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Scheller College of Business
Georgia Institute of Technology
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EDUCATION

- Ph.D. 1989 University of Illinois, Urbana-Champaign,
Department of Business Administration
Major: Organizational Behavior
Minor: Human Resource Management
- M. A. 1983 University of Illinois, Urbana-Champaign,
Institute of Labor and Industrial Relations
Major: HRM/Organizational Behavior
- B. A. 1980 Cum Laude, State University of New York at Albany
Major: Psychology Minor: History

PROFESSIONAL EXPERIENCE

- June, 2017-Present Sharon M. and Matthew R. Price Chair and Professor of
Organizational Behavior (OB), OB Area Coordinator,
Scheller College of Business,
Georgia Institute of Technology
- August, 2008 – May, 2017 Thomas R. Williams Wells-Fargo Professorship and
OB Area Coordinator, Scheller College of Business,
Georgia Institute of Technology
- August, 2006 – 2012 GT ADVANCE Professor for the College of Management
Georgia Institute of Technology
- August, 2002- Present Professor, College of Management
Georgia Institute of Technology
- September, 1996-May, 2002 Associate Professor, DuPree College of Management
Georgia Institute of Technology
- September, 1994-May, 1996 Assistant Professor, School of Management,
Georgia Institute of Technology
- August, 1988-May, 1994 Assistant Professor, Department of Management and
Policy, University of Arizona

Professional Experience Continued

January, 1985-August, 1985 Personnel Assistant, IBM, Rochester, Minnesota

August, 1980-July, 1981 Research Assistant, Development, American Foundation for the Blind, New York, N.Y.

PUBLICATIONS

- Son, E. & Shalley, C.E. In press. Interpersonal relationships and individual employee creativity. In J. Goncalo & J. Katz (Eds.), Research Handbook on Workplace Creativity, Edward Elgar.
- Keem, S., Koseoglu, G., Jeong, I., & Shalley, C.E. 2023. How does ethical leadership relate to team creativity? The role of collective team identification and need for cognition. Group and Organization Management, 48, 1507-1543.
- Koseoglu, G., Breidenthal, A., & Shalley, C.E. 2023. When perceiving one's coworker as creative affects social network over time: A Network Theory of Social Capital perspective. Journal of Organizational Behavior, 44, 1183-1203.
- Lua, E., Liu, D., & Shalley, C.E. 2023. Multilevel outcomes of creativity: An integrative review and agenda for future research. Journal of Organizational Behavior, 1-25.
- Byron, K., Keem, S., Darden, T., Shalley, C.E., & Zhou, J. 2023. Building blocks of idea generation and implementation: A meta-analysis of team design and team creativity and innovation. Personnel Psychology, 76, 249-278.
- Zhu-Ireland, J. & Shalley, C.E. 2023. The relationship between ethics and creativity: An ethical leadership focus. In R. Reiter-Palmon & S. Hunter (Eds.), Handbook of Organizational Creativity, 2nd Edition, vol. 1: Individual and Group Influences, Academic Press, Elsevier (pp. 224-235).
- Mannucci, P.V., & Shalley, C.E. 2022. Embracing multicultural tensions: How team members' multicultural paradox mindsets foster team information elaboration and creativity. Organizational Behavior and Human Decision Processes, 173, 1-11.
- Koseoglu, G., Shalley, C. E., & Lemoine, G.J. 2022. Every Sherlock needs a few Watsons: A theory of creativity catalysts in organizations. Journal of Organizational Behavior, 840-857.
- Shalley, C.E., & Breidenthal, A.P. 2021. Conducting rigorous research on individual creativity. In J. Zhou & E. Rouse (Eds.), Handbook of Research on Creativity and Innovation, UK: Edward Elgar Publishing (pp. 12-27).

Publications Continued

- Hora, S., Lemoine, G.J., Xu, N., & Shalley, C.E. 2021. Unlocking and closing the gender gap in creative performance: A multilevel model. Journal of Organizational Behavior, 42(3), 297-312.
- Koseoglu, G., & Shalley, C.E. Social networks and employee creativity. Oxford Research Encyclopedia: Business and Management, online May 26, 2021, Oxford University Press 2021, <https://doi.org/10.1093/acrefore/9780190224851013173>.
- Koseoglu, G., Blum, T.C., & Shalley, C.E. 2020. Gender similarity, coworker support, and job attitudes: An occupation's creative requirement can make a difference. Journal of Management and Organization, 26(5), 880-898.
- Shalley, C.E., & Koseoglu, G. 2020. Creativity in organizations. In M. A. Runco & S. Pritzker, Encyclopedia of Creativity, 3rd Edition, Volume 2, Elsevier, Academic Press, 285-288.
- Shalley, C. E. 2020. The importance of the Componential Model of Creativity. R. Reiter-Palmon, C.M. Fisher, & J.S. Mueller (Eds). Creativity at Work: A Festschrift in Honor of Teresa Amabile, In Palgrave Studies in Creativity and Innovation in Organizations. London: Palgrave MacMillan, 179-184.
- Shalley, C.E., & Lemoine, G.J. 2019. Leader behaviors and employee creativity: Taking stock of the current state of research. Mainemelis, C., Epitropaki, O., & Kark, R. (Eds.), Creative leadership: Contexts and Prospects. 79-94. NY: Routledge.
- Madjar, N., Shalley, C.E., & Herndon, B. 2019. Taking time to incubate: The moderating role of 'what you do' and 'when you do it' on creative performance. Journal of Creative Behavior, 53, 377-388.
- Wang, S., Liu, Y., & Shalley, C.E. 2018. Idiosyncratic deals and employee creativity: The mediating role of creative self-efficacy. Human Resource Management, 57, 1443-1453.
- Keem, S., Shalley, C.E., Kim, E. & Jeong, I. 2018. Are creative individuals bad apples? A dual pathway model of unethical behavior. Journal of Applied Psychology, 103, 416-431.
- Shalley, C. E., Litchfield, R. C., & Gilson, L.L. 2018. 20 years later: Organizational context for team creativity. To appear in R. Reiter-Palmon (Ed.), Team Creativity, Oxford University Press, pp. 167-194.

Publications Continued

- Koseoglu, G., Liu, Y., & Shalley, C.E. 2017. Working with creative leaders: Exploring the relationship between supervisors' creativity and their employees' creativity. The Leadership Quarterly, 28, 798-811.
- Koseoglu, G., Shalley, C.E., & Herndon, B. 2017. Task context changes: Teams' maladaptive responses to unexpected changes. Journal of Applied Social Psychology, 47, 195-212.
- Litchfield, R. C., Gilson, L. L., & Shalley, C.E. 2017. Can teams have a creative personality? In G.J. Feist, R. Reiter-Palmon, & J.C. Kaufman (Eds). The Cambridge Handbook of Creativity and Personality Research, Cambridge University Press, New York: N.Y, 354-371.
- Shalley, C.E., & Gilson, L.L. 2017. Creativity and the management of technology: Balancing creativity and standardization. Production and Operations Management, 26, 605-616.
- Hitt, M.A., Jackson, S.E., Carmona, S., Bierman, L., Shalley, C.E., & Wright, M. 2016. The future of strategy implementation. In Hitt, M.A., Jackson, S.E., Carmona, S., Bierman, L., Shalley, C.E., & Wright, M. (Eds.). The Oxford Handbook of Strategy Implementation: Managing Strategic Resources. Oxford Handbooks Online, December.
- Hitt, M.A., Jackson, S.E., Carmona, S., Bierman, L., Shalley, C.E., & Wright, M. (Eds.). 2016. The Oxford Handbook of Strategy Implementation: Managing Strategic Resources, Oxford Handbooks Online, December.
- Liu, D., Jiang, K., Shalley, C.E., Keem, S., & Zhou, J. 2016. Motivational mechanisms of employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. Organizational Behavior and Human Decision Processes, 137, 236-263.
- Shalley, C.E., Hitt, M.A., & Zhou, J. (Editors) 2015. Oxford Handbook of Creativity, Innovation, and Entrepreneurship, New York: Oxford University Press.
- Shalley, C.E., Hitt, M.A., & Zhou, J. 2015. Integrating creativity, innovation, and entrepreneurship to enhance the organization's capability to navigate in the new competitive landscape. In Shalley, C.E., Hitt, M.A. & Zhou, J. (Editors) Oxford Handbook of Creativity, Innovation, and Entrepreneurship, p. 1-14.

Publications Continued

- Perry-Smith, J.E., & Shalley, C.E. 2014. A social composition view of team creativity: The role of member nationality heterogeneous ties outside the team. Organization Science, 25, 1434-1452.
- Shalley, C. E., & Koseoglu, G. 2013. Goals and creativity. In E. A. Locke, & G. P. Latham (Eds.), New Developments in Goal Setting and Task Performance, 343-356. Routledge, New York, N.Y.
- Shalley, C.E. 2012. Writing good theory: Issues to consider. Organizational Psychology Review, 258-264.
- Martins, L.L., & Shalley, C. E. 2011. Creativity in virtual work: Effects of demographic differences. Small Group Research, 42, 536-561.
- Schilpzand, M. C., Herold, D.M., Shalley, C.E. 2011. Members' openness to experience and teams' creative performance. Small Group Research, 42, 55-76.
- Zhou, J., & Shalley, C.E. 2011. Deepening our understanding of creativity in the workplace: A review of different approaches to creativity research. In S. Zedeck, et al. (Eds.), APA Handbook of Industrial and Organizational Psychology, vol.1, 275-302.
- Shalley, C. E., Gilson, L.L., Blum, T. C. 2009. Interactive effects of growth need strength, work context, and job complexity on self-reported creative performance. Academy of Management Journal, 52, 489-505.
- Madjar, N. & Shalley, C. E. 2008. Multiple tasks and multiple goals effect on creativity: Forced incubation or just a distraction? Journal of Management, 34, 786-805.
- Shalley, C. E. 2008. Team cognition: The importance of team process and composition for the creative problem-solving process. In Yammarino, F.J. & Dansereau, F. (Eds.) Research in Multi-level Issues, vol. 7. M. Mumford, S. Hunter, & K. Bedell (Eds), Multilevel Issues in Creativity and Innovation, 289-304. Greenwich, CT: JAI Press.
- Shalley, C. E., & Perry-Smith, J.E. 2008. The emergence of team creative cognition: The role of diverse outside ties, socio-cognitive network centrality, and team evolution. Strategic Entrepreneurship Journal, 1, 2, 23-41.
- Shalley, C. E., & Zhou, J. 2008. Organizational creativity research: A historical overview. In J. Zhou and C. Shalley (Eds.) Handbook of Organizational Creativity, 3-31. New York: Lawrence Erlbaum and Associates.

Publications Continued

- Shalley, C. E. 2008. Creating roles: What managers can do to establish expectations for creative performance. In J. Zhou and C. Shalley (Eds.) Handbook of Organizational Creativity, 147-164. New York: Lawrence Erlbaum and Associates.
- Zhou, J., & Shalley, C. E. 2008. Expanding the scope and impact of organizational creativity research. In J. Zhou and C. Shalley (Eds.) Handbook of Organizational Creativity, 347-368. New York: Lawrence Erlbaum and Associates.
- Gupta, A.K., Smith, K.G., & Shalley, C. E. 2006. The interplay between exploration and exploitation. Academy of Management Journal, 49, 693-706.
- Gilson, L.L., Mathieu, J. E., Shalley, C.E., & Ruddy, T.M. 2005. Creativity and standardization: Complementary or conflicting drivers of team effectiveness? Academy of Management Journal, 48, 521-531.
- Shalley, C.E., Zhou, J., & Oldham, G.R. 2004. The effects of personal and contextual characteristics on creativity: Where should we go from here? Journal of Management, 30, 933-958.
- Gilson, L. L., & Shalley, C. E. 2004. A little creativity goes a long way: An examination of teams' engagement in creative processes. Journal of Management, 30, 453-470.
- Shalley, C.E., & Gilson, L.L. 2004. What leaders need to know: A review of social and contextual factors that can foster or hinder creativity. The Leadership Quarterly, 15: 33-53.
- Zhou, J., & Shalley, C.E. 2003. Research on employee creativity: A critical review and directions for future research. In J. Martocchio & G.R. Ferris (Eds.), Research in Personnel and Human Resource Management, vol. 22, p. 165-217, Greenwich, CT: JAI Press Inc.
- Perry-Smith, J.E., & Shalley, C.E. 2003. The social side of creativity: A static and dynamic social network perspective. Academy of Management Review, 28, 89-106.
- Shalley, C.E. & Parsons, C.K. 2002. Harassment in the workplace: Recognizing it and your legal liability. In Human Resources Management: Perspectives, Context, Functions and Outcomes. G.R. Ferris, M.R. Buckley, & D.B. Fedor (Eds), Prentice Hall, 4th Edition, p. 92-103.

Publications Continued

- Shalley, C.E. 2002. How valid and useful is the integrative model for understanding work groups creativity and innovation? Invited commentary on “Sparkling fountains or stagnant ponds: An integrative model of creativity and innovation implementation in work groups” by Michael West. Applied Psychology: An International Review: 51, 406-410.
- Gilson, L. L., Shalley, C. E., & Blum, T. C. 2001. Team and organizational attitudes as a lens and mirror impacting customer satisfaction: An empirical test in self-managed teams. Journal of Quality Management. 6: 235-256.
- Shalley, C. E., & Perry-Smith, J. E. 2001. Effects of social-psychological factors on creative performance: The role of informational and controlling expected evaluation and modeling experience. Organizational Behavior and Human Decision Processes, 84, 1-22.
- Shalley, C. E. Gilson, L., & Blum, T. C. 2000. Matching creativity requirements and the work environment: Effects on satisfaction and intentions to leave. Academy of Management Journal, 43, 215-223.
- Shalley, C. E., & Mone, M. A. 1998. Reconciling goals and quality: How goal setting can work with quality initiatives. In Advances in the Management of Organization Quality. D. Fedor & S. Ghosh (Eds.), pp. 57-87, JAI Press.
- Shalley, C. E., & Oldham, G. R. 1997. Competition and creativity performance: Effects of competitor presence and visibility. Creativity Research Journal, 10, 337-345.
- Leblebici, H., & Shalley, C. E. 1996. The organization of relational contracts: The allocation of rights in franchising. Journal of Business Venturing, 11, 403-418.
- Shalley, C. E., & Locke, E. A. 1996. Setting goals for innovation. R & D Innovation, 1-6.
- Fedor, D., Parsons, C., & Shalley, C. E. 1996. Organizational comparison processes: Investigating the adoption and impact of benchmarking-related activities. Journal of Quality Management, 1, 161-192.
- Shalley, C. E. 1996. Becoming a teacher at a research university. Frost, P. J. & Taylor, M. S. (Eds.) Rhythms of Academic Life: Personal Accounts of Careers in Academia, pp. 61-72. Thousand Oaks, CA. Sage Publications.
- Shalley, C. E. 1995. Effects of coaction, expected evaluation, and goal setting on creativity and productivity. Academy of Management Journal, 38, 483-503.
- Mone, M. A., & Shalley, C. E. 1995. The effects of task complexity and goal difficulty on task strategy and performance over time. Human Performance, 8, 243-262.

Publications Continued

- Northcraft, G. B., Griffith, T. L., & Shalley, C. E. 1992. Building top management muscle in a slow growth environment: How different is better at Greyhound Financial Corporation. Academy of Management Executive, 6: 32-41.
- Earley, P. C., Shalley, C. E., & Northcraft, G. B. 1992. I think I can, I think I can...Processing time and strategy effects of goal acceptance/rejection decisions. Organizational Behavior and Human Decision Processes, 53: 1-13.
- Shalley, C. E. 1991. Effects of productivity goals, creativity goals, and personal discretion on individual creativity. Journal of Applied Psychology, 76: 179-185.
- Earley, P. C., & Shalley, C. E. 1991. New perspectives on work performance: Merging motivation and cognition. In G. R. Ferris & K. M. Rowland (Eds.), Research in Personnel and Human Resource Management, vol. 9, Greenwich, CT: JAI Press Inc.
- Shalley, C. E., & Derber, M. 1989. Blacks, Hispanics, and Fair Employment. In M. Derber, Labor in Illinois: The Affluent Years, 1945-1980. Pp. 383-411. Urbana, Illinois: University of Illinois Press.
- Shalley, C. E., & Derber, M. 1989. More Voice for Working Women. In M. Derber, Labor in Illinois: The Affluent Years, 1945-1980. Pp. 412-429. Urbana, Illinois: University of Illinois Press.
- Shalley, C. E., Oldham, G. R., & Porac, J. F. 1987. Effects of goal difficulty, goal setting method and expected evaluation on intrinsic motivation. Academy of Management Journal, 30: 553-563.
- Shalley, C. E., & Oldham, G. R. 1985. Effects of goal difficulty and expected external evaluation on intrinsic motivation: A laboratory study. Academy of Management Journal, 28, 628-640.

CONFERENCE PROCEEDINGS AND OTHER PUBLICATIONS

- Aggrawal, I., Shalley, C.E., Huo, J. & Herndon, B. 2017. Team creativity: Task contexts, specialization and coordination. Academy of Management Proceedings.
- Schouten, M.E., Shalley, C.E., & van Knippenberg, D. 2014. The role of supervisor support in creative networks. Academy of Management Proceedings.

Conference Proceedings and Other Publications Continued

- Madjar, N., Herndon, B., & Shalley, C.E. 2014. Taking time to incubate: Moderating role of “what you do” and “when you do it” on creativity. *Academy of Management Proceedings*.
- Liu, D., Jiang, K., Shalley, C. E., & Keem, S. 2013. The underlying motivational mechanism for employee creativity: A meta-analytic examination. *Academy of Management Proceedings*.
- Herndon, B., Shalley, C.E., and Koseoglu, G. 2013. Creative process in the face of change: How teams experience and respond to pressure. *Proceedings of the (46th) Annual Hawaii International Conference on System Sciences (CD-ROM) (Jan. 7-10, 2013)*, Computer Science Press (2013) 10 pages.
- Shalley, C.E. 2012. “Creativity”, in Aldag, R.J. (Ed.), *Organizational Behavior, the Marketing & Management Collection*, Henry Stewart Talks Ltd, London (online at <http://hstalks.com/?t=MM1553287-Shalley>).
- Shalley, C.E. 2012. Creativity, in Griffin, R. (Editor in Chief), *Oxford Bibliographies: Organizational Behavior*, www.oxfordbibliographies.com, 9780199846740-0035.
- Martins, L.L., Shalley, C.E., & Gilson, L.L. 2009. Virtual teams and creative performance. *Proceedings of the (42th) Annual Hawaii International Conference on System Sciences (CD-ROM)*, (Jan. 5-8, 2009), Computer Science Press (2009) 10 pages.
- Flury, A., Kirkman, B., Shalley, C., Thursby, M., & Vincent, L. 2004. Technological innovation: Generating economic results: An immersion approach to graduate education in engineering," *NCIIA 8th Annual Conference Proceedings*, San Jose, CA.

SELECTED WORK IN PROCESS

- Gong, Q., Zhu, J., & Shalley, C.E., & Son, E.S. The benign maverick: How unethical pro-organizational behavior influences creativity recognition. Received a revise and resubmit at a journal.
- Son, E.S., & Shalley, C.E. 2024. A paradox approach to exploring the effects of creative process engagement. Submitted to a journal.
- Lemoine, G.J., Shalley, C.E. & Xu, N. A tale of two creativities: The differential effects of personal and contextual factors for radical and incremental creativity. Manuscript in preparation.
- Aggrawal, I., Shalley, C.E., & Sá, B. Team cognition and creativity: The role of task context. Manuscript in preparation.

RECENT CONFERENCE PRESENTATIONS

Son, E.S., & Shalley, C.E. 2024. A paradox approach to exploring the effects of creative process engagement. To be presented at the Society of Industrial/Organizational Psychology, Chicago, Illinois.

Lua, E., Liu, D., & Shalley, C.E. 2023. Multilevel outcomes of creativity: An integrative review and agenda for future research. Presented at the Academy of Management meetings, Boston, MA.

Son, E.S., & Shalley, C.E. 2022. How I see my leader: The effects of perceived leader characteristics on employee creativity. Presented at the Academy of Management meetings, Seattle, WA.

Gong, Q., Zhu, J., & Shalley, C.E. 2021. Evil genius? How unethical pro-organizational behavior impacts creativity recognition. Presented at the Academy of Management Virtual Meetings.

Shalley, C.E. 2020. Creativity in the workplace: The foundation for individual and team innovation. Keynote speaker at CREATE-ET Virtual Closing Conference, The Impact of Foreign Language Use on Team Creativity.

Shalley, C.E., & Mannucci, P.V. 2020. Cultural ambassadors: How team members' multicultural mindsets shape creativity in multicultural teams. Virtually presented at Academy of Management Meetings.

Shalley, C.E. 2020. OB Research Incubator. Virtually presented at Academy of Management Meetings.

Shalley, C.E. 2020. Convenor of a subtheme on "Can creativity save the world?" Virtually presented at European Groups and Organization Studies.

Shalley, C. E. 2019. The importance of the Componential Model of Creativity. Presented at the Creativity conference: Festschrift in honor of Teresa Amabile, Harvard Business School, Cambridge, Massachusetts

Shalley, C. E. 2019. Moving up the academic ladder: It's time for more women full professors. Presented at Academy of Management, Boston, Massachusetts.

Shalley, C.E. 2019. OB Research Incubator. Presented at Academy of Management, Boston, Massachusetts.

Shalley, C. E. 2019. Understanding the nuances of creative leadership across contexts. Presented at Academy of Management, Boston, Massachusetts.

Conference Presentations Continued

- Shalley, C.E. 2019. Creativity. MOC connecting: Sharing expertise on MOC hot topics. Presented at Academy of Management, Boston, Massachusetts.
- Shalley, C. E. 2019. Workplace creativity: Highlights of prior studies and areas for future research. Presented at the Second Annual Creativity Conference at Southern Oregon University, Ashland, Oregon.
- Shalley, C.E. 2018. Facilitating employee creativity in an e-HRM environment. Presented at the e-HRM Conference, Milan, Italy.
- Koseoglu, G., Shalley, C.E., & Breidenthal, A. 2018. The evolution of creative employees' networks over time. Presented at Academy of Management, Chicago, Illinois.
- Shalley, C.E., & Mannucci, P.V. 2018. Cultural ambassadors: Multicultural team creativity. Presented at European Groups and Organizational Studies (EGOS), Tallin, Estonia.
- Koseoglu, G., Shalley, C.E., & Breidenthal, A. 2018. Changes in creative employees networks over time. Presented at European Groups and Organizational Studies (EGOS), Tallin, Estonia.
- Lagowska, V., Aggarwal, I., Bohns, V., & Shalley, C.E. 2018. The opposing impact of openness to experience on team performance through shared leadership: The role of task context. Presented at European Groups and Organizational Studies (EGOS), Tallin, Estonia.
- Shalley, C.E. 2018. Managing creativity and innovation in organizations. Presented at Society of Industrial/Organizational Psychology, Chicago, Illinois.
- Shalley, C. E. 2017. Finding your mojo: Advice from the faculty. Presented at the Southern Management Association Annual Meetings, St. Petersburg, FL.
- Aggarwal, I., Shalley, C.E., Huo, J., & Herndon, B. 2017. The impact of task context for team cognition and creative performance. Presented at the Academy of Management Annual Meetings, Atlanta.
- Lemoine, G.J., Shalley, C.E., & Xu, N. 2017. Differential effects of personal and contextual factors for incremental and radical creativity. Presented at the Academy of Management Annual Meetings, Atlanta.
- Gilson, L.L., & Shalley, C. E. 2017. Creativity and the management of technology: Balancing creativity and standardization. Presented at Society of Industrial/Organizational Psychology, Orlando, Florida.

Conference Presentations Continued

- Shalley, C. E. 2016. Contextual Factors and Creativity. Presented at American Psychological Association, Denver.
- Shalley, C.E., Koseoglu, G., & Gilson, L. L. 2016. Creativity in multicultural teams: The critical role of team cultural metacognition. Presented at European Groups and Organizational Studies, Naples, Italy.
- Shalley, C. E. 2016. Being an effective teacher. Round Table Discussion for Doctoral 0 Student Consortium of the Organizational Behavior Division, Academy of Management Annual Meetings, Anaheim.
- Shalley, C.E. 2016. Creativity Research. Round Table Discussion for New Members of the Organizational Behavior Division, Academy of Management Annual Meetings, Anaheim.
- Keem, S., Shalley, C. E., Kim, E., & Jeong, I. 2015. Creativity and unethical behavior in organizations: An empirical investigation. Presented at Academy of Management Annual Meetings, Vancouver.
- Shalley, C. E. 2015. When do the light bulbs go on? How time influences creativity. Presented at Academy of Management Annual Meetings, Vancouver.
- Shalley, C.E. 2015. Being an effective teacher. Round Table Discussion for Doctoral Student Consortium of the Organizational Behavior Division, Academy of Management Meetings, Vancouver.
- Litchfield, R. C., Gilson, L. L., & Shalley, C.E. 2015. Can teams have a creative personality? Presented at INGroup Annual Meetings, Pittsburgh.
- Shalley, C.E., Koseoglu, G., & Gilson, L. L. 2015. Creativity in multicultural teams: The ARCs of team cultural metacognition. Presented at Society for Industrial and Organizational Psychology Annual Meetings, Philadelphia.
- Keem, S., Shalley, C.E., Kim, E., & Jeong, I. 2015. When does creative personality lead to unethical behavior in organizations? The joint interaction of creative personality, moral identity, and negative affectivity through moral disengagement. Presented at Association for Psychological Science Annual Meetings, New York.
- Schouten, M. E., Shalley, C.E., & van Knippenberg, D. 2014. Advice networks and creativity: Compensating for a lack of support. Presented at Academy of Management Meetings, Philadelphia.

Conference Presentations Continued

Madjar, N., Herndon, B., & Shalley, C.E. 2014. Taking time to incubate: The moderating role of 'what you do' and 'when you do it' on creative performance. Presented at Academy of Management Meetings, Philadelphia.

Koseoglu, G., Shalley, C. E., Liu, Y. 2014. Working with creative leaders: Exploring the relationship between supervisors' creativity and their employees' creativity. Presented at Academy of Management Meetings, Philadelphia.

Shalley, C.E. 2014. Being an effective teacher. Round Table Discussion for Doctoral Student Consortium of the Organizational Behavior Division, Academy of Management Meetings, Philadelphia.

Herndon, B., Koseoglu, G., & Shalley, C. E. 2014. Creativity under dynamic conditions: A team intensity and creative process perspective. Presented at European Groups and Organizational Studies (EGOS) Conference, Rotterdam, Netherlands.

Koseoglu, G., Shalley, C. E., Liu, Y. 2014. Creativity as a dependent variable: Exploring the relationship between supervisors' creativity and employees' creativity. Presented at IWP Symposium on Entrepreneurship and Leadership, Sheffield, UK.

Keem, S., & Shalley, C.E. 2014. When and how task conflict leads to team creativity. Presented at Association for Psychological Science, San Francisco.

RECENT PRESENTATIONS AT UNIVERSITIES

Peking University, Invited Research Presentation, Spring, 2023

Syracuse University, Invited Research Presentation, Spring, 2022

Catholic University of the Sacred Heart, Milan, Italy, Keynote Speaker, e-HRM Conference, Fall, 2018.

Purdue University, Invited Distinguished Scholar Presentation, Spring, 2017

University of Cincinnati, Invited Distinguished Scholar Presentation, Spring, 2017

Virginia Commonwealth University, Thalheimer Scholar in Residence, 2016

City University of London, Invited Research Presentation, Spring, 2016

University of Buffalo, Invited Research Presentation, Spring 2016

Presentations at Universities Continued

University of Connecticut, Invited Research Presentation, Fall, 2015

City University of London, Invited Research Presentation, Spring, 2014

University of Melbourne, Invited Research Presentation, Summer, 2012

University of South Australia, Invited Research Presentation, Summer, 2012

Syracuse University, Invited Research Presentation, Spring, 2012

University of Michigan, Invited Research Presentation, Spring, 2011

TEACHING EXPERIENCE

Negotiation and Conflict Resolution (UG and MBA)

Human Resources Management (UG and MBA)

International Negotiations (EMBA)

International Human Resources Management (Global EMBA)

Research Methods Seminar (Ph.D.)

Executive Education Sessions Conducted for Degree and Nondegree Programs:

Negotiation and Conflict Resolution

Employment Legislation

Strategic Persuasion

Managing Across Organizational Boundaries

Individual and Team Creativity

Influence

Communication

RECOGNITION AND HONORS

Fellow, International Society for the Study of Creativity and Innovation (ISSCI), 2021

Named to the Top 2% of World Scientists by the Meta-Research Innovation Center at Stanford University and published in PLOS, 2020

Fellow, Society for Industrial/Organizational Psychology, 2012

Fellow, Association of Psychological Science, 2012

Invited Member, Society of Organizational Behavior, 2012

Voted MBA Elective Professor of the Year, Spring, 2012

Recognition and Honors Continued

Visiting Scholar, School of Management, University of South Australia, Summer, 2012

Professor of the Game – an Institute Wide Award for exemplary sustained educational and research achievements, 2011

Association of Psychological Science (APS) 2010 Invited Speaker

Featured in an APS Observer article, July 2010

Profiled as “I’m a Psychological Scientist” in the APS “The Faces and Minds of Psychological Science”, 2010-2011.

Journal of Management Best Paper Award, 2009, for Shalley, Zhou, and Oldham, 2004 article.

Brady Family Award for Faculty Teaching Excellence, Spring 2009.

Voted MBA Elective Professor of the Year, Spring 2008.

“Thank a Teacher” award, Spring, 2018, Spring, 2008. A student nominated award sponsored by the GT Center for the Enhancement of Teaching and Learning.

Visiting Scholar, Department of Management, University of Melbourne, Melbourne Australia, Summer, 2005.

Finalist, 2004 Academy of Management Review Best Paper for “The Social Side of Creativity: A Static and Dynamic Social Network Perspective”.

Sloan Management Review 2001 article written about my research on creativity and highlighting its potential importance for managers and executives.

GRANTS

2007 – Kuang, Xi (Jason), & Shalley, C. E. The role of incentives and performance schemes for creativity and innovation. Grant funded by the Greater Atlanta Regional Grants for the Study of Entrepreneurship and Productivity.

2005 Shalley, C.E. Employees’ creative performance: Differential effects by type of job, work arrangement, and country. CIBER Research Grant Recipient.

2001 Shalley, C.E. Individual, job, and contextual factors: Effects on employees’ creative performance. Grant funded by the DuPree College of Management Competitive Small Grants Program.

Grants Continued

- 2000 Shalley, C.E. Social Relationships and Connections: The Role of the Social Context on Creativity and Innovation. Grant funded by the DuPree College of Management Competitive Small Grants Program.
- 1994 Shalley, C. E. Resource allocation between competing goals under different incentive structures. Grant funded by the University of Arizona's Competitive Small Grants Program.
- 1990 Gutek, B. A., Northcraft, G. B., Galegher, J., & Shalley, C. E. The structure of contact between men and women at work: Nature and consequences. National Centre for Management Research and Development, Univ. of Western Ontario.

MAJOR INTERNAL SERVICE ACTIVITIES

Area Coordinator, Organizational Behavior Group, Fall, 2008-present

Chair or Co-Chair, OB Area Recruiting, 2009-2011, 2015-2023

Retention, Promotion and Tenure (RP&T) Committee for Scheller College of Business, Fall, 2007-2013, 2017-2018, 2021-2022

Member of Scheller Chair and Professorship Committee 2021-present

Member of Scheller MBA Committee, 2021-2022

Co-Owner, Diversity, Inclusion, and Innovation, Strategic Plan Goal 4, Scheller College of Business, 2015-2021

Member of the Scheller Diversity Council, 2015-2021

Faculty Advisor, Full-time MBA Women in Business (WIB), 2007-2021

Periodic Peer Review (PPR) Committee, Fall, 2013-2017, 2018-2021

Member of the Dean's Five Year Evaluation Committee, 2019

Task Force Member, Workforce for the Future, Georgia Tech 2014-2015

ADVANCE Professor COM, 2006-2012

Member, EMBA Task Force, Fall 2011-2012

Dean's Search Committee, Fall, 2005-Spring, 2006

Major Internal Service Continued

Faculty Director COM Ph. D. Program, Fall, 1999-Summer, 2004

OB Area Ph.D. Director, Fall, 1999-Summer, 2009

Chair of the Ethics Chair Search Committee, Fall, 2006-Spring, 2008

Costley Chair Search Committee, Fall, 2006-Spring, 2007

Institute Benefits Committee, Fall, 1999-Spring, 2002

PROFESSIONAL ACTIVITIES AND ASSOCIATIONS

Member of the Fellows Committee, Association for Psychological Science, 2023.

Member of the Editorial Review Board for Organizational Psychology Review, 2009-present.

Member of the Editorial Review Board for Journal of Applied Behavioral Sciences, 2008-present.

Member of the Editorial Review Board for Business Creativity and the Creative Economy, 2014-present.

Advisory Board Member, Oxford Research Encyclopedia of Business and Management, 2014-present.

Convenor of a Subtheme at European Groups and Organizations, Milan, Italy, 2024.

Convenor of a Subtheme at European Groups and Organizations, Vienna, Austria, 2022.

Convenor of a Subtheme at European Groups and Organizations, Virtual Conference, 2020.

Convenor of a Subtheme at European Groups and Organizations, Tallin, Estonia, 2018.

Member of the Editorial Review Board for Organizational Behavior and Human Decision Processes, 2010-2016.

Member of the All Academy Theme Symposium Committee, 2017

Chair of the Cummings Scholarly Award Committee, OB Division, Academy of Management, 2015-2016.

Professional Activities and Associations Continued

Member of the Editorial Review Board for Academy of Management Journal, 2008-2014.

Member of the Editorial Review Board for Academy of Management Review, 2008-2011.

Member of the Editorial Review Board for Journal of Management, 2002-2005, 2005-2008, 2008-2011, 2011-2014.

Advisory Board Member, Centre for Human Resource Management, University of South Australia, 2012-2015.

Senior Editor for Organizational Behavior Series of Oxford Research Reviews: Business and Management, 2012-2015.

Member of the Cummings Scholarly Award Committee, OB Division, Academy of Management, 2014-2015, 2005-2006.

Member of the Committee to select the 2013 OB Division Award Best Paper Based on a Dissertation, Academy of Management.

Member of the International Editorial Advisory Board for Major Works on Innovation and Knowledge Management, 2008-2010.

Chair of the Cummings Scholarly Award Committee, OB Division, Academy of Management, 2008-2009.

Member of the Scientific Awards Committee, OB Division, Academy of Management, 2005-2008.

Member of the Program Committee for the Creativity, Entrepreneurship, and Organizations of the Future Conference, Harvard Business School, 2007.

Guest Editor of a Special Issue for the Academy of Management Journal on "Managing Exploration and Exploitation", 2004-2006.

Member of the 2003 Best Paper Award Selection Committee for Journal of Management.

Reviewer, National Science Foundation (NSF), Innovation and Change Proposals.

Reviewer, Research Council China, for Creativity and Innovation Proposals.

Professional Activities and Associations Continued

Ad hoc Reviewer for many journals including:

Academy of Management Journal	Journal of Management
Personnel Psychology	Administrative Science Quarterly
Journal of Applied Psychology	Journal of Organizational Behavior
Organization Science	Management Science
Academy of Management Review	Creativity Research Journal
Journal of Personality and Social Psychology	
Journal of Vocational Behavior	Human Performance
Journal of Business Venturing	Journal of Creative Behavior
Production and Operations Management	

Affiliations: Academy of Management, Society for Industrial and Organizational Psychology, Society of Organizational Behavior, Applied Psychological Society, Southern Management Association, European Groups and Organizational Studies, INGroup