

MIKHAIL A. WOLFSON

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ACADEMIC POSITIONS

AMERICAN UNIVERSITY – KOGOD SCHOOL OF BUSINESS

Assistant Professor of Management

WASHINGTON, D.C.

Aug 2018 - Present

EDUCATION

UNIVERSITY OF CONNECTICUT

PhD, Management

STORRS, CT

July 2018

UNIVERSITY OF MASSACHUSETTS

Bachelor of Arts in Psychology, Cum Laude

AMHERST, MA

May 2011

RESEARCH INTERESTS

Team Composition • Informal Learning • Multilevel Modeling • Network Analysis • 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 Reilly, Travis J. Grosser, Lauren D'Innocenzo

REFEREED JOURNAL PUBLICATIONS

Wolfson, M. A., Mathieu, J. E., Tannenbaum, S. I., & Maynard, M. T. (*In Press*) Informal Field-Based Learning and Work Design *Journal of Applied Psychology*.

Wolfson, M. A., & Mathieu, J. E. (2018). Racing 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

Zhu, X., **Wolfson, M. A.**, Dalal, D. K., Mathieu, J. E. The Dynamic Reciprocal Effects of Team Decision Style Composition and Performance on Decision Strategy. *Under Review: Journal of Management*

WORKING PAPERS

- Wolfson, M. A.** & Mathieu, J. E. Effectively Deploying Human Capital: Aligning Team Competencies and Dynamic Situational Demands. *Target: Academy of Management Journal*
- Mathieu, J. E., **Wolfson, M. A.**, Park, S., Bedwell, W., Ramsay, S. A Multi-Trait Multi-Method Examination of Computer-Aided Text Analysis of Team Processes. *Target: Journal of Applied Psychology*
- D’Innocenzo, L. E. & **Wolfson, M.A.** Back to the Future: Revisiting Dynamic Aspects of Team Composition. *Target: Journal of Management*
- Wolfson, M. A.**, Mathieu, J. E., & Reilly, G. E. Team Composition Effects on Performance Trajectories. *Target: Personnel Psychology*

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

- 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.

Instructor of Record

Fall 2018 – Present

Management and Organizational Behavior

Fall 2018 (90 Students)

UNIVERSITY OF CONNECTICUT

STORRS, CT

Instructor of Record

Spring 2015 – Present

Managerial and Interpersonal Behavior

Spring 2015 (60 Students)

Fall 2015 (58 Students)

Fall 2016 (46 Students)

Spring 2018 (40 Students)

RUSSIAN SCHOOL OF MATHEMATICS

ACTON, MA

Mathematics Teacher (K – 12, Class sizes of 12 to 15 Students)

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

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
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ACADEMIC SERVICE

Reviewer, Academy of Management Annual Meeting	Since 2014
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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