

**MISTY L. LOUGHRY, Ph.D.**

Alan and Sandra Gerry Chair of Business Excellence and Professor of Management  
Crummer Graduate School of Business at Rollins College

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**Office Address:**

Crummer Graduate School of Business  
Rollins College  
1000 Holt Ave., #2722  
Winter Park, FL 32789

**Office Telephone:**

(407) 646-2404

**E-mail:**

[mloughry@rollins.edu](mailto:mloughry@rollins.edu)

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**Education**

**Ph.D. University of Florida**

2001 Department of Management: Strategy and Organizational Behavior (concentrations)  
Dissertation: Coworkers are Watching: Performance Implications of Peer Monitoring  
Dissertation Committee: Henry L. Tosi (Chair), Heather Elms, Jeffrey A. LePine, and  
Tracy R. Lewis

**M.B.A. Loyola College in Maryland**

1991 Finance Concentration

**B.A. Towson State University, Summa Cum Laude**

1986 Business Administration major, Spanish minor

**Academic Employment**

**Rollins College, Crummer Graduate School of Business**, Winter Park, FL  
Alan and Sandra Gerry Chair of Business Excellence (August 2023 – present)  
Professor of Management (August 2016 – present)

**Georgia Southern University**, Statesboro, GA

Professor of Management (August 2012 – July 2016)

Associate Professor of Management (August 2007 – July 2012, tenured August 1, 2011)

**Clemson University**, Clemson, SC

Assistant Professor of Management (August 2001 – May 2007)

**University of Florida**, Gainesville, FL

Instructor of Management and Graduate Assistant (1996 – 2001)

**Research**

**Research Interests**

- Team-member effectiveness, team effectiveness, and peer evaluation of teamwork
- Peer control, peer monitoring, lateral control, and team control
- Job crafting and job engagement
- Using management research to enhance college teaching and student learning

## National Science Foundation Grants

1. Ohland, M. W., Loughry, M. L. & Woehr, D. (September 1, 2022 – August 31, 2025). *Assessing Student Satisfaction and Engagement in Teams (ASSET): An Empirical Review and Scale Development* (NSF Award Number 2227258) \$490,174.
2. Ohland, M. W., Layton, R. A., Loughry, M. L., Ferguson, D., & Woehr, D. (October 1, 2014 – March 31, 2022). *Optimizing Student Team Skill Development using Evidence-Based Strategies*. (NSF Award Number 1431694). \$1,857,627.
3. Ohland, M. W., Layton, R. A., Loughry, M. L., Salas, E., & Woehr, D. (August 15, 2008 – July 31, 2014). *SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork* (NSF Award Number 0817403). \$2,000,000.
4. Ohland, M. W., Bullard, L., Loughry, M. L., Layton, R. A., & Finelli, C. J. (June 1, 2003 – May 31, 2007). *Designing a Peer Evaluation Instrument that is Simple, Reliable, and Valid* (NSF Award Number 0243254). \$644,590.

## Journal Articles

1. McAlindon, P., Loughry, M. L., & Ford, R. C. (2024). An MBA Capstone That's Out of This World: Commercializing NASA Patents. *Decision Sciences Journal of Innovative Education*. <http://doi.org/10.1111/dsji.12327>
2. Vinocur, E., Kiyamaz, H., & Loughry, M. (2023). M&A capability and long-term firm performance: A strategic management perspective. *Journal of Strategy and Management*, 16(2), 211-234. <https://doi.org/10.1108/JSMA-10-2021-0204>.
3. Garza Burgos, R., Johnson, J., & Loughry, M. L. (2022). Does organizational learning differ in manufacturing and service firms? Evidence from Mexico. *Journal of Knowledge Management*, 26(7), 1649-1675. <https://doi.org/10.1108/JKM-04-2021-0301>
4. Ford, R. C., & Loughry, M. L. (2021). Overcoming blockages in strategy execution: Lessons from agile managers. *SAM Advanced Management Journal*, 86(2), 54-63.
5. Ford, R. C. Loughry, M. L., & Ford, L. R. (2020). Leading a pivot: How agile leaders redirect team efforts to overcome barriers in strategy. *SAM Advanced Management Journal*, 85(3), 37-46.
6. Thomas, J. S., Loignon, A. C., Woehr, D. J., Loughry, M. L., & Ohland, M. W. (2019). Dyadic viability in project teams: The impact of liking, competence, and task interdependence. *Journal of Business and Psychology*, 35(5), 573-591.
7. Loughry, M. L. (2019). Executive focus: An interview with Cheryl Henry, President and Chief Executive Officer of Ruth's Hospitality Group. *Business Horizons*, 62, 553-556.
8. Loughry, M.L., Newman, S. A., and Ford, R. F. (2019). Teamensity: Finding the best fit between leadership style and team-member interdependencies. *Organizational Dynamics*, 48(2), 61-72.
9. Loignon, A. C., Woehr, D. J., Loughry, M. L., & Ohland, M. W. (2019). Elaborating on team-member disagreement: An examination of patterned dispersion among emergent states. *Group & Organization Management*, 44(1), 165-210.

10. Loignon, A. C., Woehr, D. J., Thomas, J. S., Loughry, M. L., Ohland, M. W., & Ferguson, D. (2017). Facilitating peer evaluation in team contexts: The impact of frame-of-reference rater training. *Academy of Management Learning & Education*, 16 (4), 562-578.
11. Woehr, D. J., Loignon, A. C., Schmidt, P. J., Loughry, M. L., & Ohland, M. W. (2015). Justifying Aggregation with Consensus-Based Constructs: A Review and Examination of Cutoff Values for Common Aggregation Indices. *Organizational Research Methods*, 18 (4), 704-737.
12. Loughry, M. L., & Amason, A. C. (2014). Why won't task conflict cooperate? Deciphering stubborn results. *International Journal of Conflict Management*, 25(4), 333-358. **Winner of the International Journal of Conflict Management's 2015 Outstanding Paper Award.**
13. Loughry, M. L., Ohland, M. W., & Woehr, D. J. (2014). Assessing teamwork skills for assurance of learning using CATME Team Tools. *Journal of Marketing Education*, 36(1), 5-19.
14. Ohland, M. W., Loughry, M. L., Woehr, D. J., Bullard, L. G., Felder, R. M., Finelli, C. J., Layton, R. A., Pomeranz, H. R., & Schmucker, D. G. (2012). The comprehensive assessment of team member effectiveness: Development of a behaviorally anchored rating scale for self and peer evaluation. *Academy of Management Learning & Education*, 11(4), 609-630. **Winner of the 2013 Maryellen Weimer Scholarly Work on Teaching and Learning Award.**
15. Layton, R. A., Loughry, M. L., Ohland, M. W., & Ricco, G. D. (2010). Design and validation of a web-based system for assigning members to teams using instructor-specified criteria. *Advances in Engineering Education*, 2(1), 1-28.
16. Kennedy, F., Loughry, M. L., Klammer, T. P., & Beyerlein, M. M. (2009). Effects of organizational support on potency in work teams: The mediating role of team processes. *Small Group Research*, 40(1), 72-93.
17. Loughry, M. L., & Tosi, H. L. (2008). Performance implications of peer monitoring. *Organization Science*, 19(6), 876-890.
18. Thatcher, J. B., Loughry, M. L., Lim, J., & McKnight, D. H. (2007). The effects of personality, beliefs, and social support on internet anxiety. *Information & Management*, 44(4), 353-363.
19. Loughry, M. L., Ohland, M. W., & Moore, D. D. (2007). Development of a theory-based assessment of team member effectiveness. *Educational and Psychological Measurement*, 67(3), 505-524.
20. Loughry, M. L., & Elms, H. (2006). An agency theory investigation of medical contractors versus member physicians. *Journal of Managerial Issues*, 18(4), 547-569.
21. Ohland, M. W., Layton, R. A., Loughry, M. L., & Yuhasz, A. G. (2005). Effects of behavioral anchors on peer evaluation reliability. *Journal of Engineering Education*, 94(3), 319-326.
22. Loughry, M. L., & Thatcher, J. B. (2004). Lessons learned for technology implementation: \$40 million frustrations at the DMV. *Journal of Information Technology Management*, 15, 34-38.
23. Leap, T. L., & Loughry, M. L., (2004). Creating a stakeholder-friendly environment. *Business Horizons*, 47(2), 27-32.
24. Tosi, H. L., Gomez-Mejia, L., Loughry, M. L., Werner, S., Banning, K., Katz, J., Harris, R., & Silva, P., (1999). Managerial discretion, compensation strategy, and firm performance: The case

for the ownership structure. In G. Ferris (Ed.), *Research in Personnel and Human Resources Management*, 17, 163-208.

### Book Chapter

Loughry, M. L. (2010). Peer control in organizations. In S. B. Sitkin, L. B. Cardinal, and K. M. Bijlsma-Frankema (Eds.), *Organizational Control* (pp. 324-361). Cambridge, England: Cambridge University Press.

### Refereed Conference Presentations

1. Clayton, E., Woehr, D.J., Loughry, M.L., & Ohland, M.W. (2024, August 9-13). When words and agreement matter: Measurement variance in team consensus constructs. In Symposium: Advancing team process and emergent state research by spanning common divides. 84th Annual Meeting of the Academy of Management, Chicago, Illinois, USA. Submission 19188.
2. Redler, E. S., Woehr, D. W., Loughry, M. L. & Ohland, M. (2024, April 19). *Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams*. Paper presented at the 39<sup>th</sup> Annual SIOP Conference, Chicago, IL.
3. Redler, E. S., Woehr, D. W., Loughry, M. L. & Ohland, M. (2023, October 26). *The Impact of Team Diversity on the Relationship between Team Conflict and Team Process Outcomes*. Paper presented at the 2023 Annual Meeting of the Southern Management Association, St. Pete Beach, FL.
4. Ohland, M.W., Redler, E., Woehr, D. W., & Loughry, M. L. (2023, September 26 - 29). *Norms for Team Process and Outcome Measures by Race/Ethnicity and Gender*. 26th International Conference on Interactive Collaborative Learning. Madrid, Spain.  
Proceedings ebook: Ohland, M.W., Redler, E., Woehr, D.J., Loughry, M.L. (2024). Norms for Team Process and Outcome Measures by Race/Ethnicity and Gender. In: Auer, M.E., Cukierman, U.R., Vendrell Vidal, E., Tovar Caro, E. (Eds.) *Towards a Hybrid, Flexible and Socially Engaged Higher Education. Proceedings of the 26th International Conference on Interactive Collaborative Learning (Vol. 1), Lecture Notes in Networks and Systems, (Vol. 899*, pp. 90-101). Springer. [https://doi.org/10.1007/978-3-031-51979-6\\_10](https://doi.org/10.1007/978-3-031-51979-6_10)
5. Ohland, M. W., Loughry, M. L., & Woehr, D. W. (2023, September 28). *Team-Maker: A Tool for Team Formation and Research*. [The 15th International Conference on Education Technology and Computers \(ICETC 2023\)](#). Barcelona, Spain.
6. Clayton, E., Woehr, D., Loughry, M. L., & Ohland, M. (2020, October 20-24). *Examining Psychometric Isomorphism in Measures of Team Conflict and Cohesion*. Paper presented at the 2020 Annual Meeting of the Southern Management Association, (held virtually due to COVID).
7. Clayton, E., Woehr, D., Loughry, M. L., & Ohland, M. (2020, October). *Examining Psychometric Isomorphism in Team Conflict*. Paper presented at the 2020 Annual Meeting INGroup (held virtually due to COVID).
8. Ohland, M. W., M. L., Woehr, D. W., Ferguson, D. M., Brawner, C. E., Beigpourian, B., Luchini, F., & Wei, S. (2019, June). Optimizing Student Team Skill Development using Evidence-Based Strategies: Year 4: NSF Award 1431694. *Proceedings of the 2019 American Society of Engineering Education Annual Conference*, Tampa, FL.

9. Woehr, D.J., Clayton, E., & Williams, C., Loughry, M., & Ohland, M. (2019, June). *Does Team Diversity Affect Team Process Outcomes?* Paper presented at the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
10. Ohland, M. W., M. L., Woehr, D. J., Ferguson, D. M., & Brawner, C. E. (2018, June). Optimizing Student Team Skill Development using Evidence-Based Strategies: Year 3: NSF Award 1431694. *Proceedings of the 2018 American Society of Engineering Education Annual Conference*, Salt Lake City, UT.
11. Williams, C.E., Woehr, D.J., Loignon, A.C., Loughry, M., & Ohland, M. (2018, April). *Men Behaving Badly or Gender Bias? An Examination of Gender Effects in Peer Assessment Ratings*. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
12. Loignon, A. Loughry, M. L., Woehr, D. J., and Ohland, M. W. (2017, October). *Peer Control: Outcomes and Measure Equivalence in Work-Units versus Teams*. Paper presented at the 2017 Meeting of the Southern Management Association, St. Pete Beach, FL.
13. Loughry, M. L., Ford, R. C., Ashkanasy, N. M., Martinko, M., Seers, A., Zahara, S. A., & Sullivan, S. (2017, October). *Congratulations! You're Promoted to Full: Now What?* Panel Symposium presented at the 2017 Meeting of the Southern Management Association, St. Pete Beach, FL.
14. Loughry, M. L., Ford, R. C., Smith-Jentsch, K., Hurst, C., Dess, G. Latham, G., Lewicki, R., Oldham, G., & Pearce, J. (2017, August). *Energizing Senior Faculty: Career Strategies for the Interface Between Last Promotion and Retirement*. Professional Development Workshop presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
15. Ohland, M.W., Loughry, M.L., Woehr, D.W., & Ferguson, D.M. (2017, June). Progress toward optimizing student team skill development using evidence-based strategies. *Proceedings of the 2017 American Society of Engineering Education Annual Conference*, Columbus, OH.
16. Woehr, D.J., Ohland, M.W., Loughry, M.L., Loignon, A. (2017, March 23). *Poster: Facilitating and Assessing Teamwork Skills in Psychology Education*, International Convention on Psychological Sciences, Vienna, Austria.
17. Loughry, M. L., Ohland, M. W., Ferguson, D. M., & Woehr, D. J. (2016, November 9-13). *Managing teams using the CATME system: Practice informed by research*. Workshop presented at the 41<sup>st</sup> Annual POD Conference (Professional and Organizational Development Network in Higher Education), Louisville, KY.
18. Loignon, A., Woehr, D. J., Shumski-Thomas J., Loughry, M.L., Ohland, M. W., & Ferguson, D. (2016, October). Facilitating Peer Evaluation in Team Contexts: The Impact of Frame-of-Reference Rater Training. Paper presented at the 2016 Annual Meeting of the Southern Management Association, Charlotte, NC. ***Winner of the 2016 Southern Management Association Best Paper Award for the Innovative Teaching/Management Education Track.***
19. Madden, L. T., Johnson, P., Gupta, V. K., Loughry, M. L., Collins, M., McAllister, C., Davey, K., & Frazier, M. L. (2016, October). SMA Genius Bar: The Collegial Help Desk for Collegiate Educational Technologies. Panel session presented at the 2016 Annual Meeting of the Southern Management Association, Charlotte, NC.

20. Thomas, J. S., Loignon, A. C., Woehr, D. J., Loughry, M. L., & Ohland, M. W. (2015, August). *Warmth and competence perceptions as predictors of desired relationship continuance among teammates*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.
21. Ohland, M.W., Loughry, M.L., Layton, R.A., Woehr, D.W., & Ferguson, D.M. (2015, July). *Patterns of Team-Member Effectiveness Ratings in Eleven Countries*. Research in Engineering Education Symposium 2015, Dublin, Ireland.
22. Ohland, M. W., Ferguson, D. M., Layton, R. A., Loughry, M. L., Pomeranz, H. R., & Woehr, D. J. (2015, June). *Optimizing student team skill development using evidence-based strategies-NSF award 1431694*. Paper and poster presented at the American Society for Engineering Education Annual Conference, Seattle, WA.
23. Ohland, M. W., Ferguson, D. M., Layton, R. A., Loughry, M. L., & Woehr, D. J. (2015, June). *The rapid adoption of SMARTER Teamwork tools: the System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork*. Paper and poster presented at the American Society for Engineering Education Annual Conference, Seattle, WA.
24. Ohland, M.W., Loughry, M.L., Layton, R.A., Woehr, D.W., & Ferguson, D.M. (2015, May 30-June 2). *Optimizing Student Team Skill Development using Evidence-Based Strategies*. Industrial and Systems Engineering Research Sessions at the Institute of Industrial Engineering Annual Conference & Exposition 2015, Nashville, TN.
25. Loignon, A. C., Woehr, D. J., & Loughry, M. L. (2015, April). *Elaborating on Team-Member Disagreement: Patterned Dispersion and Team Outcomes*. Paper presented at the Society for Industrial & Organizational Psychology (SIOP) Annual Conference, Philadelphia, PA. *Received a certificate of recognition as one of the top posters at the 2015 SIOP Conference.*
26. Thomas, J. S., Loignon, A. C., Woehr, D. J., Loughry, M. L., & Ohland, M. W. (2015, April). *The Relative Effects of Warmth and Competence for Team Viability*. Paper presented at the Society for Industrial & Organizational Psychology (SIOP) Annual Conference, Philadelphia, PA.
27. Ford-Eickhoff, K., Beck, T., Loughry, M. L., Madden, T., & Wheatley, K. (2014, November). *Building Better Bridges: Designing Effective Undergraduate Strategy Capstone Courses*. Symposium conducted at the Annual Meeting of the Southern Management Association, Savannah, GA.
28. Loughry, M. L., & Amason, A. C. (2014, August). *Why won't task conflict cooperate? Deciphering stubborn results*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
29. Ohland, M. W., Loughry, M.L., Layton, R. A., Woehr, D. J., Ferguson, D. M., Salas, E., & Heyne, K. (2014, June). "SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork," *Proceedings of the 2014 American Society of Engineering Education Annual Conference*, Indianapolis, IN.
30. Layton, R. A., Loughry, M. L., & Ohland, M. W. (2014, June). *Using CATME to assign students to capstone teams*. Workshop presented at the Capstone Design Conference, Columbus, OH.

31. Ohland, M. W., Loughry, M. L., Woehr, D. J., Layton, R. A., & Ferguson, D. F. (2013, December). *Measuring team-member effectiveness in Australia and the United States*. Paper presented at the 24<sup>th</sup> Annual Conference of the Australasian Association for Engineering Education Annual Meeting, Gold Coast, QLD, Australia. Abstract published in the [AAEE 2013 Abstract Handbook](#), page 2.
32. Loignon, A.C., Schmidt, P., Woehr, D.J., & Loughry, M.L. (2013, November). Justifying aggregation in multilevel research: A review and examination of cutoff values for common aggregation indices. *Proceedings of the 2013 Annual Meeting of the Southern Management Association* (p. 1374), New Orleans, LA. **Winner of the 2013 Southern Management Association Best Paper Award for the Human Resources/Careers/Research Methods Track.**
33. Loughry, M. L., Ohland, M. W., & Woehr, D. J. (2013, August). *Assessing Teamwork Skills for Assurance of Learning Using CATME Team Tools*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
34. Ohland, M. W., Loughry, M. L., Layton, R. A., Lyons, R., Ferguson, D. M., Heyne, K., Driskell, T. Woehr, D. J., Pomeranz, H.R., Salas, E., Loignon, A.C., & Sonesh, S. C. (2013, June). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and poster presented at the NSF Grantees' session. *Proceedings of the 2013 American Society of Engineering Education Annual Conference & Exposition*, Atlanta, GA.
35. Layton, R. A., Ohland, M. W., & Loughry, M. L. (2012, October). Training students to become better raters: Raising the quality of self and peer evaluations using a new feature of the CATME system. Workshop conducted at the *Frontiers in Education Conference*, Seattle, WA.
36. Loughry, M. L., Ohland, M. W., Woehr, D. J., Bedwell, W. L., & Lyons, R. (2012, August). *Effective Management of Student Teams Using the CATME System: Practice Informed by Research*. Professional Development Workshop (PDW) presented at the Annual Meeting of the Academy of Management (co-sponsored by the Management Education and Development and Organizational Behavior divisions), Boston, MA.
37. Loughry, M. L. (2012, August). Types of Projects: Implications for Teaching Teamwork. In R. Piccolo & W. Bedwell (Co-chairs), *Teaching Teamwork: Integrating Innovative Science into the Classroom*. Symposium conducted at the Annual Convention of the American Psychological Association, Orlando, FL.
38. Ohland, M.W., Loughry, M. L., Salas, E., Woehr, D. J., Layton, R.A., Pomeranz, H.R., Bedwell, W.L., Lyons, R., Ferguson, D.M., Heyne, K., & Driskell, T. (2012, June). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and poster presented at the NSF Grantees' session. *Proceedings of the 2012 American Society of Engineering Education Annual Conference & Exposition*, San Antonio, TX.
39. Loughry, M. L. (2011, August). The Compelling Need to Do Team-Based Learning Well and Why It Is Challenging. In M. L. Loughry (Chair), *Team-Based Learning and Peer Evaluation in Management Education: Issues, Challenges, and Solutions*. Symposium conducted at the Annual Meeting of the Academy of Management (co-sponsored by the Organizational Behavior and Management Education and Development divisions), San Antonio, TX. **Winner of the MED Best Symposium in Management Education and Development Award sponsored by**

***McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.***

40. Ohland, M.W., Layton, R. A., Ferguson, D. M., Loughry, M. L., Woehr, D. J., & Pomeranz, H. (2011, June). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and poster presented at the NSF Grantees' session. *Proceedings of the 2011 American Society of Engineering Education Annual Conference*, Vancouver, BC, Canada.
41. Loughry, M. L., & Woehr, D. J. (2011, April). Self-Peer Evaluations of Member Contributions: Benefits, Risks, and Unresolved Issues. In R. F. Piccolo (Chair) and R. Lyons (Co-Chair), *Applying Science to Improve the Teaching of Teamwork in Classrooms*. Symposium conducted at the Society for Industrial & Organizational Psychology Annual Conference, Chicago, IL.
42. Ohland, M. W., Bullard, L. G., Felder R. M., Finelli, C. J., Layton, R. A., Loughry, M. L., Pomeranz, H. R., Schmucker, D. G., & Woehr, D. J. (2010, August). *Comprehensive Assessment of Team Member Effectiveness: A Behaviorally Anchored Rating Scale*. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
43. Layton, R., Loughry, M. Ohland, M., Pomeranz, H., Bedwell, W., & Salas, E. (2010, July). *The Effective Management of Student Teams Using the CATME/Team-Maker System*. Poster presented at the Annual Interdisciplinary Network for Group Research (INGRoup) Conference, Arlington, VA.
44. Layton, R. A., Loughry, M. L., Ohland, M. W., & Pomeranz, H. (2010, June). *Research Into Practice: Tools for Effective Management of Student Teams*. Workshop presented at American Society for Engineering Education Annual Conference and Exposition, Louisville, KY.
45. Ohland, M. W., Layton, R. A., Loughry, M. L., Pomeranz, H. R., Salas, E., & Woehr, D. J. (2010, June). SMARTER Teamwork: System for Management, Assessment, Research, Training, Education, and Remediation for Teamwork. Paper and poster presented at the NSF Grantees' session. *Proceedings of the American Society for Engineering Education Annual Conference and Exposition*, Louisville, KY.
46. Layton, R. A., Loughry, M. L., Ohland, M. W., & Pomeranz, H. (2010, June). *Effective Management of Student Teams Using the CATME/Team Maker System: Practice Informed by Research*. Workshop conducted twice and poster presented at the Capstone Design Conference, Boulder, CO.
47. Loughry, M. L. (2010, March). *Supporting Teamwork in the Classroom with Free, On-line CATME and Team-Maker Software*. Poster presented at the 2010 SoTL Expo sponsored by Georgia Southern University's Center for Excellence in Teaching, Statesboro, GA.
48. Layton, R. A., Loughry, M. L., Ohland, M. W., & Pomeranz, H. (2008, October). Managing Student Teams: Scholarship, Practice, and the Team-Maker/CATME Applications. Workshop. *Proceedings of the Frontiers in Education Conference*, Saratoga Springs, NY.
49. Layton, R. A., Loughry, M. L., Ohland, M. W., & Pomeranz, H. (2007, October). Tools for Team Assignments and Peer Evaluations. Workshop. *Proceedings of the Frontiers in Education Conference*, Milwaukee, WI.
50. Loughry, M. L. (2007, August). *Doing Well in Peer Evaluations of Team-Member Contributions*. Professional Development Workshop (M. L. Loughry Organizer and Presenter



- with P. Bamberger, N. P. Mero, M. Ohland, & G. Stewart). Annual Meeting of the Academy of Management, Philadelphia, PA.
51. Loughry, M. L., Ohland, M. W., & Moore, D. D. (2006, October). Behaviorally Anchored Peer Evaluation of Team Member Effectiveness. *Proceedings of the Annual Meeting of the Southern Management Association*, Clearwater, FL.
  52. Loughry, M. L. (2006, August). *Peer Monitoring: Model and Synthesis of an Agency Theory Control Process*. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
  53. Bullard, L. F., Carter, R. L., Felder, R. M., Finelli, C. J., Layton, R.A., Loughry, M. L., Ohland, M. W., & Schmucker, D. G. (2006, June). The Comprehensive Assessment of Team Member Effectiveness: A New Peer Evaluation Instrument. Paper and poster presented at the NSF Grantees' session. *Proceedings of the 2006 American Society of Engineering Education Annual Conference*, Chicago, IL.
  54. Bullard, L.F., C.J. Finelli, R.A. Layton, M.L. Loughry, M.W. Ohland, and H.R. Pomeranz (2006, June 18). *Conducting Peer Evaluations using the Comprehensive Assessment of Team Member Effectiveness*, Educational Research & Methods division. Workshop presented at the *American Society of Engineering Education Annual Conference & Exposition*, Chicago, June 18, 2006.
  55. Loughry, M. L., Ohland, M. W., & Moore, D. D. (2005, November). Development of a Theory-Based Assessment of Team Member Effectiveness. *Proceedings of the Annual Meeting of the Southern Management Association*, Charleston, SC.
  56. Ohland, M.W., Loughry, M. L., Carter, R. L., Bullard, L. F., Felder, R. M., Finelli, C. J., Layton, R. A., & Schmucker, D. G. (2005, June). Developing a Peer Evaluation Instrument that is Simple, Reliable, and Valid. Paper and poster presented at the NSF Grantees' session. *Proceedings of the American Society for Engineering Education Annual Conference & Exposition*, Portland, OR.
  57. Ohland, M.W., Loughry, M. L., Carter, R. L., Bullard, L. F., Felder, R. M., Finelli, C. J., Layton, R. A., & Schmucker, D. G. (2005, September). *Developing a Peer Evaluation Instrument that is Simple, Reliable, and Valid*. Poster presented at the ASEE/AaeE 4th Global Colloquium, Sydney, Australia.
  58. Kennedy, F., Loughry, M. L., Klammer, T. P., & Beyerlein, M. M. (2005, August). *The Effects of Organizational Systems on Team Potency and Performance: Extending Guzzo et al.'s Mediated Model*. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HI.
  59. Loughry, M. L., & Elms, H., (2004, August). The Governance of Contract versus Member Professionals: Monitoring and Incentives in Medical Groups. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.
  60. Ohland, M. W., Loughry, M. L. Carter, R. L., & Yuhasz, A.G. (2004, June). Designing a Peer Evaluation Instrument that is Simple, Reliable, and Valid. Paper and poster presented at the NSF Grantees' session. *Proceedings of the American Society for Engineering Education Annual Conference & Exposition*, Salt Lake City, UT.
  61. Ohland, M.W., Loughry, M. L., Sill, B. L. Felder, R. M. Layton, R. A. Finelli, C. J., Schmucker, D. G., Bullard, L. G. & Carter, R. L. (2003, September). *Designing A Peer Evaluation Instrument*

*that is Simple, Reliable, and Valid*, Engineering & Computing Education Grantee Meeting, Washington, DC.

62. Loughry, M. L. (2002, November). When Do Coworkers Monitor Most?: Predictors of Peer Monitoring Levels. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.
63. Loughry, M. L. (2002, August). Coworkers are Watching: Performance Implications of Peer Monitoring. *Proceedings of the Annual Meeting of the Academy of Management*, Denver, CO.

### **Invited Conference Presentations**

1. Ford, R. C., Loughry, M. L., Zahra, S., Kachmar, M., Mathieu, J., Casado, T., & Sullivan, S. (2017, August 7). *The Past Present and Future of AOM Mentoring, sponsored by Community of Academy Senior Scholars (CASS)*. Symposium (invited) presented at Annual Meeting of the Academy of Management, Atlanta, GA.
2. Loughry, M. L. and Stewart, A. C. (2015, March 10). *Program evaluation of team skills using the CATME system*. AACSB Assessment Conference. Austin, TX.
3. Loughry, M. L. (2015, March 7). *Program evaluation of team skills using the CATME system*. Closing Plenary for the 14<sup>th</sup> Annual Team-Based Learning Collaborative Conference. St. Petersburg, FL.
4. Loughry, M. L. (2014, August 29). *Negotiating Group Work in the Classroom*. Faculty Development Day, Georgia Regents University, Augusta, GA.
5. Brown, K. G., Arbaugh, J. B., & Loughry, M. L. (2014, August). *AMLE Nurse Shark Tank*. All-Academy Session for *Academy of Management Learning & Education* at the Annual Meeting of the Academy of Management, Philadelphia, PA.
6. Layton, R. A., Loughry, M. L., & Ohland, M. W. (2014, May 30-June 1). *Tools for Managing Student Teams: The Team-Maker and CATME System (and Why They Work)*. Four-hour pre-conference workshop presented at The Teaching Professor Conference, Boston, MA.
7. Loughry, M. L. (2014, April 17-18). *Managing Student Teams Using the CATME System*. 2014 University System of Georgia Teaching and Learning Conference: Best Practices for Promoting Engaged Student Learning, Athens, GA.
8. Loughry, M. L. (2014, April 1). *Managing Student Teams Using the CATME System*. Georgia Regents Webinar presentation.
9. Loughry, M. L., Ohland, M. W., Layton, R. A., & Pomeranz, H. (2010). *Software Supporting Peer Evaluation and Team Formation*. Virtual SoTL EXPO 2010.  
<http://academics.georgiasouthern.edu/cet/VirtualExpo/2010/textTOC.html>.
10. Layton, R. A., Loughry, M. L., Ohland, M. W., & Pomeranz, H. (2009, June). *Resources for student teams: The Team-Maker and CATME systems (and why they work)*. Workshop conducted at the Process Education Conference, Belmont, NC.
11. Loughry, M. L. (2008, August). *Peer Control in Organizations*. Paper presented at the Colloquium on Controls in Organizations: New Directions in Theory and Research, Laguna Beach, CA.

12. Layton, R.A., Loughry, M. L., Ohland, M. A., & Pomeranz, H. R. (2007, October). *The Comprehensive Assessment of Team Member Effectiveness and Team-Maker: Tools for Research on Teams*, ASEE/AaeE 4th Global Colloquium, Istanbul, Turkey.
13. Ohland, M.W., & Loughry, M. L. (2006, October). *Designing a Peer Evaluation Instrument that is Simple, Reliable, and Valid: The Comprehensive Assessment of Team-Member Effectiveness*, National Science Foundation—Drury University Conference on Assessment of Student Achievement, Springfield, MO.
14. Ohland, M. W., & Loughry, M. L. (2006, October). Designing a Peer Evaluation Instrument that is Simple, Reliable, and Valid: The Comprehensive Assessment of Team-Member Effectiveness. *Proceedings of the National STEM Assessment Conference*. Washington, D.C.
15. Loughry, M. L. (2002, February). *Coworkers are Watching: Performance Implications of Peer Monitoring*. Paper presented at the Colloquium on Organizational Controls in a Global Context, Ohio State University, Columbus, OH.

### **Invited Talks**

1. Loughry, M. L. & Ohland, M. W. (2022, May 13). Teaching with Teams. University of Massachusetts Lowell Department of Mechanical Engineering. Via Zoom.
2. Loughry, M. L. (2020, June 9). Afternoon Tete-a-Tea, a CIPhER Education Journal Club - Peer Evaluation of Teams. University of North Carolina at Chapel Hill Eshelman School of Pharmacy. Via Zoom.

### **Teaching**

#### **Crummer Graduate School of Business (Fall 2016 – present)**

##### ***MBA Courses***

1. Organizational Behavior and Leadership (MGT 501). This three-credit course builds students' leadership skills by deepening their understanding of and ability to influence human behavior. Students' personal leadership development is emphasized. Course activities build an understanding of the impact of leaders' actions for individuals, groups, and organizations.
2. Creating Effective Organizations (MGT 551). Three-credit course taught at the beginning of the Executive MBA program that focuses how to create more effective organizations by leveraging concepts in human resource management and organizational behavior. Students work with academic course materials and engage with business executives in prominent organizations.
3. Strategic Leadership: A High-Level View (MGT 552). Taught early in the Executive MBA program, this one-credit course gives students a big-picture view of strategy and an introduction to leadership from readings, videos, and touring a local organization with a top executive. Students consider their goals, gather feedback, and develop a short leadership-development plan.
4. Strategic Leadership: Application and Practice (MGT 553). Taught near the end of the Executive MBA program, this four-credit course focuses on theories and application of strategy and leadership to increase students' influence and leader effectiveness. The course is co-taught with Mark Hertling, Lieutenant General (ret), D.B.A., and includes tours of prominent local organizations with top executives.

5. Leadership with an Entrepreneurial Mindset (DBC 506). This two-credit MBA course uses readings, videos, and lectures and extensive self-development work to enhance students' leadership skills and ability to recognize and capitalize on opportunities.
6. Strategy Essentials (DBC 508). This two-credit course, taught early in the MBA program, helps students to understand the organization from the standpoint of top management. Students learn how to develop and execute a strategy and integrate the various business functions.
7. Integrative Capstone Experience (CAP 602 & 603). Lead a team of Early Advantage MBA students working on a 16-week consulting project for a client organization.
8. Strategic Leadership of the Organization (MGT 612). This two-credit capstone class for the Executive MBA program takes students on tours of local organizations and connects what they learned in their MBA courses to current practice. Top executives talk with students about their industries, their organizations' competitive environments, internal resources and capabilities, and strategic choices, as well as the executives' leadership challenges and philosophies.

### ***Executive Doctorate in Business Administration (EDBA) Courses***

1. Theory and Contemporary Thought in Leadership (EDBA 704). This course surveys key theories, methodologies, and findings in leadership research. The course highlights levers leaders can influence to more effectively direct, motivate, and inspire followers to achieve organizational objectives.
2. Integrative Experience (EDBA 712). This class guides EDBA students through the early phase of their dissertation and ends with a mock dissertation proposal defense to the EDBA faculty.
3. Introduction to Philosophy of Science (RMC 701). This course introduces students to theory, allows students to research a particular theory, and overviews how research is conducted in business.
4. Essentials for EDBA Success (EDBA 700). This orientation class for new EDBA students introduces basic research processes and the concept of a practitioner scholar.
5. Serve or served on 19 dissertation committees. (Dissertation chair, second committee member, or reader) and coached one EDBA second-year research project.

### ***Executive Education Courses***

Taught sessions on leadership, transformational leadership, and non-profit strategy.

### **Courses Taught at Georgia Southern University (Fall 2007 – Summer 2016)**

1. Human Behavior in Organizations (WMBA 6000). This is an organizational behavior course in the Georgia WebMBA program, which is an on-line MBA program offered by a consortium of six Georgia public universities. The course explores human behavior and its effects on individuals, groups, and organizations using narrated lectures, cases, self-assessments, and discussion boards. ***Course Lead for Georgia WebMBA.***
2. Global Business Strategy (BUSA 7530). Capstone course for the MBA program. The course uses readings from *Harvard Business Review* and other practitioner-oriented journals, videos, and the CAPSIM simulation. Class discussion and applications of the readings are emphasized.

3. Strategic Management (BUSA 4131), in-person, honors, and web-based sections. Capstone course required for all business majors. This course uses some combination of lectures, a strategy simulation (The Business Strategy Game) or research project, case studies, video materials, and current business periodicals to integrate strategy concepts with practice. Class discussion and teamwork are central to the course (this is facilitated by discussion boards in the on-line course).
4. Behavior in Organizations (MGNT 3134). This course uses lectures, textbook readings, self-knowledge exercises, and videos to present organizational behavior concepts and applications.
5. Leadership Skills (Conflict Management). Taught a four-hour course on conflict management in a leadership skills program offered by the Division of Continuing Education.

#### **Courses Taught at Clemson University (Fall 2001 – Spring 2007)**

1. Business Strategy (MGT 415). Capstone course required for all undergraduate business majors.
2. Managerial Policy (MBA 810, Evening MBA). Capstone strategy course required for MBA.

#### **Courses Taught at University of Florida (1996-2001)**

1. Business Policy and Strategy (MAN 4723). Undergraduate capstone strategy class.
2. Organizations: Structure and Behavior (MAN 3240). Undergraduate organizational behavior class.
3. MBA Classes (Teaching Assistant for Strategy, Organizational Behavior, and Negotiation classes). Assisted in the Traditional MBA, Executive MBA, and MBA for Professionals programs.
4. Televised Principles of Management class (Teaching Assistant). Managed the non-lecture aspects of the televised undergraduate Principles of Management course having 1,500 - 1,700 students per semester. Supervised a staff of student teaching assistants. Wrote exams and maintained grades.

## **Service**

### **Crummer Graduate School of Business Service**

#### Committee Roles

1. 2024 – present. Executive Doctorate in Business Administration (EDBA) Academic Director.
2. 2023 – present. Peer Review Committee member (committee chair 2024-2025 academic year).
3. 2016 – present. Faculty Advisor to Crummer’s Leadership Development Center.
4. 2018 – present. Crummer’s representative to Rollins College Library Committee.
5. 2018 – present. Curriculum Committee member.
6. 2018. Search committee member for entrepreneurship faculty member.
7. 2017 - 2018. Leadership track faculty advisor for the EAMBA ICE program.
8. 2017. Search Chair for management faculty member.

#### Other Internal Service Highlights

1. Form teams for all MBA programs.

2. Revised ways to measure leadership skills for the MBA program.
3. With Dr. Jentsch, improved management of Crummer team processes.
4. Revised Crummer's Presentation Rubric.
5. With Dr. Jentsch, created processes to improve the EDDBA summer research project.
6. With an MBA-student committee prepared for and moderated the 2019 MBA Oath Ceremony.
7. Drafted "Faculty Expectations for MBA Students." (MBA Student Handbook, page 10).
8. Advised writing coach to revise EDDBA Dissertation Guide.
9. Connect Crummer and its students with the business community and build affinity to Crummer.

### **Georgia Southern University Service**

1. Member of the College of Business Administration Strategic Planning Council (2010-2016). Acting Chair 2014 - 2016. Wrote the college's strategic plan during the 2011-2012 academic year and led the development of a new plan during 2014-2016.
2. Chair of College of Business Administration Governance Committee (2014-2015).
3. Chair of the Management Department Promotion and Tenure Committee 2015.
4. Search Committee Chair for a number of faculty recruits and member of numerous search committees for other faculty and staff positions.
5. Member of the *Southern Business Review* Advisory Board (2009-2014).
6. Member of the College of Business Administration Governance Committee (2011-2012).
7. Georgia Southern University Faculty Senate Alternate (2010-2011).
8. Member of Georgia Southern University's Faculty Welfare Committee (2010-2011).
9. Member of a Faculty Learning Circle on Teamwork (2010-2011) sponsored by the Georgia Southern University Center for Excellence in Teaching.
10. Member of the Management No-Emphasis Subcommittee (2008-2009) to re-evaluate the undergraduate program for the management degree with no emphasis.
11. Participant in the International Extended Family program (2008-2009).
12. Advised students and participated in commencement ceremonies.

### **Professional Service**

1. Member of the Editorial Review Boards of *Group & Organization Management* (July 1, 2020-present), *International Journal of Conflict Management* (October 2015-present), *Academy of Management Learning & Education* (July 2013-present), and *International Journal for the Scholarship of Teaching & Learning* (2011-Dec. 31, 2015).
2. Ad hoc reviewer for *Small Group Research*, *Journal of Management Studies*, *Journal of Managerial Issues*, *Organization Science*, *Journal of Business Research*, *Journal of Management Education*, *Journal of Engineering Education*, *IEEE Transactions on Education*,

*International Journal of STEM Education*, the Academy of Management Annual Meeting, and the Southern Management Association Annual Meeting.

3. Track Chair for the 2015 Annual Meeting of the Southern Management Association's Management History, Management Education, and Information Technology track.

### **Non-Academic Work Experience**

#### **The York Bank & Trust Company, York, PA (1986-1996)**

##### **Assistant Vice President, Small Business Lending (1992-1996).**

Managed the bank's relationships with business customers. Represented the bank at business and community functions.

- Managed an \$11 million commercial loan portfolio concentrated in the professions of accounting, law and medicine, non-profit organizations, and manufacturing, service and retail firms with annual revenues less than \$5 million.
- Gathered and analyzed financial and management information from prospective borrowers.
- Made credit decisions within my lending authority. Presented loan recommendations to senior management or loan committee when necessary.
- Negotiated loan pricing, terms and structure.
- Managed over 100 business relationships to match businesses and their owners with appropriate bank services, solve problems and develop customer loyalty. Cross-sold bank services.
- Called on business owners to develop new customers and cement relationships with existing customers. Entertained customers at meals, sporting events, and other occasions.

##### **Assistant Treasurer and Manager, Manchester Office (1991-1992)**

Responsible for all aspects of the operation of York Bank's most active office. Managed the highest deposit balances and second highest retail loan volume of 21 branches. Called on prospective and existing business customers to develop and expand banking relationships. Motivated, trained and coached assistant manager, customer service representatives and tellers to achieve numerous sales and operational goals for the branch. Extended credit to small businesses and individuals.

##### **Assistant Treasurer and Manager, Valley Green Mall Office (1990-1991)**

Responsible for all aspects of York Bank's newest branch. Managed the bank's relationship with an advisory board comprised of successful members of the local business community. Actively engaged in new business development for the office. Motivated, trained and coached staff. Marketed loans and other bank services to businesses and individual customers.

##### **Assistant Branch Manager, Manchester Office (1989-1990)**

Assisted the manager of York Bank's busiest branch. Supervised and scheduled staff. Prepared and conducted performance evaluations. Solved problems for customers and staff. Conducted various audits and prepared reports. Served as the security officer for the branch. Interviewed loan customers, made credit decisions, and settled loans. Achieved numerous sales goals.

##### **Credit Analyst (1986-1988)**

Advised commercial loan officers about the financial condition of businesses applying for loans and the opportunities and risks present in their industries.

**Towson State University**, Towson, MD (1983 - 1986)

Led groups of freshmen during orientation. Gave tours of campus. Advised students during registration for classes. Assisted and tutored students with disabilities.

**Awards**

1. **2021 Outstanding Reviewer Award for the *International Journal of Conflict Management*.** Presented by Emerald Publishing on December 16, 2021.
2. **2016 Outstanding Reviewer Award for *Journal of Management Education*,** presented July 2017.
3. **2016 Southern Management Association Best Paper Award for the Innovative Teaching/Management Education Track.** Presented at the Annual Meeting of the Southern Management Association, Charlotte, NC. October 25-29, 2016.
4. **Outstanding Faculty of the Year Cohort 52.** Presented by The Georgia WebMBA program at the annual faculty retreat in Calloway Gardens, GA October 15, 2016. At the end of their MBA program, students from each cohort vote for their favorite instructor.
5. **Outstanding Reviewer for *International Journal of Conflict Management*** in the Emerald Literati Network 2016 Awards for Excellence.
6. **2015 Outstanding Paper Award from the Emerald Group Publishing Literati Network.** This award was presented to Misty L. Loughry and Allen C. Amason for “Why Won’t Task Conflict Cooperate? Deciphering Stubborn Results,” which was selected as the best paper published in the *International Journal of Conflict Management* in 2014.
7. **2014 William A. Freeman Award for Outstanding Professor.** This is a \$5,000 award for Georgia Southern University’s College of Business Administration Professor of the Year.
8. **2013-2014 Regents’ Scholarship of Teaching and Learning Award.** This \$5,000 award from the University System of Georgia Board of Regents recognizes a faculty member whose body of research contributes to knowledge about teaching and learning.
9. **2013 Southern Management Association Best Paper Award for the Human Resources/Careers/Research Methods Track.** Presented at the Annual Meeting of the Southern Management Association, New Orleans, LA. November 5-9, 2013.
10. **2013 Academy of Management, Management Education and Development Division, Outstanding Reviewer Award,** presented at the Annual Meeting of the Academy of Management, Orlando, FL. August 12, 2013.
11. **2013 Maryellen Weimer Scholarly Work on Teaching and Learning Award.** This \$1,000 award, sponsored by Magna Publications, “recognizes outstanding scholarly contributions with the potential to advance college-level teaching and learning practices.” Articles published in any pedagogical journal from any discipline, or a cross-disciplinary journal or higher education journal can be considered for the award. The award was presented at the Teaching Professor Conference in New Orleans on June 1, 2013 to Matthew W. Ohland, Misty L. Loughry, David J. Woehr, Lisa G. Bullard, Richard M. Felder, Cynthia J. Finelli, Richard A. Layton, Hal R. Pomeranz, and Douglas G. Schmucker for “The Comprehensive Assessment of Team Member Effectiveness: Development of a Behaviorally Anchored Rating Scale for Self and Peer Evaluation,” published in *Academy of Management Learning & Education* in December 2012.
12. **2012-2013 Scholarship of Teaching and Learning Award.** This \$2,000 award is sponsored by Georgia Southern University’s Center for Teaching, Learning, and Scholarship. Selection is based on the quantity, quality, and dissemination of the faculty member’s research related to teaching and learning.



13. **2012 Academy of Management, Management Education and Development Division, Outstanding Reviewer Award**, presented at the Annual Meeting of the Academy of Management, Boston, MA. August 6, 2012.
14. **2011 MED Best Symposium in Management Education and Development Award**. This award is sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development. It was awarded for the presenter symposium “Team-Based Learning and Peer Evaluation in Management Education: Issues, Challenges, and Solutions” (Misty L. Loughry, Chair), which was presented at the Annual Meeting of the Academy of Management (co-sponsored by the Organizational Behavior and Management Education and Development divisions), San Antonio, TX. August 16, 2011.
15. **2009 Premier Courseware Award**. This is an international award for non-commercial courseware that enhances engineering education. It was awarded by NEEDS & Engineering Pathway to the development team of the Comprehensive Assessment of Team Member Effectiveness (CATME) and Team-Maker software products that support the use of teamwork in college classes. Awardees were Matthew W. Ohland, Lisa G. Bullard, Richard M. Felder, Cynthia J. Finelli, Richard A. Layton, Misty L. Loughry, Hal R. Pomeranz, and Douglas G. Schmucker.
16. **Clemson University Board of Trustees 2005 Award for Faculty Excellence**. This was awarded because of the recognition that Clemson University received from my students’ service learning projects.
17. **2005 InnoVision Technology Award - Engaged Learning Award**. Student projects from my Spring 2004 classes were part of the “iCARE” package that the Alliance for Small Business and Non-profit Organizations submitted to win the “2005 InnoVision Technology Award” in the Community Service category. The students prepared strategic plans for non-profit organizations and helped the organizations to implement some of their suggestions.

### **Professional Memberships**

1. Academy of Management
2. Southern Management Association
3. University of Florida Alumni Association
4. Beta Gamma Sigma (international honor society for business)