

Jonathan Kush

Assistant Professor of Management

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Education

Carnegie Mellon University, Tepper School of Business

Pittsburgh, PA

Ph.D. in Organizational Behavior and Theory

May 2016

Dissertation: "The Effect of Communication Networks and Turnover on Transactive Memory Systems and Team Performance"

Committee: Linda Argote (chair), Brandy Aven, Anita Woolley, and James Herbsleb

Carnegie Mellon University

Pittsburgh, PA

B.S., Psychology (Secondary Major in Creative Writing)

May 2010

Research Interests

Social networks, Groups, Transactive memory systems, Turnover, Behavioral nudges for healthcare

Publications

Kush, J. (2019). Conceptual and measurement issues related to transactive memory systems: The indicators of TMS. *Group Dynamics: Theory, Research, and Practice*.

Argote, L., Aven, B., & Kush, J. (2018). The effects of communication networks and turnover on transactive memory and group performance. *Organization Science*, 29(2), 191-206.

Kush, J., Williamson, C., & Argote, L. (2012). Challenges and opportunities for group learning and group learning researchers. *Research on Managing Groups and Teams*, 15, 209-243.

Manuscripts Under Review or in Preparation

Kush, J., Aven, B., & Argote, L. (revise and resubmit) When ties bind and when ties divide: The effects of communication networks on group processes and performance. *Organization Science*.

Tayur, S., Kush, J., & Aven, B. (in revision). Nudge(able?): Field and experimental studies on organ and tissue donation.

Kush, J., Fahrenkopf, E., Aven, B., & Argote, L. (in revision). A text-based measure of transactive memory system strength.

Kush, J. The moderation of turnover and role change on the effect of transactive memory systems on group performance.

Fahrenkopf, E. & Kush, J. Working With(out) Differences: The Contingent Benefits of Collaborator Expertise on Innovation.

Kush, J. Would they feel alone? The influences of network equivalence on perceptions of similarity.

Kush, J. Choices in communication networks and their influence on group performance.

Guo, J. M., Argote, L., Kush, J., Fahrenkopf, E. & Park, J. The Effect of endogenous network positions on group performance.

Presentations and Poster Sessions

- Kush, J. (July, 2019). Choices in communication networks and their influence on group performance. Presented at INGroup, 2019, Lisbon Portugal.
- Guo, J. M., Argote, L., Kush, J., Fahrenkopf, E. & Park, J (July, 2019). The Effect of endogenous network positions on group performance. Presented at INGroup, 2019, Lisbon Portugal.
- Kush, J., Fahrenkopf, E., Aven, B., & Argote, L. (June, 2019). A text-based measure of transactive memory system strength. Presentation at Collective Intelligence, 2019, Pittsburgh, PA.
- Kush, J. (July, 2018). Conceptual and Measurement Issues for Transactive Memory Systems: Indicators vs. Structure. Presented at INGroup, 2018, Bethesda, MD.
- Kush, J., Aven, B., Argote, L. (July 2018). When ties bind and when ties divide: The effects of communication networks on group processes and performance. Presented at Collective Intelligence 2018, Zurich, Switzerland.
- Kush, J., Fahrenkopf, E., Aven, B., & Argote, L. (July, 2017). A text-based measure of transactive memory system strength. Presented as part of a symposium at INGroup 2017, St. Louis, MO.
- Kush, J., Aven, B., Argote, L. (2017, May). When ties bind and when ties divide: The effects of communication networks on group processes and performance. Presented at Carnegie School of Organizational Learning conference, Asilomar, CA.
- Fahrenkopf, E. & Kush, J. (2017, January). Working With(out) Differences: The Contingent Benefits of Collaborator Expertise on Innovation. Poster presented at Organization Science Winter Conference, 2017, Park City, UT.
- Guo, J., Kush, J., Fahrenkopf, E., & Argote, L. (2017, January). The Effect of Endogenous versus Exogenous Network Positions on TMS and Performance. Poster presented at Organization Science Winter Conference, 2017, Park City, UT.
- Kush, J. (2017, January). Conceptual and Measurement Issues Related to Transactive Memory Systems: Indicators vs. Structure. Poster presented at Organization Science Winter Conference, 2017, Park City, UT.
- Kush, J. (2016, August). Ties that bind and ties that tear: Network's influence on group identity and transactive memory. Presented at The Academy of Management (AoM) Annual Meeting, 2016, Anaheim, CA.
- Kush, J. (2016, July). Ties that bind and ties that tear: Network's influence on identity and transactive memory. Presented at INGroup Conference, 2016, Helsinki, Finland. [Best Student Paper]
- Argote, L., Aven, B., & Kush, J. (2015, August). The effects of communication networks and membership stability on transactive memory systems and group performance. Presented at The Academy of Management (AoM) Annual Meeting, 2015, Vancouver, BC.
- Kush, J. (2015, July). Transactive memory, turnover, role change and group performance. Poster presented at Interdisciplinary Network for Group Research (INGRoup) Conference 2015, Pittsburgh, PA.
- Kush, J. (2013, October). Team structure, turnover and performance. Presented at Social collaboration across large environments bi-annual meeting at IBM Watson Research Center, NY.
- Kush, J. (2013, October). Transactive memory, turnover, and team performance. Presented at Institute for Operations Research and the Management Sciences (INFORMS) Conference 2013, Minneapolis, MN.
- Kush, J., Argote, L., & Aven, B. (2013, March). Team structure, turnover, and performance. Presented at the Carnegie School of Organizational Learning conference, Asilomar, CA.

Teaching Experience

University of Massachusetts Dartmouth – Instructor

Project Team Management

Topics: Teamwork, Collaboration, Project Operations

3 sections each semester in 17/18/19

(Student Rating: 4.5 out of 5)

Organizational Learning and Leadership

Fall 2017, Spring 2020

Carnegie Mellon University – Teaching Assistant

Held office hours, grading, organized upwards of 6 other graders, guest lectures, and in-class simulations

<i>Organizational Learning and Strategic Management</i> (Linda Argote)	Fall 2013, Spring 2014, Fall 2014
<i>Managing Networks and Organizations</i> (Brandy Aven)	Spring 2013, Fall 2013, Spring 2014, Fall 2014, Spring 2015
<i>Organizational Design and Implementation</i> (David Krackhardt & Laura Dabbish)	Fall 2012, Fall 2013, Fall 2014
<i>Organizational Communication</i> (Robert Kraut)	Fall 2012
<i>Power and Influence</i> (Mark Fichman)	Fall 2012
<i>Introduction to Organizational Behavior</i> (Brandy Aven)	Spring 2012

Selected Ph.D. Coursework

- Ph.D. Seminar in Organizational Behavior and Theory (Micro and Macro)
- Ph.D. Seminar in Organizational Learning
- Ph.D. Seminar in Group Research (Instructor: John Levine and Richard Moreland)
- Social Perspectives on Human Computer Interaction
- Computer Supported Cooperative Work (Instructor: Robert Kraut)
- Fundamental and Intermediate Social Network Methods (Instructor: David Krackhardt)
- Special Topics in Social Network Analysis: Tensions and Controversies
- Special Topics in Organizational Behavior and Theory: The Carnegie School of Thought
- Regression Analysis

Computer Skills

- R (Data Scientist Certificate from Data Camp), SPSS, SAS, MinecraftEDU, LIWC, NodeXL
- Linear regression, Social network analysis, PROCESS analysis, Structural equation modeling

Awards

Outstanding Reviewer for the OB Division (AoM Conference, 2016, Anaheim)	August 2016
Best Student Paper Award (INGRoup Conference 2016, Helsinki)	July 2016
Herbert Simon Dissertation Award	May 2016
Gerald R. Salancik Doctoral Dissertation Fellowship	2016
Finalist, Three Minute Thesis Competition	March 2016
Accepted to Organization Management and Theory (OMT) Doctoral Consortium at the AoM Annual Meeting	August 2015
Accepted to Doctoral Consortium at INGRoup Conference	July 2015
Graduate Small Project Help Research Grant	Fall 2014
Tepper School of Business Doctoral Fellowship, Carnegie Mellon University	2010-2012, 2014-2016
National Science Foundation (NSF) Fellowship	2012-2014
Dean Sponsored Scholarship, Tepper School of Business, Carnegie Mellon University	2011-2012

Professional Service

Editorial Board

- *Journal of Organizational Behavior* 2020 - 2022

Ad hoc reviewer for:

- *Management Science*
- *Organization Science*
- *Organizational Behavior and Human Decision Processes*

- *Small Groups Research*
- *Journal of Organizational Behavior*
- *Academy of Management Annual Meeting*
- *INGRoup Conference*
- *Topics in Cognitive Science*
- *R&D Management*
- *Information Systems Research*
- *International Conference on Information Systems*

Consultant for ARO Grant (W911NF-16-1-0005)

2019

Microsoft Future of Work Advisory Council

2016-2017

University Service

UMass Dartmouth Strategic Planning Discovery Group

Spring 2020

UMass Dartmouth Faculty Senate

Spring 2019 to present

Charlton College of Business Behavioral Lab Committee

Fall 2016 to present

Graduate Student Association

Fall 2015 to Spring 2016

University Community Standards Boards

Fall 2012 to Spring 2016