

CURRICULUM VITAE
MATHEW L. SHEEP, PH.D.
JANUARY 2021

ASSOCIATE DEAN
ASSOCIATE PROFESSOR
LUTGERT COLLEGE OF BUSINESS
FLORIDA GULF COAST UNIVERSITY
10501 FGCU BOULEVARD S.
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EDUCATION

Ph.D. in Business Administration, University of Cincinnati, 2006.
Concentration: Management/Organizational Behavior

M. A. in Communication, University of Cincinnati, 2001.
Concentration: Organizational Communication

B. A. in Theology (magna cum laude), Mid-Atlantic Christian University, 1981.

B. S. in Physics (cum laude), U. S. Coast Guard Academy, 1973.

RESEARCH INTERESTS

Identity work and identification
Paradox theory
Work-home balance
Research methods

Leadership and complex challenges
Creativity/innovation
Discourse analytic approaches
Process research

JOURNAL PUBLICATIONS

Sheep, M. L. (in press, 2021). Where we might least expect to find it: Organizing paradoxes of Christian theology in a society of organizations. *Research in the Sociology of Organizations*.

Sheep, M. L. et al. (in press, 2021). A paradox approach to societal tensions during the pandemic crisis: Belonging tensions during a pandemic crisis. *Journal of Management Inquiry*.

Knapp, J. R., & Sheep, M. L. (2019). Normative management and diversity in international non-government organizations. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 30, 342-355.

Kataria, N., Kreiner, G., Hollensbe, E., Sheep, M. L., & Stambaugh, J. (2018). The catalytic role of emotions in sensemaking: Evidence from the blogosphere. *Australian Journal of Management*, 43(3), 456-475.

Sheep, M. L., Fairhurst, G. T., & Khazanchi, S. (2017). Knots in the discourse of innovation: Investigating multiple tensions in a reacquired spin-off. *Organization Studies*, 38(3-4), 463-488.

- Corlett, S., Coupland, C., McInnes, P., Sheep, M. L. (2017). Exploring the registers of identity research. *International Journal of Management Reviews*, 19, 261-272.
- Kreiner, G. E*., Hollensbe, E.C.*, Sheep, M. L.*, Smith, B., & Kataria, N. (2015). Identity elasticity and the dialectic tensions of organizational identity: How can we hold together while we're pulling apart? *Academy of Management Journal*, 58, 981-1011. (***Shared first authorship**).
- Sheep, M. L., & Foreman, P. O. (2012). An integrative framework for exploring organizational identity and spirituality. *Journal of Applied Business and Economics*, 13(4), 11-29.
- Stewart-Sicking, J. A., Ciarrocchi, J. W., Hollensbe, E. C., & Sheep, M. L. (2010). Workplace influences on career/vocational satisfaction, turnover intention, and existential well-being. *Mental Health, Religion & Culture*, 1, 1-16.
- Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. (2009). Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics. *Academy of Management Journal*, 52(4), 704-730.
(2011 Rosabeth Moss Kanter Award for Excellence in Work-Family Research; 2011 Owens Scholarly Achievement Award for best publication in Industrial-Organizational Psychology, SIOP)
- Sheep, M. L., (2006). Nurturing the whole person: The ethics of workplace spirituality in a society of organizations. *Journal of Business Ethics*, 66(4), 357-375.
- Kreiner, G. E., Hollensbe, E.C., & Sheep, M. L. (2006). Where is the “me” among the “we”? Identity work and the search for optimal balance. *Academy of Management Journal*, 49(5), 1031-1057. (2007 Outstanding Publication in Organization Behavior Award from the Academy of Management).
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L., (2006). On the edge of identity: Boundary dynamics at the interface of individual and organization identities. *Human Relations*, 59(10), 1315-1341.

RESEARCH AWARDS

2016. *College of Business Outstanding Researcher Award* (Illinois State University). Awarded January, 2016.
2015. *Best Paper Award—Identity*. British Academy of Management, Portsmouth, UK: “‘Tearing the fabric’ or ‘weaving the tapestry’? A Discursive Psychology approach to organizational identity work.”
2011. *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*. Presented in San Diego, CA, on May 26, 2011 by the The Center for Families at Purdue University and the Boston College Center for Work & Family, with the support of Alliance for Work-Life Progress (AWLP) at WorldatWork. Article: “Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics.” *Academy of Management Journal*.

2011. *The Owens Scholarly Achievement Award* for the best publication in Industrial-Organizational Psychology. Presented in Chicago, IL, on April 15, 2011 at the annual Society for Industrial and Organizational Psychology (SIOP) Conference. Article: "Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics." *Academy of Management Journal*.
2009. *Academy of Management Journal Best Paper Top-Three Finalist AMJ Best Paper Award*. Article: "Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics." *Academy of Management Journal*.
2007. *Outstanding Publication in Organizational Behavior Award, Academy of Management*. Article: "Where is the 'me' among the 'we'? Identity work in a greedy occupation." *Academy of Management Journal*.
2006. *Best Paper, Organizational Behavior Division, Academy of Management Meeting, Atlanta*. Paper: "Boundary work tactics: Negotiating the work-home interface."

BOOK CHAPTERS (THEORETICAL)

- Sheep, M. L. (2020). Paradoxes in the pursuit of positive identities: Individuals in organizations becoming their best. In A. D. Brown (Ed.), *The Oxford Handbook of Identities in Organizations* (pp. 618-636). Oxford, UK: Oxford University Press.
- Fairhurst, G. T. & Sheep, M. L. (2020). 'If you have to say you are, you aren't': Paradoxes of Trumpian identity work knotting in a post-truth context. In A. D. Brown (Ed.), *The Oxford Handbook of Identities in Organizations* (pp. 424-441). Oxford, UK: Oxford University Press.
- Fairhurst, G. T. & Sheep, M. L. (2019). Rethinking order and disorder: Accounting for disequilibrium in knotted systems of paradoxical tensions. In C. Vásquez & T. Kuhn (Eds.), *Dis/organization as communication: Studying tensions, ambiguities and disordering* (pp. 80-98). New York: Routledge.
- Sheep, M. L., Kreiner, G. E., Fairhurst, G. T. (2017). "I Am...I Said": Individual Identity and Paradox. In M.W. Lewis, W.K. Smith, P. Jarzabkowski, A. Langley (Ed.), *The Oxford Handbook of Organizational Paradox: Approaches to Plurality, Tensions and Contradictions* (pp. 452-471). Oxford University Press.
- Kreiner, G. E., & Sheep, M. L. (2009). Growing pains and gains: Framing identity dynamics as opportunities for identity growth. In Roberts, L. M., & J. E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation* (pp. 23-46). New York: Psychology Press.

BOOK CHAPTERS (PRACTITIONER)

- Sheep, M. L. (2013). Meaning, discourse, and design thinking. In W. Varghese (Ed.) *What We Shall Become* (pp. 47-58). New York: Church Publishing, Inc.

Sheep, M. L. (2009). The quest for passion, creativity, and wholeness. In William S. Craddock, Jr. (Ed.) *All Shall Be Well* (pp. 57-66). New York: Morehouse Publishing.

Sheep, M. L. (2009). The relationship of identity to wellness. In William S. Craddock, Jr. (Ed.) *All Shall Be Well* (pp. 41-48). New York: Morehouse Publishing.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. (2009). Fitting square pegs into round holes and other challenges of fit and wellness. In William S. Craddock, Jr. (Ed.) *All Shall Be Well* (pp. 147-154). New York: Morehouse Publishing.

Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. (2009). Balancing the “me” and the “we”: Identity work as a path toward wellness. In William S. Craddock, Jr. (Ed.) *All Shall Be Well* (pp. 9-16). New York: Morehouse Publishing.

ENCYCLOPEDIA ARTICLE

Sheep, M. L. (2016). Effective Communication. In *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer-Meteor.

WORKS IN REVISE/RESUBMIT

Sheep, M. L., Reinhardt, A., Hollensbe, E. C., & Kreiner, G. E. “Tearing the Fabric” or “Weaving the Tapestry”? A Discursive Psychology Approach to Organizational Identity Work. Second revision at *Management Communication Quarterly*.

Bisel, R. S., Fairhurst, G. T., & Sheep, M. L. CCO Theory and Leadership. In Bencherki, N. & Kuhn, T. (Eds.) *Routledge Handbook of the Commuicative Constitution of Organizations*.

WORKS IN PROGRESS

Sheep, M. L., Fairhurst, G. T., Hollensbe, E. C., & Kreiner, G. E.. Observing autopoiesis: A categorization approach to CCO in the Episcopal Church. To be submitted to *Organization*.

Beech, N., Sheep, M. L., & Bryant, M. (Eds.) forthcoming. *Sage Handbook of Business and Management*. London, UK: Sage Publications, Inc.

Foreman, P. O., & Sheep, M. L. Organizational identity cognitions and identification. Target: *Academy of Management Journal*.

Foreman, P. O., Sheep, M. L., Whetten, D. A., & Westgren, R. E. The cross-national generalizability of organizational identity and identification. Target: To be determined.

Hollensbe, E.C., Kreiner, G.E., & Sheep, M.L. From sad to glad, from mad to bad: Navigating emotion transitions at work. Target: To be determined.

CONFERENCE PROCEEDINGS

- Foreman, P. O., Sheep, M. L., 2018. Multiple organizational identities, identity cognitions and organizational identification. Paper presented at the Academy of Management, Chicago, IL.
- Sheep, M. L. & Foreman, P. O. 2010. An integrative framework for exploring organizational identity and spirituality. Paper presented at the Southern Management Association, St. Pete Beach, FL. October 30, 2010.
- Foreman, P. O., & Sheep, M. L. 2009. Organizational identity and identification: A cross-national test of a measurement model. Paper presented at Southern Management Association, Asheville, NC. November 11, 2009.
- Foreman, P. O., Sheep, M. L., & Dumler, M. 2008. A comparison of alternative measures of organizational identification. Paper presented at the Southern Management Association, St. Pete Beach, FL. October 31, 2008.
- Khazanchi, S., Slay, H. S., Sheep, M. L., 2007. Creativity in the printing industry: The context of organizational change. Paper presented at the 2007 Symposium and Planning Meeting of the Printing Industry Center, Rochester Institute of Technology, Rochester, NY.
- Sheep, M. L. 2004. Nailing down gossamer: A valid measure of the person-organization fit of workplace spirituality. *Academy of Management Best Paper Proceedings*, 64th Annual Academy of Management Meeting, New Orleans.

CONFERENCE PRESENTATIONS

- Sheep, M. L., Fairhurst, G. T., Hollensbe, E. C., & Kreiner, G. E. 2020. "Reconciliation through separation": The power and paradox of categorization. Paper presented at European Group of Organization Studies (EGOS) conference (Virtual), July, 2020.
- Sheep, M. L. & Foreman, P. O. 2020. Multiple Identities, Identity Cognitions, and Member Identification. Paper presented at Academy of Management (Showcase Symposium, Virtual), August, 2020.
- Fairhurst, G. T. & Sheep, M. L. 2019. Uncertainty and the Narrated Paradox. Academy of Management, Boston, MA, August 2019.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2019. "Doing" Grounded Theory: Lessons and Techniques from Peering Behind the Curtain. Academy of Management, Boston, MA, August 2019.
- Sheep, M. L. 2018. Meet the Editors workshop. European Group of Organization Studies (EGOS), Tallinn, Estonia, July 2018.
- Foreman, P. O. & Sheep M. L. 2018. Multiple organizational identities, identity cognitions and organizational identification. Paper presented at Academy of Management, Chicago, IL, August 2018.

- Sheep, M. L. 2018. Publishing in Top Non-US Journals – Why and How? Academy of Management, Chicago, IL, August 2018.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2018. “Doing” Grounded Theory: Lessons and Techniques from Peering Behind the Curtain. Academy of Management, Chicago, IL, August 2018.
- Sheep, M. L. 2017. Meet the Editors workshop. European Group of Organization Studies, Copenhagen, Denmark, July 5, 2017.
- Sheep, M. L. 2017. Publishing in Top Non-US Journals – Why and How? Academy of Management, Atlanta, Georgia, August 4, 2017.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2017. “Doing” Grounded Theory: Lessons and Techniques from Peering Behind the Curtain. Academy of Management, Atlanta, Georgia, August 5, 2017.
- Sheep, M. L., & Fairhurst, G. T. 2016. Exploring disequilibrium in paradox: Power and context in the case of school shooting threats in New York and Los Angeles. Paper presented at European Group of Organization Studies (EGOS) conference in Naples, Italy, July 2016.
- Sheep, M. L., & Alas, R. 2016. Stretched but unbreakable: Psychological contract elasticity during organizational change. Paper presented at European Group of Organization Studies (EGOS) conference in Naples, Italy, July 2016.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2016. "Doing" Grounded Theory: Lessons and Techniques from Peering Behind the Curtain. Co-organized and presented in PDW, Academy of Management Meeting, Anaheim, CA, August 2016.
- Sheep, M. L. 2016. A Practice-based Perspective on Paradox: Studying Strategic Tensions. Identity speaker for the PDW, Academy of Management Meeting, Anaheim, CA, August 2016.
- Sheep, M. L. 2016. Publishing in Top Non-US Journals--Why and How? PDW, Academy of Management Meeting, Anaheim, CA, August 2016.
- Sheep, M. L., & Fairhurst, G. T. 2015. Rethinking order and disorder: Accounting for disequilibrium in knotted systems of paradoxical tensions. Presented at European Group of Organization Studies (EGOS) conference in Athens, Greece, July 2015.
- Sheep, M. L., Hollensbe, E. C., & Kreiner, G. E. 2015. “Tearing the Fabric” or “Weaving the Tapestry”? A Discursive Psychology Approach to Organizational Identity Work. Paper presented at British Academy of Management (BAM), September 2015.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2015. Identity Elasticity: Studying Process & Content Together. Presented at the Process Research PDW: Using Tensions and Contradictions to Advance Process Research; Academy of Management Meeting, Vancouver, BC, Canada, August 2015.

- Sheep, M. L. 2015. Teaching Spirituality as a Skill Set for Effective Organizational Governance. PDW presentation at the Academy of Management Meeting, Vancouver, BC, Canada, August 2015.
- Sheep, M. L., Fairhurst, G. T., Khazanchi, S. 2014. Leveraging a discursive perspective: Rethinking organization tensions. Paper presented at the European Group of Organization Studies (EGOS) Conference, Rotterdam, Netherlands, July 2014.
- Sheep, M. L., Fairhurst, G. T., Hollensbe, E. C., & Kreiner, G. E., 2013. Observing autopoiesis: A categorization approach to CCO in the Episcopal Church. Paper presented at the European Group of Organization Studies (EGOS) Conference, Montreal, Canada, July 2013.
- Khazanchi, S., Sheep, M. L., & Lewis, M. W. 2013. Creativity as paradox: Novelty-usefulness tensions during idea evaluation. Paper presented at the European Group of Organization Studies (EGOS) Conference, Montreal, Canada, July 2013.
- Sheep, M. L. 2013. Using Computer Assisted Qualitative Data Analysis Software V: Working with Multimodal Data. Presenter at Professional Development Workshop for 73rd Annual Academy of Management Meeting, Orlando, FL, August 2013.
- Kreiner, G. E., & Sheep, M. L. 2013. The Identity Work of Professional Identity: Challenges Constructing “Who Am I?” and “Who Are We?” Paper symposium Chair and organizer for 73rd Annual Academy of Management Meeting, Orlando, FL, August 2013.
- Sheep, Fairhurst, & Khazanchi, 2012. Making sense of creativity tensions: Knots, wickedness, and spiral death. Paper presented at the European Group of Organization Studies (EGOS) Conference, Helsinki, Finland.
- Sprinkle, Hollensbe, & Sheep, 2012. Preserving "Me" beyond "Thou and Thee": Crafting Identity through Past and Possible Selves. Paper presented at the 72nd Annual Academy of Management Meeting, Boston, MA.
- Sheep & Fairhurst, 2012. Design Thinking and Wicked Problems in Business Strategy and Public Policy. Professional Development Workshop presented at the 72nd Annual Academy of Management Meeting, Boston, MA.
- Sheep, 2012. Raising Our Game: Legitimacy and Reflexivity in the Management, Spirituality and Religion Community. Professional Development Workshop presented at the 72nd Annual Academy of Management Meeting, Boston, MA.
- Sheep, M.L., Hollensbe, E.C., & Kreiner, G.E. 2011. The sweet spot: Role-identity congruence and passionate leadership. Paper presented at the 71st Annual Academy of Management Meeting, San Antonio.
- Sheep, M.L., Kreiner, G.E., & Hollensbe, E.C. 2011. Secular meets sacred: Lessons on leadership and identity from religious-based research. Showcase symposium sponsored by the OB and MOC Divisions and MSR Interest Group of the 71st Annual Academy of Management Meeting, San Antonio.

- Sheep, M. L., Faihurst G. T., Khazanchi, S., Slay, H. S., 2010. Knots, wickedness, and spiral death: Making sense of creativity tensions following an acquisition. Paper presented at the 70th Annual Academy of Management Meeting, Montreal.
- Sheep, M. L. 2010. Cross-currents in the channel: Navigating tensions of workplace spirituality. Paper presented at the 70th Annual Academy of Management Meeting, Montreal.
- Hollensbe, E.C., Kreiner, G.E., Sheep, M.L., & Kataria, N., 2010. Tales of TEC: Narrating the identity of the Episcopal Church. Paper presented at the 70th Annual Academy of Management Meeting, Montreal. (*Showcase symposium*)
- Sheep, M. L., & Foreman, P. O. 2010. An integrative framework for exploring organizational identity and spirituality. Paper to be presented at the Southern Management Association, St. Pete Beach, FL.
- Sheep, M.L., & Hollensbe, E.C. 2009. Tearing fabric or weaving tapestry? Discursive interplay of culture and organizational identities. Paper presented at the 69th Annual Academy of Management Meeting, Chicago.
- Kataria, N., Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2009. Spiraling toward identity: The catalytic role of emotions in sensemaking. Paper presented at the 69th Annual Academy of Management Meeting, Chicago.
- Foreman, P. O., & Sheep, M. L. 2009. Organizational identity and identification: A cross-national test of a measurement model. Paper presented at Southern Management Association, Asheville, NC.
- Kreiner, G. E., & Sheep, M. L. 2008. Growing pains and gains: Framing identity dynamics as opportunities for personal growth. Paper presented at the 68th Annual Academy of Management Meeting, Anaheim. (*Showcase symposium*)
- Khazanchi, S. Slay, H., & Sheep, M. L. 2008. Barriers and enablers of creativity during organizational identity shift. Paper presented at the 68th Annual Academy of Management Meeting, Anaheim.
- Foreman, P. O., Sheep, M. L., & Dumler, M. 2008. A comparison of alternative measures of organizational identification. Paper presented at the Southern Management Association, October 31, 2008.
- Hollensbe, E. C., Sheep, M. L., & Kreiner, G. E. 2008. Divided we stand: A study of the Episcopal Church through multiple qualitative lenses. Paper presented at the Qualitative Research in Management and Organization Conference, University of New Mexico, Albuquerque.
- Khazanchi, S. Slay, H., & Sheep, M. L. 2008. Creativity in the printing industry: A comparative case study. Paper presented at the Alfred P. Sloan Industry Studies, Boston, May 1, 2008.
- Sheep, M. L., & Foreman, P. O. 2007. A marriage made in heaven? Exploring the relationships of organizational identity and spirituality. Paper presented at the 67th Annual Academy of Management Meeting, Philadelphia.

- Khazanchi, S., Slay, H. S., Sheep, M. L., & Rothenberg, S. 2007. Creativity during an organizational change. Paper presented at the 67th Annual Academy of Management Meeting, Philadelphia.
- Hollensbe, E. C., Kreiner, G. E., & Sheep, M. L. 2007. From exclusive to inclusive: Responses to an organizational identity shift. Paper presented at the 67th Annual Academy of Management Meeting, Philadelphia.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2007. Dimensions of fit for work and home boundary preferences. Paper presented in symposium: The Multi-Role Individual: Boundary Maintenance and Individual Differences Across Roles, 2007 Society of Industrial and Organizational Psychologists (SIOP) Conference, New York.
- Kreiner, G. E., Hollensbe, E. C., & Sheep, M. L. 2006. Boundary work tactics: Negotiating the work-home interface. Paper presented at the 66th Annual Academy of Management Meeting, Atlanta. (*Winner of the 2006 Organizational Behavior Division Best Paper Award*).
- Hollensbe, E.C., Kreiner, G.E., Sheep, M.L., & Smith, B. R. 2005. Tearing the communion fabric? A case study of threatened identity in the Episcopal Church. Paper presented at the 65th Annual Academy of Management Meeting, Honolulu. (*Showcase symposium*)
- Hollensbe, E.C., Kreiner, G.E., & Sheep, M.L. 2005. Emotion transitions: Navigating emotion boundaries at work. Paper presented at the “Role of Emotions in Organizational Life: An Interdisciplinary Approach” conference, Toronto, Canada.
- Sheep, M. L. 2005. A working spirituality of the workplace: Toward a dialectical approach to competing theoretical discourses. Paper presented at the National Communication Association Convention, Boston.
- Sheep, M. L. 2004. Nailing down gossamer: A valid measure of the person-organization fit of workplace spirituality. Paper presented at the 64th Annual Academy of Management Meeting, New Orleans. (*Best Paper Proceedings*).
- Sheep, M. L. 2004. Strategic human resource management during periods of adaptive organizational identity change. Paper presented at the 64th Annual Academy of Management Meeting, New Orleans.
- Sheep, M. L., 2003. Nurturing the whole person: A model of spirituality-at-work and performance. Paper presented at the 63rd Annual Academy of Management Meeting, Seattle. (*William H. Newman Award nominee*).
- Kreiner, G.E., Hollensbe, E.C., & Sheep, M.L. 2003. Managing identity boundaries: The case of Episcopal priests. Paper presented at the 63rd Annual Academy of Management Meeting, Seattle. (*Showcase symposium*)
- Hollensbe, E.C., Kreiner, G.E., & Sheep, M.L. 2003. Emotion shape-shifting: A study of emotion transitions at work. Paper presented at the 63rd Annual Academy of Management Meeting, Seattle. (*Showcase symposium*)

CONSULTING RESEARCH

Sheep, M. L. 2019. Mutual Ministry Review Pursuant to General Convention Resolution A004 (Section 2j). Presented at Executive Council meeting, Linthicum Heights, MD.

Sheep, M. L. 2017. Mutual Ministry Review Pursuant to General Convention Resolution A004 (Section 2j). Presented at Executive Council meeting, Linthicum Heights, MD.

Sheep, M. L. 2013. The CREDO Spiritual Wellbeing Survey. Memphis: CREDO Institute, Inc. Scale development, validation.

Sheep, M. L. 2010. The CREDO Spiritual Profile. Memphis: CREDO Institute, Inc. Scale development, validation.

Gortner, D., Hollensbe, E. C., Sheep, M. L., & Kreiner, G. E. 2009. The Episcopal Identity Project: Around One Table Report. Memphis: CREDO Institute, Inc.

Sheep, M. L. 2006. Episcopal clergy wellness: A report to the Church on the state of clergy wellness. Memphis: CREDO Institute, Inc. Presented at the 2006 General Convention of the Episcopal Church USA, Columbus, OH.

TEACHING EXPERIENCE

Florida Gulf Coast University, Spring 2017 – Spring 2018 (Department Chair teaching load was 1-1):
MAN 3063: Organizational Ethics (1 section)
GEB 4890: Business Strategy (1 section)
GEB 6895: Business Strategy (MBA) (1 section)

Illinois State University, Fall 2006 – Fall 2016

Student evaluations averaged 1.6 (where scale is 1 = Excellent and 5 = Poor) across all courses:

MQM 483: Applied Organizational Leadership (MBA) – 1 Section

- Average Course Rating (Question 1): 1.00
- Average Instructor Rating (Question 2): 1.00
- Average across all items (Questions 1-20): 1.13
(new course designed and developed by Mathew Sheep)

MQM 421: Analysis of Organizational Behavior (MBA) – 11 Sections

- Average Course Rating (Question 1): 1.84
- Average Instructor Rating (Question 2): 1.70
- Average across all items (Questions 1-20): 1.54

MQM 402: Management Fundamentals

- Average Course Rating (Question 1): 1.79
- Average Instructor Rating (Question 2): 1.64
- Average across all items (Questions 1-20): 1.46

MQM 385: Strategic Management (Fall 2014) – 1 section

MQM 382: Organizational Leadership – 21 Sections

- Average Course Rating (Question 1): 1.90
- Average Instructor Rating (Question 2): 1.72
- Average across all items (Questions 1-20): 1.60

MQM 340.20: High Impact Leadership: A Skills-Based Approach – 1 section
(new course designed and developed by Mathew Sheep)

IDS 202.77 Advanced Honors Seminar: Leadership in Action – 1 section
(new course designed by Mathew Sheep and Richard Ringer for Spring 2016)

MQM 221: Organizational Behavior and Administration – 15 Sections

- Average Course Rating (Question 1): 1.97
- Average Instructor Rating (Question 2): 1.70
- Average across all items (Questions 1-20): 1.58

MQM 220: Business Organization and Management – 5 Sections

Note: Required course, some non-business majors (approx. 100 students per section)

- Average Course Rating (Question 1): 2.10
- Average Instructor Rating (Question 2): 1.80
- Average across all items (Questions 1-20): 1.73

Courses taught at Estonian Business School (EBS), Tallin, Estonia (Spring, 2015):

MAN602 Qualitative Research Methods (Ph.D. course—3 credits)

MAN554 Change Management (MBA course—3 credits)

Additional Teaching Activities at Illinois State University:

Independent Studies (Graduate):

2013 “An Examination of the Moderating Effect of Emotional Intelligence on Employee Stress in the Hospitality Industry”

2012 “Complexity Leadership Theory and Social Media in Emergent Systems”

Honors Projects and Independent Studies (Undergraduate):

2016 “Leadership, Decision-Making, and Planning” (Independent Study)

2014 “Design Thinking, Systems Thinking, and Wicked Problems in the ISU LeapForward Project” (Independent Study)

2012 “Procter & Gamble’s Culture of Diversity” (Honors Project)

2008 “Variations in Leadership Roles of a Student Team Working with a Non-Profit Organization” (Honors Project)

2007 “Authentic Leadership” (Honors Project)

Courses Taught Prior to Illinois State University:

Visiting Professor, Ohio University - 2006

MGMT 340 Organizational Behavior – 5 Sections

MGMT 240 Introduction to Management and Organization – 2 Sections

Instructor, University of Cincinnati - 2000-2006

MGT 396 Management Integration – 3 Sections (Required, class size: 135-210 students)

COMM 383 Organizational Communication – 3 Sections

COMM 371 Rhetorical Criticism – 4 Sections

COMM 306 Introduction to Rhetorical Theory – 4 Sections

University of Cincinnati Graduate Assistant Excellence in Teaching Award:

College of Business nominee, 2005

UNIVERSITY AND PROFESSIONAL SERVICE

Internal Service

- Lutgert College of Business representative for the University Assessment Council (2018-present)
- Illinois State University MQM Department Assistant Chair (2015-2017)
- Chair, College Curriculum Team (2015-2017)
- MQM Organizational Leadership Sequence Coordinator (2015-2017)
- Member, College Coordinating Team (2015-2017)
- MQM DFSC member (2012 – 2014; 2016 - 2018)
- Member, MQM Strategic Planning Committee (Spring 2015-present)
- MQM IRB Departmental Representative (2007-present)
- Search Committee member (2013-present)

External Service (Professional and Community):

- **Associate Editor of *Human Relations*** (2012-2019) *Financial Times 50* journal
- **Editorial Review Board *Human Relations*** (2008-Present) *Financial Times 50* journal
- **Member of AACSB-sponsored project: Management Curriculum in the Digital Era (MaCuDE)** (2019-2020)
- **Guest Editor of *International Journal of Management Reviews*** (January, 2015-2017)
- **Associate Editor for the *Journal of Management, Spirituality, and Religion*** (2009-2012)
- Elected to Planning Committee for the Identity Special Interest Group (SIG) at the British Academy of Management (September, 2015 - 2016)
- Conducted Leadership Workshops for Advocate BroMenn Health, Chamber of Commerce, Country Financial, Episcopal College for Bishops, and other organizations (2013-present)
- Conducted Illinois Soybean Association (ISA) Board of Directors Leadership Seminars (2014-2017)
- Conducted leadership workshop for Leadership McClean County (2010 through 2013)
- Conducted leadership workshop for McLean County Chamber of Commerce EDUCate Program (October, 2012)

- Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management (2012)

Other external service:

Reviewer multiple times for the following journals:

Administrative Science Quarterly
Academy of Management Journal
Human Relations
Journal of Organizational Behavior
Journal of Management
Journal of Management Inquiry
Organization Studies
Organization
Organizational Behavior and Human Decision Processes
Career Development International
Management Communication Quarterly
Cross-Cultural Management: An International Journal

Reviewer, British Academy of Management, 2015

Reviewer, Annual Academy of Management Meeting, 2004-present

Executive Committee Member and Treasurer: Management, Spirituality, and Religion (MSR) Interest Group, Academy of Management, 2005-2009

Reviewer, F.J. Roethlisberger Award for Best Article of 2007 in *Journal of Management Education*

PROFESSIONAL ASSOCIATIONS

Member: Academy of Management (2002-present); Organizational Behavior (OB) Division; Organization & Management Theory (OMT) Division; Managerial & Organizational Cognition (MOC) Division; Management, Spirituality, and Religion (MSR) Interest Group

Member: European Group of Organization Studies (2012-present)

Member: British Academy of Management (2015-2018)

Member: Southern Management Association (2008-2010)

Member: National Communication Association (2004-2006)

ACADEMIC EXPERIENCE

07/20 – present: Associate Dean, Florida Gulf Coast University

08/18 – 07/20: Acting and Interim Associate Dean, Florida Gulf Coast University

01/17 – 07/18: Chair, Department of Management, Florida Gulf Coast University

08/06 – 01/17: Assistant and Associate Professor of Management (tenured 2012)

(Assistant Chair of the Management Department, 2016) Illinois State University

01/06 – 07/06: Ohio University: Visiting Professor of Management

09/01 – 12/05: University of Cincinnati: Doctoral Student and Instructor (Management)

Adjunct Instructor (Communication)