

S. Amy Sommer, Ph.D.

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ACADEMIC POSITIONS

Associate professor of clinical management and organization, University of Southern California, Marshall School of Business, Department of Management and Organization (July 2019 – Current)

Resident scholar of healthcare policy and management, Columbia University, Mailman School of Public Health, Department of Healthcare Policy and Management (January 2019 – June 2019)

Assistant professor of the U.S. Military Academy at West Point (August 2016 – 2018)
Systems engineering and management, and Behavioral sciences and leadership departments for the Bachelor of Science degree

Assistant professor of management, *HEC Paris, France* (September 2010 – June 2016)
Department of Management and Human Resources

Post-doctoral fellow in psychology, *Harvard University* (February 2009 - August 2010)
Research Topic: *An examination of the conditions for teams and leaders to survive and thrive in crisis situations*
Advisor: J. Richard Hackman (deceased), Department of Social and Organizational Psychology

Fellow in psychology, *Harvard University* (September 2008 - February 2009)
Department of Social and Organizational Psychology
Advisor: J. Richard Hackman (deceased), Department of Social and Organizational Psychology

EDUCATION

Doctor of Philosophy, Business Administration, *Richard Ivey School of Business, University of Western Ontario, Canada*, Specialized in Organizational Behavior (2009)
Dissertation: *The impact of leadership on team members' affect, cognition, resilience and performance: A field quasi-experiment comparing crisis and non-crisis situations*

Master of Industrial Relations, *University of Toronto, Canada* (2002)
Specialized in Organizational Behavior and Human Resource Management

Bachelor of Arts, Honors, *Western University, Canada* (2000)
Specialized in Industrial and Organizational Psychology, and English
Thesis: *An examination of peer mentoring functions for first year university students*

RESEARCH INTERESTS

My research examines how organizational crisis and temporal dynamics influence teams and leaders to enhance healthcare management, creativity, and cross-cultural management. I am developing new research methods to study teams and leaders, including crowdsourcing science for large-scale data collection and data analytics.

RESEARCH AND PUBLICATIONS

** *Indicates working with Postdoctoral Fellow or PhD, Masters or Undergraduate Student.*
Note. ABDC Journal Impact Ranking (Australian Business Deans Council) used by many leading international business schools.

Silberzahn R., Uhlmann E. L., Martin D. P., Anselmi P., Aust F., **Awtrey E., Bahník Š., Bai F., Bannard C., Bonnier E., Carlsson R., Cheung F., Christensen G., Clay R., Craig M.

A., Dalla Rosa A., Dam L., Evans M. H., Flores Cervantes I., Fong N., Gamez-Djokic M., Glenz A., Gordon-McKeon S., Heaton T. J., Hederos Eriksson K., Heene M., Hofelich Mohr A. J., Högden F., Hui K., Johannesson M., Kalodimos J., Kaszubowski E., Kennedy D.M., Lei R., Lindsay T. A., Liverani S., Madan C. R., Molden D., Molleman E., Morey R. D., Mulder L. B., Nijstad B. R., Pope N. G., Pope B., Prenoveau J. M., Rink F., Robusto E., Roderique H., Sandberg A., Schlüter E., Schönbrodt F. D., Sherman M. F., **Sommer S. A.**, Sotak K., Spain S., Spörlein C., Stafford T., Stefanutti L., Tauber S., Ullrich J., Vianello M., Wagenmakers E., Witkowiak M., Yoon S., & Nosek B. A., (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science*. (**Note the main authorship team is the last and the first three authors; the fourth authors were data analysts, report writers, and edited the manuscript**).

[Mentioned in *Nature*, *Harvard Business Review*, *The Economist*, and many media cites around the world including other languages while under review for publication]

Kennedy, D. M., **Sommer, S. A.**, & Nguyen, P. A. (2017). Optimizing multi-team system behaviors: Insights from modeling team communication. *European Journal of Operational Research*. doi: 10.1016/j.ejor.2016.08.036. (Impact Factor: 2.679; 5-Year Impact Factor: 3.109). (ABDC Journal Ranking: A*).

Kennedy, D. M., Stickney, L., & **Sommer, S. A.** (2017). *A Longitudinal, Multi-level Study of Team Member Engagement, Team Processes and Outcomes*. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*. doi:10.5465/AMBPP.2017.17103abstract.

Sommer, S. A., Howell, J. M., & Hadley, C. N. (2016). Keeping positive and building strength: The role of affect and team leadership in developing resilience during an organizational crisis. *Group and Organization Management*. 41(2), 172-202. doi:1059601115578027. (ABDC Journal Ranking: A).

[Editor's Choice: "specially selected articles that highlight some of the journal's most noteworthy manuscripts"]

Goh, K., Fisher, C. M., & **Sommer, S. A.** (2016). To go fast, go slow: Effect of phase durations on team performance trajectories in experimentation. *IEEE Xplore: IEEE Engineering Management Review*. 44 (4), 130-133. doi: 10.1109/EMR.2016.7792414.

Tierney, W., Schweinsberg, M., (***alphabetical order of third author**) *Kennedy, D. M., *Jordan, J., *Qureshi, I., ***Sommer, S. A.**, *Thornley, N., **Madan, N., Vianello, M., **Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., **Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Schaerer, M., Tworek, C. M., Wagenmakers, E-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A-L., **Sokolova, T., **Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S-C., & Uhlmann, E. L. (2016). Data from a pre-publication independent replication initiative: The pipeline

- project. *Nature Scientific Data*. <http://www.nature.com/articles/sdata201682> . (Impact factor: 4.8).
- *Schweinsberg, M., *Madan, N., *Vianello, M., *Sommer, S. A., *Jordan, J., **Tierney, W., **Awtrey, E., Zhu, L., Diermeier, D., Heinze, J., Srinivasan, M., Tannenbaum, D., Bivolaru, E., Dana, J., Davis-Stober, C. P., Du Plessis, C. Gronau, Q. F., Hafenbrack, A. C., Liao, E. Y., Ly, A., Marsman, M., Murase, T., Qureshi, I., Schaerer, M., Thornley, N., Tworek, C. M., Wagenmakers, E-J., Wong, L., Anderson, T., Bauman, C. W., Bedwell, W. L., Brescoll, V., Canavan, A., Chandler, J. J., Cheries, E., Cheryan, S., Cheung, F., Cimpian, A., Clark, M., Cordon, D., Cushman, F., Ditto, P. H., Donahue, T., **Frick, S. E., Gamez-Djokic, M., Hofstein Grady, R., Graham, J., Gu, J., Hahn, A., Hanson, B. E., Hartwich, N. J., Hein, K., Inbar, Y., Jiang, L., Kellogg, T., Kennedy, D. M., Legate, N., Luoma, T. P., Maibeucher, H., Meindl, P., Miles, J., Mislin, A., Molden, D. C., Motyl, M., Newman, G., Ngo, H. H., Packham, H., Ramsay, P. S., Ray, J. L., Sackett, A. M., Sellier, A-L., **Sokolova, T., **Sowden, W., Storage, D., Sun, X., Van Bavel, J. J., Washburn, A. N., Wei, C., Wetter, E., Wilson, C., Darroux, S-C., & *Uhlmann, E. L. (2016). The pipeline project: Pre-publication independent replications of a single laboratory's research pipeline. *Journal of Experimental Social Psychology*. 66, 57-67. <http://dx.doi.org/10.1016/j.jesp.2015.10.001> . (*Note the main authorship team is the last and the first five authors). (ABDC Journal Ranking: A).
- Goh, K., Fisher, C. M., & Sommer, S. A. (2015). To go fast, go slow: Effect of phase durations on team performance trajectories in experimentation. *Best Paper Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. doi: 10.5465/AMBPP.2015.306 .
- Maynard, M. T., Kennedy, D., Sommer, S. A., & Passos, A. M. (2015). Team cohesion: A theoretical consideration of its reciprocal relationships within the team adaptation nomological network. In E. Salas, W. B. Vessey, & A. X. Estrada (Eds.) *Research on Managing Groups and Teams, Volume 17*. Pp. 83 – 111. doi: 10.1108/S1534-085620150000017005.
- Maynard, M. T., Kennedy, D., & Sommer, S. A. (2015). Team adaptation: A fifteen-year synthesis (1998-2013) and framework for how this literature needs to “adapt” going forward. *European Journal of Work and Organizational Psychology*, 24(5), 652-677. (2013 Impact Factor: 2.463; 2013 5-Year Impact Factor: 2.729). (ABDC Journal Ranking: B).
- Kennedy, D., Sommer, S. A., & Maynard, M. T. (2013). *Triggers and trajectories: A framework of team disruptions and recovery*. *Best Paper Proceedings of the Seventy-third Annual Meeting of the Academy of Management*. doi: 10.5465/AMBPP.2013.16553abstract .
- Hadley, C. N., Pittinsky, T. L., Sommer, S. A., & Zhu, W. (2011). Measuring the efficacy of leaders to assess information and make decisions in a crisis: The C-LEAD Scale. *Leadership Quarterly*. 22(4), 633-648. (ABDC Journal Ranking: A*).
- Pearson, C. M., & Sommer, S. A. (2011). Infusing creativity into crisis management. *Organizational Dynamics*. 40(1), 27-33. (ABDC Journal Ranking: A).
- Sommer, A., & Pearson, C. M. (2007). Antecedents of creative decision making in organizational crisis: A team-based simulation. *Technological Forecasting and Social Change: An International Journal*, 74(8), 1234-1251. (ABDC Journal Ranking: A).

Refereed Conference Presentations

- DeFalco, J., Brawner, K., & Sommer, S. A. (2018). Standardizing a Comprehensive Learning Ontology Repository with Pedagogical Identifiers. *Standards for Adaptive*

- Instructional Systems (AIS) Workshop, under the IEEE Computer Society's Learning Technologies Steering Committee (LTSC). University of Central Florida. Orlando, FL, United States.
- Kennedy, D. M., **Sommer, S. A.** & Nguyen, A. (2017). *Optimization of Multi-Team Communication Time, Cost & Quality*. In L. Bao and M. P. Trinh (Chairs) Application of Computational Simulation in Organizational Research. Symposium. Atlanta, GA, United States. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*. doi:10.5465/AMBPP.2017.11393symposium.
- Sommer, S. A.** & Pearson, C. M. (2016). Leadership during trans-boundary crisis management: The challenge of cultural views. *International Academy of Management and Business (IAMB)*. Montreal, Canada.
- Fisher, C. M., **Sommer, S. A.** & Goh, K. (2015). *The influence of rhythm on discussing errors, learning, and team performance*. In S. B. F. Paletz (Chair), Analyzing Temporal Patterns of Teams in Action. Symposium presented at the meeting of the Interdisciplinary Network for Group Research, Pittsburg, United States.
- Sommer, S. A.** (Panelist, with Bedwell, W., & Maynard, M. T.) (2015) *Adaptation from a multilevel perspective*. In S. E. Frick & P. S. Ramsay (organizers) panel presented at the 10th meeting of the Interdisciplinary Network for Group Research, Pittsburg, United States.
- Maynard, T. M., Kennedy, D. M., & **Sommer, S. A.** (2015) *Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process*. Presented at the European Association of Work and Organizational Psychology (EAWOP) congress in Oslo, Norway.
- Sommer, S. A.**, Kennedy, D. M., & Stickney, L. (2014). *Refining engagement: A team process model*. Presented at the Institute for Operations Research and the Management Sciences (INFORMS) conference in San Francisco, United States.
- Maynard, T. M., Kennedy, D. M., & **Sommer, S. A.**, Stillman, A.** , Thayer, A.** , & Xu, J.** (2014). *The effects of disruptions to lean operations: How responding means waste creation*. Presented at the Institute for Operations Research and the Management Sciences (INFORMS) conference in San Francisco, United States.
- Maynard, T. M., Kennedy, D. M., & **Sommer, S. A.** (2014). *Team adaptation: A review of the literature and a proposed framework for how disruptions or triggers impact the team adaptation process*. Presented at the European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting on “Dynamics of team cognition and team adaptation” at the Instituto Universitário de Lisboa (ISCTE-IUL), in Lisbon, Portugal.
- Goh, K. T, Fisher, C. M. & **Sommer, S. A.** (2014). New beginnings: The influence of temporal structure on team learning and performance. In A. Knight and C. M. Fisher (Chairs), *A time for change: Dynamic approaches to group dynamics*. Symposium presented at the meeting of the Academy of Management, Philadelphia, Pennsylvania, United States.

[Winner: “Showcase Symposium” OB/MOC/OMT Divisions]

- Maynard, M. T., Kennedy, D. & **Sommer, S. A.** (2014). *Team Adaptation: A Fifteen-Year Synthesis (1998-2013) and Framework for How This Literature Needs to “Adapt” Going Forward*. In S. A. Sommer and T. M. Maynard (Chairs), *Adaptation: A multi-level approach*. Symposium presented at the meeting of the Interdisciplinary Network for Group Research, Raleigh, North Carolina, United States.
- Goh, K. T, Fisher, C. M. & **Sommer, S. A.** (2014). *New beginnings: Addressing paradoxical demands for immediate performance versus time to explore, reflect, and learn*. Paper

- presented at the meeting of the Interdisciplinary Network for Group Research, Raleigh, North Carolina, United States.
- Sommer, S. A.** Kennedy, D., & Maynard, M. T. (2013). *Leadership in trans-boundary crises: Team adaptation across boundaries*. Paper presented at European Group for Organization Studies Conference, Montreal, Quebec, Canada.
- Fisher, C. M. & **Sommer, S. A.** (2013). *New beginnings: The influence of temporal structure on team learning and performance*. Paper presented at the Interdisciplinary Network for Group Research Conference, Atlanta, Georgia, United States.
- Sommer, S. A.**, & Pearson, C. M. (2012). *Trans-boundary crisis management: leadership challenges of cultural variance*. Paper presented at the Academy of Management Conference, Boston, Massachusetts, United States.
- Verbos, A. K., **Sommer, S. A.** & Kennedy, D. (2012). *Task and relational engagement: conceptualizing multiple pathways to team creativity*. Paper presented at the Interdisciplinary Network for Group Research Conference, Chicago, Illinois, United States.
- Pearson, C. M., & **Sommer, S. A.** (2011). *Leadership challenges of trans-boundary crisis management: Culture and crisis management consequences*. Paper presented at the European Group for Organization Studies Conference, Gothenburg, Sweden.
- Sommer, S. A.** (2011). *Teams thriving in adversity*. Paper presented at the Eastern Academy of Management Conference, Bangalore, India.
- Sommer, S. A.** (2010). *Crisis in the Trenches: A multilevel examination of team leadership, affect and resilience*. Paper presented at the Academy of Management Conference, Montreal, Quebec, Canada.
- Pearson, C. M. & **Sommer, S. A.** (2009). *Crisis management: The infusion of creativity*. Paper presented at the Academy of Management Conference, Chicago, Illinois, United States.
- Sommer, A.** (2008). *Constraining the escalation of negativity: The role of emotions and cognitions in crisis perception*. Paper presented at the Academy of Management Conference, Anaheim, California, United States.
- Sommer, A.**, & Howell, J. M. (2008). *Team leadership and outcomes: A field quasi-experiment comparing crisis and non-crisis conditions*. Paper presented at the Academy of Management Conference, Anaheim, California, United States.
- Sommer, A.**, & Howell, J. M. (2007). *Crisis leadership: The role of leader-member exchange and followers' cognition, affect, and performance*. Paper presented at the Administrative Sciences Association of Canada, Organizational Behaviour Division, Ottawa, ON, Canada.
- Sommer, A.**, & Howell, J. M. (2006). *Crisis in the trenches: The impact of leadership style on followers' affect, cognition, resilience and performance*. Paper presented at the International Leadership Association, Chicago, Illinois, United States.
- Sommer, A.**, & Pearson, C. M. (2004). *Antecedents of creative crisis management decision-making: An exploratory study*. Paper presented at the Academy of Management Annual Meeting, Organizational Behavior Division, New Orleans, Louisiana, United States.
- Rodger, S., **Sommer, A.**, Tremblay, P., Pepper, S., & **Forester, T. (2000). *Peer mentoring among undergraduate students: What should we consider?* Paper presented at the Society for Teaching and Learning in Higher Education, St. Catharines, Ontario, Canada.

INVITED PRESENTATIONS

Keynote Speaker on Leadership in Public Health

- Columbia University, Mailman School of Public Health. (January 30, 2019).
Teams, Leadership, and Crowdsourcing Science.
Society for Women Engineers (SWE), United States Military Academy at West Point (April 18, 2018).
Math Department, Network Science Brown Bag, United States Military Academy at West Point (November 16, 2016).
- Organizational Crisis Leadership and Building Resilience*.
Enterprise Risk Management Committee Meeting, International Astronautical Federation (IAF) Conference, Paris, France (March 22-23, 2016);
iVentiv. Corporate University: Executive Knowledge Exchange. HEC Paris Executive Education. Cologne, Germany (October 5, 2015);
HEC Alumni. Cologne, Germany (October 4, 2015).
- Organizational Crisis Leadership: Preparing for the Ultimate Challenge and Developing Resilience at Multiple Levels*.
HEC Paris and Oxford Executive Masters Degree Program, Consulting and Coaching for Change. Paris, France. (April 21, 2015)
- Keeping Positive and Building Strength: The Role of Affect and Team Leadership In Developing Resilience During an Organizational Crisis*.
Beijing Normal University, China. (December 9, 2014).
- Crisis Leadership: What Really Matters?*
HEC Paris Leadership Center
HEC Faculty-Industry Informal Breakfast Dialogue with Alcatel-Lucent and L'Oreal, Paris, France. (January 22, 2013).
- Crisis in the Trenches: A Multilevel Examination of Team Leadership and Resilience*.
HEC Paris School of Management, ESSEC School of Management, Grenoble School of Management, Navel Postgraduate School, Ryerson University School of Management, Suffolk School of Management, Pennsylvania State University at University Park. Canada, France, USA. (2009-2010).

HONORS, AWARDS AND RESEARCH GRANTS

External Funding Awards from Federal and Provincial Governments

- *United States, Federal Government, Department of Defense, MINERVA grant*. Title: Intelligence Preparation of the Battlefield: Understanding Informality in Dense Urban Areas. By A. Richmond, S. A. Sommer, C. Arney, R. Wolfel, & M. Kimball (2016-2019). A trans-disciplinary grant
- *Chinese National Science Foundation (NSF)*, Sharing and Communication Pattern during Group Decision Making in Crisis Situations, by Xiaomin Sun, S. Amy Sommer, Ran Bian, Lina Wang. (2011-2014)
- *Social Science and Humanities Research Council of Canada (SSHRC) Doctoral Fellowship*. (2005-2006)
- *Ontario Graduate Scholarship, Canada (OGS)*. Declined due to the acceptance of the national fellowship SSHRC. (2005-2006)

University Funding Awards

- *HEC Paris Research Grant*. Principal Investigator. (2010-2015)
- *R.A. Barford Graduate Scholarship*, Ivey Business School, University of Western Ontario. (2002-2003, 2005-2006)
- *Plan for Excellence Doctoral Scholarship*, Faculty of Graduate Studies, University of Western Ontario. (2004-2006)

- *Special University Scholarship*, Faculty of Graduate Studies, University of Western Ontario. (2002-2003)
- *Noah Meltz Graduate Award*, University of Toronto. (2001-2002)
- *Open Fellowship*, University of Toronto. (2000-2001)

Doctoral Dissertation Awards

- Best Paper Based on a Dissertation Award Nominee for Healthcare Management at the Academy of Management (2010)
- Canadian Association for Graduate Studies Nominee (2008)
- UMI Distinguished Dissertation Award Nominee (2008)
- Best Dissertation at the Ivey Business School (2008)

TEACHING INTERESTS

Teams; Leadership; Leading Change; Organizational Behavior; Healthcare Management; Research Methods; Statistics.

TEACHING EXPERIENCE

Columbia University, Department of Health Policy and Management (2019)

1. *Mixed Methods in Health Systems Research*. Created a new class. Masters students. (2019)

United States Military Academy at West Point (2016 – 2018)

2. *Research Methods and Statistics: System Modeling, Management and Design (Course Director and redesigned the course)*. Undergraduate BSc. (2018)
3. *Research Methods and Statistics: System Modeling, Management and Design*. Undergraduate BSc. (2017, 2018)
4. *Leading Organizations and Change*. Undergraduate Bachelor of Science. (2016, 2017)

HEC Paris, France and University of Oxford (In English from 2010-2016)

5. *Global Team Leadership*. Masters, Grande École. (2016)
6. *Fieldwork Project Executive Seminar: Managing Your Manager*. MBA. (2014, 2015, 2016)
7. *Leading Organizations: Perspectives on Design, Power and Culture*. Masters, Grande École. (2013, 2014, 2015, 2016)
8. *Teams and Multilevel Research*. Ph.D. Seminar. (2016)
9. *Leading High Performance Teams*. Masters, Grande École. (2012, 2013, 2014, 2015)
10. *Module 2: Learning and Change. Facilitator of Action Learning with Robert Putnum*; Executive Masters, Consulting and Coaching for Change, HEC Paris and Oxford. (2014)
11. *Fieldwork Project Executive Seminar: Managerial Behavior*. MBA (2013, 2014)
12. *Collective Constructs and Multilevel Research*. Ph.D. Seminar. (2013)
13. *LEAD: Leadership Effectiveness and Development*. MBA. (2013)
14. *Organization Analysis and Design, redesigned the course with an additional co-professor*. Masters, Grande École. (2012)
15. *Entrepreneurial Leadership: Live Case*. MBA. (2011)
16. *Organization Analysis and Design formerly Organizational Theory*. Masters, Grande École, HEC Paris. (2011)

Teaching at Boston College, Carroll School of Management

17. *Human Resource Management*. Undergraduate students (2010)

Student Supervision and Involvement

- *Supervised 24 students theses or projects at the executive, doctoral, MBA or masters level*
- *Member of 9 evaluation committees for executive education and doctoral level*
- *Executive Masters, Consulting and Coaching for Change, HEC Paris and Oxford University: Tutor and Dissertation Supervisor, and Dissertation Defense Committee Member*

SELECTED PROFESSIONAL SERVICE

Institutional Service

- *Periodic Development Review. 23 cadets evaluated for core leadership competencies and debriefed extensively. U.S. Military Academy at West Point (2016-2018).*
- *Created and facilitated two Personal Development Sessions for Leadership and Change (Optional), U.S. Military Academy at West Point (2016).*
- *Social Network Analysis Club (SNAC) cadet presentation on Leadership, Teams and Crowdsourcing Science, Math Department, Network Science Brown Bag presentation, U.S. Military Academy at West Point (2016).*
- *Faculty research mentor, U.S. Military Academy at West Point (2016-2018).*
- *Faculty teaching observer and teaching mentor, U.S. Military Academy at West Point (2016-2018).*
- *Designing the Human Factors Engineering and Capstone Laboratory along with other Professors at U.S. Military Academy at West Point (2018).*
- *Assisted with the selection of undergraduate students for their major, United States Military Academy at West Point (2017, 2018).*
- *Assisted with the selection of PhD students for HEC Paris (2011-2016).*
- *Organizer of Faculty Research Seminars (2014-2015).*
- *Faculty Search Committee, Department of Management and Human Resources, HEC Paris, School of Business (2011, 2012, 2014, 2015).*
- *EQUIS Maintenance of Accreditation Review for the Grande École, HEC Paris, School of Business (2013).*
- *Visions of Leadership Committee, HEC Paris, School of Business (2010-2011)*

Professional Community Service

- *Member of Harvard's GroupsGroup research group (2008-current)*
- *Sommer, S. A. (Panelist, with Bernstein, E., Carter, D., & Weaver, S.) (2017) Doctoral Consortium: The Job Hunt Process. In W. Bedwell (organizer) panel presented at the Interdisciplinary Network for Group Research, St. Louis, MI, United States.*
- *Sommer, S. A. (Panelist, with Bedwell, W., & Maynard, M. T.) (2015) Adaptation from a multilevel perspective. In S. E. Frick & P. S. Ramsay (organizers) panel presented at the 10th meeting of the Interdisciplinary Network for Group Research, Pittsburg, United States.*
- *Session Chair: Trust. (2014) The meeting of the Interdisciplinary Network for Group Research, Raleigh, North Carolina, United States.*
- *Symposium Organizer: S. A. Sommer and T. M. Maynard (Chairs), (2014). Adaptation: A multi-level approach. Discussant: Eduardo Salas. Symposium presented at the meeting of the Interdisciplinary Network for Group Research, Raleigh, North Carolina, United States.*

Ad-hoc Reviewing (2002 – current)

- *Journal of Organizational Behavior, Group and Organization Management, and the International Journal of Management Reviews*

- Academy of Management (AOM) Conference, Interdisciplinary Network for Groups Research (INGroup) Annual Conference, European Group for Organization Studies Conference (EGOS), Eastern Academy of Management (EAM) Conference, Administrative Sciences Association of Canada (ASAC), and International Leadership Association (ILA).

SELECTED MEDIA MENTIONS

(E.g., Nature, Harvard Business Review, The Economist, including many languages)

Schweinsberg et al. (2016)

- *Five Thirty Eight* <http://fivethirtyeight.com/features/failure-is-moving-science-forward/>
- *Retraction Watch* <http://retractionwatch.com/2016/03/31/what-if-we-tried-to-replicate-papers-before-theyre-published/>
- *Real KM* <http://realkm.com/2016/04/07/pipeline-project-aims-to-improve-reproducibility-of-scientific-research/>
- *The Atlantic* http://www.theatlantic.com/science/archive/2016/03/save-psychology-by-replicating-studies-before-theyre-published/475983/?utm_source=SFTwitter
- *The Scientist* <http://www.the-scientist.com/?articles.view/articleNo/49161/title/Online-Platform-Aims-to-Facilitate-Replication-Studies/>

Silberzahn, et al. (2015)

- *Nature*. Crowdsourced research: Many hands make tight work. (October 7, 2015) by R. Silberzahn & E. L. Uhlmann.
- *Harvard Business Review* <https://hbr.org/2015/03/what-to-do-when-people-draw-different-conclusions-from-the-same-data>
- *Innovation Observer* <http://innovationobserver.com/2015/04/09/crowdsourcing-data-analysis-and-everything-else/>
- *Five Thirty Eight* (1) <http://fivethirtyeight.com/features/science-isnt-broken/>
- *Five Thirty Eight* (2) <http://fivethirtyeight.com/features/failure-is-moving-science-forward/>
- *Simply Statistics* <http://simplystatistics.org/?p=4268>
- *The Economist*. On the other hands: Honest disagreement about methods may explain irreproducible results. (October 8, 2015).
- *The Economist Brazil*. On the other hands. (October 8, 2015).
- *A Bit of Physics*. Crowdsourced research: Many hands make tight work. (October 8, 2015).
- **Foreign Language Translation:**
 - *SVT Monde*. Crowdsourced research: Many hands make tight work. (October 7, 2015) [French]
 - *Science Policy News Clips*. Crowdsourced research: Many hands make tight work. (October 7, 2015). [Japanese]
 - *Bias Cognitivi*. Crowdsourced research: Many hands make tight work. (October 7, 2015). [Italian]
 - *Helmholtz-Zentrum für Umweltforschung* [German]

Sommer, Howell & Hadley (2015)

- *PeopleSphere HR Magazine*,, Une crise c'est toujours ce qu'on n'a pas prévu (Mai 2011). Interviewed by C. Lo Giudice for Numero 152.

- *Research at HEC*, How to Find Good Crisis Leaders before Trouble Strikes. (2010) Number 17.

SELECTED PROFESSIONAL EXPERIENCE

- *Negotiation, Conflict Resolution and Leading Organizational Change. Executive Seminar Teaching Assistant.* The Bank of Montreal (BMO) Financial Group (2003-2009)
- *Leading Organizational Change, and Leadership, Executive Education Masters Teaching Assistant.* Ivey Business School, Western University (2003-2007)
- *Research Assistant* for Professors J. M. Howell, C. M. Pearson and M. Campoletti at the Ivey School of Business at Western University, and the University of Toronto (2001-2006)
- *Research Analyst* for the *Collective Bargaining Committee with Bell ActiMedia and the Canadian Telephone Employees' Association (CTEA)*, Toronto, Ontario (2001)
- *Human Resources Assistant, The National Cancer Institute of Canada and Research Awards*, Toronto, Ontario (2001)
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