

Curriculum Vitae

Sherry M. B. Thatcher
Associate Professor
Department of Management and Entrepreneurship
University of Louisville
Louisville, KY 40292
Phone: 502-852-4869
Email: Smthat01@louisville.edu

Chronology of Education

2000	Ph.D.	Organizational Behavior Wharton School, University of Pennsylvania
1998	M.A.	Management Wharton School, University of Pennsylvania
1993	M.B.A.	International Business University of Hawaii at Manoa
1989	B.A.	Business Economics, <i>Honors</i> Pitzer College

Chronology of Employment

2009-Present	Associate Professor Management and Entrepreneurship University of Louisville, Louisville, KY
2008-2009	Visiting Assistant Professor Management and Entrepreneurship University of Louisville, Louisville, KY
2000-2007	Assistant Professor University of Arizona, Tucson, AZ
1998-2000	Adjunct Professor University of Arizona, Tucson, AZ
1995-2000	Research and Teaching Assistant Management, Wharton School of Business University of Pennsylvania, Philadelphia, PA
1993-1995	Assistant Director and Business Development Specialist Pacific Business Center Program University of Hawaii at Manoa, Honolulu, HI

Honors and Awards

1. Highly Commended Paper Award. 2009. Emerald Literati Network 2009 Awards for Excellence in the International Journal of Conflict Management.
2. Best Paper Award. 2005. Association of Work and Organizational Psychology, Rotterdam, The Netherlands.
3. Outstanding Faculty Member. 2002. University of Arizona's Graduate and Professional Student Council Achievement Award. The University of Arizona.
4. Recognition for Outstanding Dedication to Students. 2002. Mortar Board National Senior Honor Society. The University of Arizona.
5. Best Paper Award. 2001. 34th Annual Hawaii International Conference on Systems Sciences, Maui, HI.
6. Dissertation Proposal Award. 1999. George Harvey Program on Redefining Diversity: Value Creation through Diversity, SEI Center for Advanced Studies in Management. (\$500).
7. MIS Instructor of the Year. 1999. Management Information Systems Student's Association. The University of Arizona.
8. GE Foundation Forgivable Loan Recipient. 1995-1997. Wharton School, University of Pennsylvania.
9. Dean's Leadership Award. 1993. College of Business Administration, University of Hawaii at Manoa.
10. East-West Center Grantee. 1991-1993. (full scholarship covering tuition, fees, and all living expenses for two years to complete a University of Hawaii graduate study program), University of Hawaii at Manoa.
11. Scholarship Recipient. 1993. Center for International Business Education and Research, (full scholarship to participate in a Japanese management program in Tokyo, Japan), University of Hawaii at Manoa.
12. IBM Thomas J. Watson Foundation Fellowship. 1989. Fellowship to conduct one year of independent international research. (\$15,000)

Teaching Experience

- 2008-2009: Organizational Behavior (MBA)
 Leadership and Ethics (MBA)
 Intercultural Management (MBA)
 Team Dynamics (MBA)
- 2001-2007: Project Management of Information Technology (Undergraduate, MBA)
 International Dimensions of Information Technology (Undergraduate, MBA)
- 2000-2001: Policy Formation and Management Information Systems (Undergraduate)
- 1998: Introduction to Management (Undergraduate)

Publications

Refereed Journals

- J1. Jehn, K.A., Rispens, S., & Thatcher, S.M.B. In Press. The effects of conflict asymmetry on workgroup and individual outcomes. *Academy of Management Journal*.
- J2. Bezrukova, K., Jehn, K.A., Zanutto, E. & Thatcher, S.M.B. 2009. Do workgroup faultlines help or hurt? A moderated model of group faultlines, team identification, and group performance. *Organization Science*, 20: 35-50.
- J3. Goldman, B.M., Cropanzano, R., Stein, J.H., Shapiro, D.L., Thatcher, S.M.B., & Ko, J. 2008. The role of ideology in mediated disputes at work: A justice perspective. *International Journal of Conflict Management*, 19(3): 210-233.
- J4. Thatcher, S.M.B. & Greer, L.L. 2008. Does it really matter if you understand me? The implications of identity comprehension for individuals in organizations. *Journal of Management*, 34(1): 5-24.
- J5. Hunter, L.W. & Thatcher, S.M.B. 2007. When do people produce? Effects of stress, commitment, and job experience on performance. *Academy of Management Journal*, 50(4): 953-968.
- J6. Zhu, L. & Thatcher, S.M.B. 2007. Institutional environments for B2B E-commerce Adoption: A quantitative study of electronics and textiles firms in Greater China and the U.S., *International Journal of Networking and Virtual Organizations*, 4(1): 92-104.
- J7. Thatcher, S.M.B. & Zhu, X. 2006. Changing identities in a changing workplace: Identification, identity enactment, self-verification and telecommuting. *Academy of Management Review*, 31(4): 1076-1088.
- J8. Thatcher, S.M.B., Foster, W., & Zhu, L. 2006. B2B E-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. *Electronic Commerce Research and Applications*, 5: 92-104.
- J9. Thatcher, S.M.B., Jehn, K.A., & Zanutto, E. 2003. Cracks in diversity research: The effects of diversity faultlines on conflict and performance. *Group Decision and Negotiation*, 12: 217-241.
- J10. Thatcher, S.M.B. 1999. The contextual importance of diversity: The impact of relational demography and group diversity on individual performance and satisfaction. *Performance Improvement Quarterly*, 12(1): 97-112.
- J11. Jehn, K.A., Chadwick, C. & Thatcher, S.M.B. 1997. To agree or not to agree: The effects of value congruence, individual demographic dissimilarity, and conflict on workgroup outcomes. *International Journal of Conflict Management*, 8(4): 287-305.

Papers Currently Under Review

- S1. Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. Cultural consistency and faultlines in groups: Implications for group performance and voluntary resignation (*Under Review, Administrative Science Quarterly*)
- S2. Cooper, D. & Thatcher, S.M.B. Understanding identification in teams: The role of individualist-collectivist cultural orientation. (*Revise and Resubmit, Academy of Management Review*)

- S3. Hauck, R.V., Thatcher, S.M.B., & Weisband, S. The role of shift in knowledge work: A field study of police officers. (*Submitted to Information Systems Management*)
- S4. Thatcher, S.M.B. & Bagger, J. The downsides of telecommuting: The role of coworkers on injustice perceptions. (*Submitted to Academy of Management Perspectives*)
- S5. Thatcher, S.M.B. & Brown, S. Individual creativity in teams: The importance of interaction media. (*Submitted to Decision Support Systems*)

Chapters in Scholarly Books

- BC1. Jehn, K.A., Bezrukova, K. & Thatcher, S.M.B. 2008. Conflict, diversity, and faultlines in workgroups. In C.K.W. DeDreu & M.J. Gelfand (Eds.) *The Psychology of Conflict and Conflict Management in Organizations* (179-210). The SIOP Frontiers Series, Lawrence Erlbaum.
- BC2. Bezrukova, K., Thatcher, S.M.B., and Jehn, K. 2007. Group heterogeneity and faultlines: Comparing alignment and dispersion theories of group composition. In L. Thompson & K. Behfar, *Conflict in Teams* (57-92). The Northwestern University Press.
- BC3. Thatcher, S.M.B., Doucet, L. & Tuncel, E. 2003. Subjective identity and identity communication processes in information technology teams. M.A. Neale, E.A., Mannix and J.T. Polzer (Eds.) *Research on Managing Groups and Teams*. Vol. 5. (53-90). London, UK: Elsevier Science, Ltd.
- BC4. Goldman, B.M. & Thatcher, S.M.B. 2001. A social information processing view of organizational justice. S.W. Gilliland, D.D. Steiner & D.P. Skarlicki (Eds.) *Research in Social Issues in Management: Organizational Justice Beyond the Organization*. Information Age Publishing, Inc.: 103-130.
- BC5. Mannix, B.A., Thatcher, S.M.B. & Jehn, K.A. 2001. Does culture always flow downstream? Linking group consensus and organizational culture. *Handbook of Organizational Culture*. C. Cooper, C. Early, J. Chatman, & W. Starbuck (Eds.) (pp: 289-306) UK: John Wiley & Sons, Ltd.
- BC6. Thatcher, S.M.B. & Jehn, K.A. 1998. A model of group diversity profiles and categorization processes in bicultural organizational teams. In E. A. Mannix, M. Neale & D.H. Gruenfeld (Eds.), *Research on Managing Groups and Teams: Composition*, Vol.1 (pp. 1-20). Stamford, CT: JAI Press.

Books and Monographs

1. Thatcher, S.M.B. 2002. Business-to-Business E-Commerce: A Study of Greater Chinese and U.S. Electronics and Apparel/Textile Firms. Published by the Center for Advanced Purchasing Studies. Tempe, AZ.
2. Bushnell, S.M. 1994. *The ecotourism planning kit: A business planning guide for ecotourism operators in the Pacific Islands*, Pacific Business Center Program, University of Hawaii, 216 pages.

Scholarly Interviews

1. Thatcher, S.M.B. & Hunter, L. Nov. 20, 2007. *Stress and Job Performance*. New Management Podcast. Over 1533 reads. OB Division of the Academy of Management. Found at <http://www.obweb.org/modules.php?op=modload&name=News&file=index&catid=&topic=10>

Refereed Published Conference Proceedings

1. Song, T., Thatcher, S.M.B., & Weisband, S. 2003. A review of distributed teams: Implications for multinational companies. *Global Information Technology Management Conference Proceedings*.
2. Thatcher, S.M.B. & Foster, W. 2003. B2B e-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. *The Thirty-Sixth Annual Hawaii International Conference on System Sciences Proceedings*.
3. Thatcher, S.M.B. 2001. The mediating role of identity fit: Understanding the relationship between communication media, demographic differences, and creativity. *The Thirty-Fourth Annual Hawaii International Conference on System Sciences Proceedings*. (Best Paper Award in the Organizational Systems and Technology Track).

Works in Progress

- WP1. Hauck, R.V. & Thatcher, S.M.B. The price of cross-boundary communication: An investigation on the use of communication technology in a police organization.
- WP2. Greer, L.L., Jehn, K.A., Thatcher, S.M.B., & Mannix, E.A. The effect of trust on conflict and performance in groups split by demographic faultlines.
- WP3. Rispens, S., Jehn, K.A., Greer, L.L., & Thatcher, S.M.B. Bring it on! The positive influence of liking and understanding in relationship conflicts.
- WP4. Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. The group level effects of faultline token- splits.
- WP5. Fuller, R., Brown, S., & Thatcher, S.M.B. Presentation is everything: Discerning sender characteristics from a text-based exchange.
- WP6. Thatcher, J., Ahuja, M., & Thatcher, S.M.B. Effect of mandatory use of information and communication technologies on stress and work-life balance among knowledge workers.
- WP7. Thatcher, S.M.B., Patel, P., & Ahuja, M. The role of shiftwork on stress and burnout.
- WP8. Patel, P., Thatcher, S.M.B., & Ahuja, M. The effect of individual and department reward alignment on burnout and performance.

Scholarly Presentations

Refereed Presentations

1. Cooper, D. & Thatcher, S.M.B. 2008. Understanding identification in organizations: The role of self-concept orientation. In the Showcase Symposium: Who am I? Who are you? Who are we?: Relationships, Identity, and Work. *Academy of Management Conference*. August. Anaheim, CA.

2. Jehn, K.A., Rispens, S., Thatcher, S.M.B. 2008. Do you hear what I hear? The effects of conflict asymmetry on workgroup and individual outcomes. *Academy of Management Conference*. August. Anaheim, CA.
3. Greer, L.L., Jehn, K.A., Thatcher, S.M.B., & Mannix, E.A. 2007. The effect of trust on conflict and performance in groups split by demographic faultlines. *International Association of Conflict Management*. June. Budapest, Hungary.
4. Thatcher, S.M.B. & Zhu, L. 2006. Institutional environments for B2B e-commerce adoption: A quantitative study of electronics and textiles firms in Greater China and the U.S. *Americas Conference on Information Systems*. August. Acapulco, Mexico.
5. Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2006. The multiple level effects of faultline token-splits. *Academy of Management Conference*. August. Atlanta, GA.
6. Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2005. The multiple level effects of faultline token splits. *Association of Researchers in Work and Organizational Psychology*, November. Rotterdam, The Netherlands.
7. Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2005. Examining the conditions for constructive task conflict: Group process training and group structure. *Werkgemeenschap van Arbeids-en Organisatiepsychologen* (studygroup for work and organizational psychologists). November, Rotterdam, The Netherlands.
8. Greer, L.L., Jehn, K.A., & Thatcher, S.M.B. 2005. The effect of trust on conflict and performance in groups split by demographic faultlines. *Trust Within and Between Organizations*. October. Amsterdam, The Netherlands.
9. Bezrukova, K., Jehn, K.A., Zanutto, E. & Thatcher, S.M.B. 2005. Do faultlines help or hurt? Exploring distance, identity, task conflict, and individual performance in diverse groups. *International Association of Conflict Management*. June. Seville, Spain.
10. Jehn, K.A., Rispens, S., & Thatcher, S.M.B. 2005. An examination of three perspectives of conflict in workgroups: Constructive debate, cognitive processing, and asymmetric perceptions. *International Association of Conflict Management*. June. Seville, Spain.
11. Thatcher, S.M.B. 2005. The moderating role of communication media use on the relationship between identity comprehension, self-esteem, and individual creativity. *Academy of Management Conference*. August. Honolulu, HI.
12. Weisband, S., Thatcher, S.M.B., & Xu, J. 2005. Using bibliometric analysis to evaluate scientific progress in virtual teams research. *Academy of Management Conference*. August. Honolulu, HI.
13. Goldman, B.M., Shapiro, D.L., Cropanzano, R., Ko, J. & Thatcher, S.M.B. 2005. The role of morality in mediated disputes at work: A justice perspective. *Academy of Management Conference*. August. Honolulu, HI.
14. Bezrukova, K., Thatcher, S.M.B. & Jehn, K.A. 2004. Consistency matters! The effects of group and organizational culture on the faultline-outcomes link. *Academy of Management Conference*. August. New Orleans, LA.

15. Goldman, B.M., Ko, J., Thatcher, S.M.B. & Shapiro, D. 2004. There and back again: Changing perceptions of unfairness by third-party mediation. *Academy of Management Conference*. August. New Orleans, LA.
16. Zhu, X. & Thatcher, S.M.B. 2003. Productivity and satisfaction of home-based telecommuters. *Academy of Management Conference*. August. Seattle, WA.
17. Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. 2003. Comparing the effects of group heterogeneity and faultlines on performance: An empirical assessment of contrasting models. *Academy of Management Conference*. August. Seattle, WA.
18. Song, T., Thatcher, S.M.B., & Weisband, S. 2003. A review of distributed teams: Implications for multinational companies. *Global Information Technology Management Conference*. June. Calgary, Canada.
19. Thatcher, S.M.B. & Foster, W. 2003. B2B e-commerce adoption decisions in Taiwan: The interaction of organizational, industrial, governmental and cultural factors. *The Thirty-Sixth Annual Hawaii International Conference on System Sciences Proceedings*. January. Kona, HI.
20. Thatcher, S.M.B., Doucet, L. & Tuncel, E. 2001. Identity content and identity communication processes in information technology teams. *Cornell Conference on Managing Groups and Teams*. May. Ithaca, NY.
21. Bezrukova, K., Thatcher, S.M.B., & Jehn, K.A. 2001. Comparing the effects of group heterogeneity and faultlines on performance: An empirical assessment of contrasting models. As part of a symposium idea. *Academy of Management Conference*. August. Washington, DC.
22. Thatcher, S.M.B. & Foster, W. 2001. Culture, industry and government influences on US-Chinese B2B E-commerce. *Global Information Technology Management Conference*. June. Dallas, Texas.
23. Thatcher, S.M.B. 2001. The mediating role of identity fit: Understanding the relationship between communication media, demographic differences and creativity. *Hawaii International Conference on System Sciences*. January. Maui, HI.
24. Thatcher, S.M.B. 2000. Do you really know me? The implications of identity fit for diverse work teams. *Academy of Management Conference*. August. Toronto, Canada.
25. Jehn, K.A. & Thatcher, S.M.B. 2000. Measurement problems when doing research on demographic faultlines. *Academy of Management Conference*. August. Toronto, Canada.
26. Thatcher, S.M.B. & Jehn, K.A. 1999. Identity and conflict in the South Korean workplace. *International Association of Conflict Management*. June. Spain.
27. Mannix, B., Thatcher, S.M.B. & Jehn, K.A. 1999. The culture of organizational teams: The impact of values and norms on process and performance. *Academy of Management Conference*. August. Chicago, IL.
28. Thatcher, S.M.B., Jehn, K.A. & Chadwick, C. 1998. What makes a difference? The impact of individual demographic differences, group diversity, and conflict on individual performance. *Academy of Management Conference*. August. San Diego, CA.
29. Thatcher, S.M.B., Jehn, K.A. & Yang, E. 1998. A Korean-American Collaboration: Conflict, Identities, Planning and Performance. *International Association of Conflict Management*, June. College Park, Maryland.

30. Thatcher, S.M.B., Jehn, K.A., Chadwick, C. 1998. What makes a difference? The impact of individual demographic differences, group diversity, and conflict on individual performance. *INFORMS*. April. Montreal, Canada
31. Thatcher, S.M.B. & Jehn, K.A. 1997. A model of group diversity profiles and categorization processes in bicultural organizational teams. *Stanford Conference on Managing Groups and Teams*. April. Palo Alto, CA.
32. Jehn, K.A., Chadwick, C. & Bushnell, S.M. 1997. To agree or not to agree: The effects of value congruence, individual demographic dissimilarity, and conflict on workgroup outcomes. *Academy of Management*. August. Boston, MA.
33. Bushnell, S.M. & Jehn, K.A. 1996. Negative intercultural prejudice: A study of six Asian nations. *International Association of Conflict Management*, May. Ithaca, NY.

Invited Presentations

1. Thatcher, S.M.B. 2005. Being who you are no matter where you are: The implications of identity consistency on individual outcomes in the workplace. *One of five junior researchers worldwide invited to speak at the Social Identity in Organizations Conference*. June. Amsterdam, The Netherlands.
2. Thatcher, S.M.B. 2003. The moderating role of identity comprehension on the relationship between communication media, self-esteem and creativity. *Organizational Behavior Conference at The Wharton School of Business, University of Pennsylvania*. November. Philadelphia, PA.
3. Thatcher, S.M.B. 2001. Does it matter if you really know me? The implications of identity comprehension on individuals working in organizational teams. *University of Illinois, Urbana-Champaign*. November. Urbana-Champaign, IL.

Grants and Contracts Received

Federal

1. Co-PI, National Science Foundation. 2008-2010. "Differences in Space: Diversity and Virtual Organization Evolution." (\$240,000).
2. Co-PI, National Science Foundation. 2003-2007. "Multiple Task Performance in Collaboration." (\$294,276).
3. Co-PI, National Science Foundation. 2002-2006. "The Role of Technology on Work Practices in Police Departments." (\$356,325).

State

1. PI, Foreign Travel Grant, University of Arizona, International Affairs. 2005. For travel expenses to the Social Identity in Organizations Conference. (\$800).
2. PI, Faculty Small Grants Program, University of Arizona Foundation. 2004. "The role of telecommuting on identities and fairness perceptions" (\$7,500).
3. Co-PI, Proposition 301 Grant, University of Arizona. 2004. "Demystifying how technologies fit into our changing world: Technology bridging project for girls and minorities." (\$15,000).
4. PI, Foreign Travel Grant, University of Arizona, International Affairs. 2003. For travel expenses to the Global Information Technology Management Conference. (\$350).
5. Co-PI, Proposition 301 Grant, University of Arizona. 2002. "Effective management of e-business: The impact of e-procurement technologies on organizations." (\$14,940)

6. PI, Faculty Small Grants Program, University of Arizona Foundation. 2000. "Culture, Industry, and Government Influences on U.S.-Chinese B2B e-commerce." (\$5,000).

Private

1. PI, Center for Advanced Purchasing Studies. 2001. "Culture, Industry, and Government Influences on U.S.-Chinese B2B e-commerce." (\$48,900).
2. Co-PI, International Research Grant. 1997-1998. SEI Center for Advanced Studies in Management, Wharton School of Business, University of Pennsylvania. (\$5,000).
3. Co-PI, University Research Foundation Award. 1997-1998. Wharton School of Business, University of Pennsylvania. (\$5,000).

International Research Experience

1. Managed fieldwork in Hong Kong, Taiwan, and the People's Republic of China for fulfillment of a study funded by the Center for Advanced Purchasing Studies
2. Conducted fieldwork in Malaysia, Singapore and Thailand on Japanese foreign direct investment strategies. With Kogut, B. and Song, J. 1996.
3. Conducted fieldwork in Hong Kong, Singapore, South Korea, Thailand, and Taiwan on an IBM Watson Fellowship. Spent one year in South Korea, Thailand, Taiwan, Hong Kong, and Singapore researching university students' views on the Japanese people and the Japanese economy, 1989-1990.

Training and Coursework at Foreign Universities:

1. Systems Science Institute, Waseda University, Tokyo, JAPAN 1993, 1987.
2. American Alumni University, Bangkok, THAILAND 1991.
3. Division of International Education, Yonsei University, Seoul, SOUTH KOREA 1988.

Service

Outreach

- Dissertation advisor: Rosie Hauck, Theo Song, Ling Zhu
- Dissertation committee member for: Kathy Broneck, Xiao Fang, Will Foster, Jessica Bagger, Byoung uk Kim, Sanjiv Pandey, Hau Nguyen, Walt Goodwin, Yonghong Xu, Cuiping Chen
- Master's Thesis advisor for: Vilma Ramirez, Seongmin Hahn, Xiumei Zhu, Gordon Fuller, Fiona Sung, Cheung Hong
- Independent Study advisor for: Stephanie Castillo
- Undergraduate Honor's Thesis advisor for: Gil Knishinsky, Adi Knishinsky, Lucas Watanabe

Citizenship

Intramural

- Coach, MIS Business Plan Team (2007), Vancouver, CANADA
- Judge, Fifth Annual Eller Case Competition (2001), Annual Eller College Entrepreneurial Business Plan Competition (2000)
- Committee Member, MIS Recruiting Committee (2001-2003), MIS Partnership Committee (2000-2001), Board of Advisors Strategy Committee (2000-2001)

Extramural

- Track Chair, Academy of Management Conference (2004), ACM SIGMIS CPR Conference (2004), Managing IT in Networked Organizations, Arizona MIS Conference (2003), Global Information Technology Management Conference (2002), Creativity in Information Systems, Hawaii International Conference on Systems Sciences (2002)
- Global Editorial Review Board Member. *Journal of Information Technology Cases and Applications* (2002-2004)
- Associate Editor. *Organization, Culture, Decision-Making & Knowledge* track of the International Conference on Information Systems (2002)
- Reviewer for: Academy of Management Journal, Academy of Management Review, Communications of the Association for Information Systems, Journal of Management, Group Decisions and Negotiation, International Journal of Conflict Management, International Association of Conflict Management, Journal of Supply Chain Management, Group and Organization Management, Decision Support Systems, Journal of the American Society for Information Science, International Conference on Information Systems