

# MIKHAIL A. WOLFSON

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## ACADEMIC POSITIONS

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<b>UNIVERSITY OF KENTUCKY – GATTON COLLEGE OF BUSINESS AND ECONOMICS</b>	<b>LEXINGTON, KY</b>
Assistant Professor of Management	2020 – Present
<b>AMERICAN UNIVERSITY – KOGOD SCHOOL OF BUSINESS</b>	<b>WASHINGTON, D.C.</b>
Assistant Professor of Management	2018 – 2020

## EDUCATION

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<b>UNIVERSITY OF CONNECTICUT</b>	<b>STORRS, CT</b>
Ph.D., Business Administration	July 2018
<b>UNIVERSITY OF MASSACHUSETTS</b>	<b>AMHERST, MA</b>
B.A., Psychology	May 2011

## RESEARCH INTERESTS

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

## DISSERTATION

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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

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Mathieu, J. E., **Wolfson, M. A.**, Park, S., Luciano, M. L., Bedwell, W., Ramsay, S., Klock, E. A, Tannenbaum, S.I. (In Press)  
Indexing dynamic collective constructs using computer-aided text analysis: Construct validity evidence and illustrations featuring team processes. *Journal of Applied Psychology*.

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

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**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

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**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

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**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

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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

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### 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

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### UNIVERSITY OF KENTUCKY

LEXINGTON, KY

Analysis of Organizational Behavior

Fall 2020

Fall 2020 (119 Students across three sections; TBD)

### 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)

**HONORS & AWARDS**

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**AMERICAN UNIVERSITY, WASHINGTON, DC**

Kogod Faculty Award for Outstanding Research

2019

Most Valuable Professor (Teaching Award)

2018

**UNIVERSITY OF CONNECTICUT, STORRS, CT**

UConn School of Business Hall of Fame

2018

PhD Program-wide Outstanding Scholar

2018

Dean's Dissertation Scholarship

2018

UConn Doctoral Dissertation Fellowship

2018

Outstanding PhD Student Scholar Fellowship in Management

2017-2018

Ted Rosenberg and Mary F. McVay Endowed Scholarship Award

2016

Gary N. Powell Outstanding PhD Student Achievement Award

2016

Management Department Outstanding Scholar

2015

Management Department Summer Pre-Doctoral Fellowship

2014

University Pre-Doctoral Fellowship

2013-2015

**RUSSIAN JEWISH COMMUNITY FOUNDATION**

Young Leadership Award

2008

**ACADEMIC SERVICE**

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## Ad Hoc Reviewer

- Academy of Management Journal
- Academy of Management Review
- Journal of Vocational Behavior
- Oxford Bibliographies

Reviewer, Academy of Management Annual Meeting

Since 2014

**ACADEMIC ORGANIZATION MEMBERSHIPS**

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Member, Academy of Management (AoM)

Since 2013

Member, Society for Industrial &amp; Organizational Psychology (SIOP)

Since 2014

Member, Interdisciplinary Network for Group Research (INGRoup)

Since 2018

Member, Psi Chi (Psychology Honor Society)

Since 2011