

Gergana Todorova

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Address: Department of Management
University of Miami
412C Jenkins Building
Coral Gables, Florida 33124
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Current Academic Position: Assistant Professor, **August, 2011- to present**

Primary Department: Department of Management

HIGER EDUCATION

Institutional:

Carnegie Mellon University,
Ph.D. in Organizational Behavior and Theory, May 2011

Bocconi University, Italy
Ph.D. in Strategy and Corporate Policy, May 2005

University of St. Gallen, Switzerland
MBA. May 1997, Major: Management

University for National and International Economics, Bulgaria,
B. A., May 1994, Major: Economics

EXPERIENCE

Academic positions:

Assistant Professor, University of Miami (**August 15, 2011 to present**)

Non-Academic positions:

New Product Development Manager, National Bank of Greece Group (1997-2001)
Strategy Consultant, United Bank of Switzerland (1995-1996)

PUBLICATIONS

Refereed Journal Articles:

Weingart, L. R., Behfar, K. J., Bendersky, C., Todorova, G., & Jehn, K. A. (2015). The directness and oppositional intensity of conflict expression. *Academy of Management Review*, 40(2), 235-262.

Qu, Y. E., Dasborough, M. T., & Todorova, G. (2015). Which Mindfulness Measures To Choose To Use?. *Industrial and Organizational Psychology*, 8(04), 710-723.

Todorova, G., Bear, J., & Weingart, L. (2014). Can conflict be energizing? A study of task conflict, positive emotions, and job satisfaction. *Journal of Applied Psychology*, 99: 451-467.

Bear, J., Weingart, L., & Todorova, G. (2014) Gender and the Emotional Experience of Relationship Conflict: The Differential Effectiveness of Avoidant Conflict Management. *Negotiations and Conflict Management Research*, 7: 213-231.

Durisin, B., & Todorova, G. 2012. A study of the performativity of the “Ambidextrous Organizations” theory: Neither lost in nor lost before translation. *Journal of Product Innovation and Management*, 29: 53-75.

Patterson, P. D., Weaver, M. D., Weaver, S. J., Rosen, M. A., Todorova, G., Weingart, L. R., & Salas, E. 2011. Measuring teamwork and conflict among emergency medical technician personnel. *Prehospital Emergency Care*, 16(1), 98-108.

Weingart, L.R., Todorova, G., & Cronin, M.A. 2010. Task conflict, problem solving, and yielding: Effects on team cognition and performance in functionally diverse innovation teams. *Negotiation and Conflict Management Research* (special issue on Asymmetry in Conflict), 3: 312-337.

*Best Published Paper in Negotiations and Conflict Management Research for 2010

Gino, F., Argote, L., Miron-Spektor, E., & Todorova, G. 2010. First, get your feet wet: The effects of learning from direct and indirect experience on team creativity. *Organizational Behavior and Human Decision Processes*, 111: 93-101.

Weingart, L.R. & Todorova, G. 2010. Jury tensions: Applying communication theory and

methods to study group dynamics. *Small Group Research*, 41, 495-502.

Todorova, G., & Durisin, B. 2007. Absorptive capacity: Valuing a reconceptualization. *Academy of Management Review*, 32: 774-786.

Best Paper Proceedings

Todorova, G., Brake, M., & Weingart, L.R. 2011. Task conflict and idea sharing in interdisciplinary research labs: Diversity salience matters. *Academy of Management Proceedings*, August 1, 2008, 2008:1 1-6; doi:10.5465/AMBPP.2008.33662047

Weingart, L., Todorova, G., & Cronin, M. 2008. Representational gaps, team integration, and team creativity: The mediating role of conflict and coordination. *Academy of Management Proceedings*, January 2011, 2011:1 1-7; doi:10.5465/AMBPP.2011.65869632

Todorova, G., Argote, L., & Reagans, R. 2008. Working alone or together? Individual motivation, group identification and the development of transactive memory systems. *Academy of Management Proceedings*, August 1, 2008, 2008:1 1-6; doi:10.5465/AMBPP.2008.33725598

Manuscripts Under Review/Under Revision:

Behfar, K., Kim, Y., Weingart, L., Bendersky, C., Bear, J., Todorova, G., & Jehn, K. Measuring Conflict Expression: A Complementary Approach to Understanding Conflict. *Revise and resubmit.*

Todorova, G., Qu, Y., Dasborough, M., & Zhou, M. With a little help from my friends: Abusive supervision, team member exchange, and creativity. *Manuscript under review*

Qu, Y., Dasborough, M, Zhou, M., & Todorova, G. Valuing Benevolence or Power? A study of authentic leadership, value congruence, and employee performance. *Manuscript under review.*

Book chapters

Dasborough, M., Todorova, G., & Qu, Y. (2014). The dark side of authentic leadership: Leading dissimilar others towards conflicts. In L. Neider and Schriesheim, C. (Editors), *Authentic and Ethical Leadership*, Research in Management, Volume 10, Charlotte, North Carolina: Information Age Publishing

Bendersky, C., Bear, J., Behfar, K., Weingart, L., Todorova, G., & Jehn, K. (2014). Identifying Gaps between the Conceptualization of Conflict and its Measurement. In N. Ashkanasi (Ed.) *Handbook of Conflict Management*.

Boni, A., Weingart, L., & Todorova, G. (2014). Building, Managing and Motivating Great Teams. In C. Shimasaki (Ed.) *Biotechnology Entrepreneurship: Starting, Managing, and Leading Biotech Companies*.

Cronin, M., Weingart, L., & Todorova, G. 2011. Dynamics in groups: Are we there yet? *Academy of Management Annals*, 5: 571-612.

Gino, F., Todorova, G., Miron-Spektor, E., & Argote, L. 2010. When and why prior task experience fosters team creativity. In M.A. Neale, B. Staw, & J. Goncalo, (Eds.) *Research on Managing Groups and Teams: Group creativity* (Vol. 12). Oxford, UK: Elsevier Science Press.

Argote, L., & Todorova, G. 2007. Organizational learning. In Hodgkinson, G. P., & J. K. Ford (Eds.), *International Review of Industrial and Organizational Psychology*, (Vol. 22) (pp. 193-235). Chichester, UK: John Wiley & Sons.

Todorova, G. 2004. Exploring Knowledge Issues in the Consulting Relationship: A Client-Based Perspective. In A.F. Buono (Ed.) *Research on Management Consulting: Creative Consulting: Innovative perspectives on management consulting*, Vol. 4 (pp. 73-99). Information Age Publishing.

*Winner of Best Student Paper Award at Academy of Management Conference 2003

Conference presentations:

Behfar, K., Kim, Y., Weingart, L.R., Bendersky, C., Bear, J., Todorova, G., Jehn, K.A. 2016. *Development and Validation of the DICE Scale*. Presented at the 31st annual conference of Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.

Gergana T., Weingart, L. R., Goh, K., Mayo, A. 2016. *Process Conflict, Idea Integration, and Process Representational Gaps in Innovation Teams*. Paper presented as a part of a Showcase Symposium at the Academy of Management Conference 2016, Anaheim, CA.

Behfar, K., Kim, Y., Weingart, L.R., Bendersky, C., Bear, J., Todorova, G., Jehn, K.A. 2016. *Measuring Conflict Expression: A Complementary Approach to Understanding Conflict*. Presented at the Academy of Management Conference 2016, Anaheim, CA

- Todorova, G., Qu, Y., Dasborough, M. T., & Zhou, M. 2015. *With a Little Help from My Friends: Abusive Supervision, Team Member Exchange, and Creativity*. Presented at Academy of Management Conference 2015. Published in Academy of Management Proceedings (Vol. 2015, No. 1, p. 12868). Academy of Management.
- Todorova, G., Goh, K., Mayo, A., & Weingart, L. 2015. A Structural Approach to Idea Integration in Cross-Functional Teams. Presented at the 10th annual conference of the Interdisciplinary Network for Group Research (INGroup), Pittsburgh, PA.
- Todorova, G. 2014. Is Experience *Working Together Enough? The Development of TMS in Diverse Teams with Creative Tasks*. Presented at the 8th annual conference of the Interdisciplinary Network for Group Research (INGroup), Raleigh, NC.
- Qu, Y., Zhou, M., Dasborough, M., & Todorova, G. 2014. *Valuing Benevolence or Power? The Joint Effects of Authentic Leadership and Leaders' Values*. Presented at Academy of Management Conference, Philadelphia, PA.
- Behfar, K., Bear, J., Yeonjeong Kim, Weingart, L., Bendersky, C., Todorova, G., & Jehn, K. *Measuring Conflict Expression: A Complementary Approach to Understanding Conflict*. 2014. Presented at the annual conference of the International Association for Conflict Management (IACM).
- Todorova, G., Bear, J., & Weingart, L.R. 2013. *Can conflict be energizing? A study of task conflict, positive emotions, and job satisfaction*. Presented at Academy of Management Conference, Orlando, Florida. Winner of Best Paper Award (Conflict Management Division).
- Todorova, G. 2013. *Both cognition and emotions: Disentangling the mechanisms of the conflict-creativity link*. Presented at Academy of Management Conference, Orlando, Florida.
- Weingart, L.R., Todorova, G., & Goh, K. 2013. *Conflict Resolution as a Moderator versus Mediator of the Effects of Task, Process, and Relationship Conflict on Team Outcomes*. Presented at the 8th annual conference of the Interdisciplinary Network for Group Research, Atlanta, GA.
- Todorova, G. 2012. *Does conflict stimulate or inhibit team creativity?* Presented at the 7th annual conference of the Interdisciplinary Network for Group Research, Chicago, IL.
- Todorova, G., Brake, M., & Weingart, L.R. 2011. *Task conflict and idea sharing in interdisciplinary research labs: Diversity salience matters*. Presented at Academy of Management Conference, San Antonio, Texas. Winner of Best Paper Award (Conflict Management Division).
- Cronin, M., Weingart, L., & Todorova, G. 2011. *From group statics to group dynamics: Understanding emergence*. Presented at the 6th INGroup conference, Minneapolis, MN.

Bear, J., Todorova, G., & Weingart, L. 2011. *Conflict avoidance in context: An investigation of gender, conflict avoidance, emotional labor, and emotional exhaustion*. Presented at IACM Conference, Istanbul, Turkey.

Weingart, L.R., Todorova, G., & Cronin, M.A. 2010. *Blending versus blanding: Balancing convergence and divergence in functionally diverse innovation teams*. Presented at the 5th annual conference of the Interdisciplinary Network for Group Research, Washington, DC.

Bendersky, C., Behfar, K., Weingart, L.R., Todorova, G., Bear, J., & Jehn, K. 2010. *Revisiting the dimensions of intragroup conflict: Theoretical and psychometric construct refinement*. Presented at the annual conference of the International Association for Conflict Management, Boston, MA.

Goh, K., Goodman, P., Weingart, L.R., & Todorova, G. 2010. *Interactive media development teams: The role of iterations in ambiguous tasks*. Presented at the annual meeting of the Academy of Management, Montreal, Canada.

Patterson, P. D., Weaver, M. D., Weaver, S., Rosen, M., Todorova, G. Weingart, L.R., Krackhardt, D., Lave, J., Arnold, R., Yealy, D., and Salas, E. (January, 2011). *Emergency medical technicians' perceptions of teamwork and conflict with familiar and unfamiliar partners*. Poster to be presented at the National Association of EMS Physicians 2011 Annual Meeting. Abstract to be published in Prehospital Emergency Care, 2011.

Todorova, G., & Weingart, L. R. 2009. *The dynamics of cognitive integration capacity in new product development teams*. Presented at the annual meeting of the Academy of Management, Chicago, IL.

Goh, K., Goodman, P., Weingart, L., & Todorova, G. 2009. *Videogame development teams: A model for effective coordination and collaboration on uncertain and complex tasks*. Presented at the annual meeting of the Interdisciplinary Network for Groups Research (INGroups), Colorado Springs, CO.

Weingart, L., Bear, J., & Todorova, G. 2009. *Excited to disagree? A study of conflict and emotions*. Presented at IACM conference, Kyoto, Japan.

Todorova, G., Argote, L., & Reagans, R. 2008. *Working alone or together? Individual motivation, group identification, and the development of transactive memory systems*. Presented at the annual meeting of the Academy of Management, Anaheim, CA. *Paper included in Best Papers Proceedings*

Weingart, L., Todorova, G., & Cronin, M. 2008. *Representational gaps, team integration, and team creativity: The mediating roles of conflict and coordination*. Presented at the

annual meeting of the Academy of Management, Anaheim, CA. *Paper included in Best Papers Proceedings*

Gino, F., Todorova, G., Miron-Spektor, E., & Argote, L. 2008. *Starting with a blank slate? When and why prior task experience fosters team creativity*. Presented at Research on Managing Groups and Teams Conference, Stanford, CA.

Todorova, G., Brake, M., & Weingart, L. 2007. *The impact of expertise diversity and job design on learning and performance in academic research groups*. Presented at the annual meeting of the Interdisciplinary Network for Groups Research (INGroups), Lansing, MI.

Todorova, G., & Durisin, B. 2006. *Mixing and matching modularity: An investigation of types of modularity and strategic flexibility*. Presented at the annual meeting of Academy of Management, Atlanta, GA.

Todorova, G., & Durisin, B. 2004. *Absorptive Capacity: Valuing a Reconceptualization*. Presented at the annual meeting of Academy of Management, New Orleans, LA.

Durisin, B., & Todorova, G. 2004. *Ambidextrous Organization: Managing simultaneously incremental and radical innovation*. Presented at the annual meeting of Academy of Management, New Orleans, LA.

Todorova, G. 2003. *Exploring Knowledge Issues in the Consulting Relationship*. Presented at the annual meeting of the Academy of Management, Seattle, WA. *Best Student Paper Award*

Working papers

Todorova, G., Weingart, L., Goh, K., & Mayo, A. Process conflict, idea integration, and the role of representation gaps in cross-functional innovation teams.

Todorova, G., Mayo, A., Goh, K., & Weingart, L. Idea integration and creative synthesis: The antecedents and consequences of idea integration centrality.

Todorova, G., Brake, M., & Weingart, L.R Task conflict and idea sharing in interdisciplinary research labs: Diversity salience matters.

Todorova, G., & Weingart, L. R. How conflict affects the dynamics of cross-functional creativity in innovation teams.

Qu, Y. E., Todorova, G., & Dasborough, M. T. Abusive supervision and employee creativity: The role of leader-member affect similarity.

Qu, Y. E., Todorova, G., & Dasborough, M. T. Paradoxical leader behaviors, team dynamics, and employee creativity: A cross-cultural comparison.

Weingart, L.R., Todorova, G., & Goh, K. Conflict Resolution as a Moderator versus Mediator of the Effects of Task, Process, and Relationship Conflict on Team Outcomes.

Qu, Y. E., Dasborough, M. T., & Todorova, G. Leader-member similarity in terms of mindfulness buffers employees' negative responses to abusive supervision.

PROFESSIONAL

Reviewer/Discussant:

Reviewer:

Journal of Applied Psychology

Academy of Management Review

Organizational Behavior and Human Decision Processes

Organization Science

Journal of Organizational Behavior

Small Groups Research (*Serves on the Editorial Board*)

Conference reviewer: Academy of Management Conference, INGroup Conference, IACM

Discussant:

Session Chair at the Academy of Management Conference

Service to University of Miami:

PhD student advisor (since 2012)

Member of Teaching Evaluations Task Force (since 2016)

Professional and Honorary Organizations:

Academy of Management

Interdisciplinary Network for Group Research (INGroup)

American Psychological Association

Honors and Awards:

2016 CIBER Mini Grant

2014 Best paper award, Academy of Management Conference (Conflict Management

- Division)
- 2013 Best paper award (for Research on Conflict in Context), Academy of Management Conference (Conflict Management Division)
- 2011 Best Paper Award at AOM Conference 2011 (Conflict Management Division)
- 2011 Best Published Paper in Negotiation and Conflict Management Research for 2010
- 2011 Paper included in the Best Paper Proceedings, Academy of Management Conference
- 2010 Research fellowship, Donald H. Jones Center for Entrepreneurship, Tepper School of Business, Carnegie Mellon University
- 2009 Research fellowship, Donald H. Jones Center for Entrepreneurship, Tepper School of Business, Carnegie Mellon University
- 2008 Two papers included in the Best Paper Proceedings, Academy of Management Conference
- 2005 William Larimer Mellon Fellowship, Carnegie Mellon University
- 2003 Best Student Paper Award, Academy of Management Conference

TEACHING

Teaching Specialization (courses taught):

Undergraduate courses

Organizational Behavior

Regression Analysis

Groups and teams in organizations (Carnegie Mellon University)

Designing and leading a business (Carnegie Mellon University)

Statistics and Decision Making (Carnegie Mellon University)

Knowledge Management and Organizational Learning (Carnegie Mellon University)

Negotiations (Carnegie Mellon University)

Integrated New Product Development (Carnegie Mellon University)

Regression Analysis (recitation instructor) (Carnegie Mellon University)