

SUZANNE KEASEY EDINGER

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EDUCATION

UNIVERSITY OF MARYLAND **College Park, MD**
Robert H. Smith School of Business
Doctor of Philosophy, Business and Management, Expected May 2011
Concentration in Organizational Behavior

Dissertation Title: Emergent leader social capital: Development and relationship to group social capital and innovative performance

Dissertation Advisor: Paul E. Tesluk, PhD

THE COLLEGE OF WILLIAM & MARY **Williamsburg, VA**
Mason School of Business
Master of Business Administration Degree, May 2006

UNIVERSITY OF MARYLAND **Adelphi, MD**
University College
Bachelor of Science Degree, May 2004
Business Administration Major, Minor in Customer Service
Summa cum Laude, GPA 4.0

PUBLICATIONS IN REFEREED JOURNALS

Chen, G., Sharma, P.N., Edinger, S.K., Shapiro, D.L., & Farh, J. L. (in press).
Motivating and de-motivating forces in teams: Cross-level influences of
empowering leadership and relationship conflict. *Journal of Applied Psychology*.

REFEREED CONFERENCE PRESENTATIONS

Edinger, S.K. & Edinger, M.J. (2010). *The role of social networks in determining elementary teacher effectiveness*. Paper presented at the National Evaluation Institute hosted by the Consortium for Research on Educational Accountability and Teacher Evaluation, Williamsburg, VA.

Edinger, S.K. & Sharma, P.N. (2010). *Differential suffering? The role of social capital in abusive supervision*. Paper presented in interpersonal mistreatment symposium at the Academy of Management conference, Montreal, Quebec, Canada.

Edinger, S.K. & Edinger, M.J. (2010). *The role of social networks in determining elementary teacher effectiveness*. Paper presented at Works-In-Progress conference during LINKS Workshop at the International Center for Research on Social Networks in Business, University of Kentucky, Lexington, KY.

Sharma, P.N., Chen, G., Edinger, S.K., Shapiro, D.L., & Farh, J. L. (2010). *Motivating forces in teams: Cross-level impact of empowering leadership and relationship conflict*. Paper presented in team processes and outcomes symposium for which I served as co-chair at the SIOP conference, Atlanta, GA.

Gettman, H., Wouters, K., Edinger, S.K., Tesluk, P.E., Russell, J.E.A., Kudisch, J., & Stevens, C. (2010). *Factors that influence executive engagement in coaching*. Paper presented in coach and client characteristics symposium at the SIOP conference, Atlanta, GA.

Gettman, H., Edinger, S.K., Wouters, K., Russell, J.E.A., Kudisch, J., & Tesluk, P.E. (2009). *The impact of contracting behavior on the coaching relationship*. Paper presented in leadership coaching effectiveness symposium at the SIOP conference, New Orleans, LA.

Shapiro, D.L., Chen, G., Sharma, P.N., Edinger, S.K., & Farh, J. L. (2008). *Individual differences in innovative performance as a reaction to relationship conflict: The moderating effects of employee collectivism and empowerment*. Paper presented at the Academy of Management conference, Anaheim, CA.

Tesluk, P.E., Edinger, S.K., Mathieu, J., Kukenberger, M., & Gerstner, C. (2008) *Social capital in teams: Team leadership, peer networks, and performance*. Paper presented in team leadership symposium at the SIOP conference, San Francisco, CA.

Wouters, K., Tesluk, P.E., Kudisch, J., & Edinger, S.K. (2008). *The impact of executive coaching on the development of leadership skills*. Paper presented in leadership coaching effectiveness symposium at the SIOP conference, San Francisco, CA.

Edinger, S.K. & Wilson, J.M. (2006). *The best laid plans: The consequences of differences in planning behavior in electronic and face-to-face groups*. Paper presented at the Midwest Academy of Management conference, Louisville, KY.

Jelinek, M., Emrich, C., & Edinger, S.K. (2006). *Communication events and echoes: Concert and competition in organizational narratives*. Paper presented in OB division symposium at the Academy of Management conference, Atlanta, GA.

RESEARCH IN PROGRESS

Edinger, S.K., Tesluk, P.E., Chen, G., Mathieu, J., & Gerstner, C. *Building and utilizing social capital in teams: The role of external leadership and distributed expertise*. Final revision phase. Targeting submission to AMJ in October, 2010.

Edinger, S.K. & Sharma, P.N. *Differential suffering? The role of social capital in abusive supervision*. Theory paper-writing phase. Targeting submission to AMR in Fall, 2010.

Taylor, M.S., Shapiro, D.L., Erez, M., & Edinger, S.K. *Generating, mobilizing, and realizing innovation in organizations across cultures*. Funded by a grant from the Kaufmann Foundation. Data collection phase.

Wouters, K., Tesluk, P.E., Kudisch, J., & Edinger, S.K. *The impact of executive coaching on the development of leadership skills*. Data collection/data analysis phase.

Edinger, S.K. & Edinger, M.J. *The role of social networks in determining elementary teacher effectiveness*. Data collection/data analysis phase.

HONORS AND AWARDS

Dean's Research Fellowship, University of Maryland, 2006-2010
Sancetta Memorial Fund Award, The College of William and Mary, May 2006
Siegfried Fellowship, The College of William and Mary, 2004-2006
E. George Fellowship, The College of William and Mary, 2004-2005
University Scholarship, University of Maryland, 2003-2004

TEACHING EXPERIENCE

Instructor

Management and Organization Theory. Summer 2009. University of Maryland. Undergraduate course. Overall rating 4.61/5.00.

Teaching Assistant

Integration and Teamwork. Fall 2008. University of Maryland. MBA course.

Organizational Behavior and Processes. Spring 2006. The College of William and Mary. EMBA course.

Business, Government, and the Global Economy. Spring 2006. The College of William and Mary. MBA course.

International Financial Management. Summer 2005. The College of William and Mary. EMBA course.

SERVICE

Ad-hoc reviewer for OB and OMT divisions, Academy of Management conference, 2007-2010

Ph.D. student mentor, University of Maryland, 2007-present

Web Committee Member, New Doctoral Student Consortium, Academy of Management conference, 2007

WORK EXPERIENCE

- 1997-2002** **BALANCED CARE CORPORATION** **Richmond, VA**
Community Director
Administrator for 80 bed assisted living community with \$1.3M annual operating budget
- Regional Manager, Human Resources* **Greensboro, NC**
Designed and administered best-practice programs in all functional areas of human resources management. Planned and implemented strategic direction for 12 assisted living facilities in five states
- Corporate Manager, Human Resources* **Mechanicsburg, PA**
Oversaw all functional areas of human resource management. Promoted after eight months to Regional Manager position
- 1995-1997** **HEALTHSOUTH, INC.** **Mechanicsburg, PA**
Human Resources Representative
Represented company at statewide therapist and nurse recruiting events resulting in hires across 100 locations nationwide
- 1993-1995** **GENERAL MILLS, INC.** **Carlisle, PA**
Stock Accountant/Benefits Administrator
Maintained 95% accurate inventory levels of all raw materials, work-in-process, and finished products. Appointed team leader and site trainer for SAP implementation

MEMBERSHIPS

- Academy of Management: OB, OMT, and RM divisions, 2005-present
- Society for Industrial and Organizational Psychology, 2007-present
- International Network for Social Network Analysis, 2008-present

REFERENCES

Paul E. Tesluk, PhD
Tyser Professor of Organizational Behavior and Human Resource Management
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