PRITI PRADHAN SHAH
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University of Minnesota
Carlson School of Management
Work and Organizations
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Position	Associate Professor, **Carlson School of Management, University of Minnesota** 2001-Present. Visiting Professor, **Mayo Clinic** 2005-Sept 2010 Assistant Professor, **Carlson School of Management, University of Minnesota** 1994-2001. Visiting Professor, **Yale School of Management** August 1997-January 1998. Visiting Professor, **Sloan School of Management, Massachusetts Institute of Technology** 1996-1997. Assistant Professor, **Carlson School of Management, University of Minnesota** 1994-1996**.**
Education	**Kellogg Graduate School of Management, Northwestern University,** Ph.D. in Organizational Behavior 1994. **Kellogg Graduate School of Management, Northwestern University,** MS in Organizational Behavior June 1991. **University of Rochester**, B.A. Psychology and B.A. Biology 1989 & Management Certificate.
Research Interests	Teams, Trust, Conflict, Social Networks, Relationships, Negotiation and Decision Making.
Publications	Jones, S.L. & Shah, P.P. (2016) "Diagnosing the Locus of Trust: A Temporal Perspective for Trustor, Trustee, and Dyadic Influences on Perceived Trustworthiness." *Journal of Applied Psychology*. Shah, P.P., Bechara, J., Kolars, J., Drefahl, M., LaRusso, N., Wood, D., Spurrier, B. (2013) "Temporal Elements in Career Selection Decisions: An archival study investigating career selection decisions in medicine. *Organization Science*.

Wholey, D., Zhu, X., Knoke, D., Shah. P.P., Zellmer-Bruhn, M.E., Witeridge, T. (2012) "The Teamwork in Assertive Community Treatment (TACT) Scale: Development and Validation." *Psychiatric Services*.

Ferrin, D., Dirks, K. & Shah, P. (2006) "Direct and Indirect Effects of Third-Party Relationships on Interpersonal Trust." *Journal of Applied Psychology.*

Shah, P., Dirks, K., & Chervany, N. (2006) "The Multiple Pathways of High Performing Groups: The interaction of social networks and group processes." *Journal of Organizational Behavior.*

Shah, P.P. (2000) "Network Destruction: The structural implications of downsizing." *Academy of Management Journal.*

Schroth, H.A. & Shah, P.P. (2000) "Procedures, Do We Really Want To Know Them?" *Journal of Applied Psychology*.

Shah, P.P. (1998). "Who are our social referents? A network perspective to determine the referent other." *Academy of Management Journal*, 41(3): 249-268.

Jehn, K.A. & Shah, P.P. (1997) "Interpersonal Relationships and Task Performance: An examination of mediating processes in friendship and acquaintance groups." *Journal of Personality and Social Psychology*, 72: 775-790.

Diekmann, K.A., Tenbrunsel, A.E., Shah, P.P., Schroth, H.A., & Bazerman, M.H. (1996) "The Descriptive and Prescriptive Use of Historical Costs in Negotiations." *Organizational Behavior and Human Decision Processes.*

Shah, P.P. & Jehn, K.E. (1993) "Do Friends Work Better Than Strangers? The Interaction of Relationship, Conflict and Task," *Group Decision Making and Negotiation,* **2**:149-165.

Bazerman, M.H., Schroth, H., Shah, P.P., Diekmann, K. & Tenbrunsel, A.(1994) "The Inconsistent Role of Social Comparison and Procedural Justice in Job Acceptance Decisions," *Organizational Behavior and Human Decision Processes*.

Weldon, E., Jehn, K.E., & Pradhan, P. (1991) "Processes That Mediate the Relationship Between a Group Goal and Improved Group Performance," *Journal of Personality and Social Psychology,* 61:555-569.

Book Chapter	Wholey, D., Zhu, X., Knoke, D., Shah, P.P., White, K.M. (In Press). "Managing to Care: Design and Implementation of Patient-centered Care Management Teams." In S. Mick (Ed.) Advances in Health Care Organization Theory (2nd

Edition). Jossey-Bass.

Shah, P.P., & Dirks, K. (2003) "The Social Structure of Diverse Groups: Integrating social categorization and network perspectives." In J. Polzer & E. Mannix (Eds.) *Research on Managing Groups and Teams: Identity Issues*, Elsevier Publishers

Kramer, R.M., Shah, P.P., & Woerner, S.L. "Why Ultimatums Fail: Social Identity and Moralistic Aggression in Coercive Bargaining." In R.M. Kramer & D.M. Messick (Eds.) *Negotiation in its Social Context*. Sage Publications (1995).

Referred Proceedings

Maloney, M.M., Shah, P.P., & Zellmer-Bruhn, M.E. "The Lasting Imprint of Teams: Project Teams and Intra Organizational Network Formation." (2010) Best *Paper Proceedings Academy of Management Conference,* Montreal, Canada

Ferrin, D., Dirks, K., & Shah, P. "Many Routes Toward Trust." (2003) *Best Paper Proceedings Academy of Management Conference,* Seattle, W.A

Dirks, K., Shah, P.P., & Chervany, N. "The impact of friendship on team performance: A story of equifinality." (2001) *Best Paper Proceedings, Academy of Management Conference*, Washington, D.C.

Jehn, K.A. & Shah, P.P "Interpersonal Relationships and Task Performance: An Examination of Mediating Processes in Friendship and Acquaintance Groups." (1996) *Best Paper Proceedings, Academy of Management Conference.*

Shah. P.P. & Jehn, K.A. "Why Do Friend Groups Perform Better Than Acquaintance Groups?" (1993) *Eastern Academy of Management Proceedings*.

Invited Presentations

"In Teams We Trust: The cross-level influence of team properties on interpersonal trust." Presented at Melbourne School of Business, March 2015.

"In Teams We Trust: The cross-level influence of team properties on interpersonal trust." Presented at London Business School, November 2014.

"Social Network Analysis" presented at the Advancing the Science of Implementation Conference sponsored by the National Institute of Mental Health, Bethesda, MD, October, 2005

Shah, P.P. (1995). "Network Destruction: Structural Implications of Layoffs." Micro Organizational Behavior Conference at the Wharton School of Business, University of Pennsylvania.

Shah, P.P. (1996) "Network Destruction: Structural Implications of Layoffs." Yale School of Management, Speaker Series.

Kramer, R.M., Shah, P.P., & Woerner, S.L. (1994). "Why Do Ultimatums Fail: Social Identity and Moralistic Aggression in Coercive Bargaining." The Social Context of Negotiation Conference, Stanford University.

Presentations

Shah, P.P., Jones, S.L., & Robinson, S. "A New Scale of Behavioral Distrust." (2017) Academy of Management Conference, Atlanta, GA

Leroy, S., Shah, P.P., Jones, S.L., & Wang, Y. "Leadership in Teams: When Synchrony Preference Becomes an Asset." (2017) Academy of Management Conference, Atlanta, GA

Shah, P.P., Peterson, R.S., Jones, S.L., & Ferguson, A.J. "Origins and Evolution of Team Conflict: Qualitative and Quantitative Evidence." (2017) INGroup Conference, St. Louis, MO.

Shah, P.P., Leroy, S., Jones, S.L., & Wang, Y. "Synchrony preference in teams: The benefits of having teammates who go with the flow." (2017) INGroup Conference, St. Louis, MO.

Shah, P.P., & Jones, S.L. "In Teams We Trust: The cross-level influence of team processes on interpersonal trust." (2017) First International Network of Trust Researchers (FINT) Dublin, Ireland.

Jones, S.L. & Shah, P.P. "Ties That Lead to Trust: A Social Network Perspective on the Determinants of Trust in Teams" (2016) Academy of Management Conference, Anaheim, CA.

Parks, J., Zhou, L., Kammeyer-Mueller, J., Shah, P.P., & Lee, C. "Can Being Well-Connected Slow Things Down? Newcomer Social Network, Adjustment Process, and Job Satisfaction" (2016) Academy of Management Conference, Anaheim, CA.

Maloney, M.M., Zellmer-Bruhn, .M.E., & Shah, P.P. " The Multi-Faceted Role of Team Effectiveness in Discretionary Advice Seeking After the Teams Disbands" (2016) INGroup Conference, Helsinki, Finland.

Shah, P.P. & Park, J. "Who do you want to work for? The role of leader characteristics when choosing a project team" (2016) INGroup Conference, Helsinki, Finland.

Shah, P.P., Park, J., & Jones, S.L. "Team or Dyad? Multiple Levels At Which Task and Relationship Conflict Influence Interpersonal Trust." (2015) Academy of Management Conference, Vancouver, British Columbia, Canada.

Shah, P.P., Park, J., & Jones, S.L. "Team, Dyad or Both? The Cross-Level Impact of Task and Relationship Conflict on Interpersonal Trust." (2015) INGroup Conference, Pittsburg, PA.

Shah, P.P. & Jones, S.L. "In Teams We Trust: The Influence of Team Conflicts on Interpersonal Trust." (2015) International Association for Conflict Management, Clearwater Beach, FL.

Shah, P.P., Jones, S. "Diagnosing the locus of trust: A temporal perspective for trustor, trustee and dyadic influences on perceptions of trustworthiness." (2014) First International Network of Trust Researchers (FINT), Coventry, England

Jones, S., Shah, P.P. "Ties that lead to trust: A social network perspective on determinants of trust in teams." (2014) First International Network of Trust Researchers (FINT), Coventry, England

Shah, P.P., Jones, S. "Teams, Traits and Trust: The interactive effects of team properties and teammate personalities on trustworthiness perceptions." (2014) INGroup Conference, Raleigh, NC.

Jones, S., Shah, P.P. "Ties that lead to trust: A social network perspective on the determinants of trust in teams." (2014) INGroup Conference, Raleigh, NC.

Jones, S., Shah, P.P. "In teams we trust: The influence of team processes on perceived ability, benevolence and integrity." (2014) Academy of Management Conference, Philadelphia, PA.

Jones, Stephen, Shah, P.P. "Diagnosing the Locus of Trust: A Multilevel and Temporal Perspective on Perceived Trustworthiness" (2013) Academy of Management Conference, Buena Vista, FL.

Shah, P.P., Jones, S. "Trust in Teams" (2013) INGroup Conference, Atlanta, G.A

Shah, P.P., Bechara, J. LaRusso, N.F. "P-E FIT, Where does it come from and what does it lead to? Social network antecedents and career selection consequences of P-E FIT." (2011) Academy of Management Conference, San Antonio, TX.

Bechara, J., Shah, P.P. "The role of teams in the evolution of social capital." (2011) INGroup Conference, Minneapolis, MN.

Shah, P.P., Jones, S., Dirks, K. "In teams we trust: The influence of team processes on interpersonal trust." (2011) INGroup Conference, Minneapolis, MN.

Hwang, S.J., Shah, P.P. "Leadership and creativity: The moderating effect of culture." (2011) INGroup Conference, Minneapolis, MN

Shah, P.P., Bechara, J., LaRusso, N.F., Kolars, J., Wood, D., & Spurrier, B. "Temporal Constraints in Decision Making: Career selection decisions in medicine." (2010) *Academy of Management Conference*, Montreal, Canada.

Shah, P.P., Zhu, X., & Wholey, D. "The Social Structure of Teams that Dare to Care: Performance pathways beyond structure, design and task." (2010*) Academy of Management Conference*, Montreal, Canada.

Maloney, M.M., Shah, P.P., Zellmer-Bruhn, M.E. "The Lasting Imprint of Teams: Project teams and intra-organizational network formation." (2010) *Academy of Management Conference*, Montreal, Canada.

Shah, P.P., Zhu, X., & Wholey, D. "Unpacking Psychological Safety in Teams: where does it come from and how does it work?" (2010) Ingroup Conference, Washington, D.C.

Maloney, M.M., Shah, P.P., Zellmer-Bruhn, M.E. "Bridging Boundaries: relational capital development in teams." (2010) *Ingroup Conference*, Washington, D.C.

Shah, P.P. & Bechara, J. "Does Timing Matter? Investigating the role of rotation order on career selection decisions." (2009) *MN Health Services Research Conference*, Minneapolis, MN.

Wholey, D., Witheridge, T., Zhu, X., Shah, P. "INTACT: Improving Networks and Teamwork in Assertive Community Treatment Teams" (2009) *MN Heath Services Research Conference*, Minneapolis, MN

Shah, P.P., Bechara, J., Drefahl, M., Kolars, J., Spurrier, B., Wood, D.,&LaRusso, N. "Money, Friends or Fit: Factors influencing career selection decisions in medicine." (2008) *Academy of Manangement Conference*, Anaheim, CA

Shah, P.P., Bechara, J., Drefahl, M., Kolars, J., Spurrier, B., Wood, D.,&LaRusso, N. "Money, Friends or Fit: Factors influencing career selection decisions in medicine." (2008) *HORA* (Healthcare Organizations Research Association) Conference, Albany, NY

Maloney, M., Zelmer-Bruhn, M. & Shah, P.P. "Network Creation: A neglected benefit of teams." (2008) *InGroup Conference*, St. Louis, MO

Ferrin, D., Dirks, K., & Shah, P. "Many Routes Toward Trust." (2003) *Academy of Management Conference,* Seattle, W.A

Dirks, K., Shah, P.P., & Chervany, N. (2001). "The impact of friendship on team

Performance: A story of equifinality." Academy of Management Conference, Washington, D.C.

Shah, P.P. & Janicik, G. (2000). "Individual and structural factors predicting Social network accuracy." Sunbelt Social Network Conference, Vancouver, British Columbia, Canada.

Shah, P.P. (1998). "Sources of Influence: The impact of network actors on employee attitudes." Academy of Management, San Diego, California.

Shah, P.P., Rogers, R., Chervany, N. & Dirks, K. (1999). "The concurrent impact of internal and external network ties on group performance." Academy of Management, Chicago, Illinois.

Shah, P.P., Rogers, R., Chervany, N. & Dirks, K. (1999). "The concurrent impact of internal and external network ties on group performance." Sunbelt Social Network Conference, Charleston, South Carolina.

Shah, P.P & Schroth, H. (1997). "Sorority Rush: A test of the group value model." Academy of Management, Boston, Massachusetts.

Ferrin, D.L. & Shah, PP (1997). "Trust, Cooperation and Conflict in Groups: A social network analysis of MBA task force teams." Academy of Management, Boston, Massachusetts.

Shah, P.P. (1996) "Network Disruption: The Structural Implications of Downsizing." Academy of Management, Cincinnati, Ohio

Shah, P.P. & Rulke, D. (1996) "Group Dynamics in MBA Study Groups: The Impact of Social Networks on Group Performance" Academy of Management, Cincinnati, Ohio

Jehn, K.A. & Shah, P.P. (1996) "Interpersonal Relationships and Task Performance: An Examination of Mediating Processes in Friendship and Acquaintance Groups." Academy of Management, Cincinnati, Ohio.

Shah, P.P. & Rulke, D. (1996) "A Social Network Perspective of Intra Group Conflict" International Association for Conflict Management, Ithaca, New York.

Shah, P.P. (1995) "Who Are Our Social Referents" Academy of Management, Vancouver, Canada.

Diekmann, K.A., Tenbrunsel, A.E., Shah, P.P., Schroth, H.A., & Bazerman, M.H. (1995) "The Descriptive and Prescriptive Use of Historical Costs in Negotiations."Academy of Management, Vancouver, Canada

Jehn, K.A. & Shah, P.P. (1994). "Relationships at Work." Academy of Management, Dallas, Texas.

Shah, P.P. & Jehn K.A. (1993). "Why Do Friend Groups Perform Better Than Acquaintance Groups?" Eastern Academy of Management, Providence, Rhode Island. (Nominated for Best Paper)

Shah, P.P. & Schroth, H.A. (1993). "The Negative Effects of Fair Procedures: The Impact of Justice on Self-Esteem." International Association for Conflict Management, Houthallen, Belgium.

Shah, P.P. & Schroth, H.A. (1993). "The Impact of Justice, Peer Influence and Prestige on Group Choice Decisions." International Association for Conflict Management, Houthallen, Belgium.

Jehn, K.A. & Shah, P.P. (1993). "Friends or Acquaintances: Who Makes Better Decisions?" International Association for Conflict Management, Houthallen, Belgium.

Schroth, H.A. & Shah, P.P. (1993). "Procedures, Do We Really Want To Know Them? An Examination of the Effects of Procedural Justice on Self-Esteem." Academy of Management Conference, Atlanta, Georgia.

Pradhan, P., Diekmann, K., Schroth, H.A., Tenbrunsel, A. & Bazerman, M.H. (1992). "Inconsistent Use of Procedural Justice Information in Decision Making." Academy of Management Conference, Las Vegas, Nevada.

Diekmann, K., Schroth, H.A., Tenbrunsel, A., Pradhan, P. & Bazerman, M.H. (1992)."Inconsistent Use of Social Comparison Information in Job Decisions." International Association for Conflict Management, St. Paul, Minnesota.

Pradhan, P. & Jehn, K.E. (1992). "Do Friends Work Better Than Strangers? The Interaction of Relationship, Conflict and Task." International Association for Conflict Management, St. Paul, Minnesota.

Bazerman, M.H., Diekmann, K., Loewenstein, G., Pradhan, P., Schroth, H.A., Tenbrunsel, A., White, S. (1992). "Reversals of Preference in Interpersonal Contexts: The Difference Between Judging an Alternative and Choosing Between Multiple Alternatives." Berkeley Decision Conference, Berkeley, California.

Working Papers   Maloney, M.M., Shah, P.P., Zellmer-Bruhn, M.E. "The Lasting Imprint of Teams: Project teams and intra organizational network formation."

Shah, P.P. & Jones, S. "In Teams We Trust: The influence of team processes on interpersonal trust."

Shah, P.P. & Bechara, J. " P-E FIT, Where does it come from and what does it lead to? Social network antecedents and career selection consequences of P-E FIT.

Shah, P. & Park, J. "Who do you want to work for? The role of leader characteristics when choosing a project team."

Park, J., Zhou, L., Kammeyer-Muelller, J., & Shah, P. "Social Network Centrality and Newcomer Socialization."

Teaching	University of Minnesota—Negotiation, Introduction to Management, Strategic Management Workshop Series, Organizations and the Management of Change, Introductory Organizational Behavior (Managing People & Organizations, Psychology of Management), Doctoral Seminar in Organizational Behavior & Executive Education Sessions in Negotiation & Organizational Change (CEMBA Program, MEP Program; Strategic Alliances Program; MBA Advantage Program; E-Business Program & Customized Programs).
	Yale University -- Organizational Change
	Massachusetts Institute of Technology--Doctoral Seminar on Research Methods, Leadership & Change, Teams.
	Northwestern University--Negotiation
Honors	Carlson School Faculty Teaching Award (Fall 2006, 2013)
	Teaching Honor Roll, Kellogg Graduate School of Management (Spring 1994).
	Teaching Honor Roll, Kellogg Graduate School of Management (Summer, 1993).
	Doctoral Teaching Award, Kellogg Graduate School of Management (1994-1995).
Grants	Dean's Small Research Grant (Spring 2015) for "Team, Dyad, or Both? The Multi-Level Impact of Task and Relationship Conflict on Trust."
	Melbourne Business School Internal Competitive Grant (June 2014), for Visiting Scholars Program at the University of Melbourne.
	Dean's Small Research Grant (Spring 2015) for "Team, Dyad, or Both? The Multi-Level Impact of Task and Relationship Conflict on Trust."

Dean's Small Research Grant (Spring 2014) for "Birds of a Different Feather: Project Teams Generating Unlikely and Persistent Ties." ($1,500)

Dean's Small Research Grant (Fall 2013) for "In Teams we Trust: The Influence of Team Processes on Interpersonal Trust" ($2,825)

Dean's Small Research Grant (Spring 2013) for "The Role of Project Teams in the Development of Social Capital" ($6,822.50)

Institute for Advanced Study & Cultural Affairs (March 2010-April 2011) for Understanding & Implementing Care Teams: Building a community of practice." ($9343)

McKnight Summer Funding (Summer 2006) for "Career Selection Decisions of Internal Medicine Residents: The role of specialty attributes, individual differences and social factors.

McKnight Summer Funding (Summer 2003) for "The ties that form (and those that don't): A network perspective on the role of diversity on group performance."

McKnight Summer Funding (Summer 2001) for "A network perspective examining the impact of group diversity on performance."

McKnight Summer Funding (Summer 2000) for "The concurrent impact of internal and external network ties on group performance."

Citicorp Behavioral Sciences Research Grant for "Networks in Flux: The structural implications of organizational change." (June 1998)

Grant in Aid, University of Minnesota Faculty Grants $20,000 (December 1995)

Sept 1991-Sept 1993. Dispute Resolution and Conflict Center Grant for "Do Friends Work Better Than Strangers?"

Summer 1992. Dispute Resolution and Conflict Center Grant for Summer support

Jan 1991 to Jan 1992. Dispute Resolution and Conflict Center Grant for "The Sorority Rush Study: A test of the group-value model."

Sept 1991 to Sept 1992. Dispute Resolution and Conflict Center Grant for "Procedures, Do You Really Want To Know Them?"

Professional Journal of Applied Psychology Editorial Board Member 2013 to present

Associations

Journal of Organizational Behavior Editorial Board Member 2001-present

Small Group Research Editorial Board Member 2011 to present

Academy of Management Journal Editorial Board Member 1998-2000

June 1991 to present. Member of the Academy of Management

Ad hoc reviewer for Administrative Science Quarterly, Academy of Management Journal, American Journal of Sociology, Organization Science, Organizational Behavior and Human Decision Processes, Group and Organization Management, Strategic Management Journal, Group Decision and Negotiation. Journal of Management