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Biography

GREGORY B. NORTHCRAFT is the Harry J. Gray Professor of Executive Leadership in the Department of Business Administration at the University of Illinois. His research interests include collaboration in teams, conflict management, managerial decision making, and employee motivation and job design, particularly in high-technology manufacturing settings. His research has appeared in scholarly journals such as *Administrative Science Quarterly*, *Organizational Behavior and Human Decision Processes*, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Decision Sciences*, and *Organization Science*. He has served as Editor of the *Academy of Management Journal*, and Senior Editor at *Organization Science*.

KEVIN W. ROCKMANN is an Associate Professor in the School of Business at George Mason University. He primarily studies psychological attachment and relationship formation in distributed and other non-traditional work contexts. His research has appeared in scholarly journals such as *Academy of Management Journal*, *Academy of Management Review*, and *Organizational Behavior and Human Decision Processes*. He is currently the Chair of the Managerial and Organizational Cognition Division for the Academy of Management.