

## 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

#### Refereed Publications

O'Leary, M.B., Wilson, J.M., Metiu, A (in press). Beyond being there: The symbolic role of communication and identification in the emergence of perceived proximity in geographically dispersed work. Management Information Systems Quarterly (MISQ).

Wilson, J.M. (2013). Trust and conflict at a distance, or How can I improve relational outcomes in distributed work groups? In E. Salas (Ed.) Developing and Enhancing Work Teams in Organizations: Evidence based practice and advice (SIOP series), Pfeiffer/John Wiley & Sons, pp. 268-297.

Wilson, J.M., Crisp, C.B. & Mortenson, M. (2013). Extending construal level theory to distributed groups: Understanding the effects of virtuality. Organization Science, 24, 629-644.

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. (2<sup>nd</sup> Best Published Paper of 2008, OCIS division of the Academy of Management)

- 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. (reprinted in Readings in Organizational Behavior, Wagner, J.A. & Hollenbeck, J.R., Eds., 2009, Taylor Francis).
- 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, p. 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.

### Books Written

Wilson, J. & George, J. (1997). *Team Leader's Survival Guide*. New York: McGraw-Hill.

George, J. & Wilson, J. (1997). *Team Member's Survival Guide*. New York: McGraw-Hill.

Wilson, J., George, J., Wellins, R. and Byham, W. (1994). *Leadership Trapeze: Strategies for Leadership in Team-Based Organizations*. San Francisco: Jossey-Bass.

Wellins, R., Byham, W.C., and Wilson, J. (1991). *Empowered Teams*. San Francisco: Jossey-Bass.

### 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.

### Other invited talks

Wilson, J.M., Keynote presentation (2002, June). 20. Congreso de Equipos de Trabajo, Monterrey, MX.

Guest lecturer in Leadership In The Virtual Workplace at Duquesne University (2003, 2004, 2005, 2007, 2008, 2011).

### Contributed Scholarly Papers and Talks

Wilson, J. (2014). Geography, identity and psychological distance in virtual groups. Paper presented at the Academy of Management meeting, August, Philadelphia.

Metiu, A. & Wilson, J.M. (2014). Proximity and globalization. Session presented at the African Academy of Management meeting, January, Gaborone.

O'Leary, M.B., Wilson, J.M. & Metiu, A. (2012). The role of communication and identification in the emergence of perceived proximity in geographically dispersed work. Paper presented at the Academy of Management meeting, August, Boston.

O'Leary, M.B., Wilson, J.M. & Metiu, A. (2011). Beyond being there: The symbolic role of communication and identification in the emergence of perceived proximity in geographically dispersed work. Paper presented at pre-conference workshop at ICIS, December 4-9, Shanghai.

Wilson, J.M., Crisp, C.B. & Mortensen, M. (2009). Extending construal level theory to distributed teams. Paper presented at the Academy of Management Meeting, August 7-11, in Chicago.

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 to be presented at the Society for Industrial and Organizational Psychology 17<sup>th</sup> 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.

### **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.
- CMU representative to the OCIS/TIM doctoral consortium (2000)
- CMU representative to the OB/OMT/ODC doctoral consortium (1999)

### **Academic and Related Positions**

September 2012 to present, Dorman Family Term Associate Professor  
The College of William & Mary, Williamsburg, Virginia

September 2007 to 2012, Associate Professor  
The College of William & Mary, Williamsburg, Virginia

September 2001 to 2007, Assistant Professor  
The College of William & Mary, Williamsburg, Virginia

August 1996 to August 2001, Instructor and Graduate Assistant  
Carnegie Mellon University, Pittsburgh, Pennsylvania

September 1983 to August 1996, Regional Consultant to Vice President  
Development Dimensions International, Pittsburgh, Pennsylvania

### **Courses Taught**

Managing Change in Organizations, Spring 2014, The College of William & Mary. Executive MBA course.

Teams: Design, selection and development, Spring 2010, 2011, 2012, 2013, 2014. The College of William & Mary. Undergraduate elective.

Organizational Behavior, Fall 2009, 2010, 2011, 2012, 2013. The College of William & Mary. CORE MBA course.

Leadership Advantage, Fall 2005-Spring 2008, Fall 2011. The College of William and Mary. Co-taught MBA course.

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

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

Organization Behavior and Systems, Spring 2003, 2004, 2005, 2006, 2007. The College of William and Mary. Executive MBA course.

Leadership, Spring and Fall 2002, Fall 2003, Spring 2005, Spring 2007. 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); Summer 2012 (“Internal Consulting and Leadership Development,” The College of William & Mary); Spring 2013 (“Predictors of coaching effectiveness”)

Honors Thesis committees: Spring 2007 (Lauren Nelson, Media influences on trust and romantic relationships)

## **Fellowships and Grants**

Reves Center Faculty International travel grant (\$500); for presentation of a paper at EGOS (European Group for Organization Studies conference, Vienna)

Reves Center Faculty International travel grant (\$500); 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 (\$15,000); December 1999, for the study of “Distributed teams: Relational

development over time" (with Denise Rousseau, Susan Straus and Bill McEvily).

Carnegie-Bosch Institute grant (\$15,000); November, 1999; for research with implications for international management; used to fund my dissertation.

NSF Traineeship grant recipient (\$39,000); August 1996 – August 1999, Carnegie Mellon University; Groups, Teams and Organizational Effectiveness

Larimer Mellon Fellowship (\$26,000); August 1999 – August 2001, Carnegie Mellon University

## **Service**

### External service

- Member of the editorial board for the Journal of Organizational Behavior 2002-to present.
- Member of the editorial board for Organization Science 2010 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, MISQuarterly, Journal of Experimental Social Psychology, Group Dynamics and the British Journal of Management.
- Associate Editor for the OCIS division of the Academy of Management conference. Reviewer for Academy of Management conferences, AMCIS, the International Workshop on Intercultural Communication, and NSF.
- Invited discussant, Academy of Management Conference, August, 2001, Washington, D.C.; Academy of Management Conference, August, 2005, Honolulu; Academy of Management Conference, August, 2006, Atlanta; Academy of Management Conference, August 2009, Chicago; Academy of Management Conference, August 2010, Montreal (symposium nominated for the Emerald Best International Symposium Award)
- 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; April 2007.
- Invited panelist for a National Science Foundation review panels, July 2008, July 2009, March 2012.

### Internal service

- Member of the Faculty and Ph.D. computing committee at the Graduate School of Industrial Administration (2000), Carnegie Mellon University

- Invited speaker, Communication Skills, MBA orientation, 1997 and 1998, Carnegie Mellon University
- Invited speaker, Alpha Kappa Psi, undergraduate business fraternity, faculty panel on careers, February, 2003
- Invited speaker, BBA association sponsored Meet-the-faculty lunch series.
- 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 (2003-2008)
- Member of the W&M School of Business faculty affairs committee (2007, 2008-2011)
- Invited panelist: Interdisciplinary panel on Ecological approaches across disciplines; William & Mary, February, 2009
- Area head for Organizational Behavior (2011 to present)
- Executive Committee for the W&M Women's Network (2003- present)
- Elected to the William & Mary Faculty Assembly (2012- present). Chair of the Academic Affairs committee (2013-14).