

MARY M. MALONEY, PH.D.

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University of St. Thomas
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University of St. Thomas, Opus College of Business

Professor, Department of Management (2021 to present)
Associate Professor, Department of Management (2012 to 2020)
Assistant Professor, Department of Management (2005 to 2012)

EDUCATION

University of Minnesota, Carlson School of Management, Minneapolis, MN

Ph.D., Business Administration, Strategic Management and Organization (2007)

Columbia University, School of International Affairs, New York, NY

M.I.A., International Affairs (1985)

Carleton College, Northfield, MN

B.A., International Relations (1981)

RESEARCH INTERESTS

Teams, specifically, those with members from different geographies, cultures, languages and functions.

PUBLICATIONS

Peer Reviewed Journals

Maloney, M., S. Grimm, R. Anctil. (2020) Atlas international business case: Examining globalization and economic indicators for the scrap metal recycling industry, *Journal of Accounting Education*. 51. Article 100661.

Anctil, R., S. Grimm, M. Maloney. (2020) Atlas managerial accounting case: Examining joint products in the international scrap metal recycling industry. *Journal of Accounting Education*. 51. Article 100660.

Maloney, M., Shah, P., Zellmer-Bruhn, M., Jones, S. (2019) The Lasting Benefits of Teamwork? Vitality of Dyadic Connections after Teams Disband. *Organization Science*. 30(2), 260-279.

Maloney, M., Bresman, H., Zellmer-Bruhn, Beaver, G., (2016) Contextualization and context theorizing in teams research: A look back and a path forward. *Academy of Management Annals* 10 (1) 891-942.

Maloney, M., Johnson, S. & Zellmer-Bruhn, M., (2010) "Assessing group-level constructs under missing data conditions: A Monte Carlo simulation." *Small Group Research* 41 (3) 281-307. Small Group Research Best Article Award 2009-2010 (Runner-up).

Zellmer-Bruhn, M., Maloney, M., Bhappu, A. & Salvador, R. (2008) When and how do differences matter? An exploration of perceived similarity in teams. *Organizational Behavior & Human Decision Processes* 107: 41-59. 3rd place: International Association of Conflict Management Outstanding Article or Book Chapter Award 2010

Cuervo-Cazurra, A., Maloney, M., & Manrakhan, M., (2007) Causes of the difficulties in internationalization. *Journal of International Business Studies* 38 (5) 709-725.

Maloney M. & Zellmer-Bruhn, M. (2006) "Building bridges, windows and cultures: Mediating mechanisms between heterogeneity and performance in global teams. *Management International Review* 46 (6) 697-720.

Published Proceedings

Tenzer, H.; Pudelko, M.; Zellmer-Bruhn, M.; Maloney, M. How Language Diversity Affects Knowledge Processing in Multinational Teams. *Academy of Management Proceedings* (Vol. 2017, No. 1, p. 15221). Briarcliff Manor, NY. *Winner IM Division Best Paper in OB/OT/HR Award*

Maloney, M., Shah, P., Zellmer-Bruhn, M. (2010) The lasting imprint of teams: Project teams and intra-organizational network formation. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.

Jonsen, K., et al. (2010) Scientific mindfulness: A foundation for future themes in international business. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643. *2010 Carolyn Dexter Award Winner – Best International Paper*

Book Chapters

Zellmer-Bruhn, M. & Maloney, M. (2020). Cross-cultural teamwork. In *The SAGE Handbook of Contemporary Cross-Cultural Management*. Eds. Szkudlarek B., Caprar, D., Osland J., Romani, L. SAGE, Thousand Oaks, CA. *(Peer-reviewed)*

Maloney, Mary M., Mary Zellmer-Bruhn, and Priti Pradhan Shah. (2015) Spillover Coordination from Global Teams. Chapter 9 in *The Future of Global Organizing*. Eds. Drogendijk, Rian, Rob van Tulder and Alain Verbeke. Vol. 10. *Progress in International Business Research*. Emerald Group Publishing Limited. 245-79.

Jonsen, Karsten, et al. (2010) "Scientific Mindfulness: A Foundation for Future Themes in International Business." *Advances in International Management*. Eds. Devinney, Timothy, Torben Pedersen and Tihanyi. Vol. 23. *The Past, Present and Future of International Business & Management*. Emerald Group Publishing Limited. 43-69.

Invited Publications

Butler, C. L., Minbaeva, D., Mäkelä, K., Maloney, M. M., Nardon, L., Paunova, M., & Zimmermann, A. (2018). Towards a strategic understanding of global teams and their HR implications: an expert dialogue. *The International Journal of Human Resource Management*, published online 1-21.

PRESENTATIONS

Refereed

Zellmer-Bruhn, Song, Maloney & Bresman (2020) Language and transactive memory development in teams. INGRoup Conference (2020) *Accepted at 2020 INGRoup Conference, Seattle, WA*.

Zimmerman, A., Maloney M. & Butler, C. (2019) Team cognition formation: Lessons from sustainability stakeholder collaborations. Accepted for INGRoup Conference, Lisbon, Portugal *(Accepted but withdrawn due to medical issues)*.

Tenzer, H.; Pudelko, M.; Zellmer-Bruhn, M.; Maloney, M. How language diversity affects multinational team performance. Symposium: Diversity and team performance: learnings from an exploration of different diversity dimensions. AoM Conference, Chicago, IL (2018).

Tenzer, H.; Pudelko, M.; Zellmer-Bruhn, M.; Maloney, M. How Language Diversity Affects Knowledge Processing in Multinational Teams. AoM Conference, Atlanta, GA. (2017). *Winner IM Division Best Paper in OB/OT/HR Award*

Zellmer-Bruhn, M.; Maloney, M. Language Diversity and Team Knowledge Processes. INGRoup Conference, St. Louis, MO (2017).

Tenzer, H., Pudelko, M., Zellmer-Bruhn, M., Maloney, M. Evident and Hidden Language Barriers to Knowledge Processing in Multilingual Teams. AIB Conference, Dubai, UAE (2017).

Maloney, M., Shah, P., Zellmer-Bruhn, M. "The Lasting Benefits of Global Teams: Vitality of Dyadic Connections after Teams Disband. EIBA Conference, Vienna, Austria (2016).

Maloney, M., Shah, P., Zellmer-Bruhn, M. The multi-faceted role of team effectiveness in discretionary advice seeking after the team disbands. INGRoup Conference, Helsinki, Finland (2016).

Tenzer, H., Pudelko, M., Zellmer-Bruhn, M. & Maloney, M., The Impact of Language Barriers on Interaction Processes, Knowledge Exchange and Team Cognition in Multinational Teams. AIB Conference, Bengaluru, India (2015).

Maloney, M., Shah, P., Zellmer-Bruhn, M., Relationship development in global teams. 2014 AIB Conference, Stockholm, Sweden.

Maloney, M., Zellmer-Bruhn, M., Meyer, B., How are we different? Direct measures of diversity salience in work teams over time. 2014 INGRoup Conference, Raleigh, NC.

Maloney, M., Bresman, H., Zellmer-Bruhn, M., Beaver, G. Contextualizing team research; A look back and a path forward. Symposium: Managing external relationships to achieve coordinated action within and across teams. AoM Conference, Philadelphia, PA (2014).

Zellmer-Bruhn, M., Yu, L., Maloney, M., Bresman, H. Language and knowledge processes in multicultural teams. Symposium: Understanding the dynamics of global teams. AoM Conference, Philadelphia, PA (2014). *Emerald Best International Symposium Award*.

Maloney, M. & Zellmer-Bruhn, M. Panel session: Cross-Cultural Competencies: Advances in Research and Practice. AIB Conference, Vancouver, Canada (2014).

Maloney, M. & Zellmer-Bruhn, M. Panel session: Complex cross-cultural interaction: Building, studying, and learning from relationships among multiple stakeholders. AIB Conference, Washington, DC (2012).

Zellmer-Bruhn, M., Maloney, M., Bhappu, A. & Salvador, R. Are we who I thought we were? Examining how individuals' perceptions of similarity to their team change over time. INGRoup Conference, Minneapolis, MN (2011)

Maloney, M., Shah, P., Zellmer-Bruhn, M. The lasting imprint of teams: project teams and intra-organizational network formation. AoM Conference, Montreal, Canada (2010). *OB Division Best Paper Proceedings*.

Jonsen, K. et al. Scientific mindfulness: A foundation for future themes in international business. AoM Conference, Montreal, Canada (2010). *International Management Division Best Paper Proceedings; 2010 Carolyn Dexter Award Winner; Best International Paper*

Maloney, M., Shah, P., Zellmer-Bruhn, M. Bridging boundaries: Relationship development in global teams. INGRoup Conference, Washington, DC. (2010).

Maloney, M., Johnson, S. & Zellmer-Bruhn, M. Assessing Group-Level Constructs Under Missing Data Conditions: A Monte Carlo Simulation. INGRoup Conference, Colorado Springs, CO (2009).

Maloney, M., Shah, P., Zellmer-Bruhn, M. Network Creation: A neglected benefit of teams. INGRoup Conference, Kansas City, KA (2008).

Maloney, M., Zhao, M. Global strategies, integrative mechanisms, and intra-firm coordination across borders. AoM Conference, Philadelphia, PA (2007).

Maloney, M. Second-order coordination effects from global teams. AoM Conference, New Orleans, LA (2004).

Maloney, M. & Zellmer-Bruhn, M. Global Teams as Bridges. AIB Conference, Stockholm, Sweden (2004).

Maloney, M. Coordination and the MNE: A test of global teams as coordinating mechanisms. Midwest AoM Conference, Minneapolis, MN (2004).

Zellmer-Bruhn, M. & Maloney, M. Is what you see what you get? An exploration of the impact of actual versus perceived heterogeneity in teams. AoM Conference, Denver, CO (2002).

Maloney, M. & Zellmer-Bruhn, M. Building bridges, windows and cultures: Mediating mechanisms between team heterogeneity and performance in transnational teams. AIB Conference, Puerto Rico (2002).

Cuervo-Cazurra, A., Maloney, M., & Manrakhan, M., "The liability of foreignness from the resource-based view. AoM Conference, Washington DC (2001).

Invited Research Talks

Kingston University, London, UK. Presented "The Lasting Benefits of Teamwork? Vitality of Dyadic Connections after Teams Disband" (18 January 2018).

Invited research talk at Loughborough University, Loughborough, UK. Presented "The Lasting Benefits of Teamwork? Vitality of Dyadic Connections after Teams Disband" (25 January 2018).

EDITORIAL REVIEW BOARDS

Journal of International Business Studies (2014-2017)

Small Group Research (2015-present)

AWARDS, GRANTS & FELLOWSHIPS

Susan Heckler Research Award Nomination (2021, 2019)

Julie Hays Teaching Award Nomination (2014, 2013, 2010)

International Division Best Paper in OB/OT/HR Award, AoM (2017)

Emerald Best International Symposium Award, AoM (2014)

Carolyn Dexter Award – Best International Paper, AoM, All-Academy Award (2010)

Small Group Research Best Article Award – Runner Up (2010)

International Association of Conflict Management, Outstanding Article Award -- 3rd Place (2010)

University of Minnesota, Center for Integrated Leadership, Leadership Award (2009)

Opus College of Business Summer Research Award (2006-2018)

University of St. Thomas Research Assistance Grant (2007, 2008)

Juran Fellowship (2004)

Carlson School of Management Dissertation Fellowship (2004)

Carlson School of Management Ph.D. Student Teaching Award (2004)

Dissertation Research Award, Center for International Business Education & Research/AIB (2003)

Du Puy Scholarship (2003)

MacNamara Fellowship for Women (2003)

Rotary Fellowship for International Understanding (1982-84)

TEACHING

Courses Taught

Effective Teams (Undergraduate elective)

Effective Team Management (MBA Elective)

Elements of Global Business (Undergraduate)

Global Business in London (Undergraduate elective in London Business Semester)

Global Sourcing (MBA Elective, Study Abroad)

Global Strategy and Management (Undergraduate Capstone)

Global Systems (Executive MBA)

International Business (MBA Elective)

Leadership Labs 1, 2 & 3 (Full-time MBA Core)

Management and Organizational Behavior (Undergraduate Core)

Management of Organizational Behavior (Evening MBA Core)

Working Skillfully in Organizations (Undergraduate Core)

Independent Study (4)

Directed Study (1)

Executive Education

Custom: 3M; Deluxe; Lawson; Polaris; US Bank

UST: Nurse Leadership Program; Physician Leadership Program.

OTHER EXPERIENCE

Professional

Honeywell, Inc. Marketing management (1985-1998)

Community Service

Simply ArtAble, Board Member (2012-2017)

Harland Clarke Scholarship Committee (2008-2012)

Project Regina, Board Member (2002-2005)

Global

Faculty, Global Sourcing study abroad, Vietnam and Singapore (2019)

Co-director, London Business Semester, London, UK (2022, 2017)

Visiting Scholar, Hokkaido University, School of Public Policy, Sapporo, Japan (2013)

Regional Market Manager, Asia Pacific Region, Honeywell Inc. Hong Kong (1992-95)

Graduate student, Hokkaido University, Graduate Faculty of Economics and Business, Sapporo, Japan (1984)

Graduate student, International Christian University, Tokyo, Japan (1983)