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EDUCATION

Ph.D. (2007) Department of Management and Human Resources. University of Wisconsin, Madison.
Dissertation title: *Goal-setting in the Upper Echelon*. Advisor: Mason A. Carpenter

MBA (1995) University of Michigan, Ann Arbor.

AB (1991) Mathematics. University of Michigan, Ann Arbor.

RESEARCH AND ADMINISTRATIVE ACCOMPLISHMENTS

RESEARCH AND ADMINISTRATIVE POSITIONS

University of Connecticut

<i>2020-Present</i>	Professor of Management
<i>2015-2020</i>	Associate Professor of Management
<i>2007-2015</i>	Assistant Professor of Management

ADMINISTRATIVE APPOINTMENTS

2025-present Interim Dean, School of Business, University of Connecticut.

Appointed during a time of significant fiscal and strategic challenge. Led transformation through financial transparency, program-level P&Ls, and a data-informed shift in graduate enrollment strategy. Initiated work on one-year MBA, paused EMBA and began restructuring of programs including streamlined staffing and cost structures. Advanced undergraduate growth planning and employer-integrated, experience-rich learning—including initiatives in AI, private capital, and digital innovation. Doubled donor engagement from prior year and prioritized fundraising aligned with high-impact goals. Emphasized culture change through transparency, shared ownership, and focus on student outcomes and statewide economic impact.

2019-2024 Department Head, Boucher Management & Entrepreneurship Department, University of Connecticut.

Help guide the strategy and operations as part of the School of Business leadership team. Secured \$8M naming gift – the UConn’s first named department. Created and lead Center for Private and Entrepreneurial Capital with \$500K gift. Raised >\$1M to fund and lead Hillside Ventures - a student venture fund Experiential Learning Program. Represent and advocate for the interests of 15 full-time department faculty more than 30 adjunct faculty. Hire new faculty and support ongoing development. Expanded impact through new courses,

programs, and minors. Schedule and staff classes on four campuses – Storrs, Hartford, Stamford, Waterbury. Manage department budgeting, fund-raising and spending. Ensure student learning and growth. Selected by Provost to lead University strategic planning effort.

2014-2019 Academic Director, Graduate Programs in Human Resources, University of Connecticut.

Defined and executed a vision for creating the leading hybrid human resources graduate program in New England. Program aims to create a community of students, alumni, business and academic leaders in HR committed to lifelong learning, enhancing knowledge and skills of HR professionals, developing cutting-edge research, and addressing macro-level talent challenges in the region. Successfully grew program to financially sustainable target size of 80 students with focus on increasing quality of applicants each year.

PEER-REVIEWED PUBLICATIONS

21. Ray, C., M. Maltarich, A. Nyberg & G. Reilly. (Accepted) On the move: The impact of internal mobility and internal comobility on unit- and organization-level outcomes. *Academy of Management Journal*.
20. Gallagher, P., J. Mathieu, & G. Reilly. (2023) Deploying to Develop Unit Human Capital Resources. *Journal of Management*, 49(8), 2805-2830.
19. Pieper, J., M. Maltarich, A. Nyberg, G. Reilly, & C. Ray. (2023) Collective Turnover Response Over Time to a Unit-Level Shock. *Journal of Applied Psychology*. 108(6), 1001-1028.
18. Abdulsalam, D., M. Maltarich, A. Nyberg, G. Reilly & M. Martin. (2021) Individualized Pay-for-Performance Arrangements: Peer Reactions and Consequences. *Journal of Applied Psychology*, 106(8), 1202–1223.
17. Maltarich, M., G. Reilly & C. Derose. (2020) A theoretical assessment of dismissal rates and unit performance, with empirical evidence. *Journal of Applied Psychology*, 105(5), 527–537.
16. Nyberg, A., G. Reilly, S. Essman & J. Rodrigues. (2018) Human Capital Resources: A call to retire settled debates and to start a few new debates. *International Journal of Human Resource Management*, 29(1), 68-86.
15. Maltarich, M., M. Kukenberger, G. Reilly & J. Mathieu. (2018) Conflict in Teams: Modeling Early and Late Conflict States and the Interactive Effects of Conflict Processes. *Group & Organization Management*, 43(1), 6-37.
14. Maltarich, M., G. Reilly, A. Nyberg, D. Abdulsalam & M. Martin. (2017) Pay-For-Performance, Sometimes: An Interdisciplinary Approach to Integrating Economic Rationality with Psychological Emotion to Predict Individual Performance. *Academy of Management Journal*, 60(6), 2155-2174.
13. Souder, D., G. Reilly, P. Bromiley & S. Mitchell. (2016) A behavioral understanding of investment horizon and firm performance. *Organization Science*, 27(5), 1202-1218.

12. Reilly, G., D. Souder, R. Ranucci. (2016) Time Horizon of Investments in the Resource Allocation Process: Review and Framework for Next Steps. *Journal of Management*, 42(5), 1169-1194
11. Maltarich, M., J. Greenwald, & G. Reilly. (2016) Team-level goal orientation: An emergent state and its relationships with team inputs, process, and outcomes. *European Journal of Work and Organizational Psychology*, 25(1), 68-88.
10. Mathieu, J., M. Kukenberger, L. D'Innocenzo & G. Reilly. (2015) Modeling Reciprocal Team Cohesion-Performance Relationships, as Impacted by Shared Leadership and Members' Competence. *Journal of Applied Psychology*, 100 (3), 713-734.
9. Reilly, G., A. Nyberg, M. Maltarich & I. Weller. (2014) Human Capital Flows: Using Context-Emergent Turnover (CET) Theory to explore the process by which turnover, hiring and job demands affects patient satisfaction. *Academy of Management Journal*, 57(3), 766-790.
8. Ployhart, R., A. Nyberg, G. Reilly, & M. Maltarich. (2014) Human Capital is Dead: Long Live Human Capital Resources! *Journal of Management*, 40(2), 371-398.
7. Trevor, C. O., G. Reilly, & B. Gerhart. (2012) Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality. *Academy of Management Journal*, 55(3), 585-610.
6. Maltarich, M., G. Reilly, & A. Nyberg. (2011) Objective and subjective overqualification: Distinctions, relationships, and a place for each in the literature. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4(2), 236–239
5. Maltarich, M., A. Nyberg, & G. Reilly. (2010) A Conceptual and Empirical Analysis of the Cognitive Ability – Voluntary Turnover Relationship. *Journal of Applied Psychology*, 95(6), 1058-1070.
4. Devers, C.E., A.A. Cannella Jr., G. Reilly & M. Yoder. (2007) Executive compensation: A multidisciplinary review of recent developments. *Journal of Management*, 33: 1016-1072

PEER-REVIEWED PROCEEDINGS & BOOK CHAPTERS

3. Nyberg A, and G. Reilly. (2018) A Pay System Model for Turning Human Capital into Action. In *Strategic Human Capital Resources*, Nyberg A, and Moliterno T (editors).
2. Young, N. J., & G. Reilly. (2016) The Impact of Social Class in the Hiring Process. *Proceedings of the 2016 Academy of Management Meeting*.
1. Carpenter, M.A., & G. Reilly. (2006), Constructs and Construct Measurement in Upper Echelons Research, In D. Ketchen & D. Bergh, (Eds.) *Research Methodology in Strategy and Management*. New York: Elsevier, Volume 3, pp. 17-35.

RESEARCH AWARDS

2016 Research Excellence Award, University of Connecticut.

2012, 2016 Best Paper Award – Honorable Mention, University of Connecticut.

2012-2014, 2015-2017, 2017-2019 Ackerman Scholar, University of Connecticut.

INVITED ACADEMIC PRESENTATIONS

Interdisciplinary Social Sciences class seminar. "Challenges in conducting interdisciplinary social science research." **Georgetown University**.

Management department seminar. "A theoretical assessment of dismissal rates and unit performance, with empirical evidence." **Waseda University**, Tokyo, Japan.

Management department seminar, "A broader understanding of investment horizon and firm performance", Tippie School of Business, **University of Iowa**.

Management department seminar, "A broader understanding of investment horizon and firm performance", Moore School of Business, **University of South Carolina**.

Mark H. McCormack Department of Sport Management Annual Research Symposium, "Reconsidering Pay Dispersion's Effect on the Performance of Interdependent Work: Reconciling Sorting and Pay Inequality." **University of Massachusetts-Amherst**.

Institute for Human Capital Management Seminar Series, "Unit-level Turnover: The process by which unit level turnover, hiring and job demands effects unit performance". **Ludwig Maximilian University of Munich**.

Conference on the Economic Impact of Cooperatives, "Under what conditions do risk-averse firms explore?" **Wisconsin Center for Cooperative Studies**, Madison, WI.

ACADEMIC CONFERENCE PRESENTATIONS

Rodrigues, J. & G. Reilly. (2018) "Executive Hiring: Setting Pay to Build Reputation", Strategic Management Society Annual Meeting.

Rodrigues, J. & G. Reilly. (2018) "Executive Hiring: Setting Pay to Build Reputation", Academy of Management.

Abdulsalam, D., M. Maltarich, G. Reilly, A. Nyberg, & M. Martin, (2017) "When Collective Equity Creates Value Slippage: Effects of Human Capital Resource Homogeneity", Academy of Management.

Maltarich, M., G. Reilly, & C. DeRose, (2017) "Between- and Within-Unit Effects of Collective Involuntary and Voluntary Turnover on Performance." Strategic Management Society Special Conference.

Young, N. J., & G. Reilly, (2016) "The Impact of Social Class in the Hiring Process." Academy of Management.

Wolfson, M., J. Mathieu & G. Reilly. (2016) "Team Composition Effects on Performance Trajectories" Society for Industrial and Organizational Psychology.

Ployhart, R., A. Nyberg, G. Reilly, & M. Maltarich. (2013) "Human Capital is Dead: Long Live Human Capital Resources!" Strategic Management Society Annual Meeting.

- Mathieu, J., M. Kukenberger, L. D'Innocenzo & G. Reilly, (2013) "Modeling Reciprocal Team Cohesion – Performance Relationships, as Impacted by Shared Leadership and Members' Competence." Academy of Management.
- Reilly, G., M. Maltarich & A. Nyberg, (2012) "Beyond Motivation: A Theory of Firm Level Goal Setting Strategy", Strategic Management Society Annual Meeting.
- Maltarich, M., G. Reilly & D. Souder, (2012) "The interactive human capital resource: Performance gains from the configuration and bundling of human capital", Strategic Management Society Annual Meeting.
- Kukenberger, M., L. D'Innocenzo, J. Mathieu, & G. Reilly, (2012) "A Multi-Level Test of Team Processes and Team Interventions on Performance and Informal Learning", Academy of Management.
- Maltarich, M., G. Reilly, & M. Kukenberger, (2012) "The Emergence and Management of Conflict Influences in Teams", Academy of Management.
- Reilly, G., M. Maltarich, A. Nyberg, & I. Weller (2012) "The relationships of unit level turnover, hiring, and job demands with unit performance", Academy of Management.
- Nyberg, A., G. Reilly & I. Weller. (2011) A Bridge to Somewhere: A Multi-level Theoretical Approach and Empirical Examination of Collective Turnover and Subsequent Group Performance. 2011 annual meeting of the Strategic Management Society, Miami, FL.
- Kukenberger, M., J. Mathieu, L. D'Innocenzo & G. Reilly. (2011) Shared Leadership in Teams: An Investigation of the Impact of Team Composition and Performance. 2011 Academy of Management Meetings, San Antonio, TX.
- Reilly, G. & M. Maltarich. (2011) Inputs, Process, and Outcomes as Antecedents of an Emergent State. 2011 Society for Industrial and Organizational Psychology, Chicago, IL
- Maltarich, M., G. Reilly & J. Mathieu. (2010) Seeding of our (dis)content: Compositional Influences on Team Emergent States- Performance Relationships. 2010 Academy of Management Meetings, Montreal, CA.
- Souder, D. & G. Reilly. (2009) Unpacking uncertainty: Differences between investment horizon and production function uncertainty. 2009 annual meeting of the Strategic Management Society, Washington, DC.
- Prabhakar, S., Z. Simsek & G. Reilly. (2009) Alliance Portfolio Appropriateness: Origins and Implications for Firm Performance. 2009 annual meeting of the Strategic Management Society, Washington, DC.
- Reilly, G. (2007) Goals in the Upper Echelons. Part of the Symposium: TMT and Board Social Cognition. 2007 Academy of Management Meetings, Philadelphia, PA.
- Trevor, C. O., B. Gerhart & G. Reilly. (2006) Pay Dispersion and Organizational Performance: Reconciling Pay Level and Employee Inputs. 2006 Academy of Management Meetings, Atlanta, GA.

Reilly, G. & M. A. Carpenter. (2006) Upper Echelons Research: A guide to construct and measurement challenges. Part of the Symposium: Creating Actionable Knowledge about Research Methods in Strategic Management: Insights into Several Key Challenges. 2006 Academy of Management Meetings, Atlanta, GA.

Reilly, G. & S. Graffin. Exploring Characteristics of the Strategic Consensus Construct. 2005 Academy of Management Meetings, Honolulu, HI.

TEACHING

CLASSES TAUGHT

Ph.D.

University of Connecticut, School of Business

Seminars in Strategic Human Resource Management, Strategic Management and Organizational Behavior

Waseda University, Tokyo, Japan

Guest lecturer in Management Ph.D. Seminar

University of Iowa, Tippie School of Business

Guest lecturer in Organizational Behavior Seminar

Executive

University of Connecticut, School of Business

Executive MBA - Competitive strategy; Value Creation and Competition, Current Topics in Business, Modeling Statistical and Qualitative Uncertainty
Professionals - Leading government improvement projects

University of Michigan, Ross School of Business

Saudi Telecom Company – Leadership Development Program

Seminarium – Sr. HR Executive Program for Latin America

Enterprise Executive Program

BrightView Executive Program

Precision Castparts - General Manager Development Program

Corporate Performance Measurement: Beyond the Balanced Scorecard

National Arts Strategies

Strategic finance and business acumen for non-profit executive leadership teams

Los Angeles, New York, Chicago, Denver, Seattle, Minneapolis, Washington DC, Phoenix

Luxembourg School of Business

Strategic Human Resource Management – executive course

Stockholm School of Economics, Riga

Strategic Management – executive course

Masters

University of Connecticut, School of Business
Capstone Strategy, Policy and Planning
Value Creation and Competition
Business Acumen and Strategic Human Resource Management

Undergraduate

University of Connecticut, School of Business
Venture Investment Sourcing and Analysis
Advanced Venture Investing
Capstone Strategy, Policy and Planning

University of Wisconsin, Madison School of Business
Strategic Management

ADVISING PH.D. STUDENTS

Doctoral Student Dissertation Major Advisor

Klock, Elizabeth (2023 graduate)
Gallagher, Peter (2022 graduate)
Methasani, Redona (2018 graduate)
Young, Nicole Jones (2016 graduate)

Doctoral Student Dissertation Committees

Ray, Caitlin (2022 - University of South Carolina)
Badwaik, Dhvani (2023 graduate)
Alrashdan, Abdullatif (2020 graduate)
Grove, Sergio (2019 graduate)
Abdulsalam, Dhuha (2018 - University of South Carolina)
Wolfson, Mikhail (2018 graduate)
Zinger, Jessica (2017 - Bentley University)
Fox, Brian (2017 graduate)
Ranucci, Rebecca (2015 graduate)
Luciano, Margaret (2015 graduate)
D'Innocenzo, Lauren (2014 graduate)

TEACHING AWARDS

2019 Outstanding MBA Core Faculty Award, University of Connecticut.

MASTERS THESIS & UNDERGRADUATE HONORS THESIS ADVISING

2018 Auna Alexandra Harvey. Undergraduate honors thesis.
2017 Andrew Carroll. Undergraduate honors thesis

SERVICE AND BUSINESS COMMUNITY OUTREACH

ACADEMIC SERVICE

Research Community

SMS Strategic Human Capital Interest Group – Elected Representative-at-large

University

Co-Chair (with UConn Provost) of University Strategic Plan Development
Member of Faculty Senate (elected)
Center and Institute Strategic Planning Meeting Keynote Presenter

School & Department

Teaching and Research Excellence Committee
School Strategic Planning
Department PTR Chair
Hiring Committee Chair
Part-time MBA Redesign Committee
School Strategic Planning Committee
Simulation-based Teams Research Lab Leader
PhD Selection Committee
Full-time MBA Redesign Committee
HR Master's Program Integration and Redesign
Strategy Planning and Policy Curriculum Committee
Research Development Seminar Chair
Distinguished Scholar Series Chair

GRANTS

Reilly, Greg, "Understanding the Effects of Human Capital Resources in Emerging Markets", \$10000. Sponsored by UCONN SB Global Fund, Funded, (2013). 1 year

Reilly, Greg, " Multi-level examination of collective turnover and its effect on group performance ", \$6250. Sponsored by UCONN SB Dean's Fund, Funded, (2011). 1 year

Reilly, Greg, " Beyond Motivation: Additional Functions of Firm Goals ", \$5000. Sponsored by CCEI, Funded, (2010). 1 year

Reilly, G. & D. Souder, "Unpacking uncertainty: Differences between investment horizon and production function uncertainty", \$12000. Sponsored by CCEI, Funded. 1 year

Reilly, Greg, "Risk taking and executive compensation in biotechnology firms", \$5000. Sponsored by CCEI, Funded, (2008). 1 year

2008 Wisconsin Center for Cooperative Studies (\$10,000, PI)

2004 State of Wisconsin Investment Board (\$20,000, Mason Carpenter, PI)

SELECTED WORK WITH BUSINESS ORGANIZATIONS

The Travelers Companies, Inc. - Hartford, CT & St. Paul, MN

Provided design and training for strategic initiative projects for Leadership Development Program.

Designed and delivered course – “Tech to non-tech communications”.

Precision Castparts – Houston, TX

Delivered training seminars on strategic talent management to new HR leaders.

COMEX/PPG – Mexico City, Mexico

Delivered training seminars on strategic management to high potential leaders.

Paradigm Precision – Manchester, CT

Delivered training seminars on finance for non-financial leaders.

General Dynamics Electric Boat – Groton, CT

Delivered training seminars on Business Acumen to high potential leaders.

U.S. Trust, Bank of America Private Wealth Management – New York, NY

Delivered talk for analyst meeting on integrating strategic management thinking into assessment and reporting of fund manager performance.

Ballantyne Strong, Inc. – Omaha, NE

Designed and delivered a strategy program for top management team focused on integrating a new business acquisition. Provided advising on the development of strategic initiatives.

JCJ Architecture - Hartford, CT

Provided training and advisory services to senior leadership team of national architecture firm through strategy development and firm performance turnaround activities.

Wayne - A GE Energy Company - Austin, TX

Designed and delivered a strategy program for the CEO and top 60 global management team. Provide ongoing advising on the development of strategic initiatives.

Caterpillar, Inc. – Peoria, IL

Developed and delivered a strategy for talent management for North American dealer human resources leaders.

University of Michigan Cardiovascular Center – Ann Arbor, MI

Designed and delivered a multi-year process for creating and implementing strategy with the UMCVC leadership team.

Kelly Services Inc. – Troy, MI

Provided a strategic assessment for the Chairman and CEO.

Electronic Data Systems – Troy, MI

Led an EDS business improvement team through the development of a performance measurement system for the order-to-cash activities on EDS's delivery of Voice-over-IP to Dow Chemical locations worldwide.

BHP Steel – Newcastle, Australia

Completed measurement system assessment for the Rod, Bar & Wire group including analysis of the measures used in steel making plants and rolling mills, and a complete analysis of key management processes such as marketing, order flow management, strategy, logistics, finance, information technology and purchasing.

Carhartt, Inc.- Dearborn, MI.

Completed an assessment and redesign of performance measurement for all areas of this work-wear clothing manufacturer.

BOARD OF DIRECTORS AND SIMILAR APPOINTMENTS

Connecticut Business and Industry Association – HR Advisory Committee

The CBIA is Connecticut's largest business advocacy organization. The HR Advisory Committee provides guidance to CBIA leaders on programming and identifies key HR issues needing attention.

Human Resource Leadership Forum of Southern New England – Board of Directors

A membership organization composed of Central Connecticut and Massachusetts senior HR professionals, learning executives and organizational leaders responsible for managing human talent.

INVITED SEMINAR PRESENTATIONS & WORKSHOPS

Panelist/Moderator. *Geno Auriemma Leadership Conference*, Stamford, CT.

Keynote Speaker. *CBLA Annual Human Resources Conference*, Cromwell, CT. Today's HR Landscape.

Moderator. *Geno Auriemma Leadership Conference*, Uncasville, CT. Building Winning Teams Panel.

Speaker. Kaman HR Conference, Manchester Village, VT.

Panelist. *UConn EMBA Seminar*, Hartford, CT. Managing Risk Seminar.

Keynote Speaker. *Meeting of CT Chapter of International Public Management Association for Human Resources*, Hartford, CT. Becoming an HR Scientist.

Keynote Speaker. *CT Association of Chamber of Commerce Executives (CACCE) Annual Meeting*, Westport, CT. Develop Strategy for Customer and Talent Markets.

Keynote Speaker. *CBLA Annual Human Resources Conference*, Cromwell, CT. Develop Strategy for Customer and Talent Markets.

Panelist. *Geno Auriemma Leadership Conference*, Uncasville, CT. Leadership in not-for-profit organizations.

Keynote Speaker. *4th annual Master of Professional Studies in Human Resource Management Symposium*, Hartford, CT. Becoming an HR Scientist.

California Strategic HR Partnership Executive Workshop Series, San Francisco, CA
Strategy for Competing in Talent Markets

The HR Forum, Atlanta, GA
Winning the Competition for Tailored Talent

IQPC Performance Measurement for Strategic Planning Toronto, Canada
Value Measurement: Using a Measure Network To Understand And Deliver Value

IQPC Performance Measurements for Research & Development Chicago, IL
Linking R&D to Stakeholder Value Creation

California Strategic HR Partnership Executive Workshop Series, San Francisco, CA Value Measurement: Using a Measure Network to understand and deliver value

IQPC Balanced Scorecard Summit, Toronto, Canada
What Exactly Will Be Measured? A Methodology For Defining Scorecard Measures

PRACTITIONER PUBLICATIONS (NOT PEER-REVIEWED)

Souder, D., P. Bromiley, S. Mitchell & G. Reilly. (2017) Does Investing in the Long Term Pay Off for Firms? *Rutgers Business Review*, Vol. 2, No. 2, 2017. Available at SSRN: <https://ssrn.com/abstract=3014700>

Souder, D., G. Reilly, & R. Ranucci. (2015) 'Bringing long-term thinking into business,' a systematic review. *Network for Business Sustainability*.

Reilly, R. & G. Reilly. (2009) Building Business Acumen: What it is, why it's important and how to get it. *HR West Magazine*. December.

Langseth, J. & G. Reilly. (2003) When Time Is Money: Real-time performance measurement can be a big advantage for many business processes. *Intelligent Enterprise*. April 5

Reilly, G. & C. DeRose. (2002) Value-linked measurement at Dell. *Cost Management*. Boston: Vol. 16, Iss. 4; p. 45

Reilly, G. & R. R. Reilly. (2002) Performance measurement for improved working capital management. *Cost Management*. Boston: Vol. 16, Iss. 3; p. 13

Reilly, G. & R. R. Reilly. (2002) Improving the quality of management information. *Cost Management*. Boston: Vol. 16, Iss. 2; p. 46

Reilly, G. & K. Rambhala. (2001) Developing managers through performance measurement. *Cost Management*. Boston: Vol. 15, Iss. 6; p. 39

Reilly, G. & R. R. Reilly. (2001) Improving corporate performance measurement. *Cost Management*. Boston: Vol. 15, Iss. 4; p. 42

Reilly, G. & R. R. Reilly. (2000) Using a Measure Network to understand and deliver value. *Cost Management*. Boston: Vol. 14, Iss. 6; p. 5

WORK EXPERIENCE BEFORE PH.D.

1997-2003 Founder, Measure.net, Ann Arbor, MI

1995-1996 Marketing Manager, Wells Fargo Bank, San Francisco, CA

1992-1993 Process Quality Consultant, Fletcher Challenge Ltd., Auckland, NZ