

Alexander R. Bolinger

Curriculum Vitae

Updated: October 2025

Idaho State University

Education

Ph.D. in Business Management – *Received May 2010*

Major Field: Organizational Behavior

University of Utah, David Eccles School of Business – Salt Lake City, UT

Masters of Business Administration, Management – *Received August 2004*

Idaho State University, College of Business – Pocatello, ID

Master of Arts in Political Science – *Received May 2004*

Idaho State University, College of Arts & Sciences – Pocatello, ID

Bachelors of Business Administration, Management – *Received May 2002*

Idaho State University, College of Business – Pocatello, ID

Academic Experience

2025-2026 Interim Dean, College of Business, Idaho State University

2021-Present ICCU Endowed Professor of Management, College of Business, Idaho State University, Pocatello, ID

2021-2022 Acting Director, Idaho State University Honors Program, Pocatello, ID

2020-2021 Professor of Management, College of Business, Idaho State University, Pocatello, ID

2016-2020 Associate Professor of Management, College of Business, Idaho State University, Pocatello, ID

2016-2017 Guest Instructor, Boise State University Executive MBA program, Boise, ID

2015-present Executive Education Instructor, Smith Consulting, LLC
(Training for corporations such as Boise Cascade & POWER Engineers)

2011-2016 Assistant Professor of Management, College of Business, Idaho State University, Pocatello, ID

2010-2011 Assistant Professor of Management, Division of Business and Economics, Pennsylvania State University-Brandywine, Media, PA

2005-2010 Lecturer, Teaching Assistant, Research Assistant, Department of Management, David Eccles School of Business, University of Utah, Salt Lake City, Utah.

2004-2005 Graduate Assistant, Department of Political Science, College of Liberal Arts, Texas A&M University, College Station, Texas.

2002-2004 Graduate Teaching Assistant, College of Business, Idaho State University, Pocatello, Idaho.

Awards

2024 – Outstanding Researcher Award, *College of Business, Idaho State University*

2020 – Outstanding Researcher Award, *Idaho State University*
 2019 – Outstanding Researcher Award, *College of Business, Idaho State University*
 2017 – Outstanding Teacher Award, *College of Business, Idaho State University*
 2016 – Faculty Member of the Year, *Associated Students of Idaho State University*
 2016 – National Volunteer Spotlight, *Phi Kappa Phi Honor Society*, Baton Rouge, LA
 2015 – Outstanding Researcher Award, *College of Business, Idaho State University*
 2015 – “40 Under 40: Professors Who Inspire,” national award, *Nerd Scholar.com*
 2015 – “Overachievers Under 40” Award, *Idaho State Journal*, Pocatello, ID
 2014 – Young Alumni Award for Early Career Achievement, Idaho State University Alumni Association
 2014 – Finalist for university’s Outstanding Master Teacher Award, *Idaho State University*
 2014 – Finalist for university’s Outstanding Public Service Award, *Idaho State University*
 2013 – Best Faculty Paper Proposal, Cognition in the Rough workshop, Managerial and Organizational Cognition division, Academy of Management international Conference
 2013 – Outstanding Teacher Award, *College of Business, Idaho State University*
 2010 – University of Utah Graduate Student Travel Assistance award
Graduate School, University of Utah
 2008 - TA Scholar, *Center for Teaching and Learning Excellence, University of Utah*
 2007 - University of Utah Graduate Student Travel Assistance award, *Graduate School, University of Utah*
 2002 - Outstanding Student Award recipient, *College of Business, Idaho State University*

Administrative Experiences

- Managed a multi-million-dollar budget for the ISU College of Business (COB) during a state-imposed three percent budget holdback.
- Participated in securing six-figures in financial gifts and pledges from donors on behalf of the COB’s students, faculty, and staff during the first four months of my tenure.
- Managed the challenges of extraordinary student enrollment growth in Fall 2025, with the COB exceeding 1,000 students for the first time in years, in the midst of university-wide financial austerity.
- Partnered with colleagues on the introduction of new initiatives ranging from the college’s first high school pitch-off competition to a year-opening welcome event discussing best practices for online asynchronous teaching to connecting with new potential partners and a handful of alumni who had not recently been connected with the COB.
- Engaged in constructive conversations with other programs on campus to promote our COB certificates and coursework opportunities.
- Oversaw the revitalization of the ISU University Honors Program as the interim director in the aftermath of the COVID-19 pandemic. Worked with a new leadership team and supported several initiatives to build community and social support within the program. The University Honors Student club won the ASISU “Organization of the Year” award for the first time during my year as the interim.

RESEARCH

Research Interests

- Leadership
- Scholarship of teaching and learning
- Group dynamics and decision-making
- Entrepreneurship

Publications (bold text indicates publication in a *Financial Times 50* journal):

- Dean, K. L., & Bolinger, A. R. "Being there": Understanding the nature of people skills in remote-only work environments. In-press, *Journal of Management Inquiry*.
- Jahsman, E., & Bolinger, A. R. First-time purchase. In-press, *Journal of Case Studies*.
- Tokle, R. J., Hunt, C. S., & Bolinger, A. R. Time for a credit union name change? In-press, *Journal of Case Studies*.
- Bolinger, A. R., Bolinger, M. T., Conner, K., Morgan, J., & Perry, S. (2025). Cues of caring: How students perceive that faculty in online classes do (or don't) care. *Journal of Management Education*, 49(3), 333-362.
- Lion, R., Burch, T., & Bolinger, A. (2024). Athletic identity and discretionary effort at work. *Organization Management Journal*, 21(3), 105-116.
- Breer, K. K., Perry, S. T., Morgan, J. P., & Bolinger, A. R. (2023). Wastewater wars: Using persuasion tactics to overcome cognitive distortions. *Management Teaching Review*, 8(2), 152-169.
- Bolinger, A., Brookman, J., & Thistle, P. (2023). The relative importance of CEOs and non-CEOs over firm performance. *Journal of Management & Organization*, 29(1), 1-13.
- Bolinger, A. R., Okhuysen, G. A., & Bonner, B. L. (2020). Investigating individuals' recollections of group experiences. *Academy of Management Discoveries*, 6(2), 235-265.
- Bolinger, A. R., & Stanton, J. M. (2020). Role play simulations. [Book.] *Teaching Methods in Business Series*. Edgar Elgar Publishing.
- Bolinger, A. R., & Burch, T. C. (2020). Identifying and evaluating Schein's three layers of culture: The Texas A&M culture exercise. *Management Teaching Review*, 5(4), 351-362.
- Bolinger, A. R., & Bolinger, M. T. (2019). Socioemotional aspects of entrepreneurship in the classroom. *Oxford Research Encyclopedia of Business and Management*.
<https://doi.org/10.1093/acrefore/9780190224851.013.239>
- Bolinger, A. R., Klotz, A. C., & Leavitt, K. (2018). Contributing from inside the outer circle: The identity-based effects of noncore role incumbents on relational coordination and organizational climate. *Academy of Management Review*, 43(4), 680-703.**
- Bolinger, A. R., & Burch, T. C. (2018). When it comes to task assignment, sometimes you gotta "LEGO"®: Teaching delegation principles with Mega Bloks®. *Management Teaching Review*, 3(4), 320-330.
- Powell, H., & Bolinger, A. R. (2018). How did this decision become mine? *Journal of Case Studies*, 36.
- Hayes, A., Krumwiede, D., Lion, R. W., & Bolinger, A. R. (2017). Automotive expert: Managerial vacancy. *Journal of Case Studies*, 35(2), 29-36.
- Frischmann, J., Tocher, N., & Bolinger, A. R. (2017). Anatomy of radical health care collaboration: Bringing telepharmacy to Lost Rivers Medical Center. Invited book chapter for *Cases in Health Services Management*, 6th Ed, pp. 281-292. Baltimore, MD: Health Professions Press.

- Gardner, S., Tocher, N., & Bolinger, A. R. (2016). My job versus my values. *Journal of Critical Incidents*, 9, 67-69.
- Carr, S. Bolinger, A. R., & Tocher, N. (2016). Negotiating an exploding job offer. *Business Case Journal*, 23, 20-27.
- Lion, R. W., & Bolinger, A. R. (2016). An assessment of pronouns as linguistic cues for predicting work attitudes. *Performance Improvement Quarterly*, 29(2), 125-144.
- Tocher, N., Bolinger, A. R., Stratton, W. E., & Kong, I. (2016). Facing an impossible situation? *Journal of Case Studies*, 34, 88-94.
- Bolinger, A. R., & Brown, K. D. (2015). Entrepreneurial failure as a threshold concept: The effects of student experiences. *Journal of Management Education*, 39, 452-475.
- Dobbins, J., & Bolinger, A. R. (2015). Good fences, but good neighbor? *Journal of Case Studies*, 33, 87-93.
- Bonner, B. L., & Bolinger, A. R. (2014). Bring out the best in your team. *Harvard Business Review*, 92, 704.**
- Bolinger, A. R., & Stanton, J. V. (2014). The gap between perceived and actual learning from group reflection. *Small Group Research*, 45, 539-567.
- Tocher, N., & Bolinger, A. R. (2014). On the edge. *Journal of Critical Incidents*, 7, 156-158.
- Bolinger, A. R., Tocher, N., & Davidson, D. A. (2014). Into the hornets' nest. *Business Case Journal*, 21, 6-14.
- Bonner, B. L., & Bolinger, A. R. (2013). Separating the confident from the correct: Leveraging member knowledge in groups to improve decision-making and performance. *Organizational Behavior and Human Decision Processes*, 122, 214-221.**
- **Media coverage from the *Wall Street Journal* online edition.**
- Bolinger, A. R., Tocher, N., Rascon, J., & Stratton, W. E. (2013). I seem to be going from bad to worse. *Journal of Case Studies*, 31, 17-23.
- Victorino, L., & Bolinger, A. R. (2012). Scripting employees: An exploratory analysis of customer perceptions. *Cornell Hospitality Quarterly*, 53, 196-206.
- Victorino, L., Bolinger, A. R., & Verma, R. (2012). Service scripting and authenticity: Insights for the hospitality industry [Electronic article]. *Cornell Hospitality Report*, 12(13), 6-13.
- Bolinger, A. R., Bonner, B. L., & Okhuysen, G. A. (2009). Sticking together: The 'glue' role and group creativity. In M. A. Neale, E. A. Mannix, & J. Goncalo (Eds.), *Research on Managing Groups and Teams*, Vol. 11. Greenwich, CT: JAI Press, Inc.

Dissertation: "A Role-Based Intervention for Idea-Generating Groups: The Glue Role and Group Creativity" – Defended March 18, 2010.

Committee: Bryan L. Bonner (chair), Michael R. Baumann, Kristin G. Cloyes, Gerardo A. Okhuysen, and Harris Sondak

Under Review

- Burch, T. C., & Bolinger, A. R. Leaders reduced to ritual: Voice, cynicism, and the insidious effects of formalized "management by walking around." Under review at *Journal of Leadership Studies*.
- Bolinger, M. T., & Bolinger, A. R. How (inter)family feuds foster intergenerational entrepreneurial succession. Under review at the *Academy of Management Review*.

- Dhir, L., Datta, S., & Bolinger, A. R. Outside-in, inside-out: An experiential pedagogy for personal growth in management education. Revise-and-resubmit at the *Journal of Management Education*.
- Romney, A., Harrison, J. T., Zivic, D. C., & Bolinger, A. R. B-school promise-keeping: Perceived ideological contract fulfillment and student learning team outcomes. Second-round revise-and-resubmit at *Academy of Management Learning and Education*.

Selected Working Papers

- Luker, J., Bolinger, A. R., Bolinger, M. T., Burch, T. C., & Conner, K. Different cues from him and her? Follower gender and subjective evaluations of leader charisma. *Leadership Quarterly*.
- Bolinger, A. R. Supporting colleagues in their grief: A phenomenological approach from the jazz ballad Loss. *Academy of Management Review*.
- Bolinger, A. R. Leader as surrogate: Explaining exclusion and promoting inclusion on a team with a geographic isolate. *Academy of Management Discoveries*.
- Bolinger, A. R. The implications of organizational remnants. *Academy of Management Discoveries*.
- Bolinger, A. R. "Where words fail, music speaks." *Management Teaching Review*.
- Bolinger, A. R. Resource review: ICBSC. *Management Teaching Review*.
- Pino, A., Karanjia, R., Davis, R., & Bolinger, A. R. An exploration of leadership development in remote-only work environments. Target: *Organizational Science* special issue.

Conferences and Invited Presentations

- Meilich, O., & Bolinger, A. R. (July 2025). Engaging students from first-year to the final year: Innovative approaches to teaching strategy, entrepreneurship, and intro to business. Academy of Management Conference, Copenhagen, Denmark.
- Bolinger, M. T., & Bolinger, A. R. (July 2025). Intergenerational potluck": Designing skip-generation entrepreneurial collaborations. Academy of Management Conference, Copenhagen, Denmark.
- Bolinger, A. R. (July 2025). "All for one?" Unpacking exclusion and promoting inclusion of isolates in work groups. INGRoup conference, Rotterdam, Netherlands.
- Pino, A., Karanjia, R., & Bolinger, A. R. (July 2025). Feedback-seeking in remote work: How leaders stay in touch without being in touch. European Group of Organizational Scholarship conference, Athens, Greece.
- Bolinger, A. R. (July 2025). "Where words fail, music speaks": A dynamic intervention for fostering griever-centered support from work colleagues. European Group of Organizational Scholarship conference, Athens, Greece.
- Bolinger, A. R. (May 2025). When words fail, music speaks: An intervention for helping employees to support colleagues in grief. Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor, MI.
- Pino, A., Karanjia, R. & Bolinger, A. R. (May 2025). Seeking and giving feedback in leading remote work. Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor, MI.
- Dean, K. L., & Bolinger, A. R. (March 2025). Recapturing skillful managerial performance in remote work: The phenomenology of how to be a great manager when you can't "be there." Western Academy of Management Conference, Kelowna, BC.

- Bolinger, A. R. (March 2025). Designing and publishing research on management education: Meet an editor from the Journal of Management Education and manuscript development workshop. Western Academy of Management Conference, Kelowna, BC.
- Bolinger, A. R. (October 2024). Designing and publishing research on management education: Meet an editor from the Journal of Management Education and manuscript development workshop. Midwestern Academy of Management Conference, Moorhead, MN.
- Bolinger, A. R. (August 2024). MED Teaching Bootcamp professional development workshop. Academy of Management Conference, Chicago, IL.
- Bolinger, A. R. (May 2024). Wellbeing and entrepreneurship – An exploration workshop. University of Liverpool, Liverpool, UK.
- Pino, A., Karanjia, R., & Bolinger, A. R. (March 2024). Learning to lead in the new normal: Tactics for virtual feedback-driven leadership development. Digitalization of Work and Life Conference, Purdue University, East Lafayette, IN.
- Bolinger, M. T., & Bolinger, A. R. (March 2024). (Inter) family feuds: The surprising benefits of interfamily rivalries. Western Academy of Management Conference, Long Beach, CA.
- Luker, J., Bolinger, A. R., Bolinger, M. T., & Conner, K. (March 2024). Different cues from him and her? Follower gender and subjective evaluations of leader charisma. Western Academy of Management Conference, Long Beach, CA.
- Dean, K. L., Hannah, D. R., & Bolinger, A. R. (March 2024). Effective and ethical experiential learning facilitation: A train-the-trainer session for Bolman & Deal's Power Simulation. Western Academy of Management Conference, Long Beach, CA.
- Bolinger, A. R., & Burch, T. C. (August 2023). Goaded into gab: How formalized "management by walking around" can foster organizational complacency. Academy of Management Conference, Boston, MA.
- Bolinger, M. T., & Bolinger, A. R. (August 2023). (Inter)family feuds: The surprising benefits of interfamily rivalries. Academy of Management Conference, Boston, MA.
- Bolinger, A. R., Yadav, R., & Luker, J. (July 2023) Close confidants in bad workplaces. European Group Organizational Studies (EGOS) conference, Cagliari, Sardinia, Italy.
- Bolinger, M. T., & Bolinger, A. R. (March 2023). (Inter)family feuds: The surprising benefits of interfamily rivalries. Rowan Family Business Conference, Glassboro, NJ.
- Bolinger, A. R. (October 2022). Building connections and well-being after the pandemic: The gratitude challenge. Academic Resilience Consortium conference, Tallahassee, FL.
- Bolinger, A. R. (June 2022). Glue roles in facilitating gig work. Positive Organizational Scholarship conference, Ann Arbor, MI.
- Burch, T. C., & Bolinger, A. R. (March 2022). Goaded into gab: "Management by walking around" and the perilous space between employee voice and silence. Western Academy of Management Conference, Kailoa, HI.
- Brown, K. D., Burch, T. C., & Bolinger, A. R. (March 2022). Managing self-managing teams [workshop facilitators]. Western Academy of Management Conference, Kailoa, HI.
- Bolinger, M. T., & Bolinger, A. R. (August 2020). Rivalry, Revenge, and Reactance: The Dark Sides of Entrepreneurial Motivation. Academy of Management Conference, Vancouver, BC.
- Brown, K. D., Bolinger, M. T., & Bolinger, A. R. (March 2020). Flipping the curriculum to explore discipline integration with a first-year keystone course. Western Academy of Management Conference, Waikoloa, HI.
- Bolinger, M. T., & Bolinger, A. R. (August 2019). Motivation from the outside-in: Rivalry and revenge as sources of entrepreneurial passion. Academy of Management Conference, Boston, MA.

- Bolinger, A. R., & Burch, T. C. (June 2019). How management by walking around doesn't work (as it should) in the digital age: Employee voice and ritualization. Frontiers of MOC International Conference, Cass Business School, London, UK.
- Stanton, J. M., & Bolinger, A. R. (May 2019). Wrapped candy and chopsticks in class: A role-playing simulation of warehouse operations management. Eastern Academy of Management Conference. (*ELA Best Exercise Nominee.*)
- Bolinger, A. R. (March 2019). Panelist, All-Conference Blue Chip Editors' Panel, Western Academy of Management Conference, Rohnert Park, CA.
- Bolinger, M. T., & Bolinger, A. R. (February 2019). Motivation from the outside-in: Rivalry and negative passion in entrepreneurship. *Academy of Management Review Paper* Development "Hackathon" Workshop.
- Bolinger, A. R., & Burch, T. C. (June 2018). Server crying, explanations, and customer tipping behavior. Presented at the 10th SERVSIQ Service Research Conference, Paris, France.
- Bolinger, A. R., & Burch, T. C. (June 2018). A scaffolded approach to teaching about organizational culture: The Texas A&M culture exercise. Presented at the Management and Organizational Behavior Teaching Society Conference, Conway, SC.
- Lund Dean, K. D., Bolman, L., & Bolinger, A. R. (June 2018). Harnessing our heritage with a (not so simple) activity: Experiencing Bolman and Deal's power simulation. Presented at the Management and Organizational Behavior Teaching Society Conference, Conway, SC.
- Bolinger, A. R., & Burch, T. C. (March 2018). Is crying catastrophic? Customer evaluations of service employee tears. Presented at the Western Academy of Management Conference, Salt Lake City, UT.
- Powell, H. J., & Bolinger, A. R. (July 2017). How did this decision become mine? Presented at the Society for Case Research Summer Workshop, Kansas City, MO.
- Tempelmann, A., Burch, T. C., & Bolinger, A. R. (July 2017). Facebook fail: When the social media posting of a vital employee harms the organization's image. Presented at the Society for Case Research Summer Workshop, Kansas City, MO.
- Bolinger, A. R., & Burch, T. C. (June 2017). The effects of employee crying on customer service evaluations. Presented at the International Research Symposium on Service Excellence in Management (QUIS 15), Porto, Portugal.
- Secchi, E., Victorino, L., & Bolinger, A. R. (May 2017). Employee impact of service routines: An experimental study. Presented at the Production and Operations Management Society (POMS) Annual Meeting, Seattle, WA.
- Bolinger, A. R., & Burch, T. C. (March 2017). The influence of environmental cues on employee perceived safety and voice behavior. Presented at the Western Academy of Management Conference, Palm Springs, CA.
- Bolinger, M. T., & Bolinger, A. R. (March 2017). Self-verification and entrepreneurial intentions. Presented at the Western Academy of Management Conference, Palm Springs, CA.
- Secchi, E., Victorino, L., Bolinger, A. R., & Bonner, B. L. (November 2016). Employee impact of service routines: An experimental study. Presented at the Decision Sciences Institute Annual Meeting, Austin, TX.
- Sillito, S. D., Bolinger, A. R., & Rees, M. R. (August 2016). Cooperation or capitulation? The effects of prayer in negotiation. Presented at the Academy of Management Conference, Symposium on New Directions in Negotiation, Anaheim, CA.

- Bolinger, A. R. (July 2016). Understanding the value of role players in groups: The case of the glue guy. Presented at INGRoup, Helsinki, Finland.
- Bolinger, A. R. (July 2016). Elevating the stakes in teaching teamwork: Writing a book as a class. Presented at the first International Organizational Behavior Teaching Conference (IOBTC), Winchester, England.
- Bolinger, A. R. (March 2016). How individuals with expertise manage the dilemmas of acquiring information from non-experts. Presented at the Western Academy of Management Conference, Portland, OR.
- Bolinger, A. R. (March 2016). “How to speak reviewer” and “Innovations in pedagogy.” Invited presentation at Doctoral Student/Junior Faculty Consortium, Western Academy of Management Conference, Portland, OR.
- Bolinger, A. R. (October 2015). Making sense of consistent contributors in groups: The case of the glue guy. Invited presentation to Oregon State University Management Faculty Brown Bag, Corvallis, OR.
- Thistle, P., Brookman, J., & Bolinger, A. R. (October 2015). Upper echelon theory: The relative importance of CEOs and non-CEOs in firm performance. Presented at the Strategic Management Society’s Annual Conference, Denver, CO.
- Bolinger, A. R. (June 2015). More than motives: Beyond attribution theory in understanding helping behavior. Presented at the Frontiers in Managerial and Organizational Cognition Conference, Roskilde, Denmark.
- Bolinger, A. R. (May 2015). Citizenship behavior: The case of the glue guy. Invited presentation to Idaho State University College of Business Faculty Brown Bag, Pocatello, ID.
- Bolinger, A. R. (March 2015). When a helper helps: Teamwork, role configurations, and group outcomes. Presented at the Western Academy of Management Conference, Kauai, HI.
- Bolinger, A. R., & Worthington, H. (August 2014). Evaluating citizenship behaviors in groups: The case of the glue guy. Presented at the Academy of Management Conference, Philadelphia, PA.
- Bolinger, A. R., & Stanton, J. V. (June 2014). Dead-end or part of the process? The effects of creative process scripts on strategic problem-solving. Presented at “Micro-Foundations for Strategic Management Research: Embracing Individuals Special Conference,” Strategic Management Society, Copenhagen, Denmark.
- Bolinger, A. R., Lion, R. W., & Worthington, H. (March 2014). Do pronouns predict work attitudes? An empirical assessment of the Reich test. Presented at the Western Academy of Management meeting, Napa, CA.
- Bolinger, A. R., & Brown, K. D. (March 2014). Entrepreneurial failure as a threshold concept: The effects of student experiences. Presented at the Western Academy of Management meeting, Napa, CA.
- Bolinger, A. R. (March 2014). The lady in red at the bargaining table: The effects of color on negotiation outcomes. 10th Annual Conference on Gender & Sexuality in Everyday Life, Idaho State University, Pocatello, ID.
- Lion, R. W., & Bolinger, A. R. (February 2014). Do pronouns predict work attitudes? Presented at the Academy of Human Resource Development International Conference in the Americas, Houston, TX.

- Thistle, P., Brookman, J., & Bolinger, A. R. (September 2013). What do CEOs contribute to firm value? Presented at the Strategic Management Society's Annual Conference, Atlanta, GA.
- Bolinger, A. R. (August 2013). "Praise with a disclaimer" for the glue guy: Observers' evaluations of group-oriented behaviors. Presented at Academy of Management Conference, Managerial and Organizational and Cognition workshop, "Cognition in the Rough," Orlando, FL.
- *Recipient of 2013 award for "Best Faculty Paper Proposal"*
- Bolinger, A. R. (June 2013). Family and customer perceptions of psychological ownership. Presented at the 13th International Research Symposium on Service Excellence in Management, Karlstad, Sweden.
- Sillito, S. D., & Bolinger, A. R. (August 2012). Intercession and integrative negotiation: The effects of prayer on negotiation performance. Presented at the Academy of Management Annual Meeting, Boston, MA.
- Bolinger, A. R., & Stanton, J. V. (May 2012). Reflecting individually or in a group: The effects on individual decision-making. Presented at the Eastern Academy of Management Conference, Philadelphia, PA.
- Bolinger, A. R., & Stanton, J. V. (May 2012). Reflecting individually or in a group: The effects on individual decision-making. Presented at the Eastern Academy of Management Conference, Philadelphia, PA.
- Victorino, L., & Bolinger, A. R. (April 2012). Service scripting: An exploratory analysis of customer perceptions. Presented at Production and Operations Management Society Annual Meeting, Chicago, IL.
- Bolinger, A. R., & Brown, K. D. (March 2012). Entrepreneurial failure and cognitive complexity: The effects of experiences. Presented at the Western Academy of Management Conference, La Jolla, CA.
- Bolinger, A. R. (March 2012). Can beneficiary contact strengthen self-control? A prospective study. Poster presented at Idaho State University Division of Health Sciences Research Day, Pocatello, ID.
- Victorino, L., & Bolinger, A. R. (November 2011). Service scripting employees: An emotional labor perspective. Presented at the Decision Sciences Institute Annual Meeting, Boston, MA.
- Bolinger, A. R., & Stanton, J. V. (August 2011). Reflecting individually or in a group: The effects on individual decision-making. Received feedback as a participant in the Organizational Behavior Junior Faculty Symposium, Academy of Management, San Antonio, TX.
- Bolinger, A. R., & Victorino, L. (June 2011). Service scripting employees: An emotional labor perspective. Presented at the 12th International Research Symposium on Service Excellence in Management, Cornell University, Ithaca, NY.
- Bolinger, A. R., & Brown, K. D. (August 2009). Entrepreneurial failure frames: The effects of experience. Presented at the Academy of Management Conference, Chicago, IL.
- Bolinger, A. R. (July 2009). Rethinking responses to low performers in groups: An examination of causal attributions in context. Poster presented at the 4th annual INGRoup conference, Colorado Springs, CO.
- Bolinger, A. R. (March 2009). Assumptions of self-interest as a barrier to teamwork behavior: The discourse of the "glue guy." Paper presented at the Western Academy

- of Management Conference, Midway, UT. Nominated for *Best Student Paper* award.
- Bolinger, A. R., Bonner, B. L., & Okhuysen, G. A. (April 2008). *Sticking together: The glue role and group creativity*. Paper presented at the 12th annual Research on Managing Groups and Teams in Organizations conference, Palo Alto, CA.
- Bolinger, A. R. (August 2007). *Holding the group together, getting little of the credit: The role of the “glue guy.”* Paper presented at the Academy of Management Conference, Philadelphia, PA.
- Bolinger, A. R., Bonner, B. L., & Okhuysen, G. A. (August 2007). *Inducing group success: A multidimensional perspective*. Paper presented at the Academy of Management Conference, Philadelphia, PA.
- Bolinger, A. R., Bonner, B. L., & Okhuysen, G. A. (July 2006). *Elements of group effectiveness*. Paper presented at the first annual INGRoup Conference, Pittsburgh, PA.

TEACHING

Teaching Innovations

- Co-created online (delivered via synchronous videoconferencing software) MBA negotiation skills course (with Dr. Jeff Street)
- Created online (delivered via synchronous videoconferencing software) MBA behavioral skills course, Managerial Decision-Making
- Collaborated on Idaho Museum of Natural History exhibit on the “History of ISU” book written by my students
- Introduced and adapted the “Make-a-Wish Challenge” at Idaho State University. Among the first schools to run the Make-a-Wish Challenge outside of a major urban area and with undergraduate students.
- Advisor for student teams for the past 10 years that have participated in the International Collegiate Business Simulation Competition. Teams from ISU have won over 20 trophies in that time.
- Devised special, interdisciplinary, project-based honors course on the business history of Garrett Freightlines in Pocatello, Idaho. Negotiated a book deal with Arcadia Publishing for the class to publish a book about the history of Garretts.
- Devised interdisciplinary, project-based honors course on the history of Idaho State University for the institution’s 115th anniversary. Negotiated a book deal with Arcadia Publishing for the class to publish a book in the “Campus History” series.
- Developed the “Texas A&M Organizational Culture” activity for Individual and Organizational Behavior (MGT 3312).
- Developed the “Sometimes You Gotta Lego” delegation activity for Individual & Organizational Behavior (MGT 3312).

Courses (through Fall 2025)

Graduate/Executive Level:

1. Negotiation and Decision-Making (MBA) – 27 sections
2. Relational Leadership or The Future of Leadership (MBA) – 5 sections
3. Team Foundations (MBA) – 1 section
4. Leveraging Organizational Culture (Executive) – 8 sections
5. Job Crafting (Executive) – 4 sections
6. Leadership Development (Executive) – 4 sections

7. Time Management (Executive) – 3 sections
8. Peer Coaching (Executive) – 1 section
9. Business Simulation Competition (MBA) – 8 sections

Undergraduate Level:

10. Individual & Organizational Behavior (junior-level) – 22 sections
11. Introduction to Business (freshman-level) – 9 sections
12. Capstone Strategy (senior-level) – 2 sections
13. Introduction to Management (junior-level) – 4 sections
14. Organizational Behavior & Leadership (senior-level) – 2 sections
15. Independent Studies (graduate and undergraduate) – 8 sections
16. Collaborative Creativity Book-Writing (MBA/Undergraduate) – 5 sections
17. Creative Process (Honors Seminar) – 1 section

Supervision/Assistance/Collaboration on Student Research:

- Three MBA students who have gone on to pursue PhDs in Management.
- Co-author on eight peer-reviewed publications with students.
- External committee member for nine graduate student thesis defenses.
- Honors advisor for 24 undergraduate thesis defenses.

SERVICE

Editorial Activities:

2020-present – Editorial review board, *Academy of Management Discoveries*

2020-present – Editorial review board, *Academy of Management Learning and Education*

2014-present – Associate editor, *Journal of Management Education*

2013-2018 – Consulting editor, *Group Dynamics Theory & Practice*

Ad-hoc reviewing:

- *Organizational Behavior and Human Decision Processes*
- *Journal of Management Education*
- *Group Dynamics Theory & Practice*
- *Cornell Hospitality Quarterly*
- *Small Group Research*
- *Academy of Management Journal*
- *Journal of Case Studies*
- *Journal of Critical Incidents*
- *Entrepreneurship Education & Pedagogy*
- Academy of Management Conference
- Western Academy of Management Conference
- Eastern Academy of Management Conference
- INGRoup Conference
- Organizational Behavior Teaching Conference

Service to the Profession:

2024 – Chair, Selection Committee for Best Paper, *Management Teaching Review*.

2022 – 2024 – Chief Communications Officer, Managerial and Organizational Cognition division, Academy of Management (international)

2021 – present – Facilitator, MED division Teaching Roundtable.
 2019 – 2023 – Chief Communications Officer, Western Academy of Management
 2016 – 2019 – MOC Division representative, Teaching Theme Committee, Academy of Management (international)
 2014 – 2019 – Chair, Managerial and Organizational Cognition division’s Ambassadors committee, Academy of Management (international)
 2014 – 2022 – Founder and Organizer of the “Teaching in the Rough” annual PDW for the MOC Division, Academy of Management (international)
 2014 – present – Faculty mentor, MED division Writers’ Workshop at AOM (international)
 2011 Roethlisberger Award Selection Committee, *Organizational Behavior Teaching Society*

Service to the College and University:

2025 – Selection Committee, Idaho State University Vice President of Human Resources
 2024 – Selection Committee, ISU Honors Program Director/Coordinator
 2023-present – Member, ISU United Way liaison committee
 2022 – Chair, Selection Committee, Idaho State University Honors Program Director/Coordinators (2 positions)
 2020-2022 – Promotion and Tenure Committees, College of Business, ISU
 2021-2022 – Idaho State University Strategic Planning Committee
 2021-2022 – Acting Director, Idaho State University Honors Program
 2021 – Member of Selection Committee, ISU Provost
 2020 – Promotion and Tenure Committee, College of Arts & Letters, ISU
 2020 – Member of Selection Committee, faculty position in Human Resource Management
 2020 – Member of Selection Committee, ISU Honors Program Director search
 2019-2021 – Faculty Athletics Mentor (FAM), Idaho State University
 2019 – Chair, Search Committee for College of Business Dean, Idaho State University
 2019 – Member, Technology Committee, College of Business, Idaho State University
 2018 – College of Business faculty representative, search committee for Director, University Honors Program, Idaho State University
 2017 – Faculty representative, search committee for Management position, Idaho State University College of Business
 2015-present – Faculty representative, University Honors Program Advisory Board
 2015 – Faculty representative, search committee for Management position, *Idaho State University College of Business*
 2014 – 2016 – President, Phi Kappa Phi Honor Society, *Idaho State University*
 2013 – Faculty representative, Branding and Promotions Task Force, *Idaho State University College of Business*
 2013 – Faculty representative, search committee for graduate director, *Idaho State University College of Business*
 2013 – Faculty representative, search committee for professionally qualified position in Marketing, *Idaho State University College of Business*
 2013 – Faculty representative, search committee for tenure-track position in Computer Information Systems, *Idaho State University College of Business*
 2012 – present – Faculty adviser, Management department, *Idaho State University College of Business*
 2012 – present – Initiated the “Make-a-Wish Challenge,” partnership between Idaho State University College of Business and Make-a-Wish Foundation of Idaho
 2012 – present – Board member, Pocatello (Idaho) Free Medical Clinic

2012 – 2014 – Vice President, Phi Kappa Phi Honor Society, *Idaho State University*
 2012 – present – Expert interviewed by students for Grace Lutheran School “Career Interviews”
 2011 – 2012 – Faculty representative, Career Culture Task Force, *Idaho State University College of Business*
 2010 – 2011 – Faculty representative, Spring Lecture Committee
Pennsylvania State University-Brandywine
 2009 – 2013 – Volunteer, Cognition in the Rough program, *Managerial and Organizational Cognition division, Academy of Management*
 2008 – 2009 – Student representative, Ph.D. Committee, *David Eccles School of Business, University of Utah*
 2007 – 2008 – Faculty Doctoral Teaching Awards committee member, *David Eccles School of Business, University of Utah*
 2006 – 2007 – Organizer, University of Utah Management Ph.D. “Brown Bag” presentation series, *David Eccles School of Business, University of Utah*
 2005 (Spring) – Progress Toward Degree subcommittee, Enhancing the Undergraduate Experience task force, *Office of Student Affairs, Texas A&M University*

Invited Presentations:

September 2025 – Speaker, “The History of ISU,” New Knowledge Adventures, Pocatello, ID
 September 2025 – Workshop Facilitator, Connections Credit Union retreat, Twin Falls, ID
 July 2025 – Workshop Panelist, “Meet the Editors” session at the Academy of Management Conference, Copenhagen, Denmark
 April 2023 – Workshop Presenter, ISU Teaching and Learning conference, Pocatello, ID
 April 2022 – Facilitator, Farm Bureau Insurance retreat, Pocatello, ID
 March 2022 – Panelist, “Meet the Editors” session, Western Academy of Management annual meeting (Kailoa-Kona, HI).
 January 2022 – Speaker, New Knowledge Adventures, Pocatello, ID
 February 2021 – Speaker, New Knowledge Adventures, Pocatello, ID
 October 2020 – Workshop Panelist, “Meet the Editors” session at Midwestern Academy of Management Conference (virtual)
 September 2020 – Classroom Assessment workshop co-facilitator, ISU, Pocatello, ID
 March 2020 – Teaching with Zoom faculty in-service, ISU, Pocatello, ID
 May 2019 – Breakout Session Facilitator, Elevate Leadership Summit, Pocatello, ID
 March 2019 – Breakout Session Facilitator, Eastern Idaho PMI Professional Development Day, Idaho Falls, ID
 November 2018 – Speaker, New Knowledge Adventures, Pocatello, ID
 October 2018 – Breakout Session Facilitator, Idaho IT Symposium, Boise, ID
 October 2018 – Invited Speaker, Idaho Central Credit Union Leadership Summit, Chubbuck, ID
 September 2018 – Speaker, New Knowledge Adventures, Pocatello, ID
 May 2018 – Breakout Session Facilitator, Elevate Leadership Summit, Pocatello, ID
 January 2018 – Speaker, New Knowledge Adventures, Pocatello, ID
 November 2017 – Presenter, Negotiation Workshop, Division of Health Sciences, ISU
 October 2017 – Facilitator, College and University Professional Association for Human Resources Conference, Pocatello, ID
 September 2017 – Speaker, MedMan, Boise, ID

September 2017 – Speaker, New Knowledge Adventures, Pocatello, ID
 April 2017 – Facilitator, ISU Student Global Leadership program, Pocatello, ID
 September 2016 – Speaker, Pocatello Rotary Club, Pocatello, ID
 September 2016 – Speaker, Pocatello Kiwanis Club, Pocatello, ID
 August 2015 – Facilitator, ISU Early College Program, Pocatello, ID.
 May 2015 – Keynote Speaker, American Falls Lions Club, American Falls, ID.
 April 2015 – Facilitator, ISU Leadership Development program, Pocatello, ID.
 February 2015 – Facilitator, Diesel Depot process improvement workshop, Aberdeen, ID
 February 2015 – Keynote Speaker, Idaho-Eastern Oregon Lions State Midwinter Convention, Boise, ID
 February 2015 – Presenter, Leadership Pocatello “Day of Education” workshop, Pocatello, ID
 October 2014 – Facilitator, ISU Leadership Development program, Pocatello, ID.
 May 2014 – Speaker, Gate City Rotary Club of Pocatello (ID).
 April 2014 – Facilitator, Employee Recognition Week, Idaho State University, Pocatello, ID.
 February 2014 – Presenter, Leadership Pocatello “Day of Education” workshop, Pocatello, ID
 August 2013 – Presenter, Idaho State University Ambassadors summer training camp, Pocatello, ID
 August 2010 – Guest panelist, Doctoral teaching seminar, MGT 7300, *David Eccles School of Business, University of Utah*
 August 2009 – Guest speaker, campus-wide Teaching Assistants’ Orientation Teaching Symposium, “Problem-Based Learning: Teaching with Cases, Simulations, & Games.” *Center for Teaching and Learning Excellence, University of Utah* (Participant Evaluation Rating: 5.72/6.00)
 August 2008 – Guest panelist, Doctoral teaching seminar, MGT 7300, *David Eccles School of Business, University of Utah*
 August 2008 – Guest speaker, campus-wide Teaching Assistants’ Orientation Teaching Symposium, “Problem-Based Learning: Teaching with Cases, Simulations, & Games.” *Center for Teaching and Learning Excellence, University of Utah*
 July 2007 – Graduate assistant, Corporate Retreat Negotiation Seminar, *Blue Cross / Blue Shield of Oregon, Skamania Lodge, Stevenson, Washington*

Professional Affiliations

Management & Organizational Cognition division, Academy of Management
 International Research Symposium on Service Excellence in Management
 Western Academy of Management
 Managerial and Organizational Behavior Teaching Society
 Strategic Management Society
 Eastern Academy of Management
 INGRoup (Interdisciplinary Network for Group Research)
 Research in Managing Groups and Teams Conference (now defunct)
 Society for Case Research

References available upon request.