

# Travis J. Grosser

## *Office*

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## Education

- 2013. Ph.D. in Business Administration. **University of Kentucky**, Lexington, KY.
- 2007. M.B.A., Major Concentration: Management; Minor Concentration: International Business. **University of Kansas**, Lawrence, KS.
- 1999. B.S., Major: Business Administration; Minor: English. **University of Kansas**, Lawrence, KS.

## Academic Appointments

- 2025-present. Interim Department Head, MENT Department, University of Connecticut School of Business, Storrs, CT.
- 2020-present. Associate Professor of Management, University of Connecticut School of Business, Storrs, CT.
- 2019-2024. Academic Director MSHRM Program, University of Connecticut School of Business, Storrs, CT.
- 2013-2020. Assistant Professor of Management, University of Connecticut School of Business, Storrs, CT.

## Refereed Publications

- Grosser, T.J., Gilson, L.L., Dong, Y., & Madjar, N. (2024). Creative self-enhancement in a team context: The role of gender, creative self-concept, and trait hypercompetitiveness. *Psychology of Aesthetics, Creativity, and the Arts*, 18: 417-428.
- McGuigan, G.S., Morçöl, G., & Grosser, T.J. (2023). A social network analysis of academic journals in public administration in the early twenty-first century: Examining journal level bibliometrics with network analysis. *Scientometrics*, 12: 6561-6588.
- Grosser, T.J., Sterling, C.M., Piplani, R., Cullen-Lester, K., & Floyd, T.M. (2023). Energized people in prominent places: Political support networks, relational energy, and employee innovation implementation. *Journal of Organizational Behavior*, 44: 1145-1163.
- Grosser, T.J., Sterling, C.M., Piplani, R., Cullen-Lester, K., & Floyd, T.M. (2023). A social network perspective on workplace inclusion: The role of network closure, network centrality, and need for affiliation. *Human Resource Management*, 62: 477-490.

- Floyd, T.M., Cullen-Lester, K.L., Lester, H.F., & Grosser, T.J. (2023). Emphasizing “me” or “we”: Training framing and self-concept in network-based leadership development. *Human Resource Management*, 62: 637-659.
- Shah, H.; Jaidka, K.; Ungar, L.; Fagan, J.; Grosser, T. (2023). Building a multimodal classifier of email behavior: Towards a social network understanding of organizational communication. *Information*, 14: 661-681.
- Woehler, M., Floyd, T., Shah, N., Marineau, J. Sung, W., Grosser, T. J., Fagan, J. M., & Labianca, G. (2021). Turnover during a corporate merger: How workplace network change influences staying. *Journal of Applied Psychology*, 106: 1939-1949.
- McGuigan, G.S., Morçöl, G., & Grosser, T.J. (2021). Using ego-network analyses to examine journal citations: a comparative study of public administration, political science, and business management. *Scientometrics*, 126: 9345-9368.
- Park, S.\*, Grosser, T.J.\*, Roebuck, A.A., & Mathieu, J. (2020). Understanding work teams from a network perspective: A review and future research directions. *Journal of Management*, 46: 1002-1028. (\* equal authorship)
- Park, S., Mathieu, J.E., & Grosser, T.J. (2020). A network conceptualization of team conflict. *Academy of Management Review*, 45: 352-375.
- Grosser, T.J., Obstfeld, D., Labianca, G., & Borgatti, S. P. (2019). Measuring mediation and separation brokerage orientations: A further step toward studying the social network brokerage process. *Academy of Management Discoveries*, 5: 114-136.
- Grosser, T.J., Obstfeld, D., Choi, E. W., Woehler, M. L., Lopez-Kidwell, V., Labianca, G., & Borgatti, S. P. (2018). A sociopolitical perspective on employee innovativeness and performance: The role of political skill and network structure. *Organization Science*, 29: 612-632.
- Grosser, T.J., Venkataramani, V., & Labianca, G. (2017). An altercentric perspective on employee innovation: The importance of creative self-efficacy and network structure. *Journal of Applied Psychology*, 102: 1360-1374.
- Sung, W.\*, Woehler, M.\*, Fagan, J. M.\*, Grosser, T. J.\*, Floyd, T.\*, Labianca, G.\* (2017). Individuals' Responses to Organizational Mergers: Pathways to Organizational Identification and Attachment. *Journal of Applied Psychology*, 102: 910-934. (\* equal authorship)
  - **Finalist for the Outstanding Publication in Organizational Behavior award given by the OB Division of the Academy of Management.**

- Lopez-Kidwell, V.\*, Grosser, T.J.\*, Dineen, B.R.\*, and Borgatti, S.P. (2013). What matters when: A multistage model and empirical examination of job search effort. *Academy of Management Journal*, 56: 1655-1678. (\* equal authorship)
- Venkataramani, V., Labianca, G., and Grosser, T.J. (2013). Positive and negative workplace relationships, social satisfaction, and organizational attachment. *Journal of Applied Psychology*, 98: 1028-1039.
- Grosser, T.J., Lopez-Kidwell, V., Labianca, G., and Ellwardt, L. (2012). Hearing it through the grapevine: Positive and negative workplace gossip. *Organizational Dynamics*, 41: 52-61.
  - **Media mention: *Canadian Broadcasting Corp. Doc Zone*, Fall 2012.**
- Grosser, T.J., Lopez-Kidwell, V., and Labianca, G. (2010). A social network analysis of positive and negative gossip in organizational life. *Group & Organization Management*, 35: 177-212.
  - **Media mention: *Harvard Business Review*, September 2010; *NBC Nightly News*, September 2010.**

\* Equal authorship

## Book Chapters

- Grosser, T.J., & Cui, Z. (2025). Network drivers of employee innovation. In *The Social Capital Imperative*. Oxford University Press, SIOP Professional Practice Series.
- Grosser, T.J., Park, S., Mathieu, J.E., & Roebuck, A.A. (2020). Network thinking in teams research. In *Social Networks at Work*. New York: Routledge SIOP Organizational Frontiers Series.
- Borgatti, S.P. & Grosser, T.J. (2015). Structural Equivalence: Meaning and Measures. In *The International Encyclopedia of Social and Behavioral Sciences*, 2nd Edition. Oxford, UK: Elsevier.
- Grosser, T.J., & Borgatti, S.P. (2013). Network Theory/Social Network Analysis. In R.J. McGee and R.L. Warms (Eds.), *Theory in Social and Cultural Anthropology*: 595-597. Thousand Oaks, CA: Sage.
- Grosser, T.J., Sterling, C.M., Scott, K.D., and Labianca, G. (2010). Social networks, groups, and social exclusion: Combining sociometric and psychometric approaches to understanding social exclusion in organizational settings. In L. Neider and C. Schriesheim (Eds.), *Research in Management: The Dark Side of Management*: 143-191. Greenwich, CT: Information Age Publishing.

## Refereed Proceedings

- Piplani, R., Grosser, T.J., Lopez-Kidwell, G., Dineen, B.R., & Borgatti, S.P. (2022). Effect of team co-membership change on change in interpersonal affect in the workplace. *Academy of Management Best Paper Proceedings*.
- Lopez-Kidwell, V., Grosser, T.J., and Dineen, B.R. (2011). What matters when: A multi-stage examination of factors contributing to job search effort. *Academy of Management Best Paper Proceedings*.

## Conference Presentations

- Grosser, T.J., Sterling, C. M., & Piplani, R.S. Energized people in prominent places: Political support networks, relational energy, and employee innovation implementation. Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts.
- Piplani, R.S., Floyd, T. Grosser, T.J., & Cullen-Lester, K. Should I stay or leave? The effect of workflow network change on employee turnover. Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts.
- Piplani, R.S., Grosser, T.J., Lopez-Kidwell, G., Dineen, B.R., & Borgatti, S.P. 2022. Effect of team co-membership change on change in interpersonal affect in the workplace. Presented at the *Academy of Management Annual Meeting*, Seattle, Washington.
- Piplani, R.S., & Grosser, T.J., 2021. An alter-centric perspective on employee creativity. Presented at the *Academy of Management Annual Meeting*.
- Grosser, T.J. 2019. Notes on the microfoundations of effective networks. Presented at the *Academy of Management Annual Meeting*, Boston, Massachusetts.
- Grosser, T.J., Gilson, L.L., Dong, Y., & Madjar, N.Y. 2018. Overestimating creativity: Creative self-enhancement in a team context. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois.
- Grosser, T.J., & Sterling, C. M. 2018. Social network activation: How perspective-taking and energized political support ties facilitate innovation implementation. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois.
- Grosser, T J. 2018. Network Heterogeneity and Employee Creativity: The Importance of Tie Strength and Intrinsic Motivation. Presented at the *Academy of Management Annual Meeting*, Chicago, Illinois.
- Grosser, T.J., Madjar, N.Y., Dong, Y., & Gilson, L.L. 2017. Hypercompetitiveness, team creative performance, and individual satisfaction. Presented at the *Academy of Management Annual Meeting*, Atlanta, Georgia.

- Park, S., Grosser, T.J., & Mathieu. 2017. The co-evolution of team conflict and knowledge sharing networks as related to team performance. Presented at the *Academy of Management Annual Meeting*, Atlanta, Georgia.
- Grosser, T.J., Assudani, R.H., Taylor, W., Gladstone, E.C., & Mehra, A. 2016. Employee perceptions of network change following an organizational change. Presented at the *Academy of Management Annual Meeting*, Anaheim, California.
- Park, S., Mathieu, J., Grosser, T.J., 2016. Network conceptualization of team conflict. Presented at the *Academy of Management Annual Meeting*, Anaheim, California.
- Sterling, C.M., & Grosser, T.J. 2016. A social network perspective on the influence of context on supervisor perceptions of counterproductive behavior. Presented at the 36<sup>th</sup> *Annual International Sunbelt Social Network Conference*, Newport Beach, CA.
- Woehler, M., Floyd, T., Sung, W., Fagan, J., Agneesons, F., Grosser, T.J., Labianca, G. 2016. The co-evolution of networks and personality. Presented at the 36<sup>th</sup> *Annual International Sunbelt Social Network Conference*, Newport Beach, CA.
- Grosser, T.J., Obstfeld, D., & Labianca, G. 2015. Advancing empirical measures for brokerage processes: Development and validation of the discrete brokerage orientation scale. Presented at the *Academy of Management Annual Meeting*, Vancouver, British Columbia.
- Grosser, T., Labianca, G., & Venkataramani, V. 2015. A social resources perspective on employee innovation: The importance of creative self-efficacy and network heterogeneity. Presented at the 31<sup>st</sup> *European Group for Organizational Studies (EGOS) Colloquium*, Athens, Greece.
- Grosser, T.J., Obstfeld, D., Labianca, G., & Borgatti, S. P. 2015. A social perspective on employee innovativeness and performance: The role of social skill and network structure. *VU University M&O Mini-Symposium on Social Networks*, Amsterdam, Netherlands.
- Grosser, T., & Labianca, G. 2014. A social resources perspective on employee creativity. Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA.
- Grosser, T. 2014. The effect of political skill and social network structure on innovation and career success. Presented at the *Academy of Management Annual Meeting*, Philadelphia, PA.
- Venkataramani, V., Labianca, G., and Grosser, T.J. 2013. Positive and negative relationships, social satisfaction, and organizational attachment. Presented at the *Academy of Management Annual Meeting*, Orlando, FL.
- Sterling, C.M., Grosser, T.J., and Labianca, G. 2012. Social network context and supervisors' perceptions of employee deviance. Presented at the *Academy of Management Annual Meeting*, Boston, MA.

- Lopez-Kidwell, V., Grosser, T.J., and Dineen, B.R. 2011. What matters when: A multi-stage examination of factors contributing to job search effort. Presented at the *Academy of Management Annual Meeting*, San Antonio, TX. **Winner of the Best Student Convention Award, 2011 Academy of Management, HRM Division.**
- Grosser, T.J., Sterling, C.M., and Labianca, G. 2011. Social networks, formal rank, and interpersonal avoidance behavior in the workplace. Presented at the *Academy of Management Annual Meeting*, San Antonio, TX.
- Grosser, T.J., Sterling, C.M., and Labianca, G. 2011. The effects of social networks, procedural justice and negative affectivity on workplace social exclusion behavior: The moderating role of formal hierarchical rank. Presented at the *31<sup>st</sup> Annual International Sunbelt Social Network Conference*, St. Petersburg, FL.
- Halgin, D.S., Borgatti, S.P., Lopez-Kidwell, V., and Grosser, T.J. 2010. Perceptual congruence of a top management team. Presented at the *30<sup>th</sup> Annual International Sunbelt Social Network Conference*, Riva del Garda, Italy.
- Ofem, B., Lopez-Kidwell, V., Grosser, T.J., Dineen, B.R., and Borgatti, S.P. 2010. Good apples and bad apples: The effects of single individuals on student team outcomes. Presented at the *Academy of Management Annual Meeting*, Montreal, Canada. **Winner of the Barry Armandi Award for Best Student Paper in Management Education Research, 2010 Academy of Management, MED Division.**
- Grosser, T.J., Lopez-Kidwell, V., Dineen, B.R., and Borgatti, S.P. 2009. A Turn for the better: The mediating role of interaction for improving network ties. Presented at the *Academy of Management Annual Meeting*, Chicago, IL.
- Grosser, T.J., Lopez-Kidwell, V., Dineen, B.R., and Borgatti, S.P. 2009. Do first impressions matter? A longitudinal analysis of affective tie formation. Presented at the *29<sup>th</sup> Annual International Sunbelt Social Network Conference*, San Diego, CA.
- Ofem, B., Lopez-Kidwell, V., Grosser, T.J., Dineen, B.R., and Borgatti, S.P. 2009. Attributes and network approaches to understanding team outcomes: A synthesis. Presented at the *29<sup>th</sup> Annual International Sunbelt Social Network Conference*, San Diego, CA.
- Grosser, T.J., Lopez-Kidwell, V., Labianca, G., and Andrevski, G. 2008. A social network analysis of positive and negative gossip in organizational life. Presented at the *24<sup>th</sup> European Group for Organizational Studies (EGOS) Colloquium*, Amsterdam, Netherlands.

## Invited Presentations

University of Alabama; Arizona State University; College of William and Mary; City University of Hong Kong; University of Connecticut; Vrije University Amsterdam; California State University, Fresno; Travelers Insurance; Leadership Greater Hartford

## Teaching Experience

### Course Instructor

*Human Resource Management Capstone (MENT 5805, University of Connecticut)*

- Spring 2022-present

*Doctoral Seminar in Organizational Behavior (MENT 6201, University of Connecticut)*

- Fall 2020-present

*Interpersonal Relations, Influence, and Ethical Leadership (MENT 5650, University of Connecticut)*

- Fall 2018-present

*Organizational Behavior in Context (MGMT 5183, University of Connecticut)*

- Spring 2018-Spring 2020

*Managerial and Interpersonal Behavior (MGMT 3101, University of Connecticut)*

- Fall 2013-2019 (average of median instructor ratings across 15 sections: 4.77/5.0)

*Negotiation and Conflict Resolution (MGT 450, University of Kentucky)*

- Spring 2012 (mean instructor rating: 3.7/4.0)
- Spring 2011 (mean instructor rating: 3.1/4.0)

*Principles of Management (MGT 301, University of Kentucky)*

- Spring 2009 (mean instructor rating: 3.9/4.0)
- Fall 2008 (mean instructor rating: 3.6/4.0)

### Workshop Instructor

*Links Center Workshop on Social Network Analysis (University of Kentucky)* – A one-week intensive workshop on social network analysis methodology. The workshop is attended by faculty members, graduate students, and practitioners from a variety of disciplines. I served as an instructor on selected introductory topics.

- Summer 2010-2015

*The Statistical Analysis of Social Networks Across Multiple Teams, Groups, and Organizations (Academy of Management Annual Meeting)*. A three-hour professional development workshop offered at the Academy of Management meeting.

- 2018-2019

### Professional Service

## **Journal Reviewing**

Editorial Board Member:

- *Academy of Management Journal*
- *Journal of Applied Psychology*
- *Journal of Organizational Behavior*
- *Group & Organization Management*

Ad-Hoc Reviewer: *Academy of Management Review*; *Organization Science*; *Journal of Management*, *Personnel Psychology*; *Organizational Behavior and Human Decision Processes*, *Journal of Management Studies*, *Human Resource Management*, *Strategic Organization*.

Reviewer, Academy of Management Annual Meeting, 2009-present.

## **Academy of Management OB Division**

- Making Connections Committee member, 2015-2022

## **Committee Work**

University of Connecticut

- UConn Graduate Faculty Council, 2021-present
- School of Business Masters Programs Committee, 2020-present
- UConn Hartford Strategic Plan Subcommittee, 2019-2020
- Honors Board of Associate Directors, 2017-2023
- Individualized Major Advisory and Admissions Committee, 2015-present
- School of Business Research Computing Committee, 2015-2017
- Management Department Ph.D. Committee, 2013-2015; 2019-present
- Department Head Search Committee Chair, 2019

## **Ph.D. Dissertation Committees**

- Rohit Piplani (Ph.D. 2024, Melbourne Business School, Univ. of Melbourne), committee chair
- Adam Roebuck (Ph.D. 2023, UMass, Lowell), committee member
- Elizabeth Klock (Ph.D. 2023, Oklahoma State University), committee member
- Pete Gallagher (Ph.D. 2022, North Carolina A&T), committee member
- Semin Park (Ph.D. 2019, University of Iowa), committee member
- Mikhail Wolfson (Ph.D. 2018, American University), committee member
- Glenn McGuigan (Ph.D. 2018, Penn State, Harrisburg), external committee member
- Dale Watson (Ph.D. 2017, U.S. Army War College), committee member
- Nicole Jones Young (Ph.D. 2016, Franklin & Marshall College), committee member
- Wonseok Choi (Ph.D. 2015, University of Detroit Mercy, College of Business), committee member

## **Advising**

- Management Department Honors Program Advisor, 2016-2021

- Undergraduate Honors Thesis Advisor (Sarah Amann, 2015; Alex Kordonsky, 2018; Molly Bugos, 2018; Katherine Endress, 2018; Luis Encinas, 2019; Cailin Tennis, 2021; Zoe Butchen, 2022)
- Faculty advisor for the UConn Honors in Business Association, 2014-2022
- Individualized major advisor, 2015-present
- UConn Leadership Legacy Mentor, 2017-2018

## **Presentations**

### **University of Kentucky**

- Work-Life Family Month keynote co-speaker (with Joe Labianca), October 2011

### **University of Connecticut**

- Keynote speaker, Honors in Business Association Annual Banquet, April 2016
- I/O Psychology Dept. Brown Bag Speaker Series, September 2014 & November 2016
- UConn School-Wide Research Seminar Series, May 2015
- Executive Breakfast Series, November 2015
- Interdisciplinary Creativity Brown Bag Series, January 2014

## **Honors and Awards**

### **Research Awards**

- Finalist, *Outstanding Publication in Organizational Behavior*, Academy of Management OB Division, 2018.
- *Ackerman Scholar*, University of Connecticut, 2020-2022; 2022-2024
- *Dissertation Year Fellowship*, University of Kentucky, 2012-2013.
- *Research Challenge Trust Fund II Gatton Doctoral Fellowship*, Univ. of Kentucky, 2011.
- *Best Student Paper Award*, Academy of Management HRM Division, 2011.
- *Best Student Paper Award*, Academy of Management MED Division, 2010.
- *Daniel Reedy Fellowship*, University of Kentucky, 2007-2010.

### **Teaching Awards**

- *Outstanding Graduate Teaching Award*, UConn School of Business, 2022.

### **Service Awards**

- Best Reviewer Award, *Journal of Organizational Behavior*, 2017.
- *Outstanding Reviewer Award*, Academy of Management OB Division, 2011.

## **Previous Work Experience**

**28<sup>th</sup> Transportation Battalion (U.S. Army)**, Mannheim, Germany, *Training Officer* (Captain)  
2002 – 2004.

**70<sup>th</sup> Transportation Company (U.S. Army)**, Mannheim, Germany, *Platoon Leader* (1<sup>st</sup>  
Lieutenant) 2001 – 2002.

**20<sup>th</sup> Area Support Group (U.S. Army)**, Daegu, South Korea, *Plans and Operations Officer* (2<sup>nd</sup>  
Lieutenant) 2000 – 2001.