Talks

- Wilson, J.M. (2004, November). The experience of distance in dispersed teams: developing the concept of subjective distance. Paper presented at the Tepper School of Business, Carnegie Mellon University.
- Wilson, J.M. (2003, March). The development of trust in distributed groups. Paper presented at the Kogod School of Business, American University.
- Wilson, J.M. (2001, November). All in due time: the development of trust at a distance. Paper presented at the W&M Psychology Department Colloquium series.

Wilson, J.M., Goodman, P.S. & Pearce, B.M. (2001, February). Learning in exocentric teams. Paper presented at the Florida Workshop on Distributed Collaboration, Key Largo.

Goodman, P.S. & Wilson, J.M. (1997, July). Designing teams for the next generation. Keynote speech presented at the Penn State Conference on Teams: Implications for High Performance Organizations. State College, PA.

Contributed Scholarly Papers and Talks

Metiu, A., Jett, Q., O'Leary, M. & Wilson, J. (2007). Perceptions of proximity in collaborations among professionals. Paper presented at European Group for Organization Studies conference, Vienna.

Edinger, S.K. & Wilson, J.M. (2006). The best laid plans: The consequences of differences in planning behavior in electronic and face-to-face groups. Paper presented at the Midwest Academy of Management conference, Louisville.

Wilson, J., O'Leary, M., Metiu, A. & Jett, Q. (2004). The experience of dispersion in teams. Paper presented at the Academy of Management conference, New Orleans.

Jett, Q., Metiu, A., O'Leary, M. & Wilson, J. (2004). The meaning and experience of distance and proximity in teams. Paper presented at Quatrièmes Journées de la proximité, Marseilles.

Wilson, J.M., Pescosolido, T., Fletcher, T. & Major, D. (2003). Emergent leadership in virtual groups. Paper presented at the Academy of Management conference, Seattle.

Cramton, C. & Wilson, J.M. (2002). Explanation and judgment in distributed groups: an interactional justice perspective. Paper presented at the Academy of Management Conference, Denver.

Wilson, J.M. (2002). Group identity in virtual teams: More than just distance and technology. Paper presented at the Academy of Management Conference, Denver.

Wilson, J.M. (2002). The meaning of distance to members of geographically distributed teams. Paper presented at the Academy of Management Conference, Denver.

- Goodman, P.S. & Wilson, J.M. (2002). Group learning: the concept and its measurement. Roundtable presented at the Society for Industrial and Organizational Psychology 17th annual conference, Toronto.
- Wilson, J.M. (2001, August). Trust and familiarity in distributed groups: Bridging physical distance. Paper presented at the Academy of Management Conference, Washington, D.C.
- Wilson, J.M., Straus, S.G. & McEvily, W.J. (2000, August). The development of trust in distributed groups over time. Paper presented at the Academy of Management Conference, Toronto.
- Goodman, P.S. & Wilson, J.M. (2000, August). Discontinuities: The key to understanding virtual work. Paper presented at the Academy of Management Conference, Toronto.
- Straus, S.G. & Wilson, J.M. (2000, April). Hard to face: The effects of media and context on feedback delivery. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, LA.
- Wilson, J.M., Straus, S.G. & McEvily, W.J. (1999, August). All in due time: The development of trust in electronic and face-to-face groups. Paper presented at the Academy of Management Conference, Chicago.
- Goodman, P.S. & Wilson, J.M. (1999, May). Focusing on new group processes: A study of exocentric teams. Paper presented at the Columbia conference on research on Groups and Teams, New York, NY.
- Goodman, P.S. & Wilson, J.M. (1999, April). New processes in exocentric teams: A new form of work group. Paper presented at Society of Industrial Organizational Psychology, Atlanta, GA.
- Levesque, L.M., Wilson, J.M. & Wholey, D.M. (1999, April). Shared mental models in software development teams. Paper presented at the Society of Industrial Organizational Psychology conference, Atlanta, GA.

Work in Progress

Wilson, J.M. *Trust at a distance: A longitudinal field study of distributed groups*.

Edinger, S.K. & Wilson, J.M. *The best laid plans: The consequences of differences in planning behavior in electronic and face-to-face groups*. First draft complete.

Wilson, J.M., Pescosolido, A., Fletcher, T. & Major, D. *Leadership emergence in distributed groups*. Data collection complete.

Straus, S. G. & Wilson, J. M. *Hard to face: The effects of media and context on feedback delivery*. First draft complete.

Crisp, C.B., Mortensen, M., & Wilson, J.M. *Impression formation at a distance*. Concept and exploratory analysis completed.

Honors, Prizes and Awards

- Finalist for the Seymour Adler dissertation award (through the Society for Industrial Organizational Psychology)
- Finalist for the American Psychological Association Division 49 (Group Psychology) dissertation award.

Courses Taught

Leadership Advantage, Fall 2005-Spring 2006. The College of William and Mary. Co-taught 2 sections of this MBA course.

Accelerating Relational Competencies, Fall 2004. The College of William and Mary. Co-taught 2 sections of this MBA course.

Core Organization Behavior Course, Fall 2004. The College of William and Mary. Co-taught 2 sections of this MBA course.

Organization Behavior and Systems, Spring 2003, 2004, 2005, 2006. The College of William and Mary. Executive MBA course (2 sections).

Leadership, Spring and Fall 2002, Fall 2003, Spring 2005. The College of William and Mary. Undergraduate elective.

Organization Behavior & Processes, Fall 2001. The College of William and Mary. Evening MBA course.

Managing the Virtual Enterprise, Spring 2000 and 2001. Carnegie Mellon University. Masters level course.

Human Resource Management, Summer 1998. Carnegie Mellon University. MBA course.

Independent Studies: Spring 2004 ("The Jobless Recovery;" The College of William and Mary)

Fellowships and Grants

Reves Center grant; April 2005, for presentation of a paper at Quatrièmes Journées de la proximité; (The 4th Congress on Proximity Economics: Proximity, Networks and Co-ordination)

Citigroup Behavioral Sciences Research Council grant; December 1999, for the study of "Distributed teams: Relational development over time" (with Denise Rousseau, Susan Straus and Bill McEvily).

Carnegie-Bosch Institute grant; November, 1999; for research with implications for international management; used to fund my dissertation.

NSF Traineeship grant recipient; August 1996 – August 1999, Carnegie Mellon University; Groups, Teams and Organizational Effectiveness

Larimer Mellon Fellowship; August 1999 – August 2001, Carnegie Mellon University

Service

- Member of the editorial board for the Journal of Organizational Behavior 2002-to present.
- Ad hoc reviewer for Academy of Management Journal, Organization Science, Management Science, Organizational Behavior and Human Decision Processes, Journal of Management Information Systems, Journal of Experimental Social Psychology, and the British Journal of Management. Reviewer for Academy of Management conferences, AMCIS and NSF.
- Invited panelist. New Doctoral Student Consortium, Academy of Management Conference, August, 2001, Washington, D.C.
- Invited panelist. Doctoral Consortium, Society of Industrial Organizational Psychology, Chicago, April 2004.
- Invited facilitator, W&M MBA Leadership & Ethics conference, March 2003.
- Faculty sponsor for W&M student chapter of SHRM – Society for Human Resources Management (2002-2005)
- Member of the W&M School of Business research committee (2003-to present)