

## **ANTHONY T. PESCOSOLIDO**

Department of Management  
Peter T. Paul College of Business & Economics  
University of New Hampshire  
Durham, NH 03824  
Phone (603) 862-3367  
Fax (603) 862-3383  
tuck.pescosolido@unh.edu

---

### **EDUCATION**

- |             |   |               |
|-------------|---|---------------|
| 1994 – 2001 | <b>Case Western Reserve University</b><br>Ph.D. in Organizational Behavior; January 2001. | Cleveland, OH |
| 1987 – 1991 | <b>Harvard University</b><br>B. A. in Psychology, June 1991.                              | Cambridge, MA |

### **EMPLOYMENT HISTORY**

- |              |  |  |
|--------------|--|--|
| 2012-Present | <b>University of New Hampshire, Peter T. Paul College of Business &amp; Economics</b><br>Associate Professor of Management & Organizational Behavior |  |
| 2008 – 2012  | <b>University of New Hampshire, Whittemore School of Business &amp; Economics</b><br>Associate Professor of Management & Organizational Behavior     |  |
| 2002 – 2008  | <b>University of New Hampshire, Whittemore School of Business &amp; Economics</b><br>Assistant Professor of Management & Organizational Behavior     |  |
| 2001 – 2002  | <b>College of William &amp; Mary, School of Business</b><br>Visiting Assistant Professor of Organizational Behavior                                  |  |
| 2000         | <b>Franklin University</b><br>Adjunct Assistant Professor  |  |
| 1995 – 2000  | <b>Case Western Reserve University, Weatherhead School of Management</b><br>Instructor   |  |

## HONORS & AWARDS

- 2012 Outstanding Reviewer Award, Small Group Research
- 2007 Finalist, UNH Outstanding Assistant Professor of the year.
- 2006 UNH Graduate School Summer Faculty Fellowship
- 2006 Nominated for Outstanding Assistant Professor Award
- 2004 Whittamore School of Business & Economics Research Excellence Award
- 2004 Whittamore School of Business & Economics Summer Faculty Research Fellowship
- 2003 UNH Faculty Development Grant

## RESEARCH PAPERS

### Refereed Journal Articles

1. Wilson, J. M., Fletcher, T. D., Pescosolido, A. T., & Major, D. A. (2021). Extraversion and Leadership Emergence: Differences in Virtual and Face-to-Face Teams. Small Group Research, 52, 535-564.
2. Harvey, N. P., Harris, K. J., Kacmar, K. M., Buckless, A., & Pescosolido, A. T., (2014). The impact of political skill on employees' perceptions of ethical leadership. Journal of Leadership and Organizational Studies, 21, 5-16.
3. Kalargyrou, V., Pescosolido, A. T. & Kalagiros, E. A. (2012). Leadership skills in management education. Academy of Educational Leadership, 16, 39-63.
4. Pescosolido, A. T. & Saavedra, R. (2012). Cohesion and sports teams: A review. Small Group Research, 43, 744-758.
5. Romero, E. J. & Pescosolido, A. T. (2008). Humor and group effectiveness. Human Relations, 61, 395-418.
6. Pescosolido, A. T. 2003. Group efficacy and group effectiveness: The effects of group efficacy over time on group development and performance. Small Group Research, 34, 20-42.
7. Druskat, V. U., & Pescosolido, A. T. 2002. The content of effective teamwork mental models in self-managing teams: Ownership, learning, and heedful interrelating. Human Relations, 55, 283-314.
8. Pescosolido, A. T. 2002. Emergent leaders as managers of group emotion. Leadership Quarterly, 13, 583-599.
9. Wolff, S. B., Pescosolido, A. T., & Druskat, V. U. 2002. Emotional intelligence as the basis of leadership emergence in self-managing teams. Leadership Quarterly, 13, 505-522.

10. Pescosolido, A. T. 2001. Informal leaders and the development of group efficacy. Small Group Research, 32, 74-93.

### **Refereed Book Chapters**

11. Druskat, V. U., & Pescosolido, A. T. 2006. The impact of emergent leader emotionally competent behavior on team trust, communication, engagement, and effectiveness. In Ashkanasy, N. , Hartel, C., & Zerbe, W. Research on Emotion in Organizations, Volume 2: Individual and organizational perspectives on emotion management and display. Elsevier Publishing.
12. Pescosolido, A. T. 2004. Managing emotion: A new role for emergent group leaders. In Hartel, C., Zerbe, W., & Ashkanasy, N. Emotions in Organizational Behavior. Lawrence Erlbaum Associates, Mahwah NJ.

### **CONFERENCE PRESENTATIONS**

- 2020 Pescosolido, A. T. Emergent Leader Behavior and the Development of Team Efficacy. Paper presented at the conference of the Interdisciplinary Network for Group Research (INGroup). (virtual conference)
- 2019 Pescosolido, A. T. Emergent Leader Behavior and the Development of Team Efficacy. Paper presented at the conference of the Academy of Management. Boston, MA.
- 2016 Wilson, J. M & Pescosolido, A. T. Leadership in virtual groups: The failure of extraversion to predict leadership emergence. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Helsinki, FINLAND.
- 2015 Pescosolido, A. T. The role of emergent leaders in the development of group emotional competence. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Pittsburgh, PA.  
  
Pescosolido, A. T. Active experimentation and leadership development. Paper presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Pittsburgh, PA.
- 2013 Bedwell, W., Feltz, D., Gould, D., Keyton, J., Paletz, S., & Pescosolido, A. T. Translating Research Results Across Group Contexts. Symposium presented at the Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Atlanta, GA.

- Pescosolido, A. T. The role of emergent leaders in the development of group emotional competence. Paper presented at the Third Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Atlanta, GA.
- 2008 Pescosolido, A. T. Emergent group leaders and group efficacy. Paper presented at the Third Annual Conference of the Interdisciplinary Network for Group Research (INGroup). St. Louis, MO.
- Pescosolido, A. T. Emergent leadership and the development of group emotional competence. Paper presented at the conference of the Academy of Management. Anaheim, CA.
- 2007 Pescosolido, A. T. How do we feel about that? The development of emotional solidarity. Paper presented at the Second Annual Conference of the Interdisciplinary Network for Group Research (INGroup). Lansing, MI.
- 2006 Pescosolido, A. T. Emotional solidarity in groups. Paper presented at the Fifth International Conference on Emotions and Organizational Life. Atlanta, GA.
- Pescosolido, A. T. The development of group emotional competence. Paper presented at the conference of the Academy of Management. Atlanta, GA.
- 2005 Wyss-Flamm, E. D. & Pescosolido, A. T. Psychological safety in learning teams: Insights from a conversation-centered perspective. Paper presented at the conference of the Academy of Management. Honolulu, HI.
- 2004 Druskat, V. U. & Pescosolido, A. T. Leading Self-Managing Teams from the Inside: Emergent Leader Behavior and Team Effectiveness. Paper presented at the Fourth International Conference on Emotions and Organizational Life, London England.
- 2003 Kayes, D. C. & Pescosolido, A. T. The dynamics of team learning: A model of team learning over time. Presented at the conference of the Academy of Management. Seattle, WA.
- Pescosolido, A. T. Emotional expression as a cohesive force in work groups. Presented at the conference of the American Psychological Association. Toronto, CA.
- Wilson, J., Pescosolido, A., Fletcher, T., & Major, D. Emergent leaders in virtual groups. Presented at the conference of the Academy of Management. Seattle, WA.
- 2002 Pescosolido, A. T. Managing group emotion: A new role for group leaders. Accepted at the Third International Conference on Emotions and Organizational Life, Gold Coast Australia.

- 2001 Pescosolido, A. T. The effects of group efficacy: Group efficacy and overall group effectiveness. Presented at the conference of the Academy of Management. Washington, D. C.
- 2000 Druskat, V. U., & Pescosolido, A. T. The content of effective teamwork mental models in self-managing teams. Presented at the conference of the Academy of Management. Toronto Canada.
- Pescosolido, A. T. The development of group efficacy over time: Contribution of the informal leader. Presented at the conference of the Academy of Management. Toronto Canada.

### **INVITED PRESENTATIONS**

- 2012 *Becoming a Sustainability Change Agent.* UNH Institute in Corporate Sustainability.
- 2007 *Emergent Group Leadership & Group Emotional Competence.* University of New Hampshire, Whittemore School of Business & Economics
- 2005 *Leading organizational change in a new direction: An introduction to appreciative inquiry.* University of New Hampshire, Whittemore School of Business & Economics
- 2004 *The dynamics of team learning: A model of team learning over time.* University of New Hampshire, Whittemore School of Business & Economics
- Emotional expression as a cohesive force in working groups.* University of New Hampshire, Whittemore School of Business & Economics
- 2002 *The Development of group efficacy and group effectiveness: An examination of the role of group efficacy in a learning situation.* College of William & Mary, School of Business
- The effects of efficacy: Group efficacy and its impact on overall group effectiveness.* Rider University, College of Business Administration
- 2001 *Informal leadership: Tactics and strategies of successful informal leaders.* College of William & Mary, School of Business.
- The influence of emergent group leaders; Group efficacy, group goals and performance.* Pennsylvania State University Great Valley.
- The expression of collective emotion and its impact on sustainable group performance.* The George Washington University, Colombian School of Arts & Sciences.

## EXECUTIVE EDUCATION

### Leading Teams

- Teams & Teaming
- Leading Effective Teams
- Leading Teams: A Blueprint for Success

### Emotional Intelligence

- Emotionally Intelligent Team Leadership
- Developing Your Emotional Intelligence
- Effective Leadership through Emotional Intelligence
- Self-Management & Emotional Intelligence
- Using 360 Feedback to Drive Growth
- Developing Your Emotional Competence

### Organizational Change

- Planning and Sustaining Organizational Change
- Leading & Developing Organizational Change

### Other

- Influence & Negotiation
- Leading People – Managing Projects

## TEACHING EXPERIENCE

### Undergraduate

Organizational Behavior: (BUS 317) Required core course for the BSBA. Mason School of Business, The College of William & Mary.

Leadership & Small Group Development (ORBH 303) Elective course for the BSBA. Weatherhead School of Management, Case Western Reserve University.

Organizational Behavior (MGT 325). Required course for the online BSBA. Franklin University.

Behavior in Organizations: (ADMN 575) Required core course for the BSBA. Paul College of Business & Economics, University of New Hampshire.

Leadership Development (MGT 713) Elective course within the BSBA program. Paul College of Business & Economics, University of New Hampshire.

Leadership Development: (MGMT 798-B01) Required course for the Management concentration within the BSBA. Whittemore School of Business & Economics, University of New Hampshire.

## **Graduate**

Leading Teams (ADMN 898) Elective course for the MBA. Paul College of Business & Economics, University of New Hampshire.

Leadership: From the Ground Up (ADMN 898) Elective course for MBA and Part Time MBA. Whittemore School of Business & Economics, University of New Hampshire.

Organizational Behavior: (ADMN 912) Required core course for the MBA and Part Time MBA. Paul College of Business & Economics, University of New Hampshire. (Delivered in both a face to face and an online environment)

Leadership & Team Management (MOT 936) Required core course for the MSMOT. Whittemore School of Business & Economics, University of New Hampshire.

Advanced Managerial Topics: Leadership, Ethics & International Management (ADMN 908) Required course for the Part Time MBA. Whittemore School of Business & Economics, University of New Hampshire.

Leadership, Management & Team Skills (MGMT 898-L01) Required course for the MSMOT. Whittemore School of Business & Economics, University of New Hampshire.

Teams & Teamwork (BUS 595-26). Elective course for the MBA. Mason School of Business, The College of William & Mary.

Leadership Assessment & Development (MGMT 403) Required course for the MBA and Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

Human Values in Organization (MGMT 413) Required course for the Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

Organizational Analysis & Development (ORBH 412) Required course for the MS in Organizational Development & Analysis. Weatherhead School of Management, Case Western Reserve University.

Leadership & Interpersonal Skills (ORBH 403) Elective course for the MBA and Part Time MBA. Weatherhead School of Management, Case Western Reserve University.

## SERVICE ACTIVITIES

### Paul College of Business & Economics

- 2022 – 2024 Faculty Director, Part-Time & Online MBA Programs
- 2022 Chair, Management Department Journal List Task Force
- 2020 Chair, Management Hiring Committee (2 Lecture Faculty positions teaching Business Ethics and Organizational Behavior)
- 2019 Management Hiring Committee (2 Tenure Track faculty positions teaching Organizational Behavior)
- 2014 – 2020 Chair, Department of Management
- 2018 Chair, Management Hiring Committee (2 Lecture Faculty positions teaching Introduction to Business)
- 2017 Chair, Management Hiring Committee (Lecture Faculty position teaching Business Ethics)  
Member, Philosophy Hiring Committee (Lecture Faculty position teaching Business Ethics)
- 2013 - 2014 Member, Paul College Promotion & Tenure Committee
- 2010 – 2014 Chair, Graduate Curriculum & Assessment Committee
- 2009 - 2014 Management Department Representative, Graduate Curriculum & Assessment Committee
- 2013 Member, Task Force evaluating proposal from the external firm Academic Partnerships as a potential partner for the Online MBA
- 2013 Co-chair, Organizational Behavior Hiring Committee
- 2012 Co-chair, Organizational Theory Hiring Committee
- 2012 – 2013 Member, Faculty Advisory Board for the Online MBA
- 2003 – 2018 Founder and faculty advisor for SIGNAL (Students Interested in Growth, Networking And Leadership), an organization devoted to helping Whittemore School students build business acumen, learn about a variety of industries, and develop their leadership and networking skills. ([www.unh.edu/signal](http://www.unh.edu/signal))



- 2012 Member, Whittemore School Promotion & Tenure Review Committee
- 2004-2011 Whittemore School and Management Department representative at Open House events for both the University Honors Program and the Whittemore School.
- 2010-2011 Member, Whittemore School Promotion & Tenure Committee
- 2010-2011 Member, Department of Management Promotion & Tenure Committee
- 2010 Interim Chair, Department of Management
- 2006 Chair, Department of Management Organizational Behavior Hiring Committee.
- 2004 Member of Ad-hoc committee on WSBE MBA Graduate Residency Program.
- 2002 Member of Management Department Hiring Committee

**University of New Hampshire**

- 2022 Member, Faculty Evaluation of Sponsored Research Proposals (COVID Relief Fund)
- 2022 Member, Faculty Evaluation of CORE Research Proposals (Collaborative Research Excellence Initiative)
- 2020 Member, Working Group on Business Service Center Restructuring
- 2012 – 2014 Chair, Faculty Senate Campus Planning Committee
- 2010 – 2014 Management Department Representative to the Faculty Senate. Campus Planning Committee (2010-2014) & Student Affairs Committee (2003-2005)
- 2012 - 2014 Member, NEASC Reaccreditation Committee (Standard 8)
- 2010 Member, President’s Strategic Planning Initiative Committee
- 2005 – 2009 Advisor and Proposal Reviewer, Undergraduate Research Opportunities Program (UROP), International Research Opportunities Program (IROP), Summer Undergraduate Research Fellowship (SURF) Program
- 2007 - 2008 Strategic Planning Board, The Hamel Center for Undergraduate Research at The University of New Hampshire.
- 2003 – 2007 Faculty representative to the UNH Faculty Senate

Last updated 8/2/2023.

2004 Faculty representative to the UNH Judicial and Mediation Programs Review Board.

### **Academic Organizations**

2013 – 2017 INGRoup (the Interdisciplinary Network for Group Research) Board Secretary

### **Editorial Boards**

2006 - present *Journal of Organizational Behavior*

2006 - present *Small Group Research*

### **Ad Hoc Reviewer**

*Academy of Management Review*

*Human Performance*

*Human Relations*

*Journal of Applied Psychology*

*Leadership Quarterly*

*Management Science*

Academy of Management (Organizational Behavior, Management Education & Development, and Managerial & Organizational Cognition Divisions)

European Academy of Management

International Conference on Emotions in Organizations

## **PROFESSIONAL DEVELOPMENT ACTIVITIES**

2017 Master Teacher Program at Georgia State University

2016 Harvard Business School workshop on Online Case Study Teaching

2012 Faculty Instructional Technology Summer Institute at UNH

2009 UNH Engaged Scholarship Academy

2006 Fifth Annual Faculty Instructional Technology Summer Institute at UNH.

2003 Organizational Behavior Teaching Conference, T-Group Session.

2001 Junior Faculty Workshop, Academy of Management Meeting.

2000 Doctoral Student Consortium, Academy of Management Meeting (Management Education Division).

Last updated 8/2/2023.

- 2000 Instructional Strategies Faculty Development Program, Franklin University.
- 1999 Doctoral Student Consortium, Academy of Management Meeting (Management Education Division).

### **OTHER PROFESSIONAL EXPERIENCE**

- 1998 – 2000 Independent Consultant. Developed and delivered experiential training for a variety of clients addressing team building and organizational change.
- 1994 – 1999 Ernst & Young, LLP. Designed stand-alone training materials and developed/delivered multi-day training sessions on organizational change, leadership development and team building for internal and external clients.

### **PROFESSIONAL MEMBERSHIPS & AFFILIATIONS**

- Academy of Management (Organizational Behavior, Management Education & Development, and Management & Organizational Cognition divisions)
- Consortium for Research on Emotional Intelligence in Organizations
- EMONET – The Emotions in Organizations Network
- INGRoup – the Interdisciplinary Network for Group Research
- LDRNET – The Network for Leadership Scholars
- Organizational Behavior Teaching Society