

RADOSTINA K. PURVANOVA

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EDUCATION

- Ph.D.** **University of Minnesota, 2008**
Industrial and Organizational Psychology
Dissertation: *Linking personality judgment accuracy to team processes and outcomes in face-to-face and virtual teams*
Committee: Joyce Bono (Adviser), Paul Sackett (Chair), John Campbell, Deniz Ones, and Amy Colbert
- M.S.** **Emporia State University, 2002**
Industrial and Organizational Psychology
Thesis: *An examination of three theories of leadership in the telecommuting context*
Committee Chair and Adviser: Brian Schrader
- B.A.** **American University in Bulgaria, Cum Laude, 1998**
Business Administration (major), Psychology (minor)

ACADEMIC AND PROFESSIONAL EXPERIENCE

- Professor**, Drake University, Zimpleman College of Business, 2020-Present.
- Chair, Department of Management and Organizational Leadership**, Drake University, Zimpleman College of Business, 2019-2024.
- Associate Professor** with tenure, Drake University, Zimpleman College of Business, 2014-2020.
- Assistant Professor**, Drake University, Zimpleman College of Business, 2008-2014.
- Instructor**, University of Minnesota, Department of Psychology, Industrial and Organizational Psychology Area, 2002-2008.
- Instructor**, Emporia State University, Department of Psychology, Industrial and Organizational Psychology Area, 1999-2002.
- Human Resources Associate**, Newman Regional Health, Emporia, KS, 2000-2002.
- Head Project Coordinator**, Foundation for Local Government Reform, Sofia, Bulgaria, 1998-1999.

SCHOLARSHIP

Refereed Journal Articles

1. Purvanova, R. K. & Mitchell, A. D. (2026). Workplace Alignment: Company Workplace Strategies and Employee Work Modality Preferences. *Employee Relations: The International Journal*, 48(4), 672-696.
 - Featured in The Conversation (2026, June). Hybrid work is not always the golden compromise employees expect – even as more companies implement it. <https://theconversation.com/hybrid-work-is-not-always-the-golden-compromise-employees-expect-even-as-more-companies-implement-it-283015>
2. Purvanova, R. K. & Mitchell, A. D. (2025). Demographic Differences in Employee Work Location Preferences: Who Wants to Work Where. *Group & Organization Management*. Online First.
3. Purvanova, R. K. & Mitchell, A. D. (2024). The Corporate Office as a WorkPlace: A Pandemic-Spanning Exploration of Organizational Place in Context. *Group & Organization Management*, Online First.
 - Featured in The Conversation (2025, Jan.). How do you create a workplace that people want to work in? We embedded in a company to find out. <https://theconversation.com/how-do-you-create-a-workplace-that-people-want-to-work-in-we-embedded-in-a-company-to-find-out-242475>
4. Purvanova, R. K. & Bryant, A. (2025). How to Deliver Gender Diversity Education to Men: Training Algorithms to the Rescue. *Applied Psychology: An International Review*, 74(1), e12571.
 - Featured in The Conversation (2025, May). The one-size-fits-all diversity training model is broken – here's a better alternative. <https://theconversation.com/the-one-size-fits-all-diversity-training-model-is-broken-heres-a-better-alternative-250495>
5. Purvanova, R. K. & Kenda, R. (2022). The Impact of Virtuality on Team Outcomes in Organizational and Non-Organizational Teams: A Meta-Analysis. *Applied Psychology: An International Review*, 71, 1082-1131.
6. Purvanova, R. K., Charlier, S., Reeves, C., & Greco, L. (2021). Who Emerges into Virtual Team Leadership Roles? The Role of Achievement and Ascription Antecedents for Leadership Emergence across the Virtuality Spectrum. *Journal of Business and Psychology*, 36, 713-733.
 - Featured in BBC.Worklife (2020, Sept). The surprising traits of good remote leaders. <https://www.bbc.com/worklife/article/20200827-why-in-person-leaders-may-not-be-the-best-virtual-ones>
 - Featured in Inc. Magazine (2020, August). For Great Remote Leaders, Actions Speak Louder Than Words. https://www.inc.com/jessica-stillman/in-person-teams-choose-charming-leaders-remote-teams-prefer-reliability.html?icid=readmoretext_ab_pretest
 - Featured in Canvas 8 (2020, July). Another Zoom? The science of virtual leadership. <https://www.canvas8.com/content/2020/07/17/science-of-e-leadership.html?navPath=>
 - Featured in Inc. Magazine (2020, July). If You Don't Make These 5 Changes, You're Not a Great Leader Anymore. <https://www.inc.com/bill-murphy-jr/if-you-dont-make-these-5-changes-youre-not-a-great-leader-anymore.html>

- Featured in BUY.News (2020, June). Going to virtual work spaces has changed leadership. Have you noticed? <https://news.byu.edu/study-going-to-virtual-work-spaces-has-changed-leadership-have-you-noticed>
7. Purvanova, R. K. & Bryant, A. (2020). Trainees as Consumers? How Marketing Can Revitalize Sexual Harassment and Racial Discrimination Training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 200-204.
 8. Purvanova, R. K. & Kendra, R. (2018). Paradoxical Virtual Leadership: Reconsidering Virtuality Through a Paradox Lens. *Group & Organization Management*, 43, 752-786.
 - Recognized as *Top Five 2018 Group & Organization Management (GOM) Paper*, Academy of Management, Boston 2019. Featured in *Best Papers 2018 Editorial*. <https://journals.sagepub.com/doi/full/10.1177/1059601119880971>
 - Featured in *The Business Record* (2019, May). Virtual groups are a paradox – so here’s how to lead them. <https://businessrecord.com/Content/HR-Education/HR-Education/Article/Virtual-groups-are-a-paradox-so-here-s-how-to-lead-them-/165/799/86639>
 - Featured in *Business and Management INK* (2018, Oct.) <https://managementink.wordpress.com/2018/10/17/reconsidering-virtuality-through-a-paradox-lens/>
 9. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (2016). Flourishing via Workplace Relationships: Moving Beyond Instrumental Support. *Academy of Management Journal*, 59, 1199-1223.
 - Featured in *Academy of Management Insights* (2018, Aug.). Why Fostering Employees’ Relationships at Work Is So Important. <https://journals.aom.org/doi/10.5465/amj.2014.0506.summary>
 - Featured in *The London School of Economics Business Review* (2016, Nov.). Flourishing at Work is All about Relationships. <http://blogs.lse.ac.uk/businessreview/2016/11/02/flourishing-at-work-is-all-about-relationships/>
 - Featured in *The Science Blog* (2016, Oct.). <http://chartlab.org/blog/2016/10/07/flourishing-via-workplace-relationships-moving-beyond-instrumental-support/>
 10. Purvanova, R. K. (2013). The Role of Feeling Known for Team Member Outcomes in Project Teams. *Small Group Research*, 44, 298-331.
 11. Purvanova, R. K., & Muros, J. P. (2010). Gender Differences in Burnout: A Meta-Analysis. *Journal of Vocational Behavior*, 77, 168-185.
 - Featured in *IO at Work* (2016, Jan.): Employee Burnout: Is It the Same for Men and Women? <http://www.ioatwork.com/employee-burnout-is-it-the-same-for-men-women/>
 - Cited in *RedBook Magazine* (2015, Sept.): Protect Yourself from Burnout. http://www.pauladavislaack.com/wp-content/uploads/2015/08/RBK090115Burnout_lo-1.pdf
 - Rated top 25 most cited article in the first five years after publication in *JVB*.
 12. Purvanova, R. K., & Bono, J. E. (2009). Transformational Leadership in Context: Face-to-Face and Virtual Teams. *The Leadership Quarterly*, 20, 343-357.
 - Featured in *IO at Work*, (2015, Sept.): Virtual Leadership ≠ Face-to-Face Leadership. <http://www.ioatwork.com/virtual-leadership-facetoface-leadership/>

- Cited in *Leading Virtually* (2009, June): Can Being Virtual Benefit a Leader?
<http://www.leadingvirtually.com/can-being-virtual-benefit-a-leader/>
 - Rated top 25 most cited article in the first five years after publication in *LQ*.
13. Bono, J. E., Purvanova, R. K., Towler, A., J., & Peterson, D. B. (2009). A Survey of Executive Coaching Practices. *Personnel Psychology*, 62, 361-404.
- Cited in *The Psychologist*, (2014, Aug.): Does Executive Coaching Work?
<https://thepsychologist.bps.org.uk/volume-27/edition-8/does-executive-coaching-work>
 - Cited in *EnVisia Learning*, (2012, Feb.): Are All Executive Coaches Equal?
<http://blog.envisialearning.com/are-all-executive-coaches-equal/>
14. Purvanova, R. K., Bono, J. E., & Dziewiczyński, J. (2006). Transformational Leadership, Job Characteristics, and Organizational Citizenship Performance. *Human Performance*, 19, 1-22.

Books, Book Chapters, Encyclopedia Entries

1. Purvanova, R. K. & Mitchell, A. D. (2025). **The New Workplace: Employee Alignment in Remote-First, Office-Forward, and Hybrid Work Organizations**. Palgrave Macmillan.
2. Purvanova, R. K. (2018). Virtual Teams. In B. Warf (Ed.). *The SAGE Encyclopedia of the Internet*. (pp. 912-914). Thousand Oaks, CA: Sage.
3. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (2008). Generative leadership in business organizations: Enhancing employee cooperation and well-being through high-quality relationships. In B. Sullivan, J. Sullivan & M. Snyder (Eds.). *Cooperation and its Consequences for Public Life*. (pp. 199-217). Minneapolis, MN: University of Minnesota Press.
4. Meyer, B. C., & Purvanova, R. K. (2013). Individual performance in the beer game: Underweighting the supply line and the impact of personality. *Proceedings of The 31st International Conference of the Systems Dynamics Society*, Cambridge, MA.
5. Purvanova, R. K. (2002, August). Empirical examination of factors that influence student ratings of instructors. Available from *The Education Resources Information Center (ERIC)* Document Reproduction Service: Research Reports and Meeting Papers (ERIC No. ED471453).
6. Purvanova, R. K. (2001). Moral judgment: A re-examination of the construct using the Defining Issues Test. In *Emporia State Research Studies*, v. 42(2) (pp. 111-129). Emporia, KS: School of Graduate and Professional Studies of the Emporia State University.

Practitioner-Oriented Publications

1. Purvanova, R. K. & Mitchell, A. D. (2026, June). Hybrid work is not always the golden compromise employees expect – even as more companies implement it. *The Conversation*.
2. Purvanova, R. K. (2025, May). The one-size-fits-all diversity training model is broken – here's a better alternative. *The Conversation*.

3. Purvanova, R. K. & Mitchell, A. D. (2025, March). US workers with remote-friendly jobs are still working from home nearly half the time, 5 years after the pandemic began. *The Conversation*.
4. Purvanova, R. K. & Mitchell, A. D. (2025, Jan.). How do you create a workplace that people want to work in? We embedded in a company to find out. *The Conversation*.
5. Purvanova, R. K. & Mitchell, A. D. (2023, November 2). Where Companies Want Employees to Work, and Where People Actually Want to Work. *HBR.org*.
6. Raymer, M., Reed, M., Spiegel, M., & Purvanova, R. K. (2017). An examination of generational stereotypes as a path toward reverse ageism. *The Psychologist-Manager Journal*, 20(3), 148-175.
 - This paper is based on the capstone project of three Masters of Public Administration students I supervised.
 - Featured in *The Business Record* (2017, Oct.). Are millennials silent victims of ‘reverse ageism’? Drake study finds stereotypes create self-fulfilling cycle of discrimination. <http://businessrecord.com/Content/Default/Default/Article/Are-millennials-silent-victims-of-reverse-ageism-/-3/-3/80049>
7. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (2016). Flourishing at work is all about relationships. *London School of Economics Business Review*.
8. Purvanova, R. K. (2014). Face-to-face versus virtual teams: What have we really learned? *The Psychologist-Manager Journal*, 17, 2-29.
9. Schrader, B., Purvanova, R., Sullivan, S., Harck, J., & Watanabe, N. (2002). Kansas HIV Prevention Services Needs Assessment. Emporia, KS: Jones Institute for Educational Excellence.

Research under Review

1. Lorinkova, N. M. & Purvanova, R. K. (Re)examining shared leadership dynamics in self-managed teams: Task and relational shared leadership. At *Journal of Organizational Behavior*. (Manuscript submitted Sept. 17, 2025. R&R received Dec. 4, 2025.)
2. Lorinkova, N. M., Purvanova, R. K., Pearce, C. L., Fu, N., & Bartol, K. How should leaders enact a diverse behavioral repertoire? Reconciling both/and, one-best, and balanced leadership. At *Personnel Psychology*. (Manuscript submitted March 31, 2026.)

Research in Progress

1. Purvanova, R. K., Mitchell, A. D., & Colbert, A. E. Everything, Everywhere, All At Once: Interpersonal Relationships in a Multispatial Relational Context. For *Academy of Management Journal*. (Status: Preparing manuscript.)
2. Mitchell, A. D. & Purvanova, R. K. Insights from In-Person, Remote and Hybrid Work Environments and the Role of Technology for Supporting the Future of Work. For *Organizational Dynamics*. (Status: Preparing manuscript.)

3. Greco, L., Reeves, C., Purvanova, R. K., & Charlier, S. What predicts virtual team success: A meta-analytic test. For *Journal of Applied Psychology*. (Status: Data analysis.)
4. Purvanova, R. K., Dong, L. Kenda, R., & Taras, V. Paradoxical virtual leadership: Capturing the complexity of leading in the modern workplace. For *Academy of Management Journal*. (Status: Scale validation.)
5. Colbert, A. E., Purvanova, R. K., & Bono, J. E. Workplace relationships of the working poor. For *Academy of Management Journal*. (Status: Conceptual development.)
6. Purvanova, R. K. Are judgments of teammates' personality in virtual project teams accurate? For *Journal of Personality Research*. (Status: Conceptual development.)

Invited Talks, Training Sessions, Webinars, Workshops, Podcasts

1. Purvanova, R. K., & Mitchell, A. (Feb. 2026). Aligning Strategy with People: What Universities Teams Need. Webinar. Host: WIBE Network (Women in Business Education).
2. Purvanova, R. K., & Mitchell, A. (Dec. 2025). *2026 Predictions*. Truth, Lies, & Work podcast. Online. <https://open.spotify.com/episode/2ryCrouaA1RGdji7tWrla7>
3. Purvanova, R. K., & Mitchell, A. (Oct. 2025). *Is Hybrid The Worst of Both Worlds?* Truth, Lies, & Work podcast. Online. <https://open.spotify.com/episode/3QZGcwAx8NKMDvqAvDVODk>
4. Purvanova, R. K., & Mitchell, A. (Oct. 2025). *The New Workplace: Aligning Workplace Strategy with Employee Preferences*. Invited talk. Holmes Murphy HR seminar. Des Moines, IA.
5. Purvanova, R. K., & Mitchell, A. (Oct. 2025). *We Have Alignment Issues! How To Build Company-Employee Alignment*. Invited talk. DisruptHR, Des Moines, IA.
6. Purvanova, R. K., & Mitchell, A. (June 2025). *The New Workplace*. Webinar. Host: University Advancement, Drake University. Des Moines, IA.
7. Purvanova, R. K., & Mitchell, A. (December 2024). *Where do companies want employees to work? Where do employees want to work?* Featured speaker in [Harvard Business Review Turkey's Business Summit 2024](#).
8. Purvanova, R. K. (April 2024). *Leading Diverse Personas in the Post-COVID Workplace*. Featured speaker in [Holmes Murphy's Workplace Roundtable series](#).
9. Purvanova, R. K. (March 2023). *The Hybrid Workplace: Research Evidence and Practical Tips*. Invited Talk. Iowa Legal Aid Managing Attorneys Annual Retreat, Des Moines, IA.
10. Purvanova, R. K. (March 2023). *Hybrid Workplaces: What Do You Need to Know?* Featured speaker in [Holmes Murphy's Workplace Roundtable series](#).
11. Purvanova, R. K. (November 2022). *Return to the Future*. Keynote speaker at Deloitte's 26th Group Insurance Presidents' Forum, New York, NY.

12. Purvanova, R. K. (October 2022). *Employee Flexibility, Autonomy, and Everything in Between*. All Things Work podcast, Society for Human Resource Management (SHRM), Online.
13. Purvanova, R. K. (October 2022). *How to Live, Work, and Lead in the New Flexible Workplace*. Training session for Catalyst Center: A training and technical assistance organization serving child and family services professionals, Los Angeles, CA.
14. Purvanova, R. K. (July 2022). *Balancing Flexibility in the Workplace*. Webinar. Host: Principal Financial. Des Moines, IA.
15. Purvanova, R. K. (November 2021). *Optimizing Workplace Training on Barriers to Women's Career Advancement*. Invited Talk. Delta Sigma Pi Research Series, Des Moines, IA.
16. Purvanova, R. K. (September 2021). *The Post-COVID Workplace: Move Over, Normal and Virtual; Here Comes Hybrid*. Invited Talk. Finance Executives International, Des Moines, IA.
17. Purvanova, R. K. (August 2021). *Managing and Leading in the New Post-COVID Normal: Research Evidence and Practical Tips*. Invited Talk. Iowa Legal Aid Managing Attorneys Annual Retreat, Des Moines, IA.
18. Purvanova, R. K. (March 2021). *Exploring Virtual Teams through Meta-Analysis*. Invited Talk. Department of Organization Studies, School of Social and Behavioral Sciences, Tilburg University, The Netherlands.
19. Purvanova, R. K. (April 2018). *Generational Stereotypes as a Path towards Reverse Ageism*. Invited Talk. The National Association of Social Workers, Iowa Chapter, Des Moines, IA.
20. Colbert, A. E., Purvanova, R. K., & Bono, J. E. (June 2016). *Workplace Relationships of the Working Poor*. Invited talk. Positive Relationships at Work roundtable at Cornell University, Ithaca, NY.
21. Purvanova, R. K. (March 2016). *Forging Your Leadership Presence*. Invited talk. Stand Up, Speak Up: Drake Women & Leadership Symposium, Drake University, Des Moines, IA.
22. Purvanova, R. K. (Dec 2015) *Communication: A Key Leadership Tool*. Training session for top leaders and board members of the Ethnic Minorities of Burma Advocacy and Resource Center (EMBARC), Des Moines, IA.
23. Purvanova, R. K. (Dec 2015; April 2014). *Management versus Leadership: Manage Yourself, Lead Others*. Invited talk: Student Leadership Development Series, College of Pharmacy, Drake University, Des Moines, IA.
24. Purvanova, R. K. & Undheim, D. (June 2015). *Women's Leadership and Career Advancement in the Insurance Sector*. Sponsored research presented at the Annual IICF Women in Insurance Conference, New York, NY.

- Featured in *Career Management* (2015, Aug.): Confident, Motivated Women in Insurance Need Male Mentors: Research.
<http://www.carriermanagement.com/features/2015/08/05/143433.htm>
25. Purvanova, R. K. (Dec 2014) *Leadership and Board Development*. Training session for top leaders and board members of the Ethnic Minorities of Burma Advocacy and Resource Center (EMBARC), Des Moines, IA.
 26. Purvanova, R. K., Charlier, S. & Hoch, J. (August 2014). *Researching virtual teams: Tips and strategies from virtual teams scholars and practitioners*. Professional Development Workshop, 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
 - Mentioned in OB Division newsletter (2014, Sept.) as “most impactful” research-practice forum at the 2014 AoM annual conference.
 27. Purvanova, R. K. (Sept 2013). *High Performance Work Teams*. Invited talk: The Association for Operations Management (APICS), Iowa Chapter, Des Moines, IA.
 28. Purvanova, R. K. (March 2009). *Virtual Teaming and Virtual Leadership*. Invited talk: Minnesota Professional Psychology Applied to Work (MPPAW), Minneapolis, MN.

Conference Presentations

1. Greco, L. M., Reeves, C., Charlier, S., Purvanova, R. K., & Gray, T. W. (August 2026). *Virtual teams or just teams? A comprehensive meta-analysis of performance predictors*. Presented at The 85th Annual Meeting of the Academy of Management, Philadelphia, PA.
2. Purvanova, R. K. & Mitchel, A. D. (May 2026). *Cracking The Code on Mentoring in The Hybrid Workplace*. Presented at the 2026 Shaping The Future of Work Conference, King's College, London, The U.K.
3. Lorinkova, N. M. & Purvanova, R. K. (October 2025). *(Re)examining shared leadership dynamics in self-managed teams: Task and relational shared leadership*. Presented at The 2025 Annual Meeting of the Southern Management Association, Greenville, SC. **Best Paper Award**.
4. Purvanova, R. K. & Mitchel, A. D. (August 2024). *Homers, Officers, and Flexers: How Work Modalities Impact Workplace Relationships*. Presented at The 84th Annual Meeting of the Academy of Management, Chicago, IL.
5. Purvanova, R. K. & Mitchel, A. D. (August 2022). *From WorkSpaces to WorkPlaces: A Multilevel Model of Place Crafting*. Presented at The 82nd Annual Meeting of the Academy of Management, Seattle, WA.
6. Lorinkova, N. M., Purvanova, R. K., & Bartol, K. (August, 2022). *Solving Paradox: Conflux Effects of Empowering and Directive Leadership on Change-Oriented Behaviors*. Presented at The 82nd Annual Meeting of the Academy of Management, Seattle, WA.

7. Purvanova, R. K. (October 2021). *How to Manage the New Reality of Work*. Paper presented (virtually) at the AUBG30 Multidisciplinary Academic Conference, Blagoevgrad, Bulgaria.
8. Purvanova, R. K. & Kenda R. (April 2018). *Paradoxical Virtual Leadership*. Paper presented at The 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
9. Purvanova, R. K., Charlier, S., Reeves C., & Greco L. (April 2018). *Who Emerges into Virtual Team Leadership Roles?* Paper presented at The 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
10. Colbert, A. E., Purvanova, R. K. & Bono, J. E. (August 2017). *Workplace Relationships of the Working Poor*. Paper presented at The 77th Annual Meeting of the Academy of Management, Atlanta, GA. (Academy of Management Annual Meeting Proceedings, 2017(1):13229.)
11. Purvanova, R. K. (August 2017) *The Role of Time in Virtual Teams: Development and a Meta-Analytic Test of a Temporal Model*. Paper presented at The 77th Annual Meeting of the Academy of Management, Atlanta, GA.
12. Purvanova, R. K. (August 2015). *Who Emerges into Leadership Roles? The Interplay between Virtuality, Team Member Personality, and Monitoring Behaviors*. Paper presented at The 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
13. Purvanova, R. K. (August 2014). *How team composition predicts team performance at different levels of virtuality*. Paper presented at The 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
14. Purvanova, R. K., Raymer, M., Spiegel, M., & Reed, M. (August 2014). *Do generational stereotypes exist, and how do they impact the work experiences of young professionals*. Paper presented at The 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
15. Purvanova, R. K. (May 2014). *Team Composition and Performance in Face-to-Face, Virtual and Hybrid Teams*. Poster presented at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI. (Top Poster Award)
16. Purvanova, R. K. (May 2014). *Field studies and longitudinal experiments on virtual teams: A meta-analysis*. Poster presented at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
17. Purvanova, R. K. (August 2013). *Virtual versus Face-to-Face Teams: What Have We Really Learned?* Paper presented at The 73rd Annual Meeting of the Academy of Management, Orlando, FL.
18. Meyer, B. C., & Purvanova, R. K. (July 2013). *Individual performance in the beer game: Underweighting the supply line and the impact of personality*. Paper presented at The 31st International Conference of the Systems Dynamics Society, Cambridge, MA.

19. Purvanova, R. K. (Oct. 2012). *Face-to-Face versus Virtual Teams: What Have We Really Learned?* Paper presented at The 55th Annual Meeting of the Midwest Academy of Management, Chicago, IL.
20. Purvanova, R. K. (August 2011). *The Role of Feeling Known in Face-to-Face and Virtual Teams.* Paper presented at The 71st Academy of Management Annual Meeting, San Antonio, TX.
21. Purvanova, R. K. (April 2010). *Are Judgments of Teammates' Personality in Virtual Project Teams Accurate?* Paper presented at The 24th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
22. Purvanova, R. K. (August 2009). *Examining personality judgment accuracy as a predictor of team performance and cohesion in virtual project teams.* Paper presented at The 70th Academy of Management Annual Meeting, Chicago, IL.
23. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (August 2008). *Development of a relationships functions inventory: Assessing the functions of high-quality work relationships.* Paper presented at the 69th Academy of Management Annual Meeting, Anaheim, CA.
24. Purvanova, R. K. (April 2008). *Personality and Ability Judgment Accuracy in Face-to-Face and Virtual Project Teams.* Poster presented at The 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
25. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (April 2008). *Functions of High-Quality Work Relationships.* Paper presented at The 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
26. Muros, J. P., & Purvanova, R. K. (April 2007). *Sex Differences in Burnout: A Meta-Analysis.* Interactive poster presented at The 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
27. Purvanova, R. K., & Bono, J. E. (May 2006). *Customer Service Performance: "Be Enthusiastic" or "Be Yourself"?* Paper presented at The 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
28. Purvanova, R. K. (May 2006). *Leadership Behaviors and Effectiveness in Context: The Case of Telecommuting.* Poster presented at The 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
29. Purvanova, R. K., Bono, J. E., Peterson, D. B., & Towler, A. (May 2005). *A Comparison of the Practices of Psychologist versus Non-Psychologist and U.S. versus International Executive Coaches.* Poster presented at The 12th Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.
30. Purvanova, R. K. & Bono, J. E. (May 2005). *Leadership Behaviors in Context: Face-to-Face versus Electronic Groups.* Poster presented at The 12th Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.

31. Bono, J. E., Purvanova, R. K., Peterson, D. B. & Towler, A. (April 2005). *A Comparison of the Practices of Psychologist and Non-Psychologist Executive Coaches*. Paper presented at The 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
32. Purvanova, R. K., & Motowidlo, S. J. (April 2005). *Working Memory and Performance Appraisal: An examination of the impact of the Central Executive on performance ratings*. Poster presented at The 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
33. Purvanova, I, Bono, J. E., & Dziewiczynski, J. (April 2004) *Transformational Leadership, Job Characteristics, and Organizational Citizenship Performance*. Interactive poster presented at The 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
34. Purvanova, R. (August 2002). *An empirical examination of factors that influence student ratings of instructors*. Poster presented at The 110th Annual Convention of the American Psychological Association, Chicago, IL.
35. Purvanova, R., Vogts-Scribner, V., & Duncan, C. (Oct 2001). *Student participation as a function of teaching style*. Poster presented at The Mid-America Conference for Teachers of Psychology, Evansville, IN.
36. Cunningham, A., Purvanova, R., Thomas, J., & Weyers, S. (April 2001). *The smart classroom: Faculty perspectives*. Poster presented at The Southwestern Psychological Association, Houston, TX.

TEACHING EXPERIENCE

Leadership and Human Capital Development (MBA 254), Drake University

Required course for MBA students; elective course for MPA students. Course covers a survey of leadership topics, such as transformational leadership, situational leadership, women leaders, and employee empowerment. Course takes a self-discovery approach, and incorporates a variety of self-awareness tools, such as peer evaluations of presentation and communication skills, co-worker evaluations of leadership effectiveness, and reflection journals.

Leadership and Personal Development (Mgmt 184), Drake University

Required course for management majors. Course provides a survey of Leadership topics, such as employee engagement and motivation, leadership theories, ethical leadership, and personal development. Introduces research findings along with examples of practical implications. Incorporates student presentations and small in-class activities, as well as reflective journals.

Organizational Behavior (Mgmt 110), Drake University

Required course for all CBPA students. Course provides a survey of Organizational Behavior topics, such as employee motivation, leadership theories, work teams and groups, employee attitudes, and organizational culture and structure. Introduces research findings along with examples of practical implications. Incorporates student presentations and small in-class activities.

Organizational Psychology (PSY 5708), Instructor, University of Minnesota, Spring 2006, Spring 2007, Spring 2008

Required course for 1st-year I/O Ph.D. students, and elective course for other graduate and senior undergraduate students. Course provided a survey of Organizational Psychology topics, such as leadership theories, mentoring and coaching, organizational justice, commitment, the psychological contract, and attitudes in organizations. Emphasized the scientific perspective while also covering practical applications and implications of scientific findings.

Teaching of Psychology (PSY 8960), Instructor, University of Minnesota, Fall 2006, Spring 2007.

Elective course for Psychology Ph.D. students. Course provided a survey of Effective Teaching topics, such as course design, testing and examination, discussion leading, generating student participation, and teaching with writing. Incorporated hands-on components, such as peer observations and evaluations, creating teaching portfolios, and presenting effective classroom demonstrations.

Directed Research: Leadership Lab (PSY 4993), Teaching Assistant, University of Minnesota, Fall 2002, Spring 2003, Fall 2003, Spring 2004, Fall 2004, Spring 2005, Fall 2005, Spring 2006, Fall 2007.

Elective course for undergraduate Psychology majors. Supervised lab experiences. Lead bi-weekly seminar meetings to discuss research relevant to the activities conducted by Dr. Bono's Leadership Lab.

Introduction to Psychology (PSY 1001), Instructor, University of Minnesota, Fall 2002, Spring 2003, Summer 2003, Fall 2003, Spring 2004, Fall 2004, Spring 2005, Fall 2005, Fall 2006, Fall 2007.

Elective course for undergraduate students. Provided a survey of the broad discipline of Psychology, including coverage of Emotion and Motivation, Learning, Memory and Cognition, Psychological Disorders and Therapies, Social Psychology and other topics.

Lifespan Development (PSY 2210), Instructor, Normandale Community College, MN, Fall 2005, Spring 2006.

Elective course for undergraduate students. Provided a survey of lifespan development using a chronological perspective.

Developmental Psychology (PSY 210), Instructor, Emporia State University, KS, Fall 2000, Spring 2001, Fall 2001.

Elective course for undergraduate students. Provided a survey of development theories and issues using a chronological perspective, with an emphasis on early and middle childhood development.

Introduction to Psychology (PSY 101), Instructor, Emporia State University, KS, Fall 1999, Spring 2000.

Elective course for undergraduate students. Provided a survey of the broad discipline of Psychology, including coverage of Emotion and Motivation, Learning, Memory and Cognition, Psychological Disorders and Therapies, Social Psychology and other topics.

AWARDS—NOMINATIONS AND RECEIVED

Winner of the **Graduate Teacher of the Year Award**, April 2022, Drake University.

Top Five 2018 GOM Paper Award, August 2019, Group & Organization Management journal. Received for Purvanova, R. K. & Kendra, R. (2018). *Paradoxical virtual leadership: Reconsidering virtuality through a paradox lens*. Group & Organization Management, 43, 752-786.

Winner of the **Harry I. Wolk Research Award**, April 2019, Drake University.

Top Paper Award, Society for Industrial and Organizational Psychology, 2014. Received for Purvanova, R. K. (2014, May). *Team Composition and Performance in Face-to-Face, Virtual and Hybrid Teams*. Poster presented at the Twenty Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HA.

Nominated for the **Outstanding Chapter Advisor Award**, March 2014, Drake University.

Nominated for the **Levitt Mentor Award**, May 2013, Drake University.

Winner of the **Graduate Teacher of the Year Award**, April 2013, Drake University.

Winner of the **Harry I. Wolk Research Award**, April 2012, Drake University.

Best Poster Award, Mid-America Conference for Teachers of Psychology, 2001. Received for Purvanova, R., Vogts-Scribner, V., & Duncan, C. (2001, October). *Student participation as a function of teaching style*. Poster presented at the Mid-America Conference for Teachers of Psychology, Evansville, IN.

Best Poster Award, Southwestern Psychological Association, 2001. Received for Cunningham, A., Purvanova, R., Thomas, J., & Weyers, S. (2001, April). *The smart classroom: Faculty perspectives*. Poster presented at the Southwestern Psychological Association, Houston, TX.

RESEARCH GRANTS, AWARDS, AND FELLOWSHIPS

2025 Zimpleman Research Award, Drake University. Received support for project titled "Paradoxical Virtual Leadership: Scale Development and Validation." (Grant amount: \$15000).

2025 Zimpleman Social Impact Award for Research, Drake University. Award received for publications of article consistent with the Zimpleman College of Business mission (Gender Diversity Training article). Award amount: \$5000.

2025 Drake Research Grant, Drake University. Received support for project titled "Measuring Paradoxical Virtual Leadership." (Grant amount: \$3000).

2022 Ronald Troyer Research Fellowship, Drake University. Received in recognition of my work on virtuality (virtual teams, virtual leadership, virtual work), and to support my current work on the emergent (virtual and hybrid) workplace. Project title: "The Hybrid WorkPlace: Impact of Hybridity on Organizational and Employee Outcomes" (Grant amount: \$5000).

2020-2021 Drake Research Grant and Undergraduate Assistantship Grant, Drake University. Received support for one undergraduate research assistant to work a project titled "Optimizing Workplace Training on Barriers to Women's Career Advancement." (Grant amount: \$5500).

2018-2019 **Drake Research Grant and Undergraduate Assistantship Grant**, Drake University. Received support for one undergraduate research assistant to work a project titled “Who Shapes Individuals’ Beliefs about Barriers to Women’s Career Advancement and Leadership Development.” (Grant amount: \$5500).

2017 **Summer Research Grant**, Drake University. Received for support of project titled “The relative importance of predictors of virtual team success: A meta-analytic test” (Support amount: \$8000).

2016-2017 **Undergraduate Assistantship Grant**, Drake University. Received support for one undergraduate research assistant to work a project titled “How to Raise Awareness of Career Development Barriers for Women Leaders.” (Grant amount: \$2500).

2015 **Research Award**, Drake University. Received support for a data-collection effort for a project titled “How to Raise Awareness of Career Development Barriers for Women Leaders.” (Award amount: \$3000).

2014-2015 **Undergraduate Assistantship Grant**, Drake University. Received support for one undergraduate research assistant to work a project titled “Women and Leadership: Myths and Realities.” (Grant amount: \$2500).

2012 **Course Release**, Drake University. Received a competitive course release to help advance my research agenda.

2010 **Research Award**, Drake University. Received support for a data-collection effort for a project titled “Assessing the Functions of High Quality Work Relationships.” (Award amount: \$2000).

2009-2010 **Undergraduate Assistantship Grant**, Drake University. Received support for 2 undergraduate research assistants to work on a meta-analysis project. (Grant amount: \$1650).

Graduate Research Partnership Program, University of Minnesota. Received support for leadership agreement and self-awareness research project, Summer 2006 (Grant amount: \$5500).

Campbell Graduate Research Fellowship, University of Minnesota. Received support for presenting research at the Twelfth Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey, Summer 2005 (Grant amount: \$2500).

Graduate Research Partnership Program, University of Minnesota. Received support for coaching taxonomy research project, Summer 2004 (Grant amount: \$5500).

Graduate Student Research Grant, Research and Grants Center, Emporia State University. Received support for master’s thesis research, Spring 2001 (Grant amount: \$500).

Kansas Hospital Human Resources Association Award, Emporia, KS. Stipend received for support of educational expenses, Fall 2000 – Spring 2001 (Stipend amount: \$1000).

Shell Bulgaria Distinguished Award, Blagoevgrad, BG. Stipend received for support of educational expenses, Fall 1995 – Spring 1996 (Stipend amount: \$7500).

DISSERTATION COMMITTEES

1. Member of Jenny Jones's Dissertation Committee for her Ph.D. in Educational Leadership, Kansas State University (current).
2. Member of Victor Dzirasa's Dissertation Committee for his Ph. D. in Education and Human Resource Studies, Colorado State University (completed in 2018).
3. Reviewer of Michael Keith Simms' dissertation for his Doctor of Management (D.M.) in Management, University of Maryland: University College (completed in 2016).

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Editorial Board member:

- *European Journal of Work and Organizational Psychology* (since 2021)
- *Journal of Leadership and Organizational Studies* (since 2019)
- *Group & Organization Management* (since 2019)
- *The Psychologist-Manager Journal* (2013-2020)

Ad hoc reviewer for the following journals:

- *Academy of Management Journal*
- *Journal of Organizational Psychology*
- *Journal of Occupational and Organizational Psychology*

Ad hoc reviewer for the following conferences:

- The Academy of Management annual conference
- The Society for Industrial and Organizational Psychology annual conference
- The Midwest Academy of Management annual conference

Member of:

- The Academy of Management (AoM)
- The Society for Industrial/Organization Psychology (SIOP)
- The Midwest Academy of Management (MAM)
- The Society for the Teaching of Psychology (STP).

President, Student Society for Industrial/Organizational Psychology, ESU, 2001-2002.

Vice President, Student Society for Industrial/Organizational Psychology, ESU, 2001-2000.

REFERENCES

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